**Zone CEDS Public Input Sessions**

**Round 1 Summation**

What do you love about Southern Vermont

Outdoors

 Watersports

 Water access/recreational/resource

 Natural terrain

 Finding/outdoor rec opportunities

 Outdoor rec access

 Seasonality

 Landscape: mountains

 Beauty

 Notary environment

 Beautiful and rough topography  humble people, hard workers

 Bountiful waterways  drink, swim

 Fresh air

 Landscape

 Accessibility of outdoors

 Quality of life (environmentally)

 Seasonality  Find ways to stay engaged outdoors and all outdoor recreation opportunities

available in SoVermont  appreciation of the cycle

 CT River Valley Connection

Location/Accessibility

 Strategically located near metro areas

 Far from Burlington

 Proximity to Boston, NYC, Hartford/ Public transport

 Tri-state area – asset

 Public transport/highway/train

 Proximity to other parts of our region

 Accessibility to cities  tri state region shopping, airports, restaurants, transport, kid friendly

 Lack of traffic congestion

 Rural character bus access to great services, arts, metropolitan area  quiet, privacy, nature,

not the city

 Cross pollination / in tri state region

History/Arts

 History

 Food – access, local, quality

 Access to library = resources/world

 Arts – all varieties

 Lots of different publications/news sources = devoted readership

 Historical and environmental conservation

 Strong arts interest

 Lively arts community

 Arts (cultural assets)

 Publications that promote our region

Food

 Outstanding food

 Strong food system

 Local identify with farms (district places)

Community/Diversity

 Growing diversity

 Opportunity

 Duten hill development

 Eclectic

 Restoration: Latchis, BF, Stone church

 Village fabric – preservation, local, authentic

 Civic engagement (but few doing a lot)

 Community compassion, engaged

 Resiliency

 Ability to get involved quickly

 Community scale (small)

 Neighborliness

 People!

 Ability to be where you are and connect

 Healthy qualify of life

 Children feel ownership to town

 Community accountability

 Cannot presume who you might meet

 Community

 Opportunity for young people

 Downtown

 Pace of life

 Just the right size

 Gateway (potential) – untapped demand

 No billboards

 Low stress lifestyle

 Infrastructure care  public services

Business

 Ability to have a loyal customer base

 Entrepreneurial possibility

 Assets/knowledge base for Green Building industry and high-performance buildings

 Promise for YP success, career

Political Environment

 Access to neighbors, politicians, business owners

 Access to decision markers

 Access to government

 Citizen legislature

 Long standing traditions – town meeting day, sugar on stout

 Collaboration with organizations is easy  working with you neighbors  common good

 Positive support from citizens

 You can make a difference

 Scale to engage/make change in apathy, willingness to do so must take a different approach, but

also a challenge due to lack of resources

 Entrepreneurial spirit: do it yourself

 Hidden economy and social safety net

 Citizens speak their mind, but are friendly/civil  discourse

 Class divide can be overcome due to scale

Schools

 Good schools at all levels (needs more cost-effective management though)

 Flexible public-school system

 Education quality

What are the greatest challenges facing residents and businesses

Business

o Do not see multicultural market

o Retaining willing employees

o Lack of applicants, work ethic

o Lack of students in school system

o Seasonality

o Aging owners

o No succession planning

o Taxes, policy, regulations

o Peoples republic of VT

o Government tax structure

o NH a drain on our business attraction/retention  highly competitive

o Getting help (employees)

o Shortage in workforce

o Lack of skill sin employees

o Absence of intellectual curiosity (all ages)

o Lack of innovation engine (universities)

o Inability to change the business model or shift focus on sectors

o Residents who can put money back in to community/business

o Unpredictable polices to start businesses

o Our labor shed

o Education/skilled workforce

o Mid aged workforce training – not just young poops

o Training threshold #

o Older structure in downtown

o Sucession planning

o Opperating a 25 year old  also workforce systems

o Economy  not enough people to fill this economy

o Gap of cost to build and value at finish

o Opportunities to attract people back

o Job bank

o Skills bank

o Develop economy around NR sustainable

o Commercial business

o Stock

o Market rate salaries

o Transportation infrastructure

o Education infrastructure

o Workforce/trade

o Cost of doing business: employees, taxes, regulations, comp.

o Local and state government snot showing interest in why businesses are leaving (plisan)

o Connectivity (tech)

o Childcare

o Generational challenges  qualified staff, work ethic

o Younger planning

o Permitting process

o Available employees

o Amazon prime on downtowns -\_. Reinvent?

o Getting to work --? Workforce to get to work

o

Residents

o Housing  taxes

o Educational/social interaction  Small population less diversity

o Community activities

o Lack of depth of opportunity

o Opportunity for advancement

o Low wages – non competitive

o Inability to change system politics

o Professional development opportunities

o Affordable housing and childcare

o Demographics – subsidized housing, welfare recipients

o Lack of spectrum of affordable housing (what does this mean)

o Generational poverty

o Cobble jobs to make living

o Quality housing

o Wages vs housing costs  must be strategic

o High property values

o Transportation

o Lack of career opportunities housing

o No focus on community development services

o Childcare: cost, availability

o Reimagine downtowns (community owned assets)

o Housing

o Wage stagnation  livable wages

o Depth of opportunities

o Schools

o Infrastructure (cell)

o Marketing of resources

o Parent/family isolation

o Cost of living

Both

o Small area challenge

o Risk adverse to jumping into multicultural market place

o Perception that Southern Vermont = MA, not really VT

o Temp agency - Co-op for trades to piece together full time jobs

o Local transition

o Lodging

o Access to broadband in smaller towns

o Housing

o Internet

o Childcare

o Publsans

o Scale

o Relationship based workforce system to take in account of current assets

o Lack of business diversity (the need for experience)

o Lack of finances/financing options

o Broadband and cell

o Transportation – bike paths alternative transportation

o Negative stigma

What are the key issues

Declining Population

 Population growth

 Average age decrease

 Happiness quality

 Addressing quality of life

 Retiree destination

 Helping people who want to stay, stay  senior transportation

 A CEDS for people who want to be here

 Population group

 Incentivizing getting native VTs back here after leaving for school, jobs, etc.  $ to come back

home

 Attracts a cohort dedicated to living here  Draws: local food/beverage, safety, schools

 Repopulation

 Attracting 15 to 35 year olds  this is the demographic we want

 Growth  compatible with what people are looking for

 Success = more people, increase $, increase diversity, decrease median age

Workforce/Education

 Education

 Poverty  Generational through education

 Increasing pool of workforce ready residents

 Antiquated workforce system

 Education preps kids for jobs/careers that are not actually here

 Higher education not supporting training system for sectors needed (Education is 3 rd largest

sector in VT)

 Teach economics in schools/humanities

 Higher wage jobs

 Teach economics in schools/humanities

 Lack of mid-level jobs for career advancement

 Increasing pool of workforce ready residents

Tourism

 Increase tourism numbers

 So Vermont as a place

 Take advantage of ruralness

 Meet needs of people who are already here while also attracting new people (Standard of living)

 Double down on what ewe are good at: food, family oriented, remote working

Infrastructure

 Development transportation  Alternative transportation – uber, bike

 Broadband access in smaller communities  Last mile issues

 Biking infrastructure access to independent transport

 Bridge infrastructure (VT/NH/island)

 Housing creation  new build, fit up/renovations

 Broadband and cellular connectivity

 Value of housing matching appraisals + work + value  Increased market value

 Transportation access

 SoVt regional infrastructure plan

Business

 Access to new markets

 Nonprofit sustainability

Support

 Strong public support

 Build a case for change

 Self imposed stigma

 Reducing misperceptions

 Sufficient funding to complete projects

 Visionary

 Community leadership engagement (SB etc)

 Strong leadership with vision with implantation

 A CEDS for people who want to be here

Marketing/Planning

 Show progress, success, to take control of our narrative: baby steps to gain buy in (keep pipeline

full)

 External awareness of what VT is/means to outsiders  no billboards, small town feeling 

market this

 Market VT compatible  Small scale = success/asset

 Unbrandable brand  authenticity

 Brand for ourselves instead of being forced into a stereotype

 Co-op/worker owned models then translates to community  helps with legacy planning

 Planes in a time of changes  understands five years out is not the same as five years ago

 Galvanizers fomentation of strategy to attract new markets/residents

 Making it less hard to do things in the local economy

 Instill cultural values of hard work, dedication, pride in ownership of home and town

 Tri state: positive and negative  how do we capitalize on this  sharing resources, sharing

workforce

 Increasing federal dollar input

 Data collection  scale

 Happiness quality

 Addressing quality of life

Potential project ideas (big picture and more immediate)

Big Picture

 Coordinated efforts to bring thousands of POC VA VT AF AM heritage to visit and consider

moving

 Building year doing employment from Mount Snows base and infill workforce

 Integrated workforce  flexible training for full age ranges and occupations

 Radial reorientation to engage future workforce and not protect past workforce

 Distributed childcare network PILOT

 Putnam phase 1,2, and 3

 Trolley from Brattleboro to Putney Road

 Education centers and infrastructure  roads

 Workforce needs  change model, flexibility

 Move state offices to SoVermont

 Modern workforce and economic development system for all SoVermont but doesn’t stop at

those state borders

 Large scale immigration project trans/bus

 Cohesive marketing

 Loop rail road public transport

 GMF national Park

 School for entrepreneurs

 Capitalize on rich history  living history destination

 Alternative currency

 Large scale immigration plan to bring 1,000 people to VT

 Pre- k through college system (best in nation)

 Protected bike transport system (similar to Quebec)

 Putnam block

Immediate

 Marketing campaign

 Match program w/ employers similar to $ remote worker

 CDFI

 Erasing county lines

 Fiber and cell

 Consistent radio and cell coverage

 Liaison between DOL. AEC, ACE

 More local data (granular)  learn more about ourselves

 Communications Union District (CUD) eg. EcFiber

 Capacity Building to execute projects – zoning, project management, HR

 ACE impacts on younger population (better understand)

 Phase 1 Putnam Project

 Bike infrastructure

 Broadband

 Housing

 Uber/Lyft services

 Streamlined process  Green (for storefront space)

 Housing

 Investing in rec center

 Pownal Track development  concert venue

 Downtown splash pad

 Connectivity – broadband – Fiber everywhere

 Celebrating successes – civic boost

 Developing civic spaces (funding needed)

Both

 Business incentive for new businesses (hire 1-2 local people)

 Recognizing the flux of unemployment (past, future)