

WHO IS VERMONT FOR?



white + burke
VERMONT
DEVELOPMENT
CONFERENCE

According to SNL

“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 - you know - us.”

Who is already here

- Age Distribution
- Labor Force
- Pre-K to 12th Grade Enrollment
- Racial & Ethnic Composition

Retirements per year

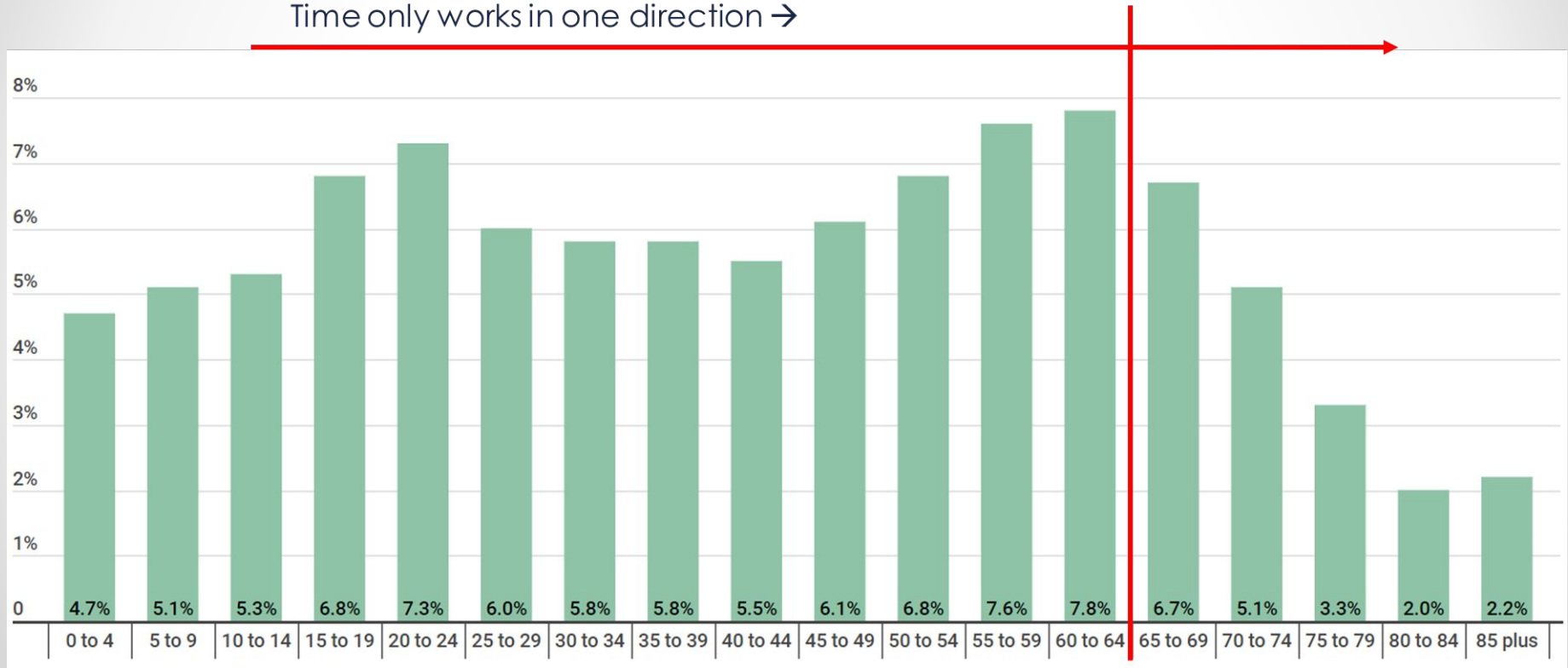
The Vermont Department of Labor estimates about how many labor force exits annually across the state?

- A) 8,300
- B) 12,700
- C) 14,800
- D) 22,400

The “Missing Middle”

Time only works in one direction →

Retirement Age



Source: US Census Bureau data compiled by Vermont Futures Project

Will this work long-term?

Vermont Labor Force by Age

The vulnerability of Vermont's labor force is its reliance on participation from an aging population. The Vermont Department of Labor projects about 14,800 retirements annually through 2030.

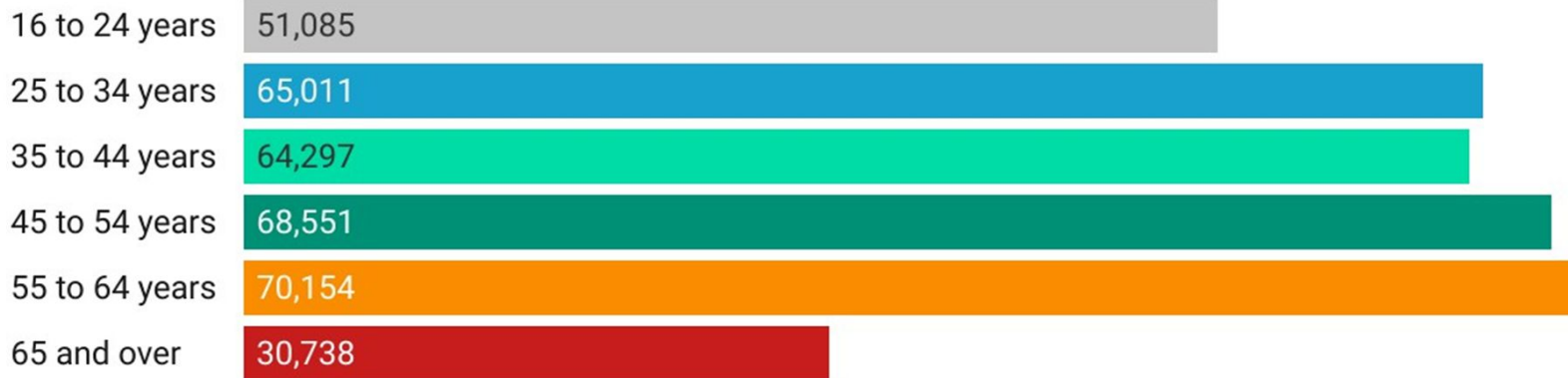


Chart: Vermont Futures Project • Source: US Census Bureau • Created with Datawrapper

18,000 jobs - 6,400 job seekers = 11,600

Vermont - Unemployed Persons per Job Opening Ratio

A decade ago, there were about two job seekers for every open job. Today, there are more than two open jobs for every job seeker. This is why employers are having such a tough time filling open positions.



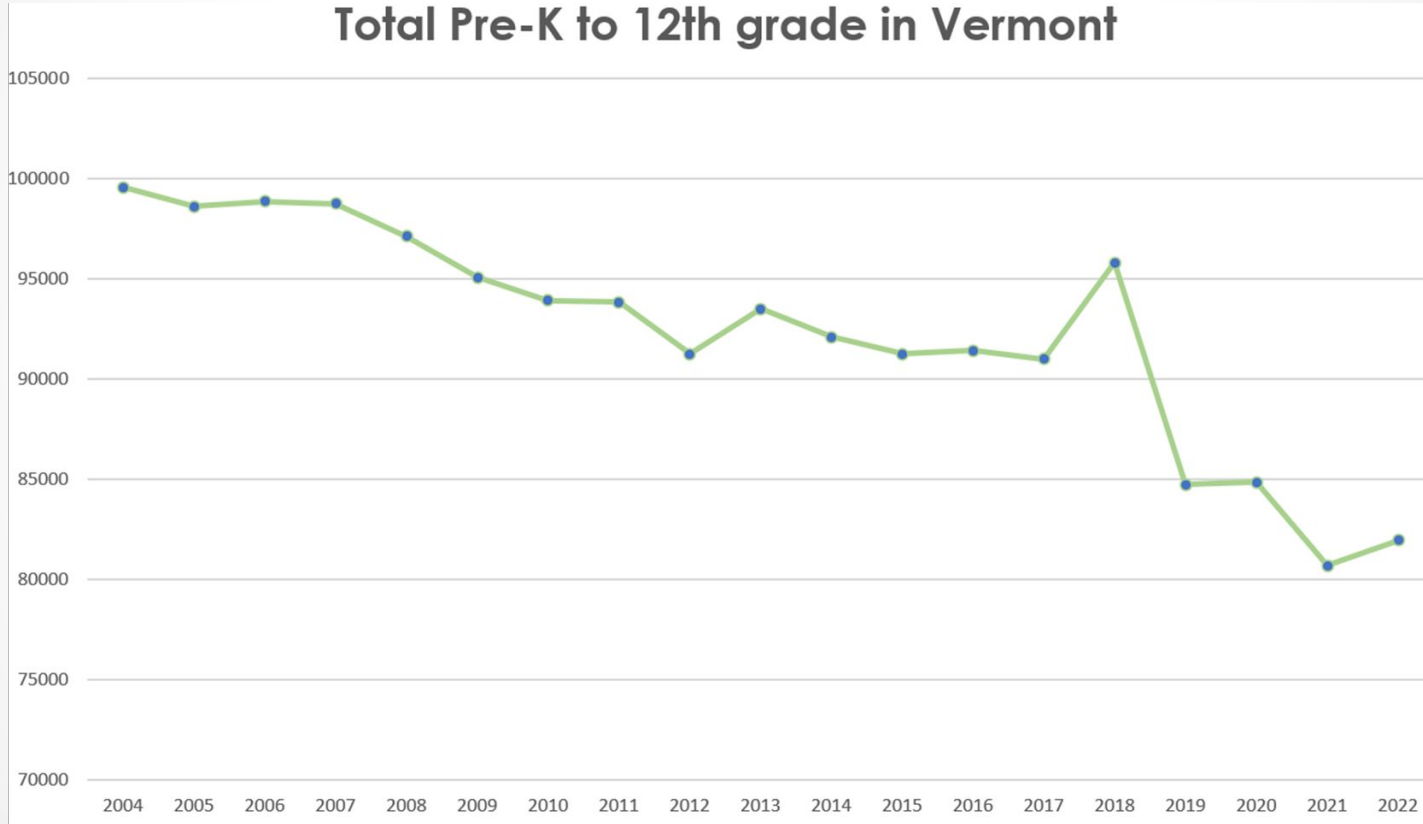
Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2012	1.9	1.9	1.7	1.4	1.7	1.7	1.7	1.7	1.9	1.9	1.5	1.8
2013	1.8	1.6	1.5	1.8	1.6	1.4	1.6	1.4	1.5	1.7	1.5	1.4
2014	1.4	1.4	1.4	1.2	1.3	1.1	1.3	1.2	1.3	1.2	1.1	1.1
2015	0.9	1.0	1.2	1.0	0.9	1.0	0.7	1.0	0.9	0.8	0.8	0.8
2016	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.8	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	0.7	0.6	0.5	0.5	0.5	0.5	0.5	0.5
2019	0.5	0.5	0.5	0.5	0.4	0.5	0.5	0.5	0.6	0.6	0.6	0.6
2020	0.5	0.6	0.7	4.0	2.5	2.0	2.7	1.3	1.0	0.8	1.0	0.9
2021	0.9	0.8	0.7	0.5	0.5	0.5	0.5	0.4	0.4	0.4	0.4	0.4
2022	0.4	0.4	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.4	0.4

Homegrown Talent Supply

Approximately how many total 12th grade students are enrolled across the entire state each year?

- A) 3,500
- B) 5,300
- C) 6,200
- D) 8,400

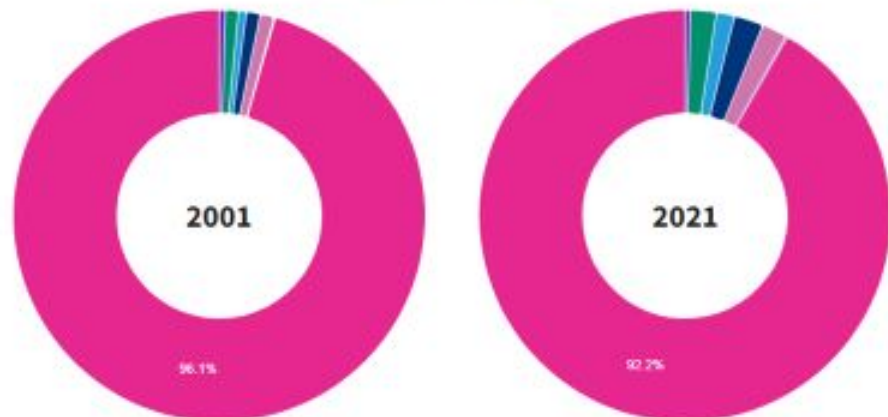
We need to look outward



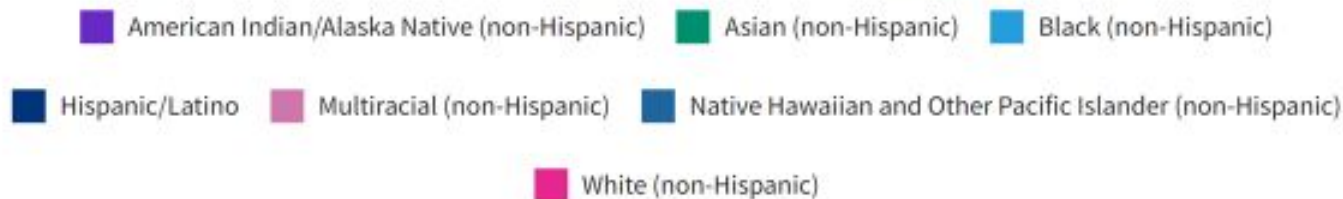
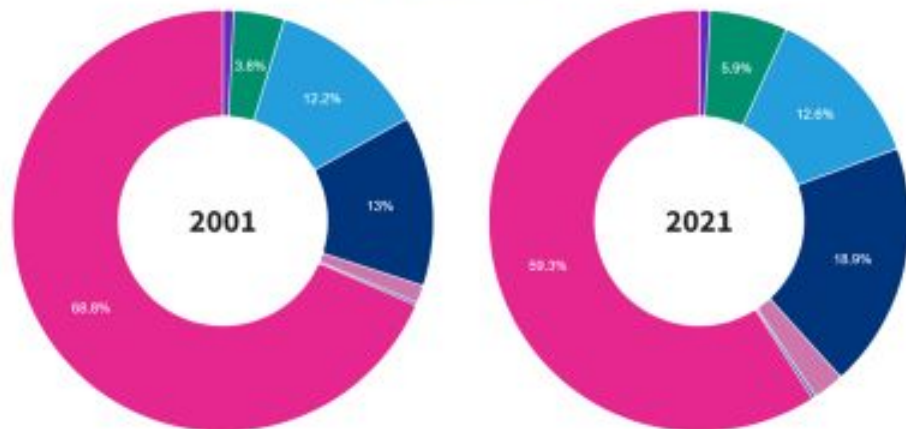
Source: Vermont Agency of Education data compiled by Vermont Futures Project

RACIAL AND ETHNIC COMPOSITION

Vermont



United States



Source: US Census Bureau data compiled by USAFacts

TWO WAYS TO CHANGE THE RATIO



ADDITION



SUBTRACTION



The BIPOC perspective



Vermont's Existential Crises

Demographic challenges

- 3rd oldest state
- 2nd least populated state

Employment challenges

- 1.9% unemployment rate
- ~18,000 open jobs
- ~11,000 unfilled jobs

Diversity challenges

- 3rd whitest state

BIPOC Vermonters grew by 112% between 2010 and 2020

What are BIPOC saying

People of color who come to Vermont want to be just as prosperous as White Vermonters!

If Black households held a share of the national wealth in proportion to their share of the U.S. population

- Equitable: \$12.68T
- Reality: \$2.54T
- Racial wealth gap: \$10.14T



"100 Year Arc: Visions for Transitions" - mural by Kristen Zimmerman

Disparities are harmful not just to Black & Brown communities

How much could US states gain by closing racial and gender gaps in the labor market?

By Federal Reserve Community Development Staff

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



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
Total population 16 & over	63.6	65.1
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% 

What are BIPOC saying

- Weak recruitment & retention strategies
- Lack of new types of industries & commerce
- Focus on small & local inhibits growth
- Opportunity scarcity keeps Vermont exclusive

New businesses, job growth and the red carpet should be part of the strategy to attract and retain people in VT

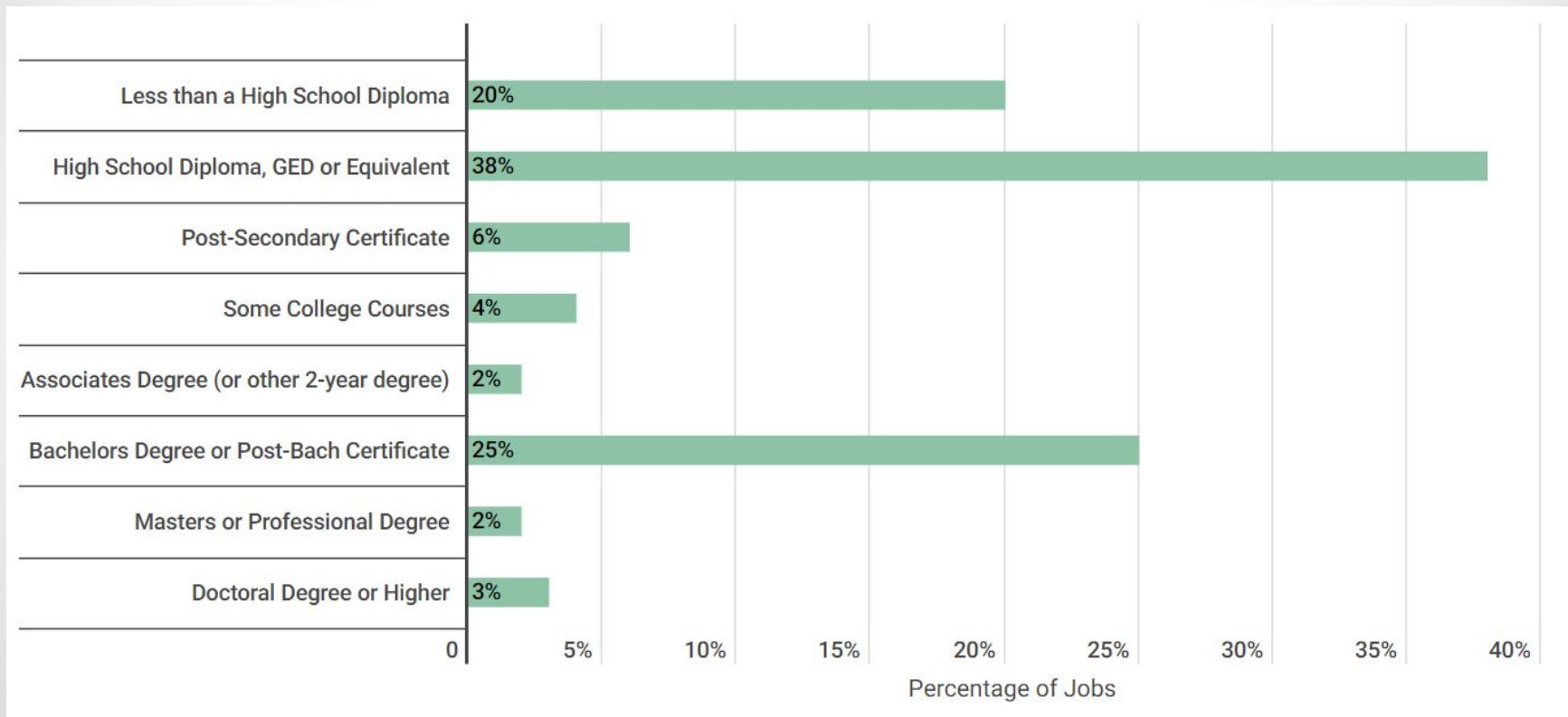
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Jobs by Educational Level

What percentage of jobs in Vermont require a 4-year degree or higher?

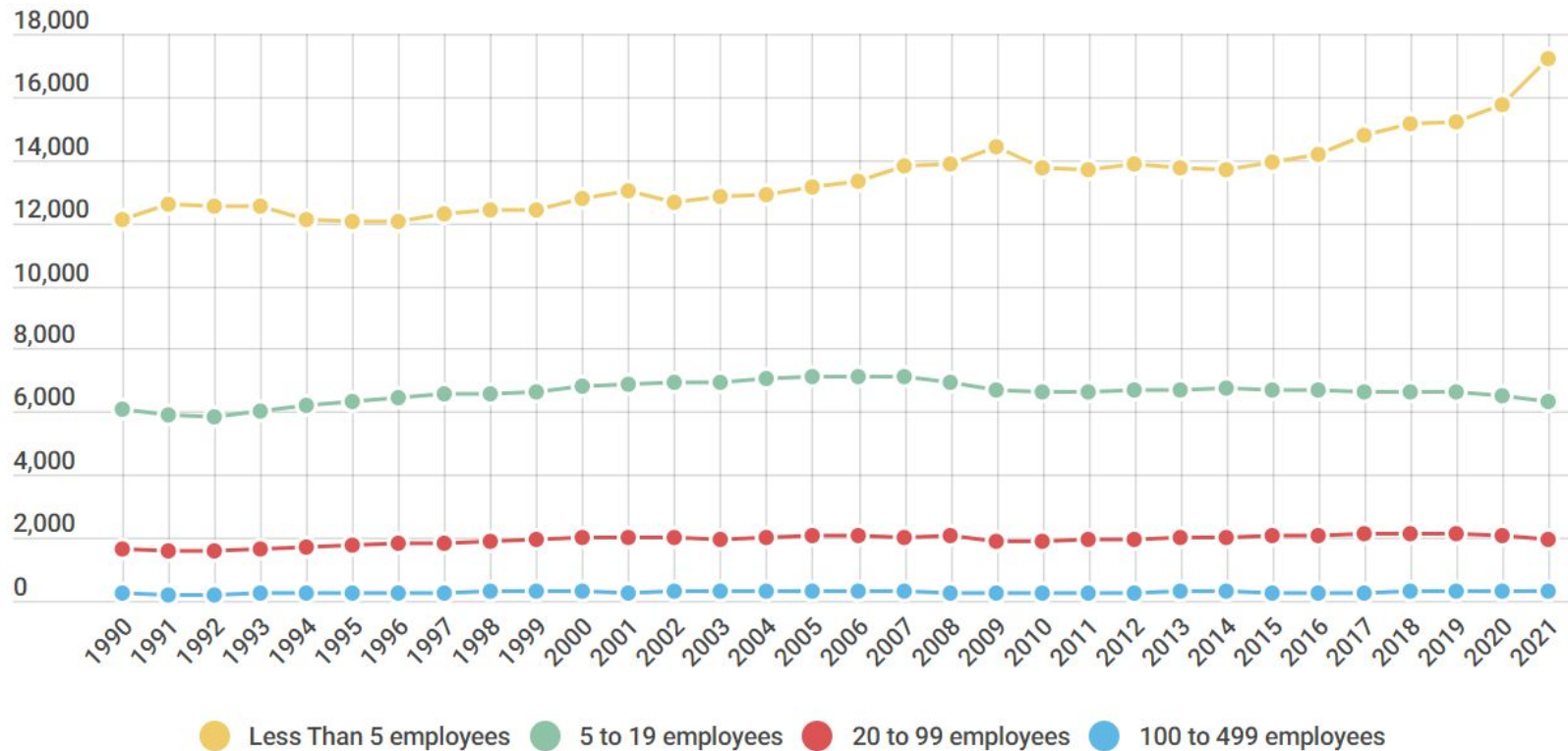
- A) 25%
- B) 30%
- C) 35%
- D) 40%

70% < 4-year degree



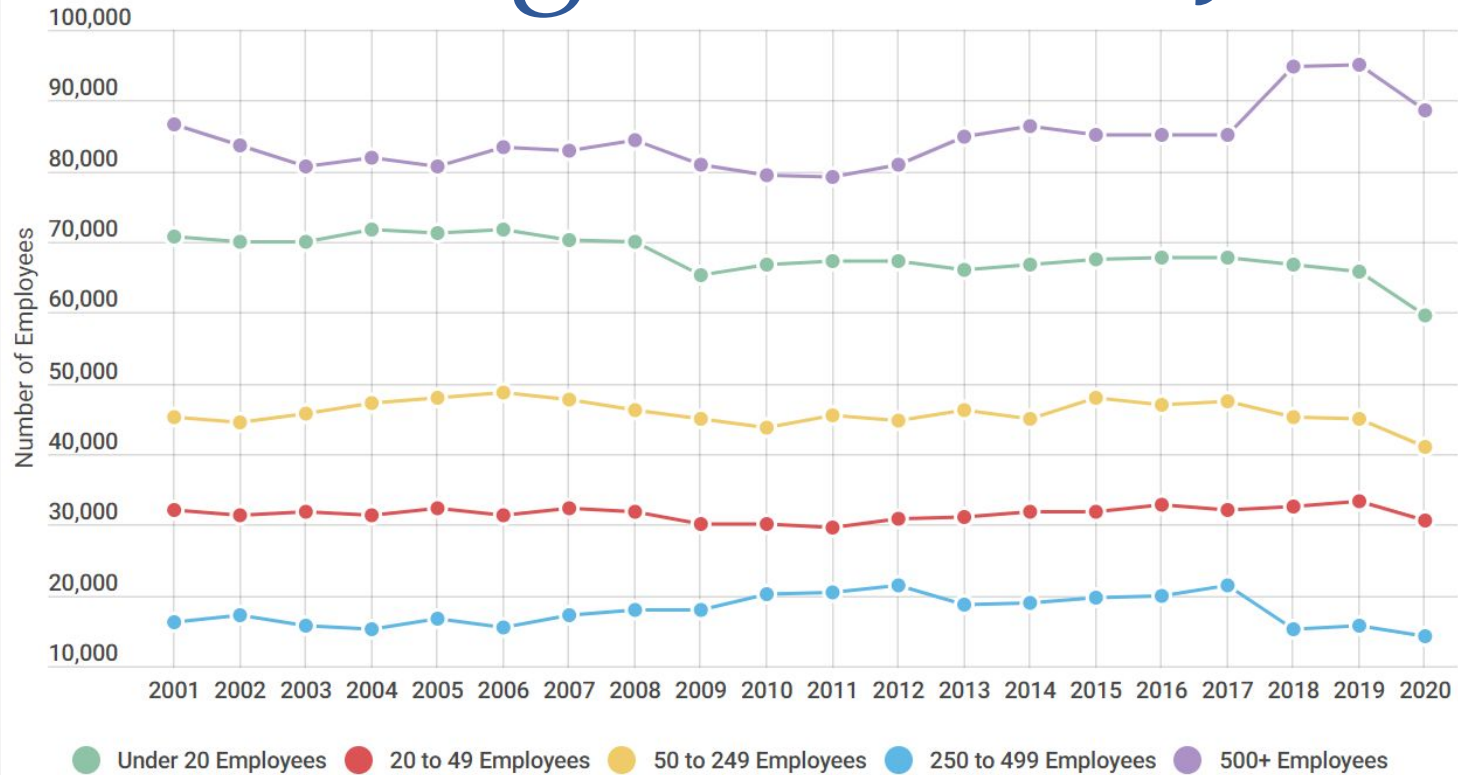
Source: [Bureau of Labor Statistics - OEWS](#)

“Missing Middle” Businesses



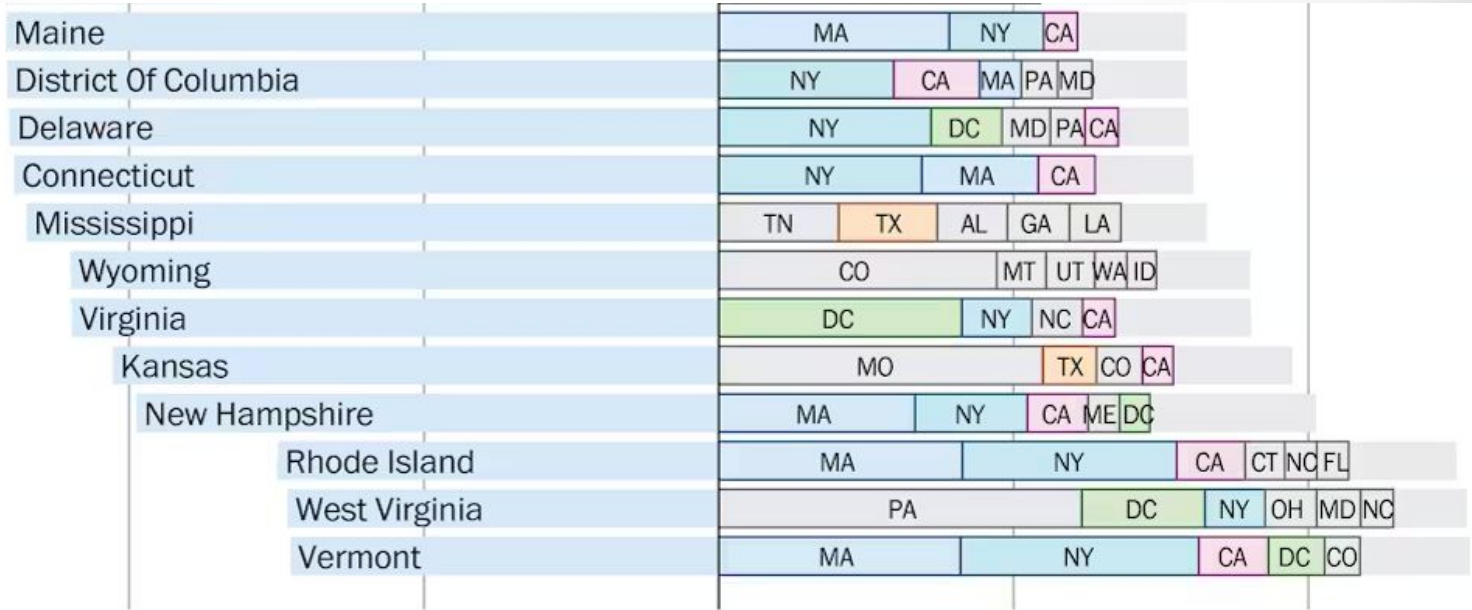
Source: [Bureau of Labor Statistics - QCEW](#)
[NAICS-Based Data File by Size, First Quarter](#)

“Missing Middle” Jobs



Source: US Census Bureau QWI Explorer

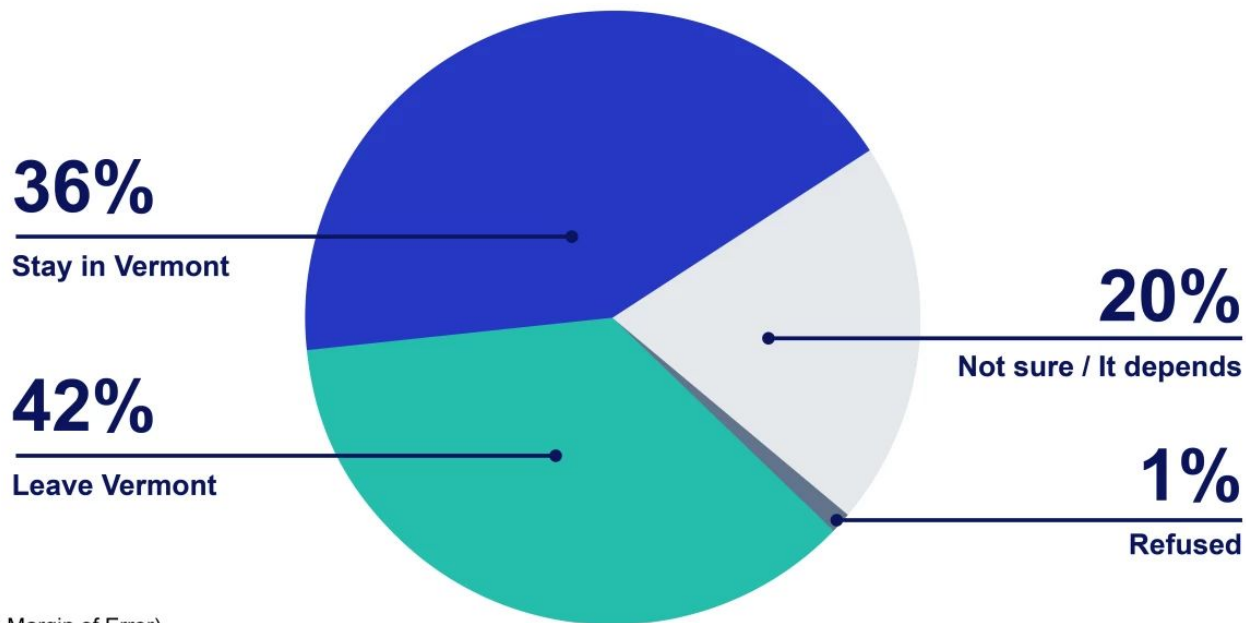
~43% Retention... dead last



Source: Johnathan Conzelmann, Steven Hemelt, Brad Hershbein, Shawn Martin, Andrew Simon and Kevin Stange

DEPARTMENT OF DATA / THE WASHINGTON POST

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)

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%

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

What are BIPOC saying

- Move past zero sum thinking
 - Progress for BIPOC does not need to come at the expense of Whites
 - Making race salient racializes the narrative around who belongs and who deserves
- Recognize White privilege
 - Generational wealth gaps
 - Generational knowledge gaps

Racism is economically and politically rooted in the goal of accumulating wealth and power

Housing inequities by the numbers

62%

Percentage of Renter
-occupied Households (BTV)*

50%

Percentage of BIPOC with
"housing problems" (VT)

73%

Percentage of White
homeowners (VT)

26%

Percentage of Black
homeowners (VT)

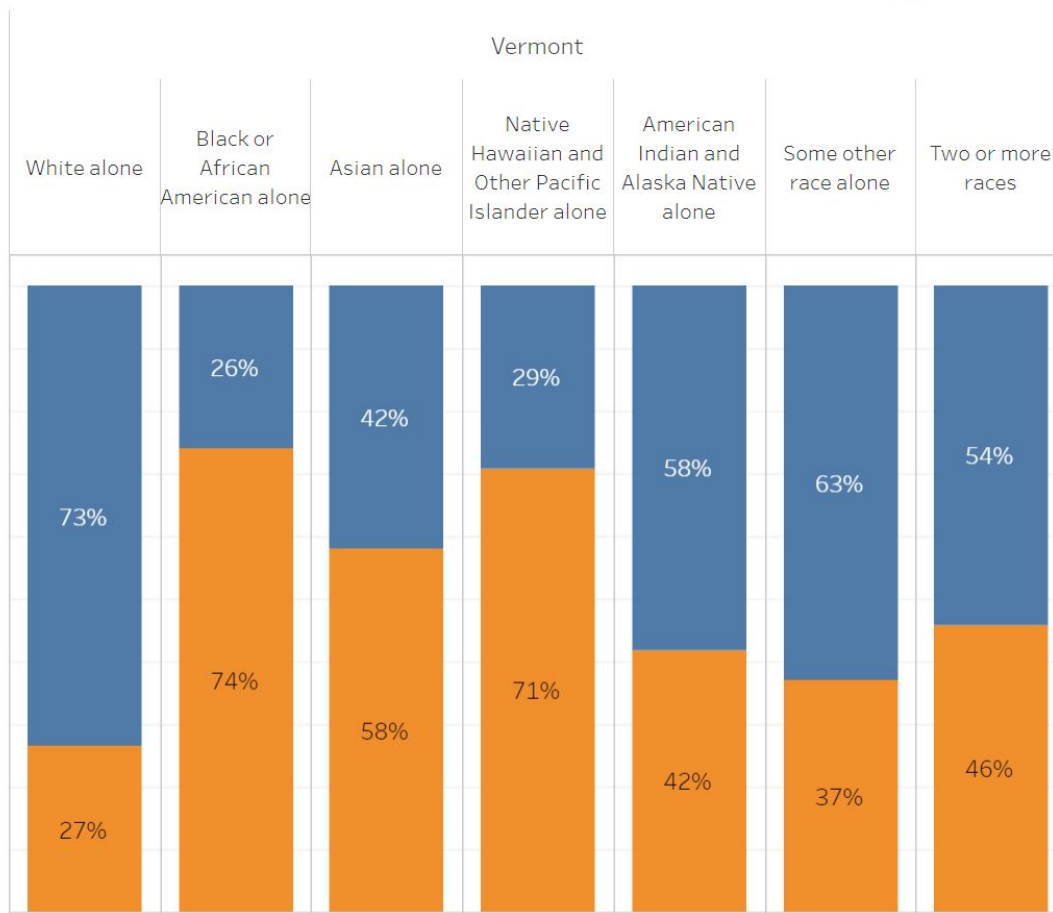
***If you are making less than \$60,000 a year,
1/3 of your gross income is going toward rent!**

Percentage of homeowners and renters by race

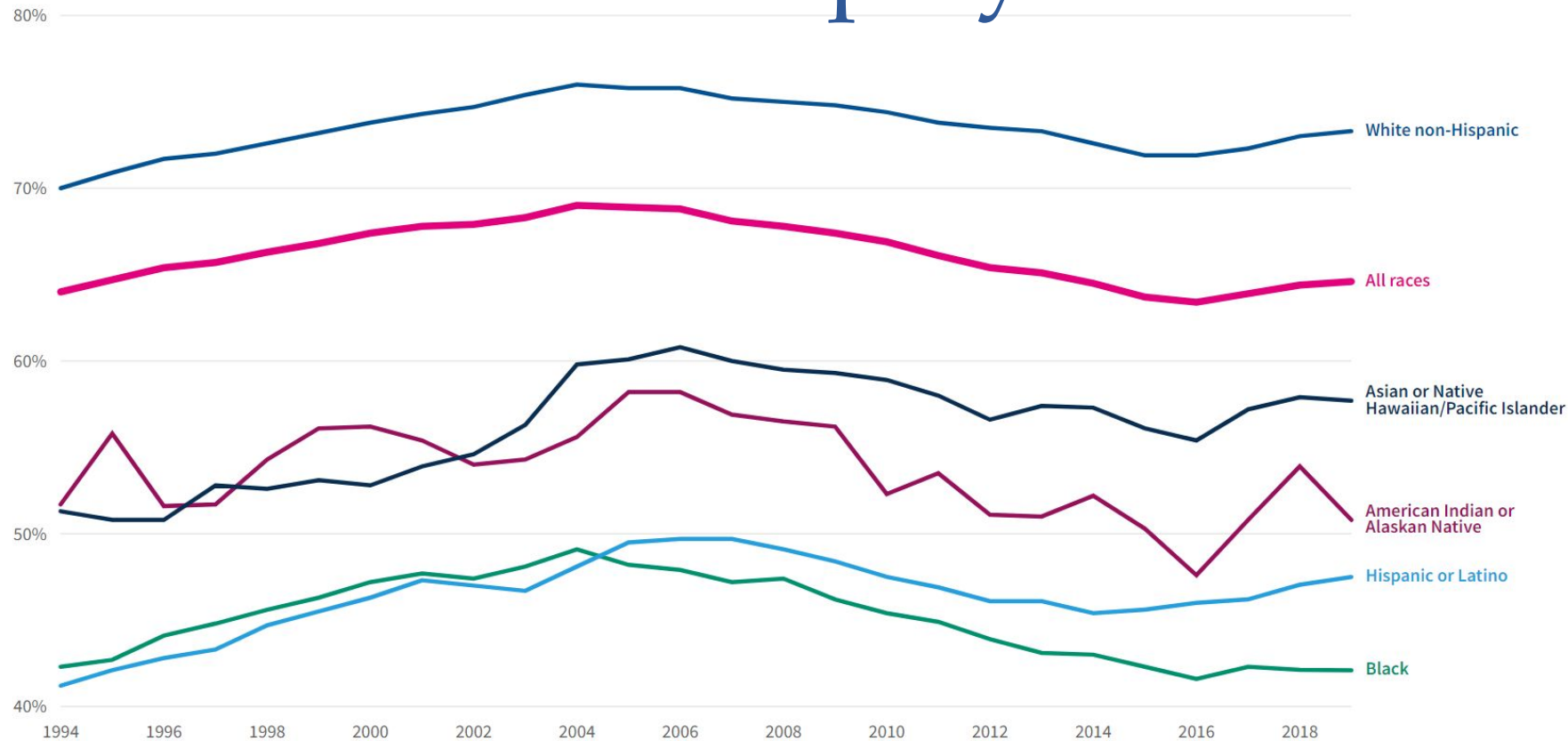
Household type

Owner

Renter



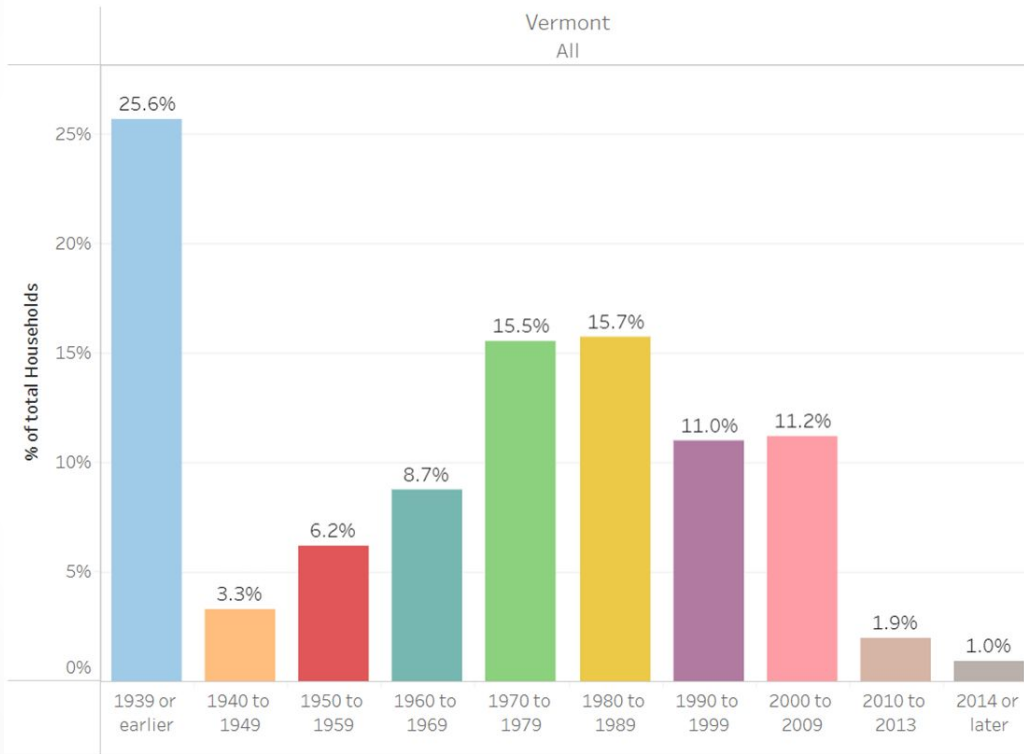
Homeownership by race - US



Source: US Census Bureau, compiled by USA Facts

Housing shortage - decades in the making

Estimated housing units by year structure built



Source: US Census Bureau. Data compiled by VHFA

What are BIPOC saying

- Environmentalism & climate smokescreen
- NIMBYism & obstacles in affordable housing
- Act 250 & zoning reforms

Act 250, like racism, creates and perpetuates privileges for Whites at the expense of People of Color.

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.

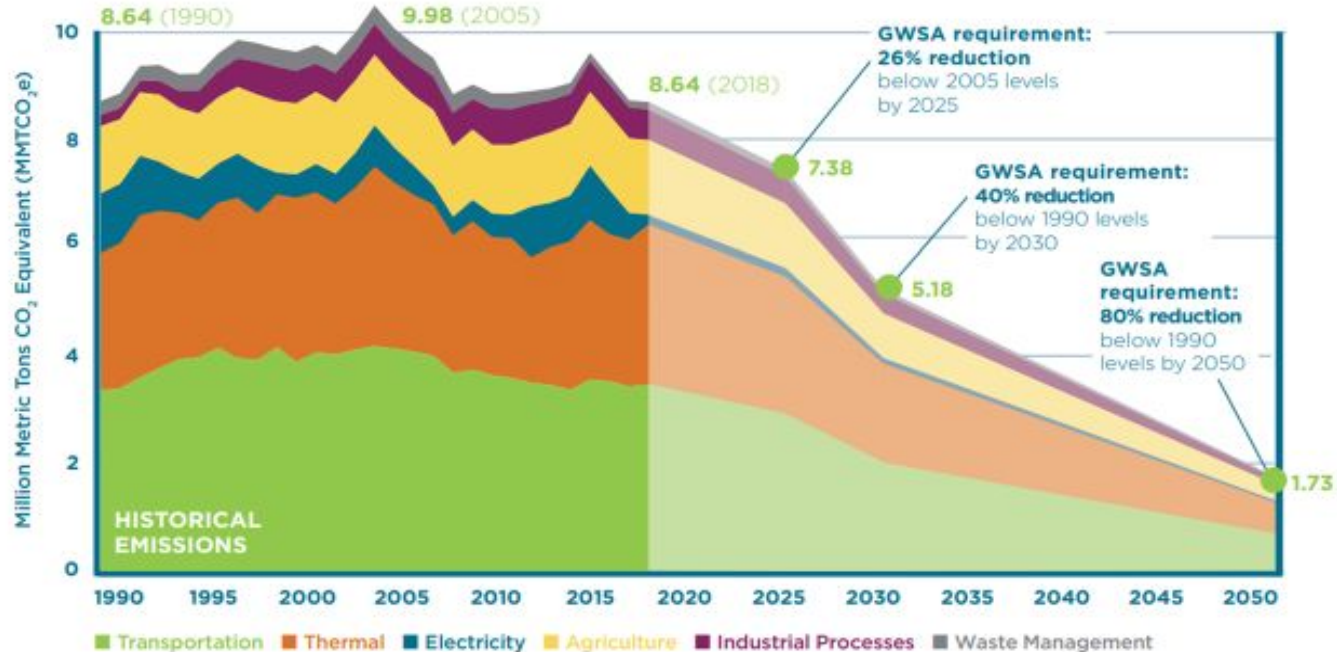
Greenhouse Gas Emissions

What are the two most significant contributors to Vermont's greenhouse gas emissions?

- A) Agriculture, Waste Management
- B) Industrial Processes, Transportation
- C) Thermal, Electricity
- D) Transportation, Thermal

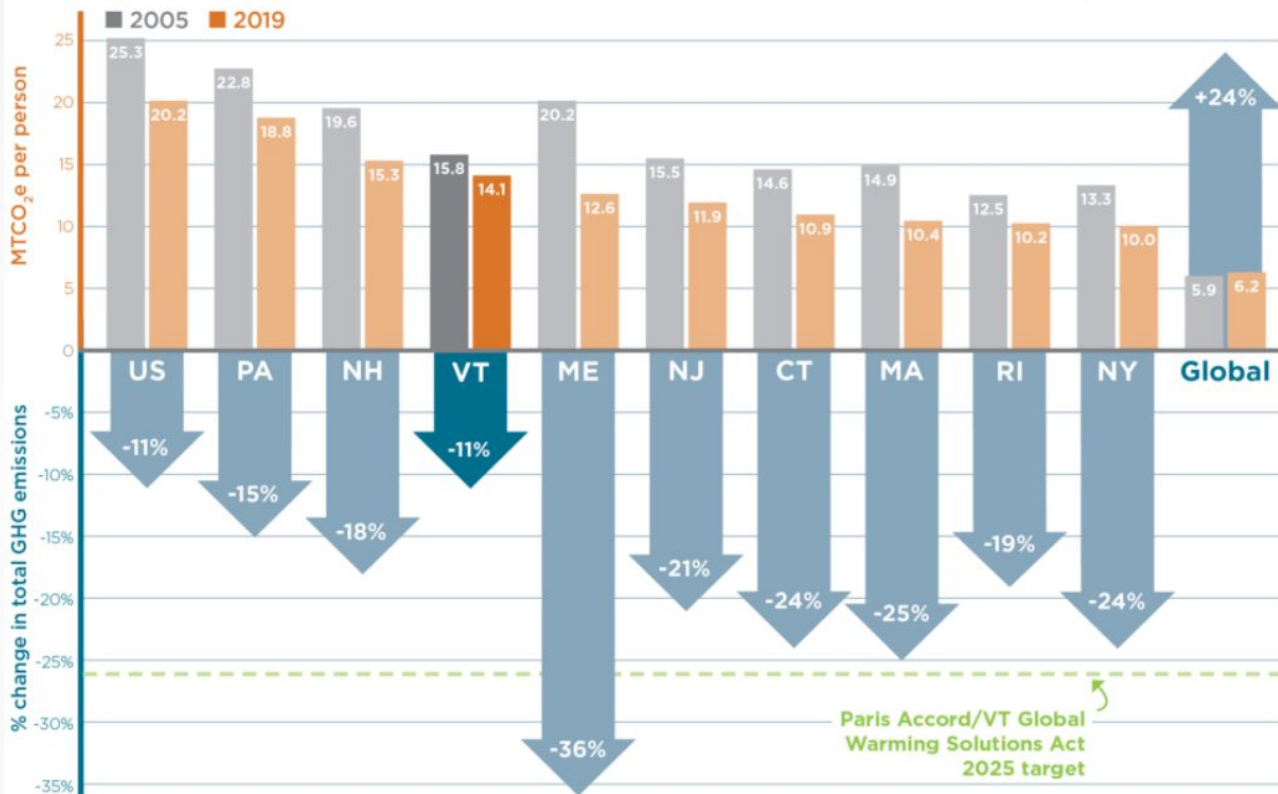
Housing Matters Most

Vermont's historical GHG emissions and future requirements



Source: Vermont Agency of Natural Resources, Vermont GHG Emissions Inventory and Forecast (1990-2017), 2021.

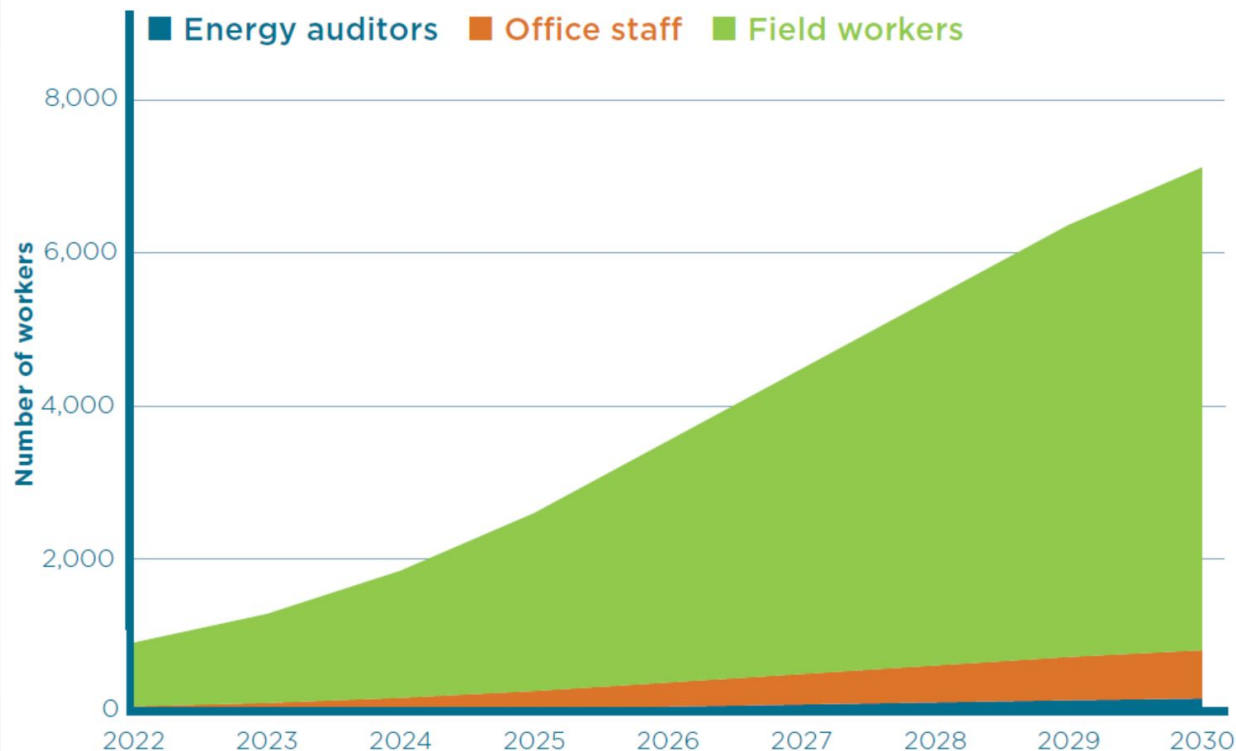
Per capita GHG emissions and reductions across the Northeast, 2005-2019



Sources: Vermont ANR, "Vermont Greenhouse Gas Emissions Inventory and Forecast: 1990 - 2020," 2023; Connecticut DEEP, "Connecticut Greenhouse Gas Emissions Inventory: 1990-2021", 2023; Maine DEP, "Ninth Biennial Report on Progress Toward Greenhouse Gas Reduction Goals", 2022; Massachusetts DEP, "Massachusetts Annual Greenhouse Gas Emissions Inventory: 1990-2020, with Partial 2021 & 2022 Data", 2022; OpenData NY, "Statewide Greenhouse Gas Emissions: Beginning 1990", 2023; Rhode Island DEM, "2019 Rhode Island Greenhouse Gas Emissions Inventory", 2022; Clean Energy NH, 2023; New Jersey DEP, "New Jersey Greenhouse Gas Inventory," 2022; Pennsylvania DEP, "Pennsylvania Greenhouse Gas Inventory Report," 2022; U.S. EPA, "Inventory of Greenhouse Gas Emissions and Sinks: 1990-2019", 2022; U.S. Census Bureau, "Annual Estimates of the Resident Population for the United States, Regions, States, and Puerto Rico", 2019. Global average: Our World In Data, 2023.



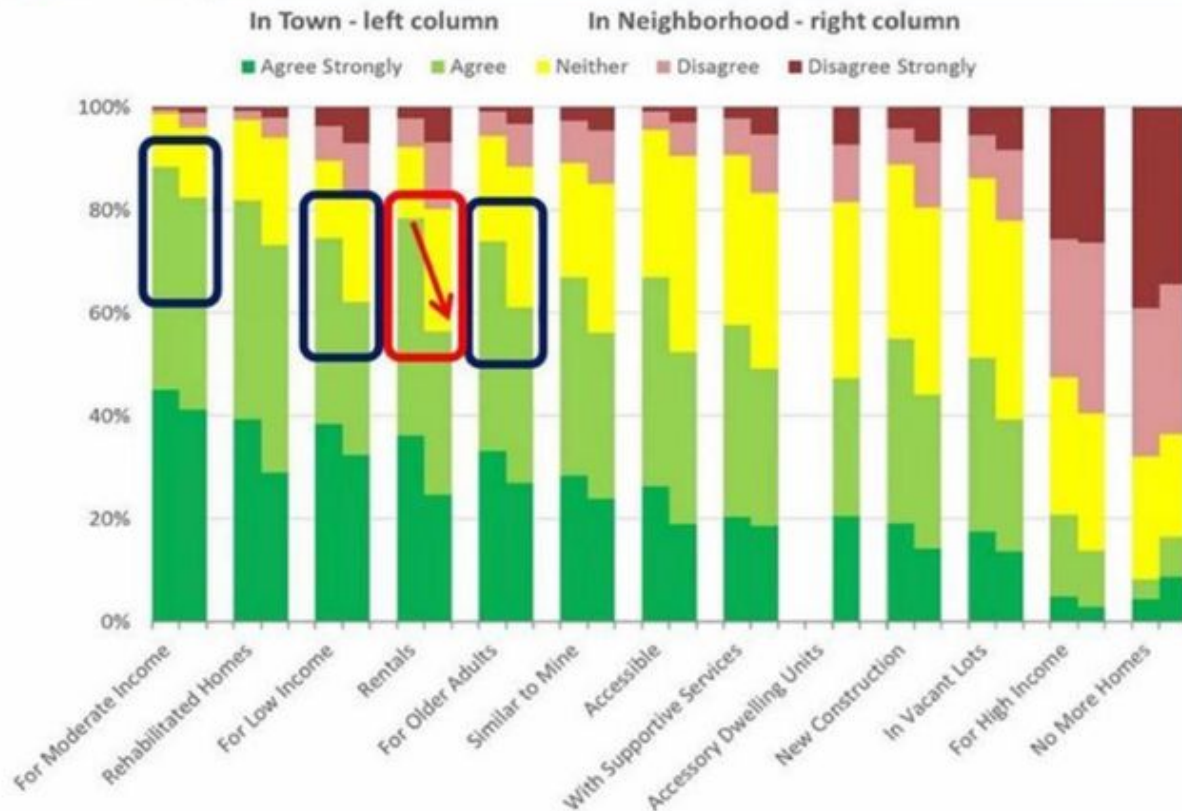
Projected workforce need to meet CAP weatherization target



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.



PUBLIC OPINION: NEEDED HOMES



STRONG SUPPORT

**YES BUT NOT
IN MY NEIGHBORHOOD**

Description: Residents weigh in on what types of homes are needed in their town and neighborhood.

Source: Keys to the Valley 2020 public opinion survey. Find out more at www.keystothevalley.com

Human Rights Commission

Housing Discrimination

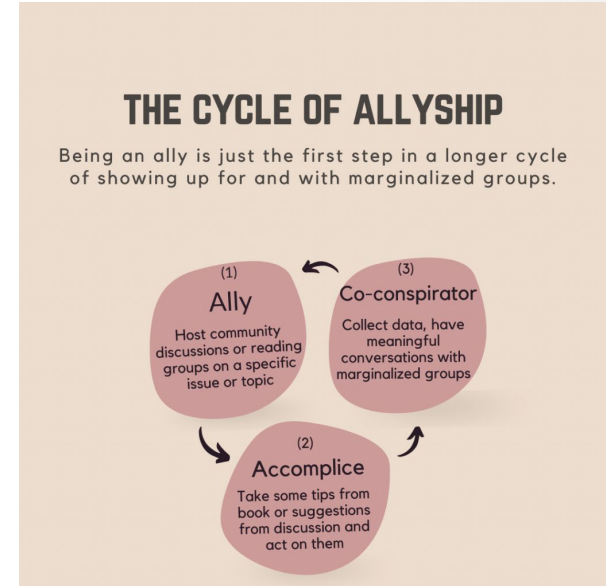
The Federal Fair Housing Act has existed since the enactment of the Civil Rights Act of 1968. Vermont also has the same housing laws and is in fact more protective. These rights exist to correct a history of unfavorable treatment of people of certain groups.

Housing discrimination is the illegal practice of discriminating against buyers or renters because they belong to a protected class. It's also harassment from neighbors, landlords, or rental managers even after you've moved into your home. **It can also cover discriminatory decisions made by your local government in how they decide where to build and what services are available and where.** Lastly, it requires landlords and managers to give you certain accommodations due to your disability.

Protected categories in housing include: Race, Color, Sex, Religion, National Origin, Disability, Sexual Orientation, Gender Identity, Marital Status, Age, Presence of Minor Children, Receipt of Public Assistance, Domestic Violence

What are BIPOC saying

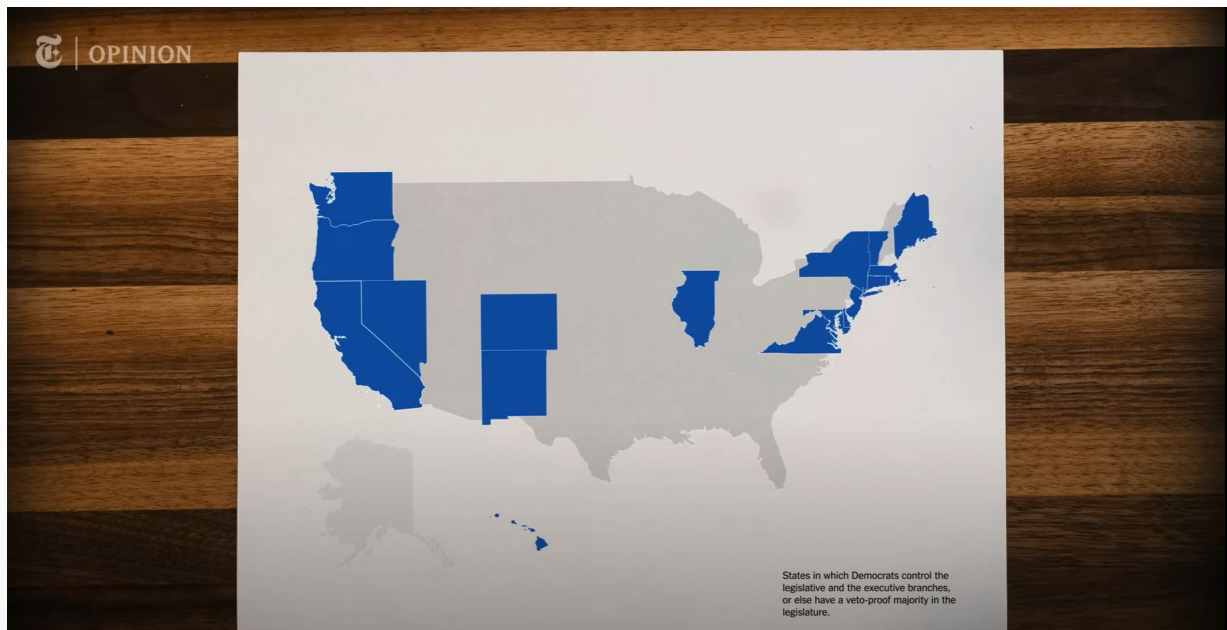
- Allies, Accomplices & Co-conspirators
- Liberal ideologies do not correlate to inclusiveness
- Lack of BIPOC does not correlate to lack of racism
- Racism does not correlate only to individual acts




Be the abolitionist of our time

Words are cheap

Houses are not... especially in blue states.





A yard sign is planted in a green lawn with scattered brown leaves. The sign is black with white, orange, yellow, blue, green, and red text. In the background, a dark car is parked on a driveway, and a house and trees are visible under bright, sunny conditions.

IN THIS HOUSE, WE BELIEVE:
BLACK LIVES MATTER
WOMEN'S RIGHTS ARE HUMAN RIGHTS
NO HUMAN IS ILLEGAL
SCIENCE IS REAL
LOVE IS LOVE
KINDNESS IS EVERYTHING



IN THIS HOUSE, WE BELIEVE
BLACK LIVES MATTER
NO HUMAN IS ILLEGAL
UNLESS THEY WANT TO LIVE HERE
IN NEW HOUSES OR APARTMENTS
IN WHICH CASE WE OPPOSE CHANGE
UNDER THE FALSE PRETENSE
OF NEIGHBORHOOD CHARACTER

Why is Vermont so white?

How we became the 3rd whitest state in the country is not arbitrary

- No pull to VT during slavery
- Selective recruitment in late 1800s
- State-sanctioned eugenics policies and practices in VT in the early 1900s
- Great migration 1910 - 1930
- VT Bureau of Publicity in the 1930s

Vermont continues to perpetuate its whiteness

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Resettlement in Vermont

What does Vermont have?

- Quality of life
- Safety
- Open spaces
- Nature
- Liberal ideologies



What does Vermont need?

- People
- Diversity
- Tax base
- Capital
- Business-friendly

Recruitment & retention of BIPOC individuals

Vermont's Future



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

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

McClaghry: Another Vermont futures project

Without prejudging what one hopes will be a timely and useful report, it's certainly debatable whether a 24% increase in the state's population will assure Vermont's happy future. If the majority of the new arrivals come here to work for and create businesses, hire workers, pay taxes, and sell products into a national or global market, it would be a very happy day.

If the bulk of the new residents are **unskilled immigrants** fleeing socialist regimes, plus non-workers who come here to sample Vermont's generous benefit programs, participate in the controlled substance trade, and/or demand the many varieties of "social justice", well, not so fast.

John McClaghry writes for the Ethan Allen Institute (www.ethanallen.org)

Who really benefits from Vermont Futures Project?

A View From The Hill | Tamara Burke

Oct 26, 2023



What Vermont Futures Project executive director Kevin Chu doesn't talk about is how the 105,000 new residents he projects his industry organization needs, a roughly 16 percent increase in our population, are going to fit into Vermont's unique and carefully curated culture. There is a very real possibility they won't, that they'll overwhelm the traditions and culture that make up what we think of as Vermont.

It is this fear that we will lose what makes Vermont special, from its focus on environmental stewardship to its small-town, people-sized, institutions that is, in part, driving the discussion on democracy in Vermont we're having up here to the north of you.

Plumb: Sustainable population

George Plumb

Oct 18, 2023

The Vermont Futures Project proposes to add 13,500 people to the workforce each year. To do this, they propose the growth of Vermont's total population by 1.8% per year to reach 802,000 people by 2035 and increasing the housing inventory to 350,000 non-seasonal units by 2035. This seems largely a real estate push now that more people are showing an interest in moving to Vermont. Vermont's current population is estimated at 647,064 in 2022, a gap of 154,936 to reach the 2035 goal. According to their data, Vermont only grew by 92 people between 2021-22.

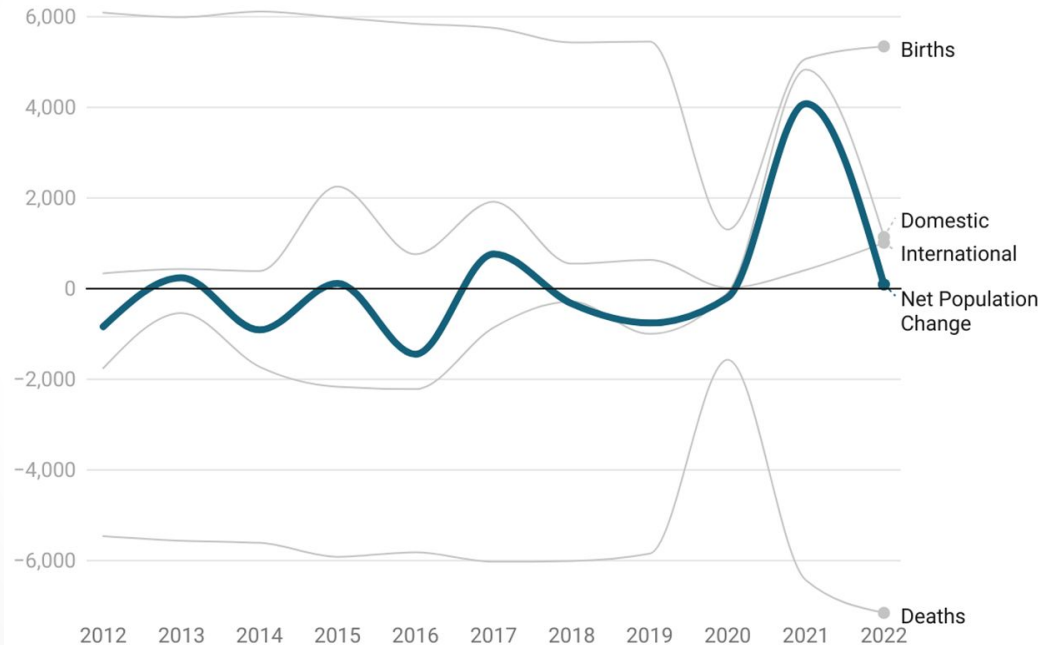
In 2014, Vermonters for Sustainable Population for Vermont published a groundbreaking report, "What Is An Optimal Sustainable Population for Vermont?" It used 15 different criteria written by experts in their fields, one of which, as an example, was food self-sufficiency. The report projected that a Vermont sustainable population should not be greater than 433,000.

However, the average of all the indicators was 494,210. So, according to these figures, Vermont is already almost 150,000 beyond a sustainable level.

Back to normal is a losing strategy

Components of Population Change

Net population only grew by 92 people last year. Deaths have out-paced births every year since 2017. Migration fluctuates year-to-year. Vermont should target growth via in-migration at a rate of 15,000 per year to reach 2035 goals.



So, who is Vermont for?

QUESTIONS?

SPEAKERS

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