

Northwest Vermont Employment Challenges Survey Report



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Working Communities Challenge, Northwest

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Summary

A cross-sector team of Vermont organizations and municipalities, called the Northwest Team, joined forces in 2019 to participate in a grant competition called the Working Communities Challenge (WCC) supported by the Federal Reserve Bank of Boston (FRBB) and funded by the State of Vermont, and others.

The team's goal in the WCC was to help Northwest region residents find, gain, and sustain good employment and achieve economic success. The team planned to accomplish this by examining the systemic issues in society, employment, and government and how equitable change can be made to support the unique needs of every individual. The team saw, and still sees, the Formidable Four employment challenges as barriers to successful employment: transportation, child care, housing, and substance use disorder. Problems with internet and technology access were also identified as a challenge.

The team decided to survey Franklin and Grand Isle residents about employment challenges to determine which challenge(s) was the greatest concern, discover insights into these problems, and gather ideas for solutions. This data would help the team decide where to focus. Paper copies of the survey with self-addressed and stamped envelopes and the online survey were widely shared. The Employment Challenges Survey received 185 individual responses. This report gives an overview of the results as a whole and also divides the survey respondents and their answers into ten cohorts based on income level.

The following summarizes some key data points and conclusions:

- Based on demographic majorities, a common demographic profile for a survey respondent could be someone that lives and works in Franklin and/or Grand Isle counties, is employed full-time, is 36 to 45 years old, and has a household composition of two adults with dependents.
- The income level which included the most respondents was the >\$91,000 cohort (18.68%). The survey data supports the conclusion that this cohort still experiences employment challenges despite high income. For example, child care was the major challenge for this cohort with the cost of child care receiving the most votes.
- The question which asked about the frequency of internet and technology access issues was the only question the majority of respondents (63.19%) have problems at least "Once in a While."
- While the rest of the frequency of challenges questions had "Never" majority responses, it is important to consider the percentages that had challenges at least "Once in a While":
 - Transportation – 35.75%
 - Child Care – 36.31%
 - Housing – 26.97%
 - Substance Use Disorder – 8.43%
- These were the most frequent choices for the biggest challenge within the Formidable Four and technology/internet access:
 - Transportation – "Cost of car ownership"
 - Internet and Technology Access – "Access to low-cost technology"
 - Child Care – "Cost of child care"
 - Housing – "No affordable housing"
 - Substance Use Disorder – N/A (with "Resources for recovery" second)

- Respondents said the resources and ideas that would be most helpful are more/better public transportation options, more providers/options and availability for child care, more affordable housing, and more local resources for substance use recovery.
- When asked which topics leaders should be addressing, good/livable wage and a need to make the minimum wage higher was the greatest concern.
- Child care was the greatest challenge for respondents and the greatest challenge in Franklin and Grand Isle counties. However, transportation was selected as the Formidable Four the region is best equipped to tackle.
- The team wanted to ensure we received answers from low-income individuals — especially those without internet/technology access — and the paper survey distribution was part of that strategy. As a result, 13/16 respondents with an income of <\$10,000 and 12/17 respondents with an income of \$11,000-\$20,000 submitted paper surveys. The number of paper responses decreases as income increases.

The main conclusion the team took from this survey's data is that there are common employment challenges and perceptions of these problems across income levels and that challenges are largely dependent on each individual's situation. The team had anticipated that housing would be the major challenge, but respondents had the most concerns around child care.

Throughout the survey data, there are many common themes in all the Formidable Four and income levels, though not always shown as a majority, that should be mentioned including frustrations about the following:

- Income limits for assistance and the benefit cliff
- Not knowing where to look for help and resources
- Stigmas around getting help
- Bad credit and not having a license
- Age and the hiring process
- Concerning substance use/dealing in neighborhoods and safe affordable housing
- Lack of support for the working poor
- More activities in the community to serve as substance use disorder prevention and activities that are recovery friendly
- Mental health and maintaining work/life balance

Introduction

A cross-sector team of organizations and municipalities, called the Northwest Team, joined forces in 2019 to participate in a grant competition called the Working Communities Challenge (WCC) supported by the Federal Reserve Bank of Boston (FRBB) and funded by the State of Vermont, and others. The WCC was created to support efforts that build healthy and strong economies and communities in rural VT — especially efforts that benefit low-income residents. It encourages regional partnerships and focuses on the following core elements as a foundation for the work of participating communities: collaborative leadership, community engagement, learning orientation, systems change, and diversity. The Northwest

Team represented Franklin and Grand Isle counties, and the Northwest Regional Planning Commission (NRPC) was the lead organization.

The WCC was divided into a planning phase and an implementation phase; The Northwest Team was one of eight teams to receive a \$20,000 planning grant to work toward the \$300,000 implementation funds which would be used over the span of three years. Only four teams would receive implementation funds. The team's goal in the WCC was to help the region's residents find, gain, and sustain good employment and achieve economic success. The team planned to accomplish this by looking at the systemic issues in society, employment, and government and how equitable change can be made to support the unique needs of every individual. The team saw the Formidable Four employment challenges as barriers to successful employment: transportation, child care, housing, and substance use disorder.

One of the first steps in The Northwest Team's planning process was to survey Franklin and Grand Isle residents about the Formidable Four to determine which employment challenge(s) was the greatest concern, discover insights into these problems, and gather ideas for solutions. This would help the team decide where to place focus in the implementation phase. This report summarizes the results of the Employment Challenges Survey.

The Northwest Team was not one of the four Vermont teams to receive a WCC implementation grant, but the team is still continuing to meet and work together to address the Formidable Four.

Methods

The Employment Challenges Survey was designed in SurveyMonkey and included 31 questions about demographics, each of the Formidable Four, and the Formidable Four holistically (copy of blank survey in Appendix). Internet/technology access was also identified as a challenge.

There were two main methods of survey distribution:

1. Paper surveys with addressed and stamped envelopes were handed out to residents to complete and mail back to the NRPC. Some of the locations included the following:
 - All of the food shelves in Franklin and Grand Isle counties.
 - Northwestern Medical Center handed them out to staff.
 - St. Albans Free Library kept a table of them for patrons.
 - Food drop locations in St. Albans and Richford.
2. The survey was shared and advertised with the SurveyMonkey link both online and on paper flyers. The flyers were posted all throughout Franklin and Grand Isle, and the link was shared widely online and advertised through Front Porch Forum.

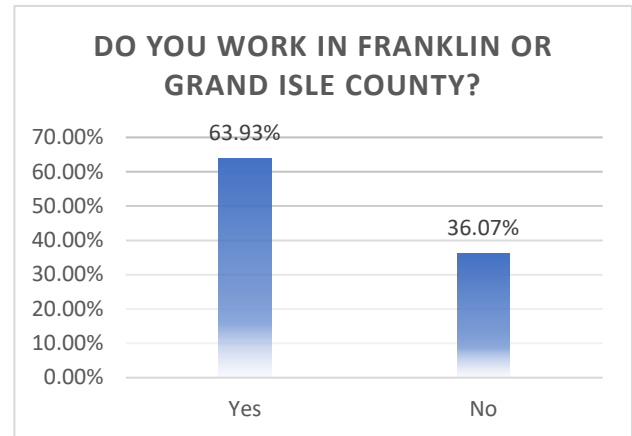
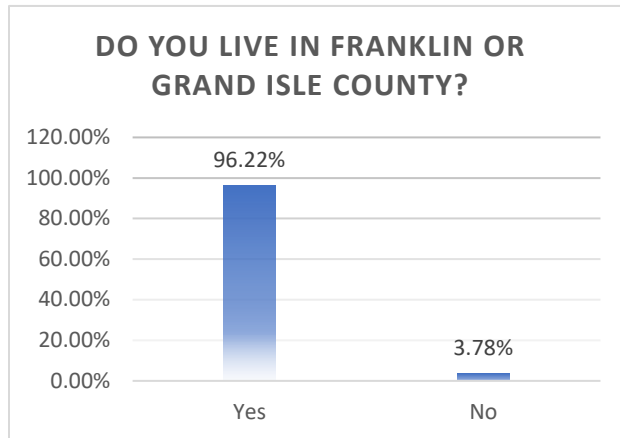
The team used some of the planning grant to give each food shelf funds to purchase basic needs – non-food items such as personal hygiene items and cleaning supplies – for their clientele during the pandemic. This fostered a connection between the team, food shelves, and food shelf clientele. The team also included a raffle with the survey; all respondents had a chance to win one of 15 \$25 VISA gift cards.

The Employment Challenges Survey received 185 individual responses. Of that number, 56 responses were paper surveys mailed back to NRPC. This report gives an overview of the results as a whole and also divides the survey respondents and their answers into ten cohorts based on their income level. The separation makes it possible to compare answers based on respondents' income level while also seeing majority answers from all respondents. The "All Respondents Data" section of this report displays quantitative data visually and summarizes open-ended questions based on themes most frequently mentioned. In the "Cohort Data" section, quantitative data is condensed into majority answers, and themes from the open-ended answers are summarized in more detail.

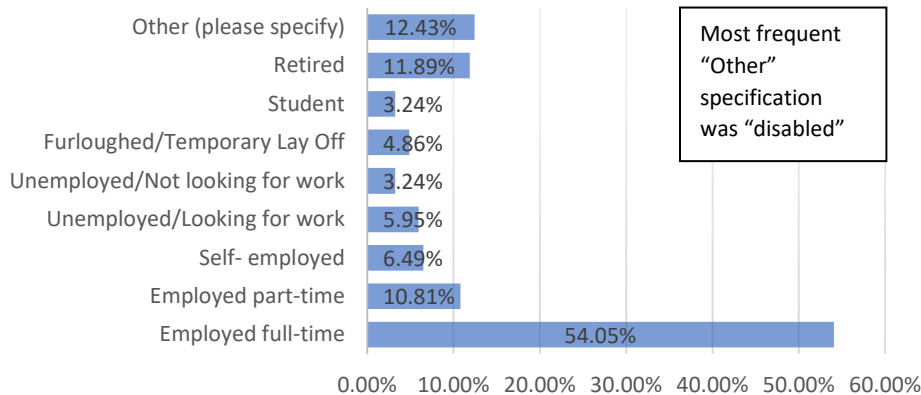
Most questions in the Employment Challenges Survey were required, but the open-ended questions were not required. Therefore, many of the questions have varying numbers of responses. Some of the required questions were not answered by all respondents because any question could be skipped on the paper version. Additionally, respondents could choose more than one option for some questions. Please note that in order to focus on what respondents had to share for resources, perspectives, and ideas, majority counts for open-ended questions do not include ambiguous comments such as "None," "N/A," or "I don't know" (unless otherwise specified or if the respondent provided specification). These generic answers in the context of the different open-ended questions can be interpreted in innumerable ways and cannot be translated into accurate counts without potential misinterpretation.

Results: All Respondents Data

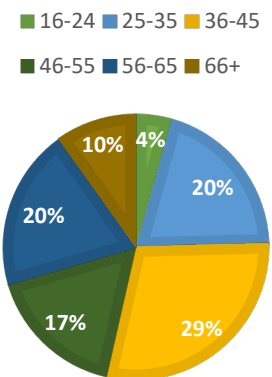
All Respondents: Demographic Data Profile



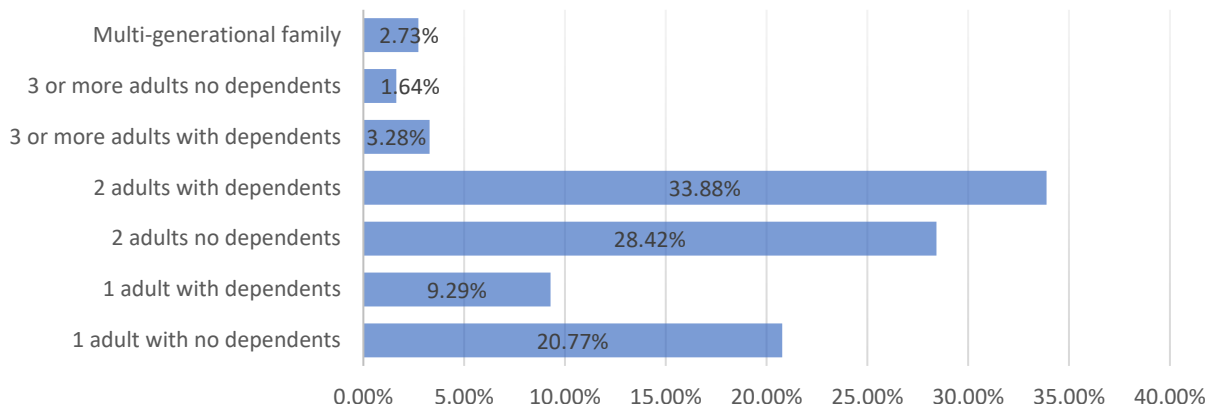
CURRENT EMPLOYMENT STATUS (CHOOSE ALL THAT APPLY)

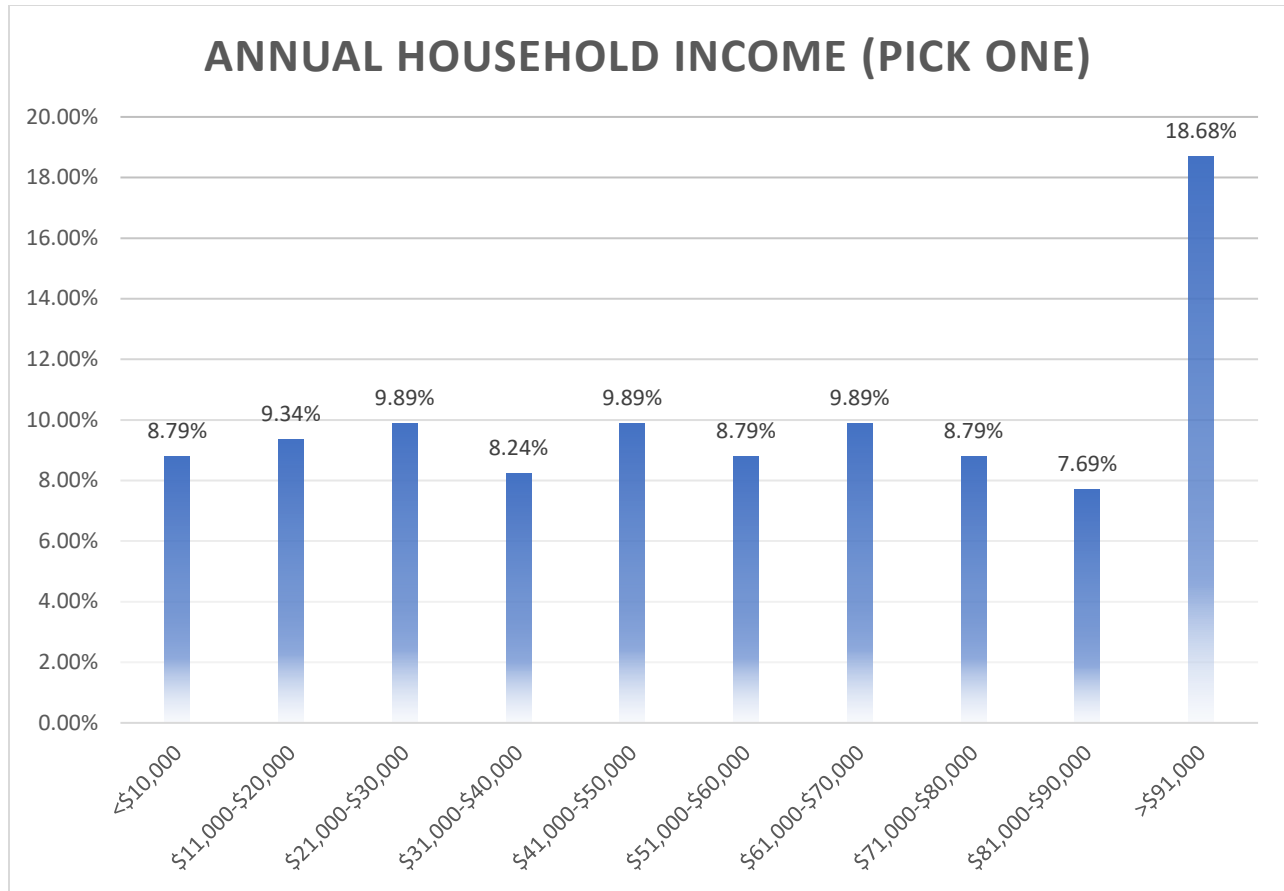


AGE RANGE (PICK ONE)



HOUSEHOLD COMPOSITION (PICK ONE)





Cohort Breakdown Key

<\$10,000 = Cohort One

\$11,000 - \$20,000 = Cohort Two

\$21,000 – \$30,000 = Cohort Three

\$31,000 - \$40,000 = Cohort Four

\$41,000 - \$50,000 = Cohort Five

\$51,000 - \$60,000 = Cohort Six

\$61,000 - \$70,000 = Cohort Seven

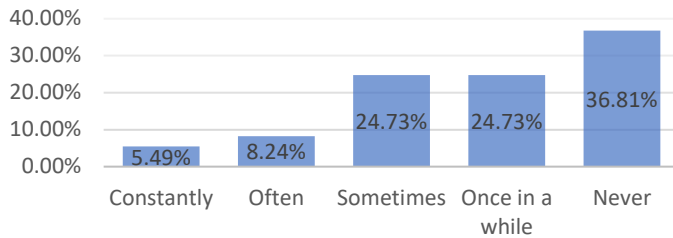
\$71,000 - \$80,000 = Cohort Eight

\$81,000 - \$90,000 = Cohort Nine

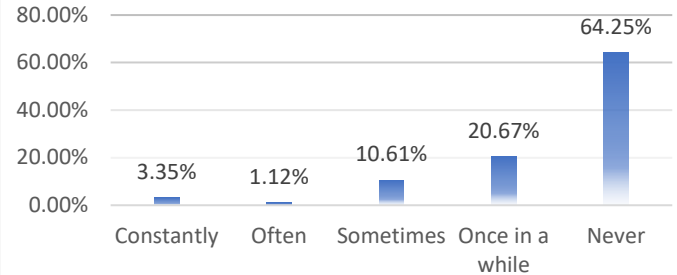
>\$90,000 = Cohort Ten

All Respondents: Transportation and Technology Data Profile

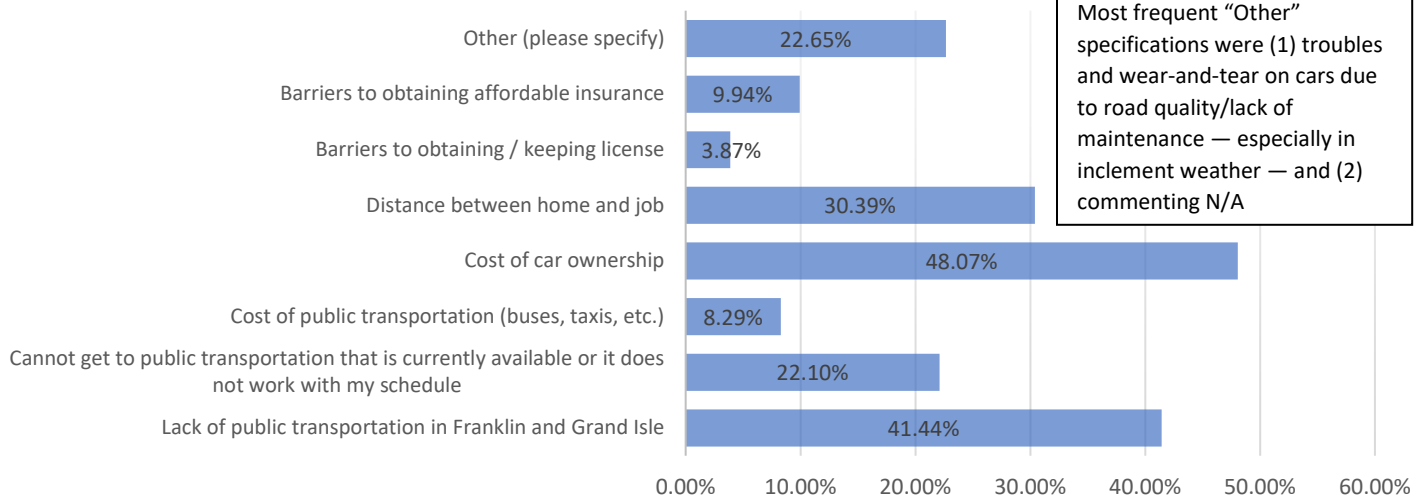
ACCESS TO THE INTERNET AND TECHNOLOGY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME....



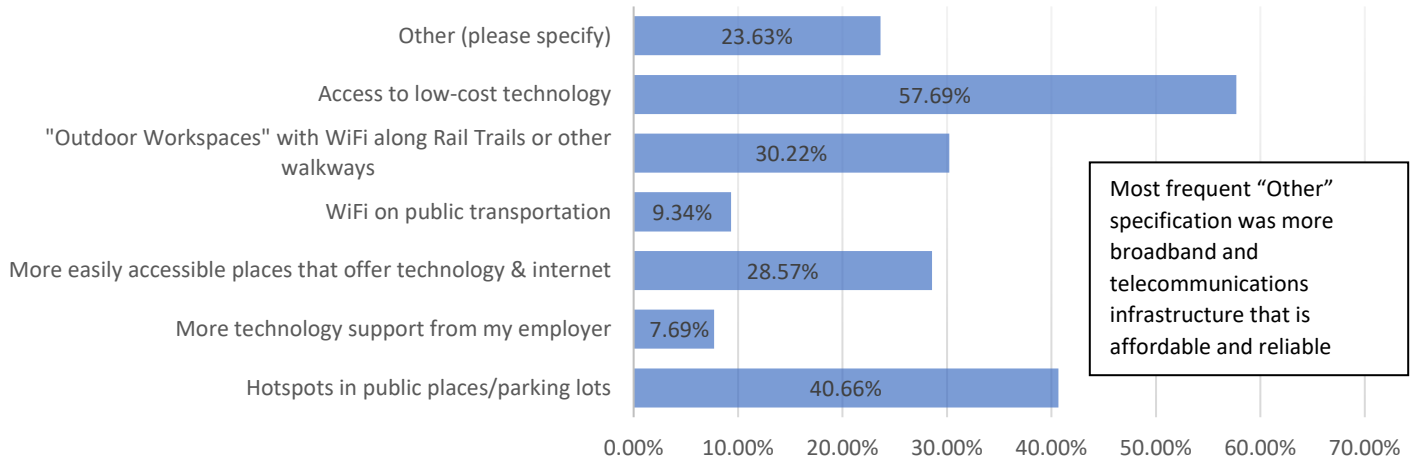
TRANSPORTATION WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



WHAT ASPECTS OF TRANSPORTATION DO YOU FIND MOST CHALLENGING IN FRANKLIN AND/OR GRAND ISLE COUNTIES? (PLEASE PICK 1 TO 3 OPTIONS)

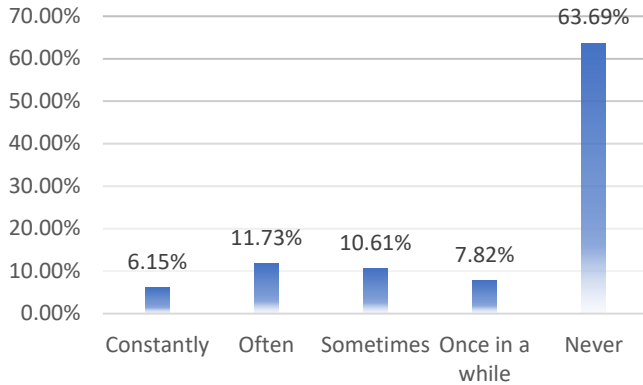


HOW MIGHT WE IMPROVE ACCESS TO THE INTERNET AND TECHNOLOGY IN FRANKLIN AND/OR GRAND ISLE COUNTIES? (PLEASE PICK 1 TO 3 OPTIONS)

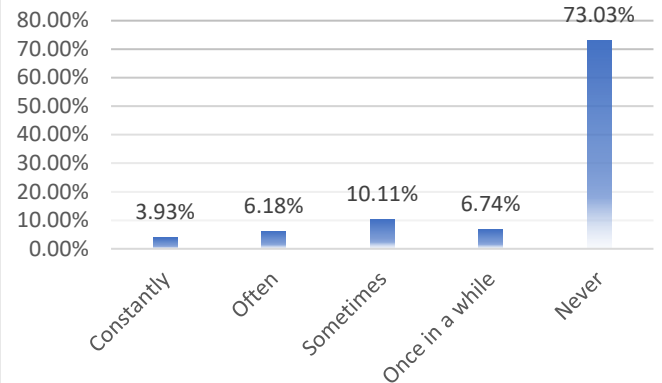


All Respondents: Child Care and Housing Data Profile

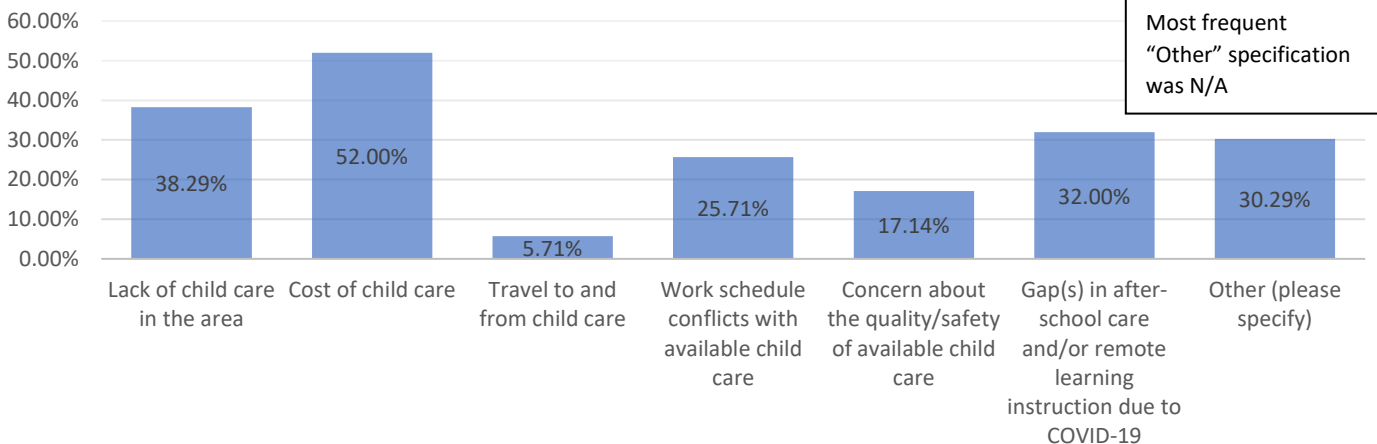
CHILD CARE WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



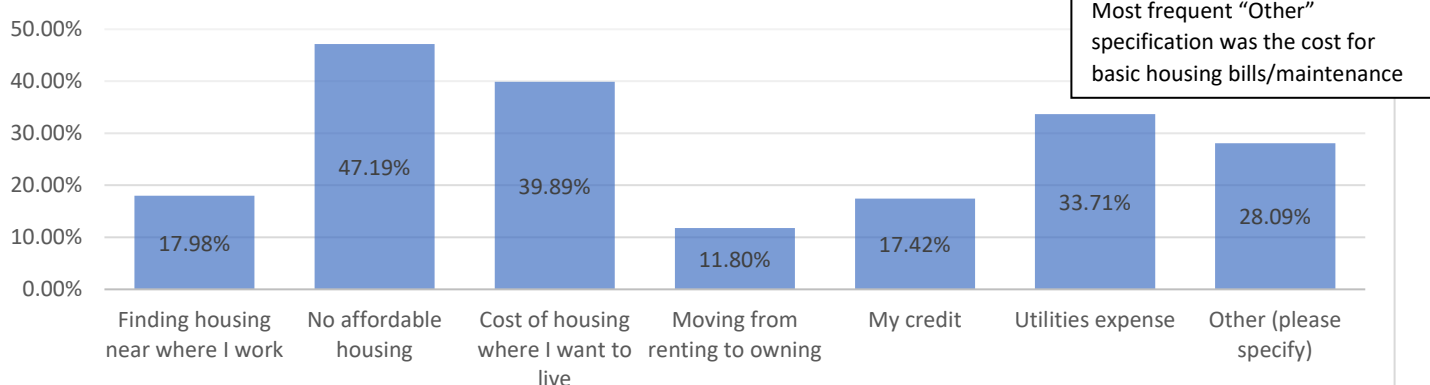
HOUSING WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



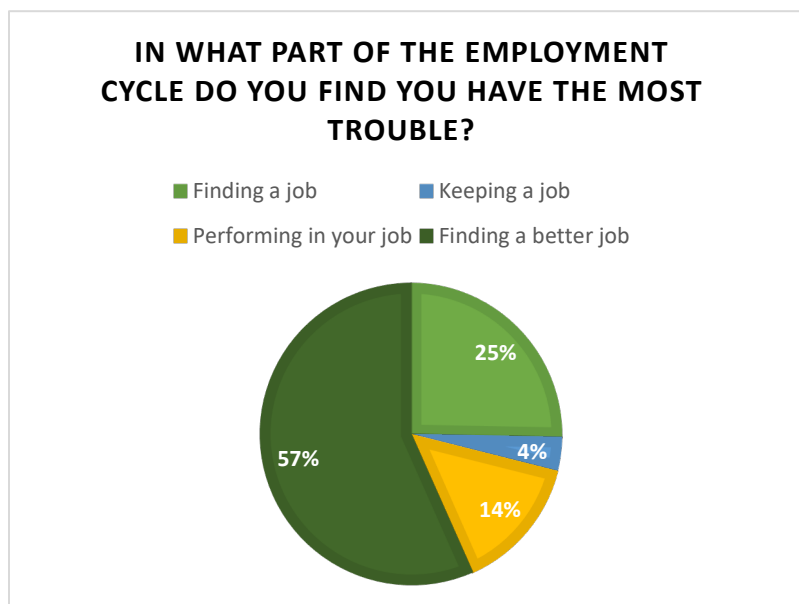
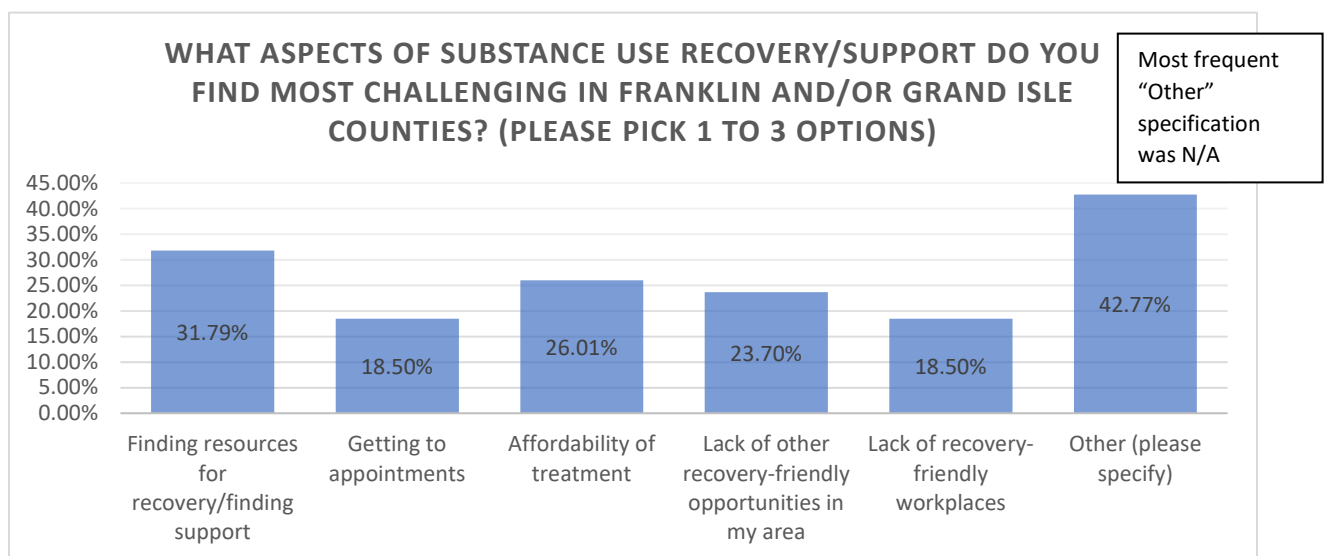
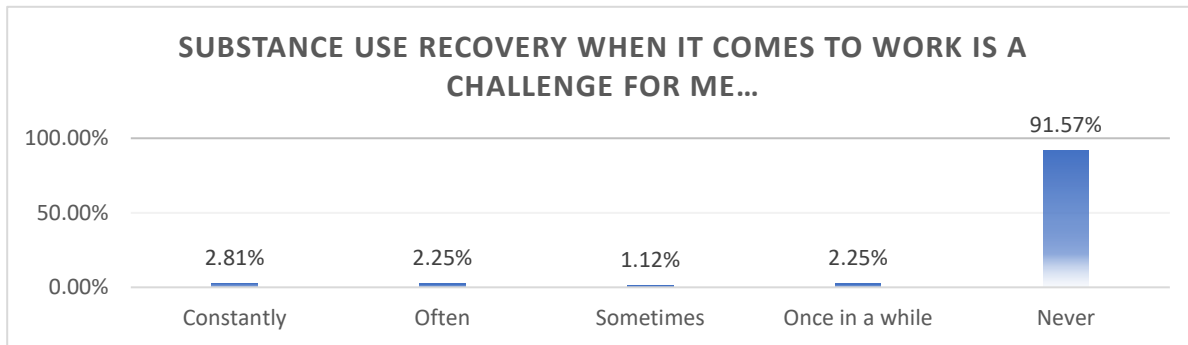
WHAT ASPECTS OF CHILD CARE DO YOU FIND MOST CHALLENGING IN FRANKLIN AND/OR GRAND ISLE COUNTIES? (PLEASE PICK 1 TO 3 OPTIONS)



WHAT ASPECTS OF HOUSING DO YOU FIND MOST CHALLENGING IN FRANKLIN AND/OR GRAND ISLE COUNTIES? (PLEASE PICK 1 TO 3 OPTIONS)



All Respondents: Substance Use Recovery and Employment Cycle Data Profile

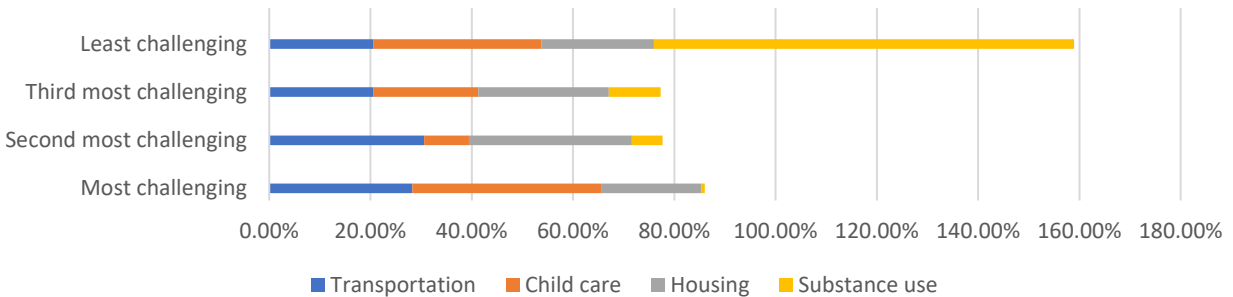


What is it about the part of the cycle you selected that gets in the way?

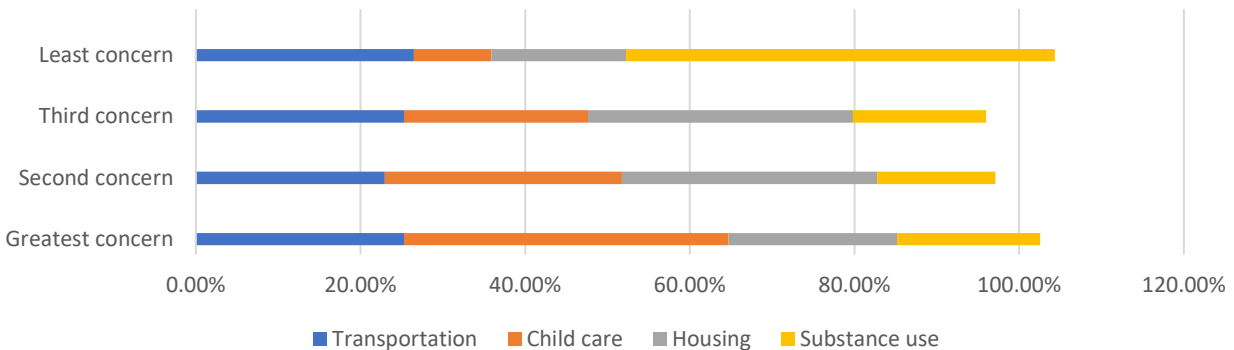
1. Getting a good/livable wage (mentioned 19 times)
2. Lack of jobs in the area (16)
3. Education attainment and expense (9)
4. Issues with child care (8)
5. Lack of job/employer variety or jobs in a certain field (7)
6. Lack of professional jobs that can offer growth/advancement (6)

All Respondents: Employment Challenges Holistically

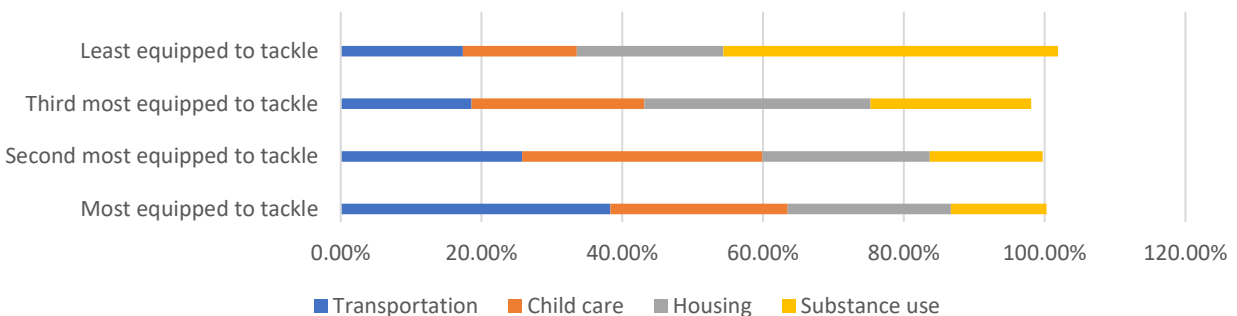
Please select which of these is the most challenging, second most challenging, third most challenging, and least challenging for you when it comes to work.



Please select which of these employment challenges you believe is the greatest concern, second concern, third concern, and least concern in Franklin and/or Grand Isle Counties.



Please select which of these employment challenges you believe Franklin and/or Grand Isle communities are equipped to tackle most to least efficiently.



What resources or ideas would help you or someone else you know with...

Transportation	Child Care	Housing	Substance Use Recovery
<p>1 More/Better Public Transportation (mentioned 62 times)</p> <p>Three popular specifications were that public transportation should</p> <ul style="list-style-type: none"> -have more routes and buses -accommodate people with different work schedules and shifts -share information and advertise widely 	<p>1 More Providers/Options and Availability (mentioned 24 times)</p> <p>Two popular specifications were that there should be child care</p> <ul style="list-style-type: none"> -available for parents working different shifts -at places of employment 	<p>1 More Affordable Housing (mentioned 26 times)</p> <p>Three popular specifications were that there should be more affordable</p> <ul style="list-style-type: none"> -rental options -housing options for low-income people or those with poor credit -housing that feels safe 	<p>1 More Local Resources (mentioned 9 times)</p> <p>Two specifications mentioned several times were local</p> <ul style="list-style-type: none"> -counseling -treatment options
<p>2 More/Better Carpooling (mentioned 25 times)</p> <p>Two popular specifications were that carpooling should</p> <ul style="list-style-type: none"> -be business-owned or employer supported -be more widely known about and advertised 	<p>2 Reduced Cost and Help with Cost (mentioned 16 times)</p> <p>Three specifications mentioned several times were that cost should be reduced</p> <ul style="list-style-type: none"> -with government help/subsidies -without lowering the pay of child care workers -by lowering the income limit for financial assistance 	<p>2 More Housing Options and Housing Diversity (mentioned 14 times)</p> <p>Two specifications mentioned several times were more housing that</p> <ul style="list-style-type: none"> -is handicap and low-mobility accessible -is affordable for different situations 	<p>2 More Available Information and Advertising (mentioned 7 times)</p> <p>The specification mentioned the most was some kind of accessible list of resources</p>

What do you believe is happening behind the scenes and in the systems to create these employment challenges? What should leaders be addressing?

1 Creating Higher Wages and Increased Minimum Wage (mentioned 22 times)

What community-based support, service, or resource has helped you when you faced challenges with housing, transportation, child care, and/or substance use?

- 1 Champlain Valley Office of Economic Opportunity (CVOEO) (mentioned 8 times)
- 2 Respondent specified that none have helped (mentioned 8 times)
- 3 Friends and/or Family (mentioned 7 times)

Is there a particular problem or solution within transportation, housing, child care, and/or substance use that you believe we should focus on?

- 1 Problems or solutions in child care (mentioned 19 times). Three popular specifications were child care that is
 - affordable
 - accessible
 - high quality

Is there something about housing, transportation, child care, and/or substance use resources in our community that you really want to tell us? A particular experience that was frustrating or enlightening?

- 1 An experience with child care (mentioned 18 times), mostly frustrating experiences. The most popular source of frustration was COVID-19 challenges and the cost of child care.

Results: Cohort Data

Cohort One: Annual Household Income <\$10,000

This cohort includes all of the respondents that answered “<\$10,000” to the annual household income question for a total of sixteen (16) people or 8.79% of the 182 respondents who answered the income question.

Demographic Majorities

15 live in Franklin or Grand Isle County

10 do *not* work in Franklin or Grand Isle County

5 votes for “Other”
(specifying disabled, laid-off, SSI, or food shelf volunteer)

3 retired

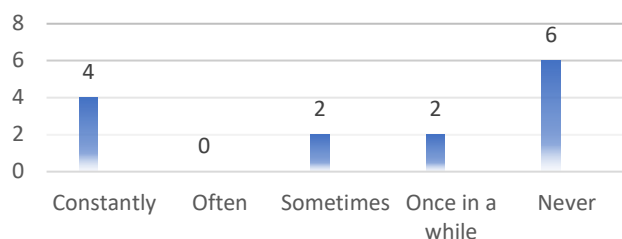
2 students

5 are 46 – 55 years old

4 are 35 – 45 years old

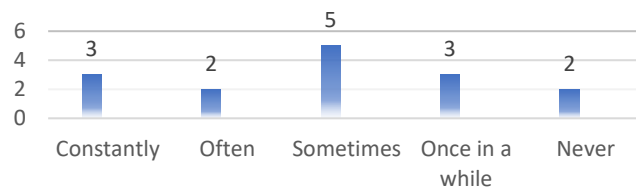
8 are one-adult households with no dependents

TRANSPORTATION WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



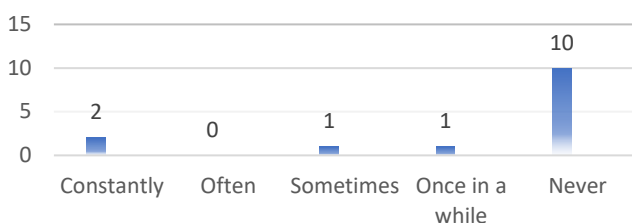
“Cost of car ownership” received most votes (8) for the greatest transportation challenge

ACCESS TO THE INTERNET AND TECHNOLOGY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME....



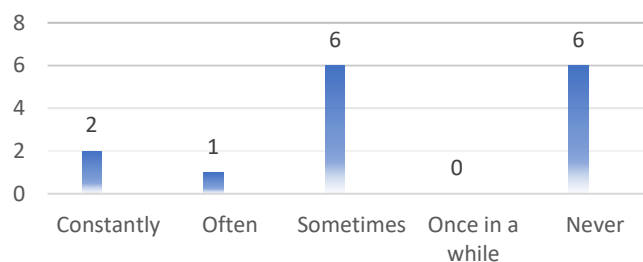
Tie (with 8 votes each) between “Hotspots in public places/parking lots,” “More easily accessible places that offer technology & internet,” and “Access to low-cost technology”

CHILD CARE WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



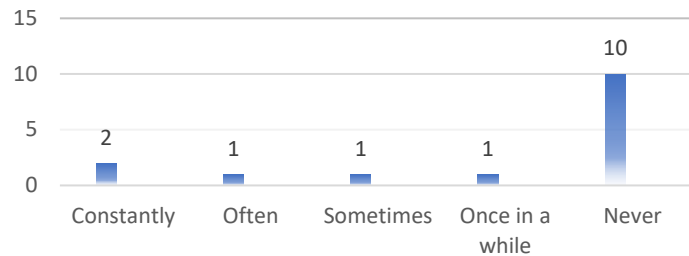
“Cost of child care” received most votes (11) for the greatest child care challenge

HOUSING WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“No affordable housing” received most votes (11) for the greatest housing challenge

SUBSTANCE USE RECOVERY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“Finding resources for recovery/finding support” received most votes (8) for the greatest substance use recovery challenge

Employment Challenges Holistically



Transportation, child care, and housing tied (with 5 votes each) for the greatest employment concern in Franklin and Grand Isle counties

Transportation had the most votes (7) for the most challenging employment challenge



Housing had the most votes (6) for the employment challenge Franklin/Grand Isle communities are most equipped to tackle



What do you believe is happening behind the scenes and in the systems to create these employment challenges? What should leaders be addressing? (individual responses paraphrased below)

Pay attention to what people have to say, be friendly, and help when a problem starts

People have to work 2 or 3 jobs to make ends meet

A general lack of money/funding

There are those who don't want to work, rely on welfare, and/or have no vehicle

The system often makes it difficult for people to work and live

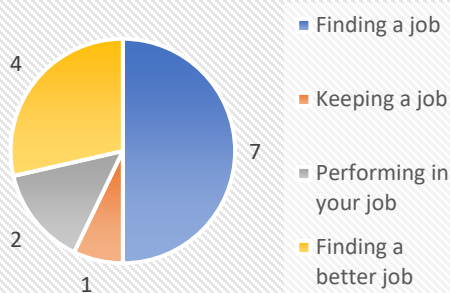
Fewer opportunities due to limited higher education

Income restrictions

What resources or ideas would help you or someone else you know with...

Transportation	Child Care	Housing	Substance Use Recovery
<p>More public transportation that comes to Highgate, St. Albans, Swanton, Georgia, and Burlington.</p> <p>Carpooling.</p> <p>Lowering car insurance.</p> <p>Making car loans more affordable.</p> <p>Making it easier to attain a vehicle.</p> <p>A person/volunteer readily available to drive people where they need to go.</p> <p>Giving out transportation passes.</p>	<p>Offering more flexible hours at work and at child care centers.</p> <p>Establishing curfew times for teens and middle school kids.</p> <p>Help with costs of child care and making it more affordable – especially for large families.</p> <p>Getting more safe child care in towns.</p> <p>A website that lists all the care options available and can filter search results based on specific child care characteristics/needs.</p>	<p>More affordable housing for low-income people that is safe (e.g. no drug activity) and affordable housing for students.</p> <p>Sharing rent/living cost with someone.</p> <p>Some assistance with small bills and other small finance needs.</p> <p>More Section 8 housing.</p> <p>More dog-friendly renting opportunities in St. Albans.</p> <p>Changing the income rules.</p> <p>Offering mortgages to people working in this area.</p>	<p>Transportation to and from substance use recovery related destinations (including rides to NA and AA).</p> <p>More medication checks and urine screens or more pill counts for those selling their medication.</p> <p>Better Reach Up support.</p> <p>Places of business offering support group meetings.</p>

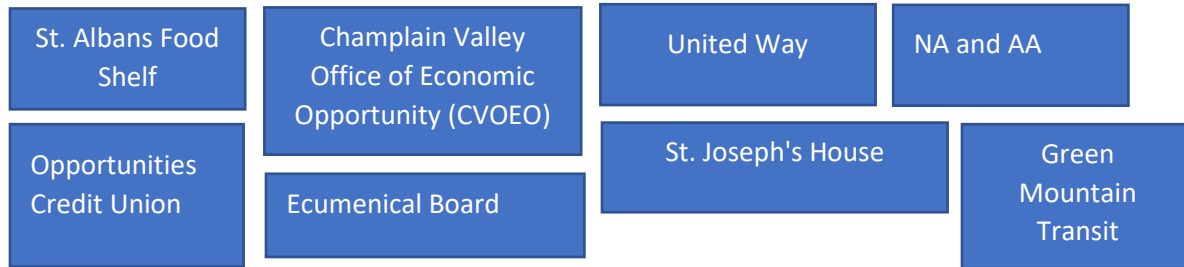
In what part of the employment cycle do you find you have the most trouble?



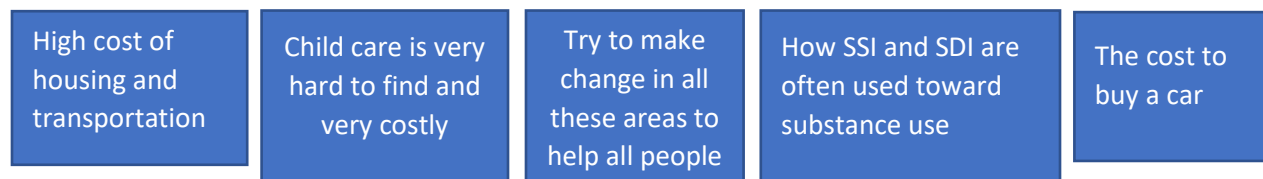
What is it about the part of the cycle you selected that gets in the way?

- Education level.
- Lack of jobs.
- Lack of respect in younger people.
- Transportation.
- People in general.
- Most employers think a college education is required to do blue collar work.
- Problems with ID.
- Disability.
- Finding a job that is located within a reasonable distance of home and child's school.

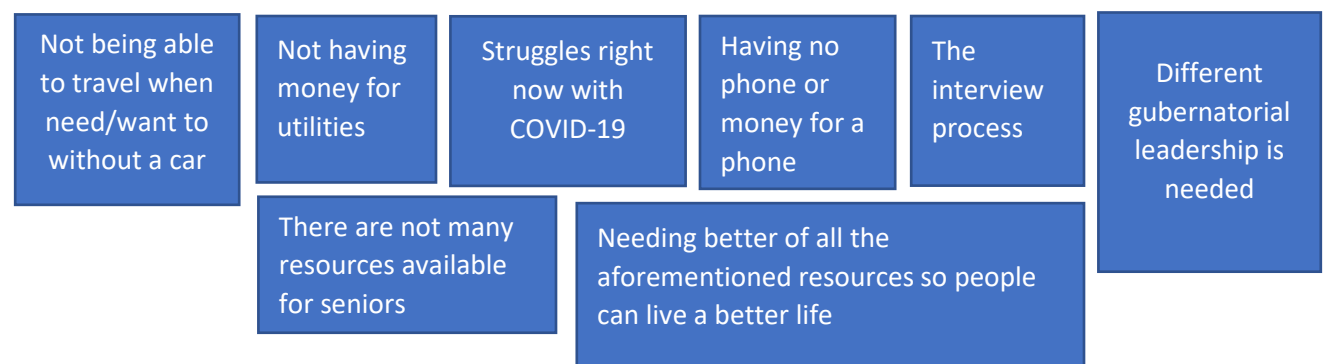
What community-based support, service, or resource has helped you when you faced challenges with housing, transportation, child care, and/or substance use?



Is there a particular problem or solution within transportation, housing, child care, and/or substance use that you believe we should focus on?



Is there something about housing, transportation, child care, and/or substance use resources in our community that you really want to tell us? A particular experience that was frustrating or enlightening?



Cohort Two: Annual Household Income \$11,000-\$20,000

This cohort includes all of the respondents that answered “\$11,000-\$20,000” to the annual household income question for a total of seventeen (17) people or 9.34% of the 182 respondents who answered the income question.

Demographic Majorities

16 live in Franklin or Grand Isle County

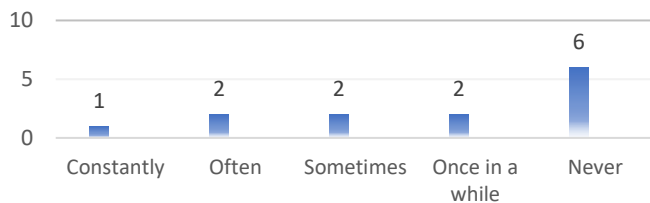
12 do *not* work in Franklin or Grand Isle County

6 votes for retired
5 votes for “Other”
(3 specifying disabled)

5 are 56 – 65 years old

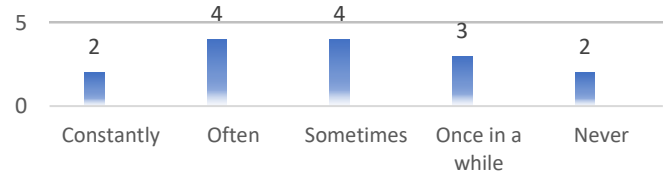
9 are one-adult households with no dependents

TRANSPORTATION WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



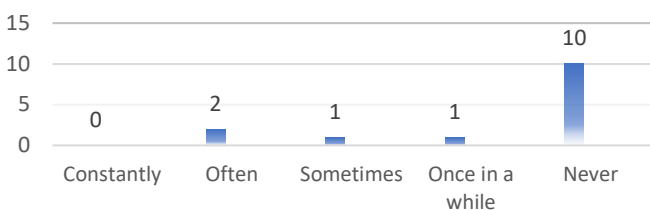
“Cost of car ownership” received most votes (8) for the greatest transportation challenge

ACCESS TO THE INTERNET AND TECHNOLOGY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



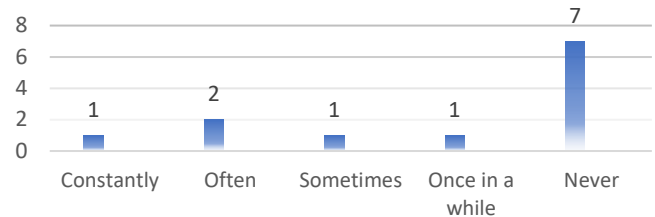
“Access to low-cost technology” received most votes (11) as a solution

CHILD CARE WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



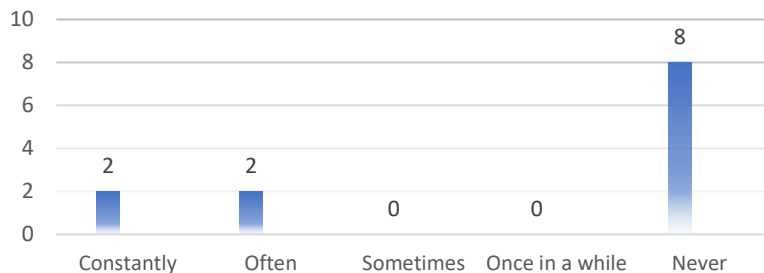
“Lack of child care in the area” received most votes (7) for the greatest child care challenge

HOUSING WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“No affordable housing” received most votes (10) for the greatest housing challenge

SUBSTANCE USE RECOVERY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“Finding resources for recovery/finding support” and “Getting to appointments” tied (with 6 votes each) for the greatest substance use recovery challenge

Employment Challenges Holistically

Housing had the most votes (5) for the most challenging employment challenge



Transportation had the most votes (5) for the greatest employment concern in Franklin and Grand Isle counties

Transportation had the most votes (5) for the employment challenge Franklin/Grand Isle communities are most equipped to tackle



What do you believe is happening behind the scenes and in the systems to create these employment challenges? What should leaders be addressing? (individual responses paraphrased below)

Pay compared to cost of living

Reliance on welfare

Complications with COVID-19

More insurance coverage

Mental health behind addiction

Rural transportation and strict vehicle inspections

Rural vs. urban divide and remote work capacity

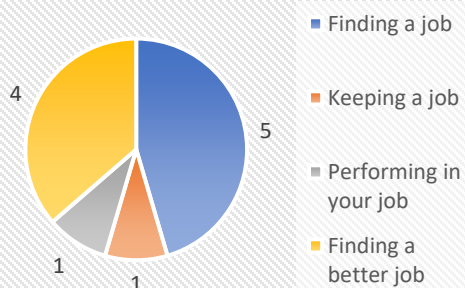
Expectations of experience and qualifications from employers

More jobs and new businesses

What resources or ideas would help you or someone else you know with...

Transportation	Child Care	Housing	Substance Use Recovery
<p>Better disability income.</p> <p>More public transportation.</p> <p>More carpooling and carpooling resources.</p> <p>A car bank or car loans for when car needs work.</p> <p>Program like Good News Garage.</p>	<p>Access to free or reduced cost child care and getting the cost down.</p> <p>Having a resource that lists daycare prices and times.</p> <p>Getting child into daycare instead of watching at home.</p> <p>Daycares set up in schools with busing.</p> <p>Assist providers with paperwork/requirements.</p> <p>More subsidies.</p> <p>The Building Bright Futures website.</p>	<p>Easier access for first time homebuyers.</p> <p>Champlain Housing Trust.</p> <p>More housing available at reasonable prices and especially near places of employment.</p> <p>Some working people are not making enough money.</p> <p>Stop credit checks.</p>	<p>Satellite rooms for doctor's appointments in Richford.</p> <p>Having recovery resources be free to those who need them.</p> <p>Have work be a part of the recovery process.</p> <p>Providing more opportunities for youth.</p>

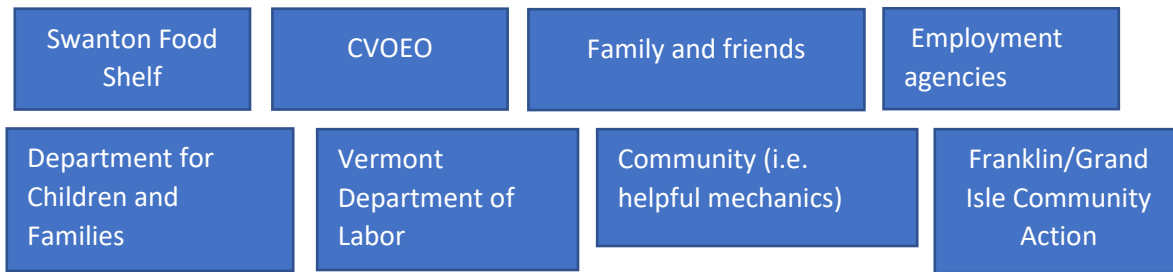
In what part of the employment cycle do you find you have the most trouble?



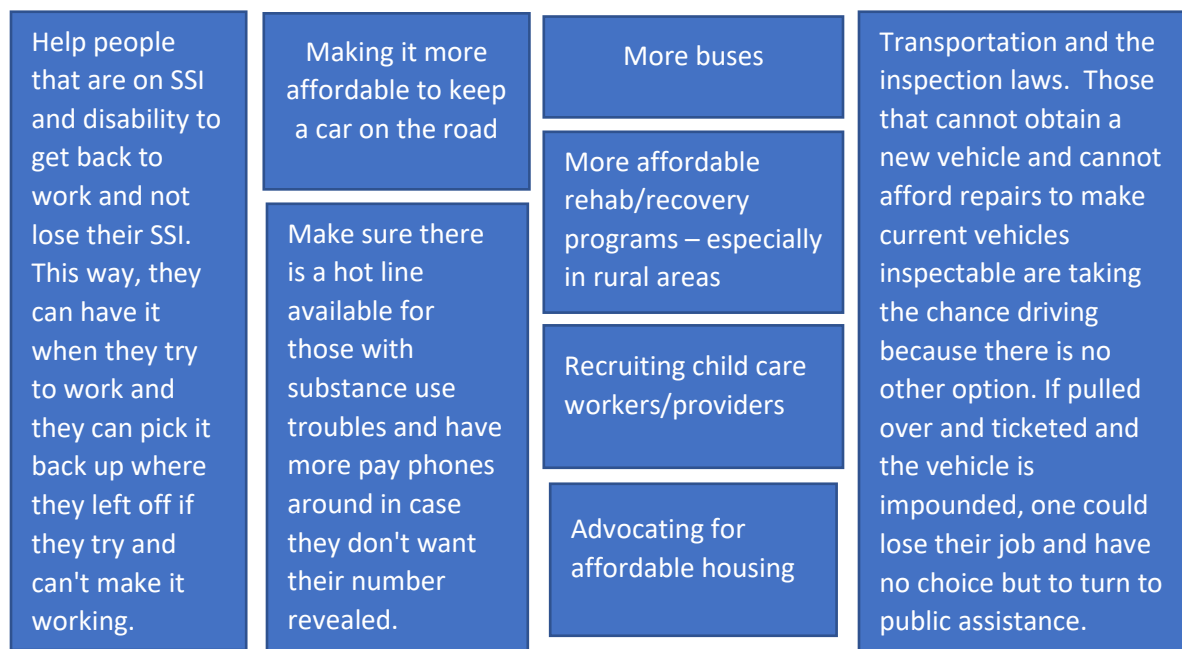
What is it about the part of the cycle you selected that gets in the way?

- Finding a job that pays well within a reasonable distance from home.
- The cost of gas.
- Having full time hours yet receiving low pay.
- The long process of finding a new job and getting hired.
- The lack of support for teachers in schools around depression and burn out.
- Unresponsive employers and lack of job advertising.
- Lack of administrative support roles.

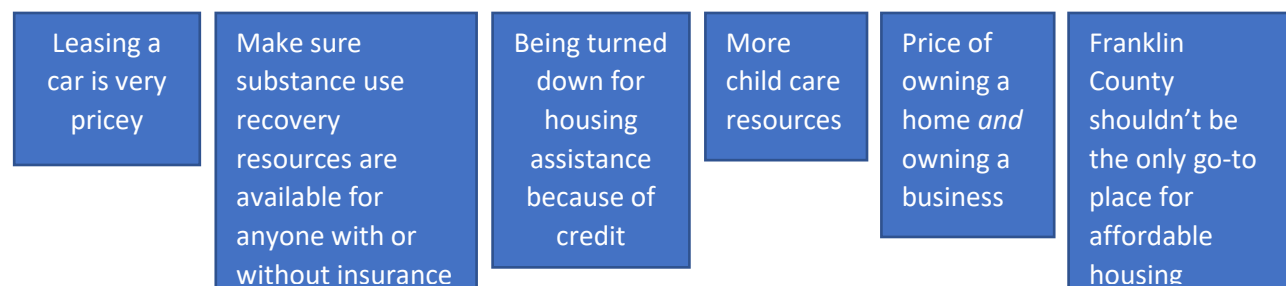
What community-based support, service, or resource has helped you when you faced challenges with housing, transportation, child care, and/or substance use?



Is there a particular problem or solution within transportation, housing, child care, and/or substance use that you believe we should focus on?



Is there something about housing, transportation, child care, and/or substance use resources in our community that you really want to tell us? A particular experience that was frustrating or enlightening?



Cohort Three: Annual Household Income \$21,000-\$30,000

This cohort includes all of the respondents that answered “\$21,000-\$30,000” to the annual household income question for a total of eighteen (18) people or 9.89% of the 182 respondents who answered the income question.

Demographic Majorities

18 live in Franklin or Grand Isle County

12 work in Franklin or Grand Isle County

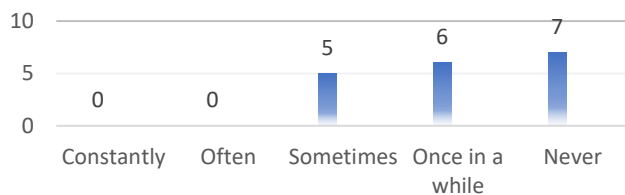
8 employed full-time
4 votes each for “Unemployed/Looking for work” and “Other”

5 votes each for 36 – 45 years old and 56 – 65 years old

9 are two-adult households with no dependents

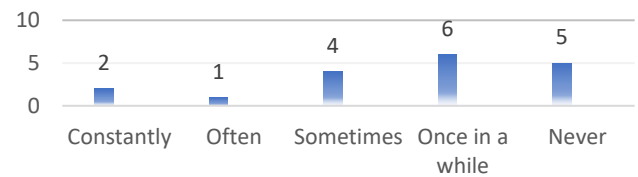
4 votes each for “1 adult with dependents” and “2 adults with dependents”

TRANSPORTATION WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



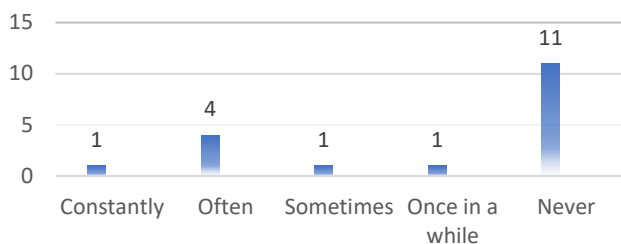
“Lack of public transportation in Franklin and Grand Isle” received most votes (8) for the greatest transportation challenge

ACCESS TO THE INTERNET AND TECHNOLOGY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



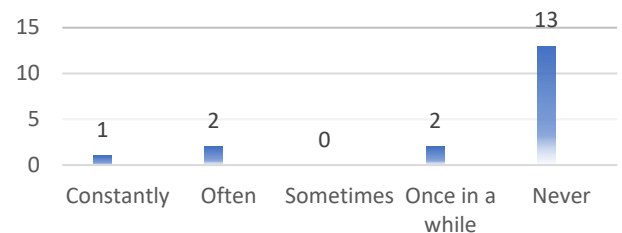
“Access to low-cost technology” received most votes (10) as a solution

CHILD CARE WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



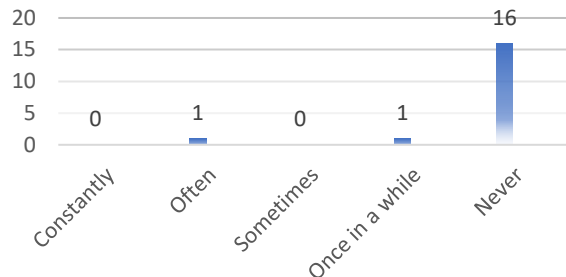
“Cost of child care” received most votes (10) for the greatest child care challenge

HOUSING WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“No affordable housing” received most votes (11) for the greatest housing challenge

SUBSTANCE USE RECOVERY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“Lack of recovery-friendly opportunities in my area” received second most votes (7) for greatest substance use recovery challenge

“Other” received most votes (10) with 8 specifying N/A and 2 commenting the following:

- Respondent has seen people who have not been able to access care because they earn too much money and their insurance doesn't cover the cost of in-patient care.
- There are no recovery meetings of any kind in Alburgh. When people first go to the treatment clinic in St. Albans, they have to go every day for a few months before they can start going every 2 days and less. For those first 3 or 4 months or more depending on how well they're doing in treatment, it is very costly and timely to get to the clinic every day; people can't go if they don't have a vehicle. Or if the clinic is having technical difficulties, it can make people late for work.

Employment Challenges Holistically

Child care had the most votes (7) for the most challenging employment challenge



Child care had the most votes (5) for the greatest employment concern in Franklin and Grand Isle counties

Transportation had the most votes (6) for the employment challenge Franklin/Grand Isle communities are most equipped to tackle



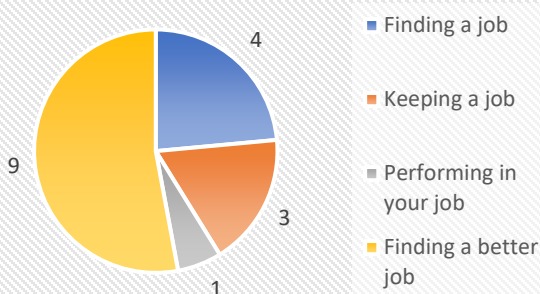
What do you believe is happening behind the scenes and in the systems to create these employment challenges? What should leaders be addressing? (individual responses paraphrased below)

Overall affordability and availability	Trust on both ends – the political and personal	Address transportation and affordable housing challenges	Progressives and Democrats focusing on control, social engineering, and interest groups
A desire for cheap "affordable" labor	These employment challenges are not as urgent to some leaders as other popular topics	Once someone leaves the workforce, there are no systems to get them back in for reasons like recovery or becoming a single parent.	
Higher minimum wage			

What resources or ideas would help you or someone else you know with...

Transportation	Child Care	Housing	Substance Use Recovery
<p>More reliable public transportation – especially buses and bus routes – with an easy to access schedule.</p> <p>Buses for those working second and third shifts and routes to Chittenden County hubs.</p> <p>Carpooling.</p> <p>Lower the tax on fuel.</p> <p>Funding to get license back and to help with car registration, insurance, and repairs.</p> <p>Grocery delivery.</p> <p>Daycare transportation.</p>	<p>More ease and cohesiveness in getting state funded nutritious meals for snack/lunch programs for private and public daycare providers.</p> <p>A Parent & Child Center/Daycare.</p> <p>Up the income level to qualify for subsidies.</p> <p>Respite.</p> <p>Deregulate the child care industry.</p> <p>Child care is almost impossible for second and third shifts workers.</p> <p>Reach out to local Department of Children and Families for child care recommendations in the area.</p> <p>The Alburgh Clubhouse will be a great resource.</p> <p>Transportation for those using public transit as a primary source.</p> <p>Cost subsidy because it is not financially fair to ask child care providers to lower already low paying jobs.</p> <p>More child care facilities and more availability.</p> <p>A resource page/guide.</p> <p>Resources for those with larger families/more kids.</p>	<p>More 2-3 bedroom apartments.</p> <p>Lower property taxes.</p> <p>More resources on the housing process: how to get pre-approved, ways to save, how to look for a house, help handing over usually first, last, and a security deposit, etc.</p> <p>More available places to rent, especially in the islands, and lower rent cost.</p> <p>Abandoned houses still in good shape or that need a little work could be fixed and rented to low-income people.</p> <p>Validated renters' program to get more landlords and low-income programs where money is guaranteed to landlords.</p>	<p>Having more local counselors and clinics, especially in the islands and Alburgh.</p> <p>A mobile clinic.</p> <p>Allow major medical insurance companies to compete across state lines and remove government from regulations.</p> <p>In patient recovery at no or little cost.</p> <p>Quite a few recovery systems are faith-based which might make people wary.</p> <p>More facilities or agencies that support those struggling with substance use <i>and</i> address the stigma attached.</p>

In what part of the employment cycle do you find you have the most trouble?



What is it about the part of the cycle you selected that gets in the way?

- Finding a livable wage because of housing cost.
- Businesses closing.
- Education.
- Lack of good paying jobs in the area, especially mid-range jobs (vs. minimum wage or managerial).
- Being a single mother with a special-needs child.
- Unresponsive potential employers.
- Transportation, child care, and substance use treatment together.
- Menopause.
- Lack of promotions within companies.

What community-based support, service, or resource has helped you when you faced challenges with housing, transportation, child care, and/or substance use?

NorthWest Family Foods	Northwest Counseling & Support Services (NCSS)	Unemployment checks	None because respondent had several kids and had to get back to work after a divorce and income was over the limit for assistance. Housing help lists are years of waiting long and in areas not good to raise children.
Franklin County Home Health Agency	Vermont State Housing Authority	BAART Programs	
		Restorative Justice	
Franklin/Grand Isle Community Action	None because people judge too harshly.	Department of Children and Families	

Is there a particular problem or solution within transportation, housing, child care, and/or substance use that you believe we should focus on?

Building more affordable apartments and houses close to job opportunities	More high quality, affordable child care centers	The application process for assistance	Emotional needs of children impacted by poverty, substance use, etc. not being met; kids are emotionally disconnected from one another.
	Reduce all taxes	Overall cost (for the state and the individual) quality, and accessibility	

Is there something about housing, transportation, child care, and/or substance use resources in our community that you really want to tell us? A particular experience that was frustrating or enlightening?

or enlightening?

Cost of gas	Lack of available child care in the area and related COVID-19 mandates creating conflict in school systems	Food establishments where people worked have closed for financial reasons.	It is good that public transit is coming here. The needs of children in our community are not being supported due to obstructive politics in schools. This is systemic, and we need to refocus on the family.	Respondent is in treatment at BAART center and has received help from DCF, Vermont State Housing, NCSS, and Franklin County Home Health.
Cost of owning a car or a home				
Local and State government over-taxes and over-regulates	There needs to be a bigger focus on employers and the low-wage, unstable jobs being offered.			

Cohort Four: Annual Household Income \$31,000 - \$40,000

This cohort includes all of the respondents that answered “\$31,000-\$40,000” to the annual household income question for a total of fifteen (15) people or 8.24% of the 182 respondents who answered the income question.

Demographic Majorities

15 live in Franklin or Grand Isle County

13 work in Franklin or Grand Isle County

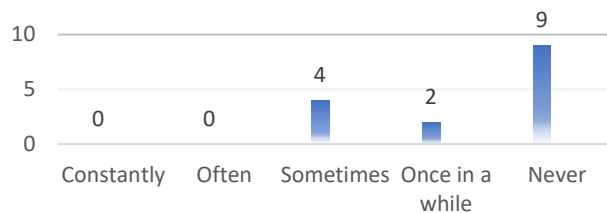
10 employed full time

5 are 25 – 35 years old

4 are 66+ years old

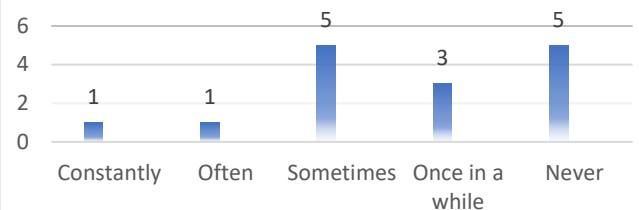
8 are one-adult households with no dependents

TRANSPORTATION WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



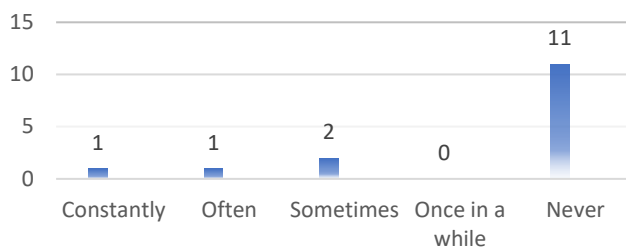
“Lack of public transportation on Franklin and Grand Isle” received most votes (8) for the

ACCESS TO THE INTERNET AND TECHNOLOGY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME....



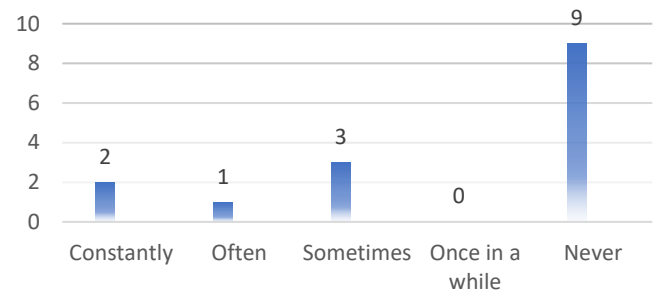
“Access to low-cost technology” received most votes (8) as a solution

CHILD CARE WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



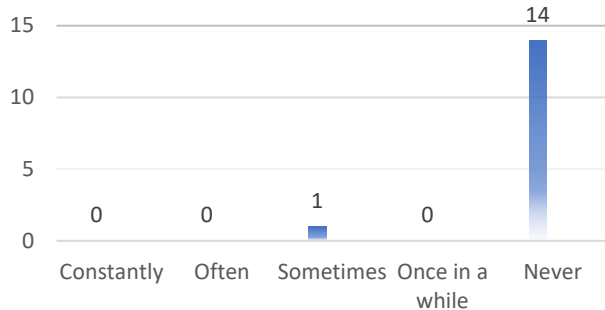
“Cost of child care” received most votes (9) for the greatest child care challenge

HOUSING WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“No affordable housing” received most votes (9) for the greatest housing challenge

SUBSTANCE USE RECOVERY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“Finding resources for recovery/finding support” received the most votes (8) for the greatest substance use recovery challenge

Employment Challenges Holistically



Child care and housing tied (with 4 votes each) for the greatest employment concern in Franklin and Grand Isle counties

Transportation had the most votes (5) for the most challenging employment challenge



Transportation and housing tied (with 4 votes each) for the employment challenge Franklin/Grand Isle communities are most equipped to tackle



What do you believe is happening behind the scenes and in the systems to create these employment challenges? What should leaders be addressing? (individual responses paraphrased below)

People need to collaborate more and work with those they might not normally be willing to work with and make an effort to connect with them.

Rural areas need internet service.

Care for all workers.

A regular, reliable public transportation system throughout the entire county for errands – not only for commutes

Nonprofits often have too much money funneled to them.

It should be easy to find recovery resources in your community.

Leaders need to address housing, teach good resumé/application skills, and supply support to build work resilience.

Increase minimum wage.

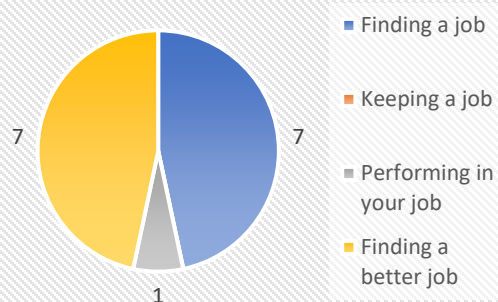
Quality sidewalks and safe bike lanes in all towns for environmentally-friendly commuting.

Apartment listings should be posted online.

What resources or ideas would help you or someone else you know with...

Transportation	Child Care	Housing	Substance Use Recovery
<p>A city van that offered local transportation at various times throughout the week.</p> <p>More and better taxis and/or buses – especially to Burlington.</p> <p>More sidewalks for walking and bike commuting.</p> <p>Community boards with flyers for carpooling.</p> <p>The unemployment office and town resource officer.</p>	<p>Help with cost.</p> <p>Allow and make it easier for parents to hire people they know and trust to provide child care.</p> <p>More child care available, especially now with COVID-19 school changes.</p> <p>An online child care directory for the area.</p> <p>Before-school programs and afterschool programs that run from 7 am – 6 pm and also run on school vacations and snow days.</p>	<p>Access to more housing — especially handicap accessible housing.</p> <p>Make it easier for landlords to make improvements on rental properties.</p> <p>Help people to find housing – especially rental – opportunities more easily.</p> <p>Make housing more affordable and create more affordable housing; the costs could have a limit based on pay within the area.</p> <p>A local housing authority.</p>	<p>Counseling locally.</p> <p>Finding supportive landlords.</p> <p>More help finding help.</p> <p>Having support.</p> <p>More recovery friendly opportunities.</p> <p>More widely advertised recovery supports.</p> <p>NCSS.</p>

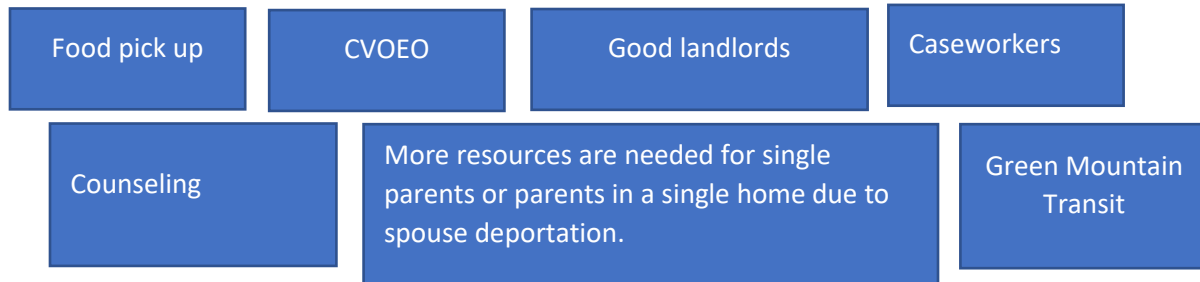
In what part of the employment cycle do you find you have the most trouble?



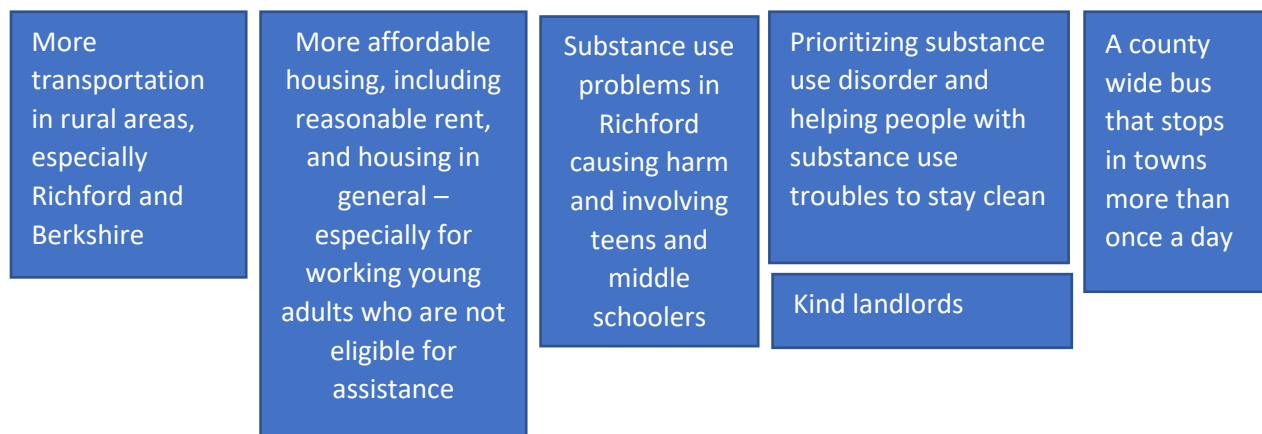
What is it about the part of the cycle you selected that gets in the way?

- Low pay/not enough income.
- Bad leadership.
- Being of an older age and/or age discrimination in the hiring process.
- Finding an enjoyable job rather than a job just to have a job.
- The message that one needs a college education and those with degrees getting all the jobs. Good trade skill jobs are cheaper to begin, don't result in high debt, and often pay better than jobs people get with a degree.
- Due to COVID-19, there has much job loss in Franklin County, and people are having a hard time finding new jobs.
- Lack of jobs in VT that offer growth and decent pay.
- The work environment is unknown until one is there.

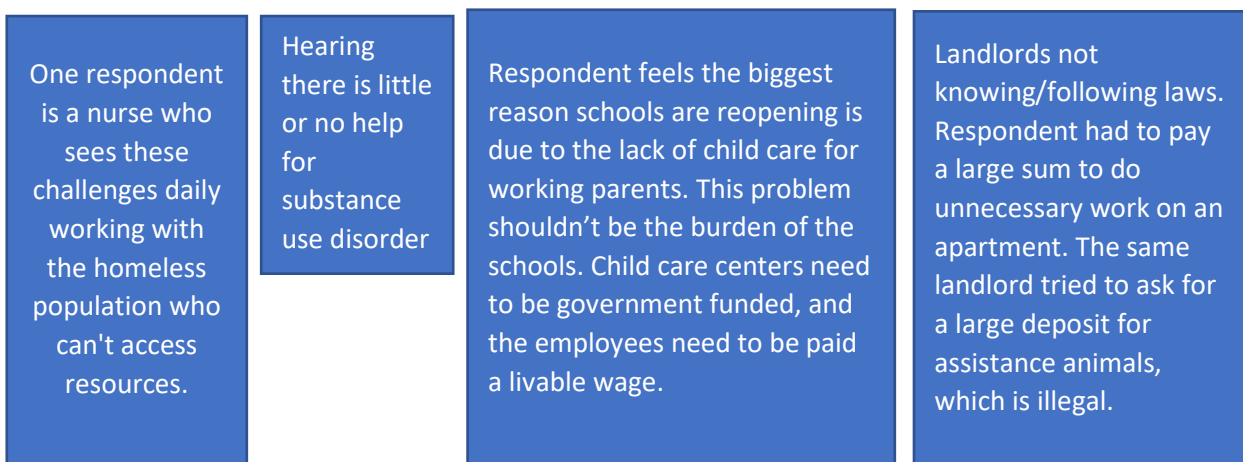
What community-based support, service, or resource has helped you when you faced challenges with housing, transportation, child care, and/or substance use?



Is there a particular problem or solution within transportation, housing, child care, and/or substance use that you believe we should focus on?



Is there something about housing, transportation, child care, and/or substance use resources in our community that you really want to tell us? A particular experience that was frustrating or enlightening?



Cohort Five: Annual Household Income \$41,000 - \$50,000

This cohort includes all of the respondents that answered “\$41,000-\$50,000” to the annual household income question for a total of eighteen (18) people or 9.89% of the 182 respondents who answered the income question.

Demographic Majorities

17 live in Franklin or Grand Isle County

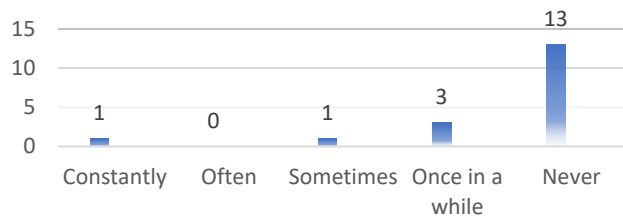
11 work in Franklin or Grand Isle County

10 employed full time

6 are 36 – 45 years old

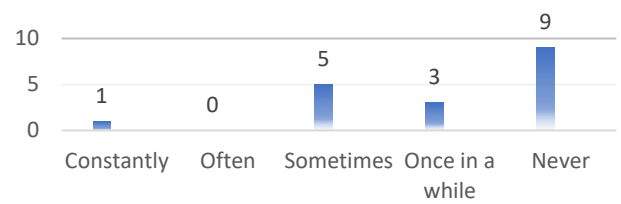
6 are two-adult households with no dependents

TRANSPORTATION WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



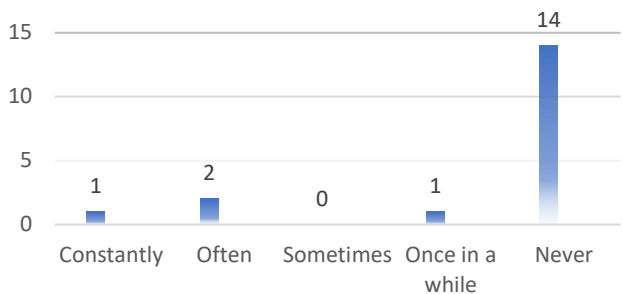
“Lack of public transportation on Franklin and Grand Isle” and “Cost of car ownership” tied (with 7 votes each) for the greatest transportation challenge

ACCESS TO THE INTERNET AND TECHNOLOGY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



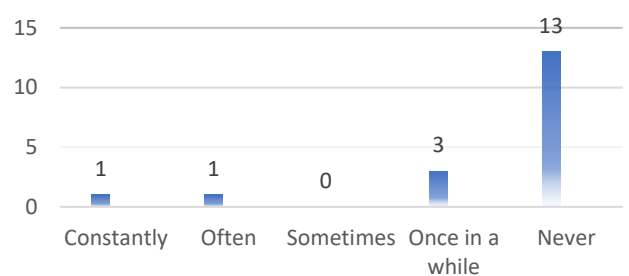
“Hotspots in public places/parking lots” received most votes (8) as a solution

CHILD CARE WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“Cost of child care” and “Other” tied (with 6 votes each) for the greatest child care challenge
most “Other” comments were N/A

HOUSING WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“No affordable housing” received most votes (9) for the greatest housing challenge

SUBSTANCE USE RECOVERY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“Affordability of treatment” and “Other” tied (with 6 votes each) for the greatest substance use recovery challenge

Most “Other” responses were N/A, but one respondent commented that there is not much for treatment in this area since Maple Leaf Treatment Center closed.

Employment Challenges Holistically

Housing and transportation tied (with 5 votes each) for the most challenging employment challenge



Transportation, child care and housing tied (with 5 votes each) for the greatest employment concern in Franklin and Grand Isle counties

Transportation and child care tied (with 5 votes each) for the employment challenge

Franklin/Grand Isle communities are most equipped to tackle



What do you believe is happening behind the scenes and in the systems to create these employment challenges? What should leaders be addressing? (individual responses paraphrased below)

Affordable access to internet along with more options

Lack of cell phone accessibility

Lack of public transportation

Lack of equal opportunities

Better national leadership

Minimum wage does not need to be \$15/hour if apartments could be afforded on \$10/hour. How much is spent on housing is the problem, not the amount of income. Leaders should be addressing rental caps.

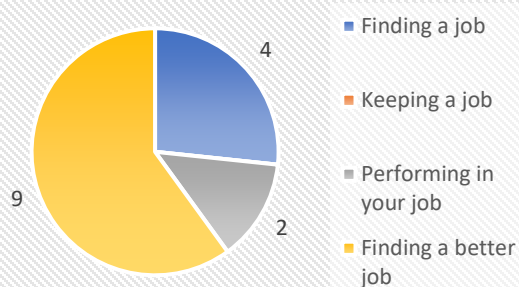
Employers should offer more opportunities to work from home in the future.

Incentivizing people to work instead of not working

What resources or ideas would help you or someone else you know with...

Transportation	Child Care	Housing	Substance Use Recovery
<p>More public transportation is needed, especially to larger places like Burlington.</p> <p>Shuttles to the main bus stops.</p> <p>Schedules for buses that include all work schedules, not just Monday – Friday from 8:00AM – 4:00PM and no holidays.</p> <p>More information on available public transportation.</p>	<p>Increasing the income limit for assistance.</p> <p>People who can offer no cost child care during school hours when child is not in school for three days a week and/or grants for remote child care during remote learning days.</p> <p>Let's Grow Kids website and Facebook page.</p> <p>Care for shift workers.</p> <p>Jobs offering daycare at the job site.</p> <p>A Parents' Co-Op.</p> <p>Government subsidy for child care providers licensed by the state.</p>	<p>More housing help for those with bad credit.</p> <p>Finding help with mortgages.</p> <p>A housing market website with all affordable rentals in one place, so renters don't have to search everywhere for housing.</p> <p>More affordable housing and rental options, especially multi-unit housing.</p> <p>Utility assistance.</p> <p>Provide subsidies to those not in poverty as well.</p>	<p>Doctors in Franklin County seem like they are not willing to help Medicaid patients.</p> <p>Someone to talk to.</p> <p>There used to be a main listing of all AA meetings by town, day of the week, etc.</p> <p>Create a page with all sober housing options in one place with basic details about each option.</p> <p>Available, affordable resources in the area.</p> <p>More outreach programs.</p> <p>More treatment centers.</p>

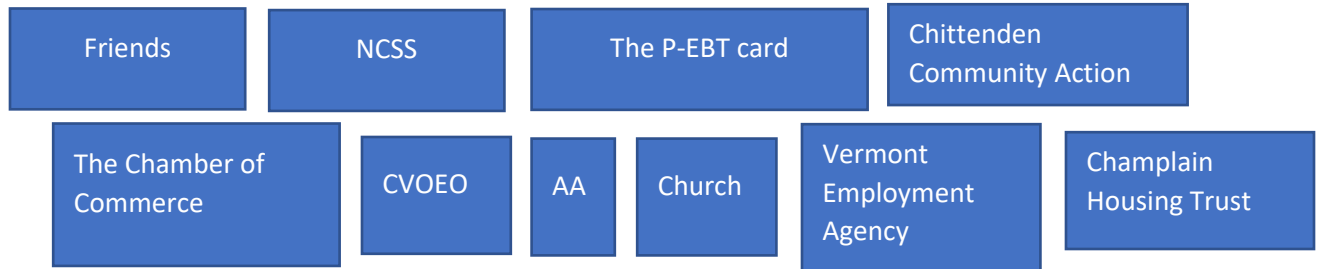
In what part of the employment cycle do you find you have the most trouble?



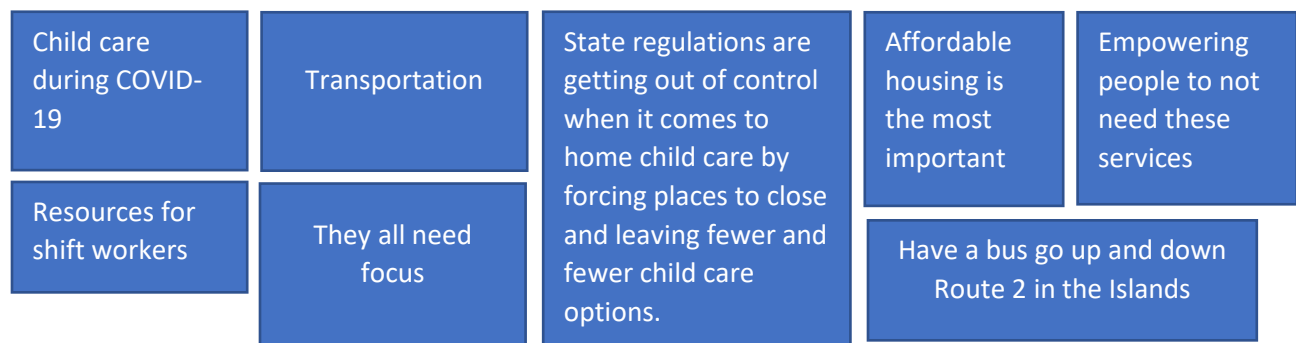
What is it about the part of the cycle you selected that gets in the way?

- Being on the autism spectrum and/or having a learning disability.
- Not interviewing well or being overweight.
- Finding decent pay and good jobs in the area.
- Trying to do the best job possible with too many unnecessary distractions.
- Access to higher education.
- It is difficult to find employers that respect hard-working, dedicated employees.

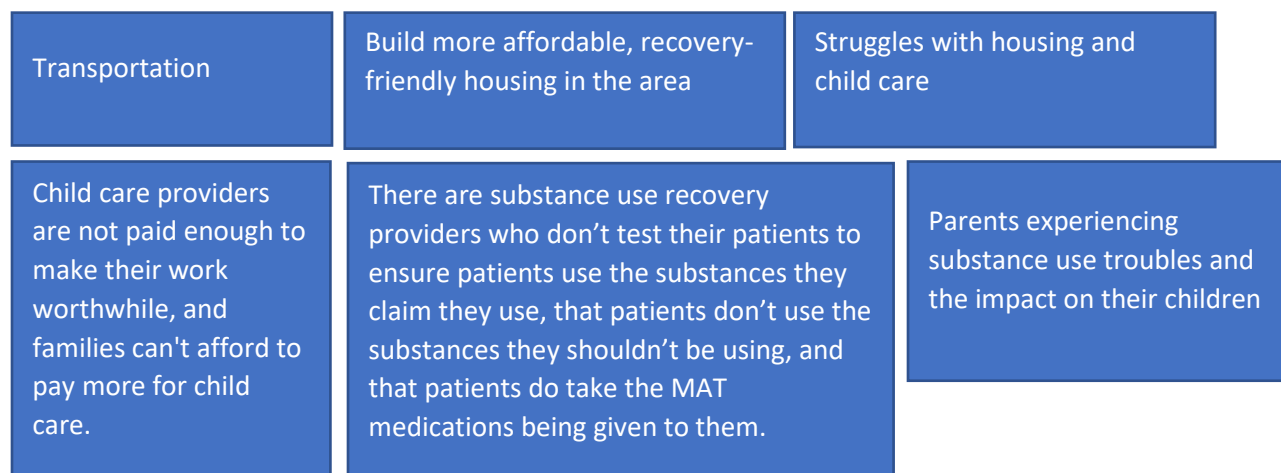
What community-based support, service, or resource has helped you when you faced challenges with housing, transportation, child care, and/or substance use?



Is there a particular problem or solution within transportation, housing, child care, and/or substance use that you believe we should focus on?



Is there something about housing, transportation, child care, and/or substance use resources in our community that you really want to tell us? A particular experience that was frustrating or enlightening?



Cohort Six: Annual Household Income \$51,000 - \$60,000

This cohort includes all of the respondents that answered “\$51,000-\$60,000” to the annual household income question for a total of sixteen (16) people or 8.79% of the 182 respondents who answered the income question.

Demographic Majorities

15 live in Franklin or Grand Isle County

13 work in Franklin or Grand Isle County

12 employed full time

7 are 36 – 45 years old

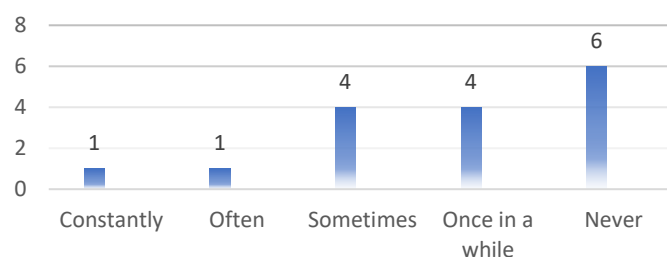
6 are two-adult households with dependents

TRANSPORTATION WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



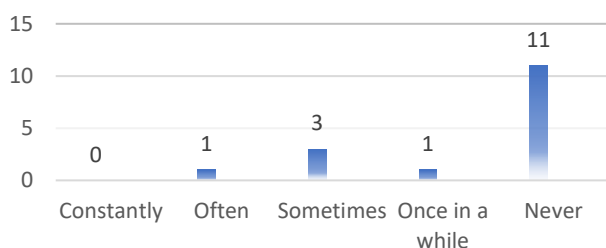
“Cost of car ownership” received the most votes (14) for the greatest transportation challenge

ACCESS TO THE INTERNET AND TECHNOLOGY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME....



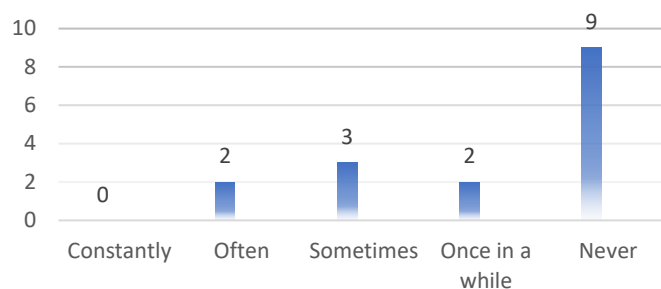
“Access to low-cost technology” received most votes (13) as a solution

CHILD CARE WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...

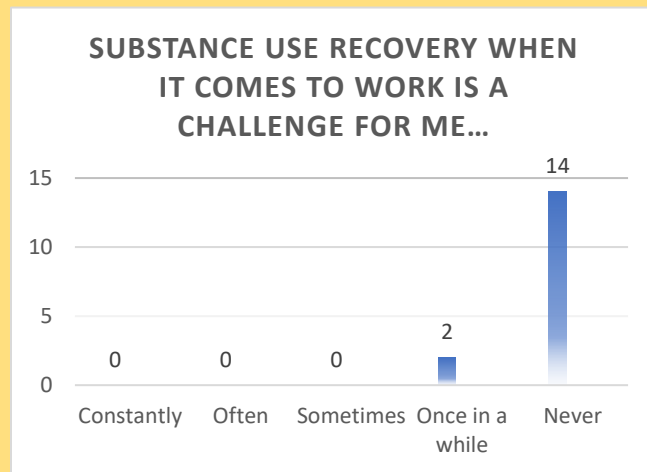


“Cost of child care” received the most votes (9) for the greatest child care challenge

HOUSING WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“No affordable housing” received most votes (7) for the greatest housing challenge



“Affordability of treatment,” “Finding resources for recovery/findings support,” “Lack of recovery-friendly opportunities in my area,” and “Other” tied (with 6 votes each) for the greatest substance use recovery challenge

2 “Other” comments were N/A, and the remaining are summarized below:

- Lack of treatment options, transportation/accessibility.
- It is nearly impossible to hear back from mental health counselors.
- Willingness to get and stay clean.
- Affordable counseling for mental health.

Employment Challenges Holistically

Housing received the most votes (6) for the greatest employment concern in Franklin and Grand Isle counties



Transportation received the most votes (6) for the most challenging employment challenge

Transportation received the most votes (5) for the employment challenge Franklin/Grand Isle communities are most equipped to tackle



What do you believe is happening behind the scenes and in the systems to create these employment challenges? What should leaders be addressing? (individual responses paraphrased below)

A holistic way to provide individualized supports not based on income but based on need

Better pay

COVID-19

Leaders do not offer the right support or follow through

Lack of funding for social programs

Access to health care: just because people make a small amount over the income limit doesn't mean they can afford health care

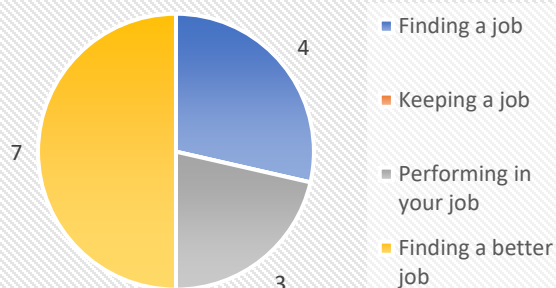
Bringing jobs/employers into the area and offering incentives to hire locally – more jobs available locally

Public perception of those needing assistance. Sharing stories of struggles Vermonters are having could help give people an idea of what others are tackling.

What resources or ideas would help you or someone else you know with...

Transportation	Child Care	Housing	Substance Use Recovery
<p>Lack of public transportation and options —specifically local busing and an affordable taxi service.</p> <p>More info on available transportation.</p> <p>Distance to work.</p> <p>Easier path to car ownership.</p> <p>Ride shares that are widely publicized and accessible.</p> <p>More affordable vehicles and DMV related fees.</p> <p>Leniency with state inspections for those with limited income.</p> <p>Affordable mechanics.</p> <p>Help with cost especially cost of car insurance.</p>	<p>More child care providers.</p> <p>Cost and help with cost such as a care tuition fund, benefit, or loan.</p> <p>More assistance from employer e.g. offering on site care.</p> <p>Subsidies and incentives for child care providers to open centers or stay open.</p> <p>Less stressful access to state subsidy options.</p> <p>The state should offer more guidance to the public about availability of subsidy and care options.</p> <p>Child care websites should be up to date about vacancies.</p> <p>Affordable, trustworthy, high quality care.</p>	<p>More affordable housing, especially apartments.</p> <p>More handicap accessible or limited-mobility accessible housing.</p> <p>Low-cost general maintenance providers.</p> <p>More grant programs for buyers.</p> <p>Low-interest loans and availability of loans for those with troublesome credit.</p> <p>Homeowners classes to discuss cost and details about becoming a homeowner.</p> <p>Lenders that work with student debt.</p> <p>More money.</p>	<p>Understanding of connection to mental health.</p> <p>Harder consequences for those that use/deal.</p> <p>Less stigma attached to people in recovery.</p> <p>Having more substance-free activities and events.</p> <p>More options for treatment and public transportation to get to treatment.</p> <p>Enforcement of sobriety in the workplace.</p> <p>To know what is offered in our community.</p>

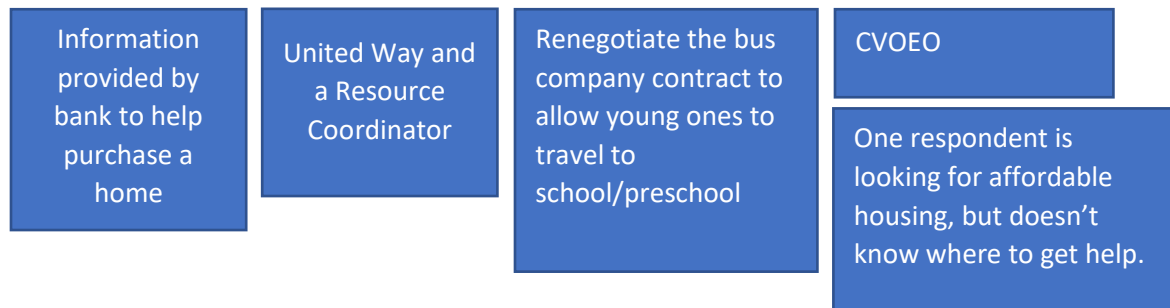
In what part of the employment cycle do you find you have the most trouble?



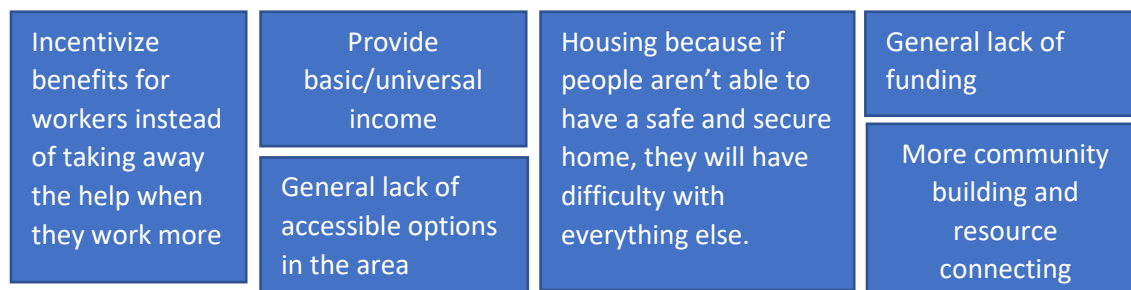
What is it about the part of the cycle you selected that gets in the way?

- Feeling stuck and not knowing what resources are available.
- Many in Franklin County seem to not have a high school diploma.
- Injuries prevent respondent from doing work that requires lots of lifting, standing, walking, etc.
- Lack of better paying jobs.
- Lack of professional jobs.
- Unresponsive employers, lack of quality jobs.
- Staying motivated.
- COVID-19 struggles with no support.
- Can't afford to retire and lose health insurance.

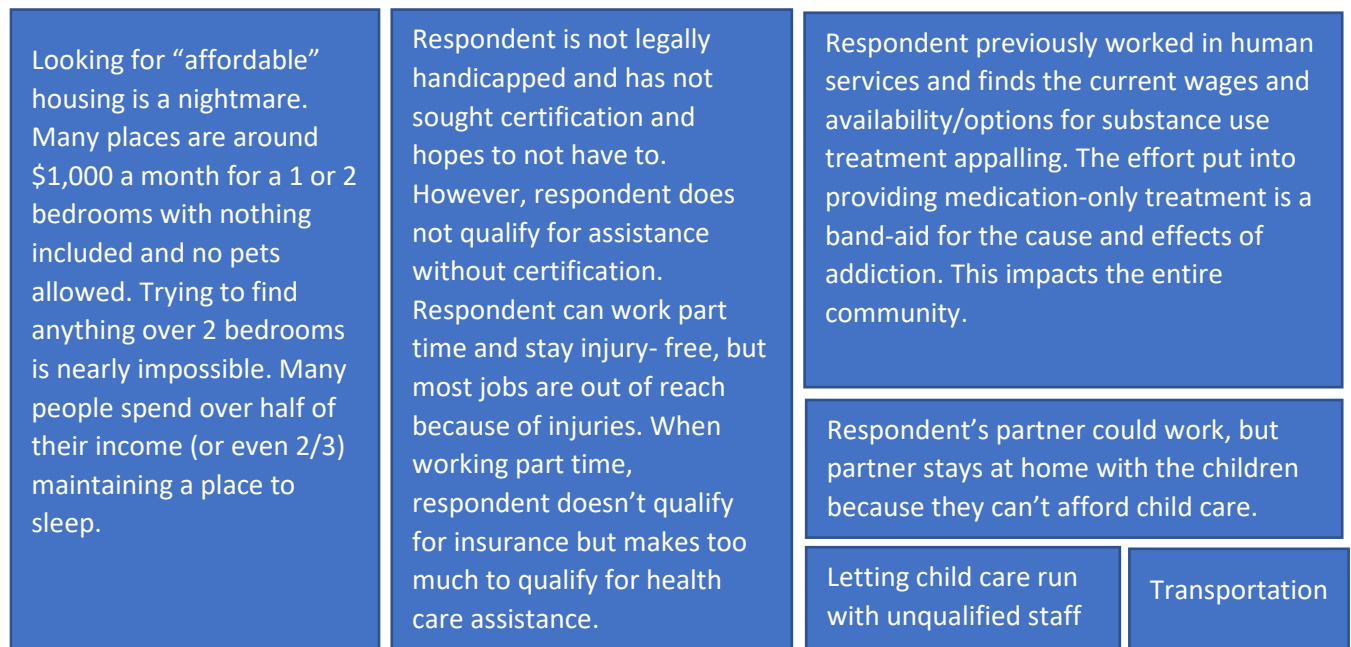
What community-based support, service, or resource has helped you when you faced challenges with housing, transportation, child care, and/or substance use?



Is there a particular problem or solution within transportation, housing, child care, and/or substance use that you believe we should focus on?



Is there something about housing, transportation, child care, and/or substance use resources in our community that you really want to tell us? A particular experience that was frustrating or enlightening?



Cohort Seven: Annual Household Income \$61,000 - \$70,000

This cohort, Cohort 7, includes all of the respondents that answered “\$61,000-\$70,000” to the annual household income question for a total of eighteen (18) people or 9.89% of the 182 respondents who answered the income question.

Demographic Majorities

18 live in Franklin or Grand Isle County

11 work in Franklin or Grand Isle County

10 employed full time

6 are 25 – 35 years old

9 are two-adult households with no dependents

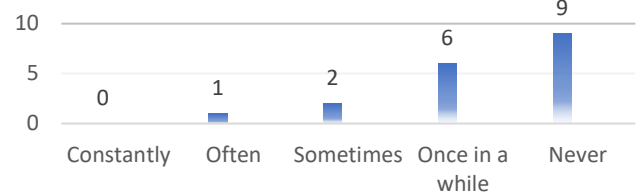
6 are two-adult households with dependents

TRANSPORTATION WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



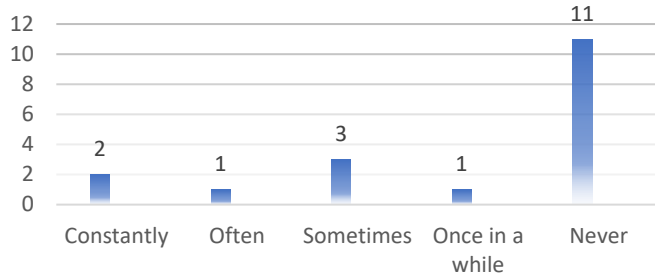
“Lack of public transportation in Franklin and Grand Isle” and “Cost of car ownership” tied (with 8 votes each) for the greatest transportation challenge

ACCESS TO THE INTERNET AND TECHNOLOGY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME....



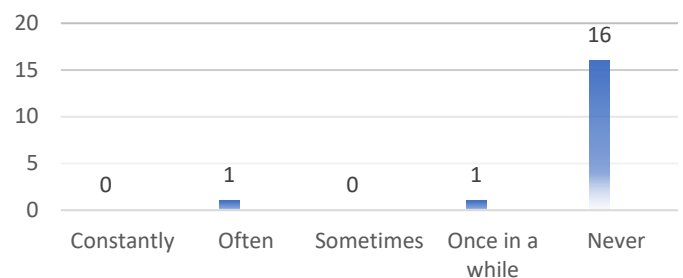
“Access to low-cost technology” received most votes (10) as a solution

CHILD CARE WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



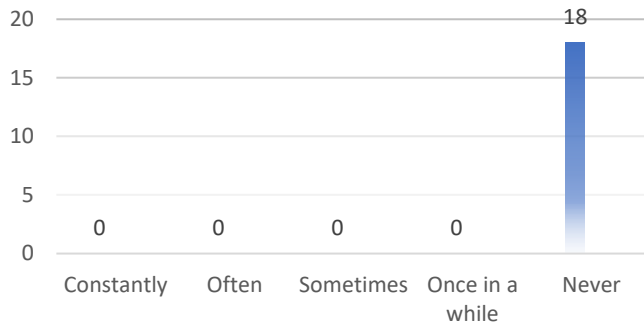
“Cost of child care” received the most votes (9) for the greatest child care challenge

HOUSING WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“No affordable housing” received most votes (9) for the greatest housing challenge

SUBSTANCE USE RECOVERY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“Other” received most votes (9), with most specifying N/A, for the greatest substance use recovery challenge

5 “Other” comments were N/A, and the remaining are summarized below:

1. Support those in recovery and help them be accountable for their actions with progressive goal setting.
2. Resources seem to be available, but there seems to be a lack of desire to use them.
3. Law enforcement difficulties in apprehending substance dealers.
4. Many repeat addicts have gone through treatment and still use.

Employment Challenges Holistically

Child care received the most votes (9) for the most challenging employment challenge



Child care received the most votes (8) for the greatest employment concern in Franklin and Grand Isle counties

Transportation received the most votes (11) for the employment challenge Franklin/Grand Isle communities are most equipped to tackle



What do you believe is happening behind the scenes and in the systems to create these employment challenges? What should leaders be addressing? (individual responses paraphrased below)

It is very expensive to live in VT, and school taxes should not have to be paid by working people.

Parking is a big issue in St. Albans, and a lot of people can't afford to pay parking.

Leaders should be addressing how to bring in and keep more people and industry in this area.

Northwestern Medical Center (NMC) employees should have been told set schedules will no longer be used. Employees are now required to rotate schedules to include late nights, early mornings, and weekends. This does not work for people with children. Many seem to have had to find new jobs because of this — even staff that have been at NMC for many years.

Do not let employers pay people so little. Respondent knew someone who did janitorial work, was paid minimum wage, and only got a raise when minimum wage went up. This employee left after many hours of janitorial work each day to go work somewhere else to make ends meet.

Many want to keep the Islands small, but big problems are emerging because of limited access to services many residents need. Bringing in resources would help keep people safer and healthier.

Affordable housing

Food scarcity

Cost of daycare

Affordable, reliable internet

Once you're in the system (welfare, etc.), it is difficult to get out. We need to help people move forward and eventually not need the system.

More funding and grants for small businesses

Reduced government regulations, restrictions, and taxes

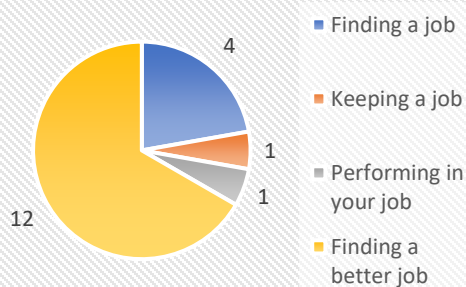
Sometimes we don't help people to grow and understand how to take care of themselves and their families.

Things are tough all over for all

Transportation

Fixing roads

In what part of the employment cycle do you find you have the most trouble?



What is it about the part of the cycle you selected that gets in the way?

- Education.
- Employers want people with experience, but not too much experience. Employers need to help new-comers gain experience and realize the wisdom that older workers may have.
- Having an employer that understands what it is like to have young children and a family.
- Cost and/or lack of money.
- Age. Even with a degree and established career, respondent had to take multiple temporary jobs with most paying low wages.
- Not many decent paying jobs.
- If child care is closed, respondent can't work.
- Safety.
- A lot of competition for few opportunities.
- Lack of employers.
- Location of perspective jobs in Franklin County.
- Child care.
- Experience and pay rates.
- Age.
- Availability in the Islands.
- Availability in general.

What resources or ideas would help you or someone else you know with...

Transportation	Child Care	Housing	Substance Use Recovery
<p>Having more public transportation and more frequent routes for rural areas – especially to St. Albans and Burlington.</p> <p>Resources to teach people how to find a reliable and affordable vehicle and what it means to own a vehicle: ongoing costs, insurance, registration, maintenance requirements, etc.</p> <p>Carpooling options.</p> <p>Better paying jobs.</p> <p>Not paying for parking.</p> <p>Government should re-design and repair Route 78.</p>	<p>A Recreation Department “camp” as an option for kids who need to do remote learning but are too young to stay home alone while their parents/guardians are working.</p> <p>A wider range of safe child care options with a wider range of hours to help parents who may work second or third shifts.</p> <p>With COVID-19 and school, having a set schedule and having support for work and home balance would be the most helpful. A little understanding that everyone’s lives have been turned upside down.</p> <p>Higher pay for daycare workers.</p> <p>Child care needs to be affordable.</p> <p>Getting the state to help working people pay for child care.</p> <p>Support the Family Clubhouse Team's efforts to build a new pre-school/daycare center.</p> <p>Help us to bring back afterschool programs.</p>	<p>Second chance mortgages for working people with bad credit.</p> <p>Assistance/training on how to fill out a rental application to give landlord an accurate and detailed picture, especially if there is something in the person's history that may be concerning (prior evictions, arrests, low credit, low or no income, etc.). Some landlords are willing to work with people and give them a chance; understanding the negatives on an application will help with this.</p> <p>A wider range of housing options that can fit a wider range of people.</p> <p>Reducing hurdles for landlords to update and maintain their properties.</p> <p>Training for how to communicate with landlords, how to take care of your apartment, basic life skills, etc.</p> <p>First time home buyer programs.</p> <p>Higher wages.</p> <p>More safe and affordable housing.</p> <p>New senior housing units would alleviate the shortage for working families.</p> <p>Get the cost of electricity down.</p>	<p>More mental health services that address addiction.</p> <p>Getting health care.</p> <p>Franklin County has huge facilities and offices full of counsellors – it is a Growth Industry here.</p>

What community-based support, service, or resource has helped you when you faced challenges with housing, transportation, child care, and/or substance use?

New England Federal Credit Union (NEFCU) First-Time Home Buyers	CVOEO	WIC	Respondent commented that nobody will help with child care unless respondent quits job because income is too high for subsidy but respondent also can't afford \$550 a week for child care.	Low-interest loans
Word of mouth of coworkers and neighbors				
There is extremely limited child care, zero transportation, and housing can be very expensive		There are plenty of supports. We need jobs not supports.		Department of Labor

Is there a particular problem or solution within transportation, housing, child care, and/or substance use that you believe we should focus on?

The working poor need to have more focus. A lot of people fall in the range where they can't get help and they work full time vs. the people who don't work and qualify for everything.	Education for tenants/prospective tenants	The root of the problem is people are living in poverty and without health care. People need higher wages.	Resources around substance use and addressing the substance dealers
	Creating and maintaining safe, affordable housing		Adequate daycare in each community affordable to all
			More jobs
Franklin and Grand Isle Counties need to be affordable	Defend police and let them do their work to apprehend substance dealers and reduce need for recovery resources		

Is there something about housing, transportation, child care, and/or substance use resources in our community that you really want to tell us? A particular experience that was frustrating or enlightening?

or enlightening?		Respondent would really like to stay living here, but the cost of living for young adults is insane.
Changes can be made to benefit all, but it will take hard work.		
Respondent applied for WIC many years ago and claimed then partner's income and was turned down because they made \$10.00 too much. Respondent was then told that it would be better to just quit, not claim partner's income, and receive full benefits.	Respondent is a landlord and had a tenant who could not maintain a safe lifestyle. Some adults never learned self-sufficiency, and they are dependent on the state and cannot keep a job.	South Hero has a new child care opening, and Alburgh is trying to fund one. This will help.
		Quality of roads. Route 7 in Georgia would be easier to drive on if it were a dirt road. The pot holes are bad for cars, and it is impossible to pass inspections.
Respondent says it is sad to see every day.		

Cohort Eight: Annual Household Income \$71,000 - \$80,000

This cohort includes all of the respondents that answered “\$71,000-\$80,000” to the annual household income question for a total of sixteen (16) people or 8.79% of the 182 respondents who answered the income question.

Demographic Majorities

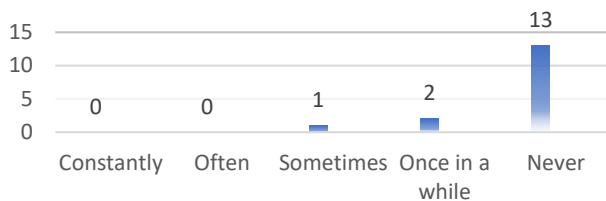
15 live in Franklin or Grand Isle County

14 work in Franklin or Grand Isle County

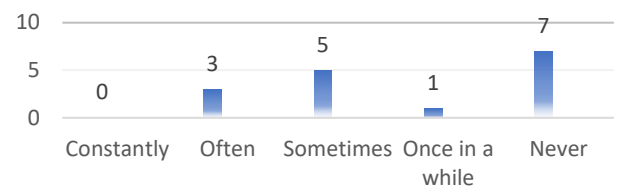
9 employed full time

6 are 36 – 45 years old

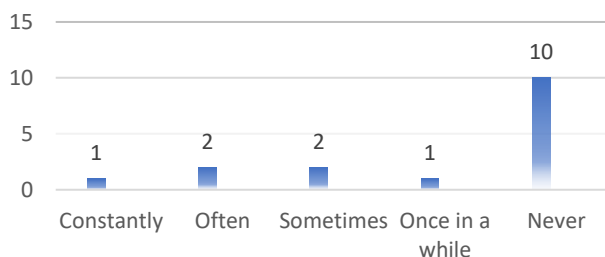
8 are two-adult households with dependents

TRANSPORTATION WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...

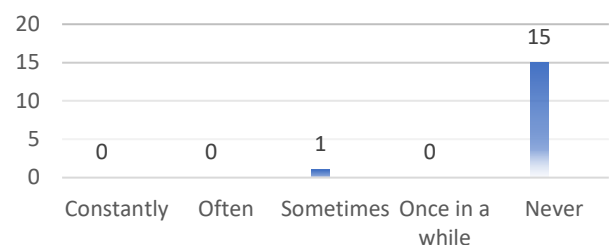
“Lack of public transportation in Franklin and Grand Isle” received most votes (9) for the greatest transportation challenge

ACCESS TO THE INTERNET AND TECHNOLOGY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME....

“Access to low-cost technology” received most votes (10) as a solution

CHILD CARE WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...

“Lack of child care in the area” and “Gap(s) in afterschool care and/or remote learning instruction due to COVID-19” ties (with 7 votes each) for the greatest child care challenge

HOUSING WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...

“Cost of housing where I want to live” received most votes (7) for the greatest housing challenge

SUBSTANCE USE RECOVERY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“Other” received most votes (8), with most specifying N/A, for the greatest substance use recovery challenge.

One commented that there is the stigma attached to those in recovery.

Employment Challenges Holistically



Substance use received the most votes (6) for the greatest employment concern in Franklin and Grand Isle counties

Child care received the most votes (8) for the most challenging employment challenge



Child care received the most votes (6) for the employment challenge Franklin/Grand Isle communities are most equipped to tackle



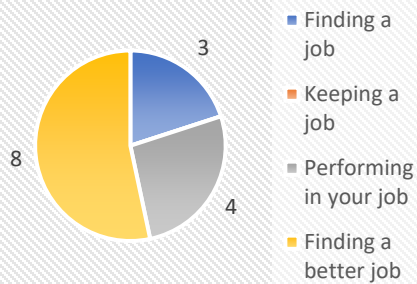
What do you believe is happening behind the scenes and in the systems to create these employment challenges? What should leaders be addressing? (responses summarized by theme)

Parking is a big issue in St. Albans. The other part of the problem is people can't afford to pay parking.	Biases against low-income people/minorities		Employment (hours, infrastructure, expectations) aren't designed to consider working families even though so many workers are parents. Now that school isn't in-person every day, it has compounded the issue.
	Insufficient education and skills for employment		
	More rental options in Franklin County		
Mental health services and group homes for elderly and dementia patients	Creating more high-paying jobs		
	Hopelessness	Affordable housing	
	Downward spiral when people get arrested, fined or have their license revoked.		
Lack of funds for services like mental health and child care.	Proper pay for employees who have been somewhere for a long time.		Different state leadership

What resources or ideas would help you or someone else you know with...

Transportation	Child Care	Housing	Substance Use Recovery
<p>More public transportation – especially in Grand Isle. Have more, smaller buses and routes to cover more areas. Buses do not need to start from the same point at the same time. Routes should be in various areas with some intersection to allow to hop from one route to another.</p> <p>Better sidewalks along Route 7.</p> <p>Business owned/run ride share options with monthly cost deduction similar to HSA benefits.</p> <p>A commuter rail to Quebec down to Burlington.</p> <p>Greater access for people with medical needs.</p> <p>Incentives for carpooling and a carpool website.</p> <p>Tax incentive, or reduction of state fees.</p> <p>Public transportation is impractical because of the low population density in the area. Homes are a great distance apart, and it would be too costly to provide rides for all.</p>	<p>More daycare centers and incentives for those centers: employer offered, within or nearby businesses and schools, etc.</p> <p>The Recreation Department is great at offering child care for gaps due to holidays/snow days, etc. with high-quality engaged staff. Having something similar for early mornings or when schools are closed for COVID-19 would be helpful. Also, having part-time child care options.</p> <p>There should be subsidies for all children to attend daycare so daycare providers can make a decent wage and families don't lose a large portion of their income to child care.</p> <p>There are saliva tests available for little money. Daycares should be able to have access to grants to procure those tests.</p> <p>Less state regulation and more help from the government to pay.</p>	<p>Better housing resources or access to resources to help people get into homes or group homes.</p> <p>Need more affordable housing closer to places that offer more jobs.</p> <p>Less regulation.</p> <p>Better paid jobs.</p> <p>Champlain Housing Trust.</p> <p>Increase the amount of subsidized public housing and give businesses a tax break to pay employees an allotment for housing.</p>	<p>More group treatment homes.</p> <p>Getting license back after substance free/DUI free for 15+ years.</p> <p>More places to get help.</p> <p>Local counseling and return of fines and erasure of record when counseling is completed.</p>

In what part of the employment cycle do you find you have the most trouble?



What is it about the part of the cycle you selected that gets in the way?

- Finding a job that values commitment/drive and gives a fair wage and benefits.
- Juggling child care and having to reduce hours.
- All help that is available for small business development is about how to accumulate debt. Businesses could offer services that do not require huge loans/amounts of money to start. Businesses will not be self-sufficient if the population is unable to pay for its services. It is important for small businesses to offer services to the most vulnerable beneficiaries who may have access to subsidized payment. It is important for small business development administrations to create trainings that help to generate income rather than debt, teach how to target clients that have access to subsidized payment mechanisms, how to market services to them, how to get access to subsidized business insurance and subsidized legal services for business registration, etc.
- Making enough money for the cost of living.
- Sometimes hard to find the right job or ones that offer advancement.
- All other life factors distracting from work.

What community-based support, service, or resource has helped you when you faced challenges with housing, transportation, child care, and/or substance use?

United Way

The St. Albans Recreation Department

Champlain Housing Trust

Respondent makes too much money to qualify for most resources

None because the Small Business Administration trainings were not very helpful. They don't match start-ups with mentors or answer real questions. They refer people to a lawyer or an accountant who charges a large amount for a short phone call to say thousands of dollars are required for their services.

Is there a particular problem or solution within transportation, housing, child care, and/or substance use that you believe we should focus on?

Child care during remote learning	Promoting work (vs. not working)	Help with income generation projects	Fighting biases against people who need those resources
Making all of these areas more affordable and having cost assistance that is primarily for low-income people, but also for people with higher incomes.			Affordable daycare and/or assistance to pay
Convert a large facility such as the former Energizer location into half low- to mid-income housing and half child care for multiple ages with varying hours.			

Is there something about housing, transportation, child care, and/or substance use resources in our community that you really want to tell us? A particular experience that was frustrating or enlightening?

Respondent said that cost of child care led to hire a relative for child care. The relative did not realize the extent of child's health concern which caused a delay in treatment for the child. This would have been prevented if respondent had better access to affordable daycare with educated and trained professionals.	Respondent met two people waiting for court hearings; one was complaining about losing his/her license and couldn't work. The other one said he/she was picked up frequently and fined for driving without a license. These people need help coming up with solutions. They need to talk to someone can reason with them and give them some alternatives not just continued punishment.
	How hard it is to find trustworthy daycare for all ages but especially for babies.

Cohort Nine: Annual Household Income \$81,000 - \$90,000

This cohort includes all of the respondents that answered “\$81,000-\$90,000” to the annual household income question for a total of fourteen (14) people or 7.69% of the 182 respondents who answered the income question.

Demographic Majorities

13 live in Franklin or Grand Isle County

19 work in Franklin or Grand Isle County

13 employed full time

5 are 25 – 35 years old

5 are 36 – 45 years old

6 are two-adult households with no dependents

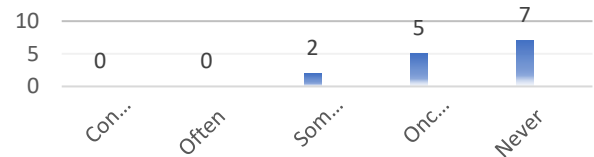
6 are two-adult households with dependents

TRANSPORTATION WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



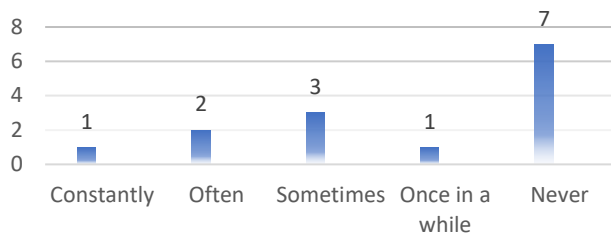
“Cost of car ownership” received the most votes (7) for the greatest transportation challenge

ACCESS TO THE INTERNET AND TECHNOLOGY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



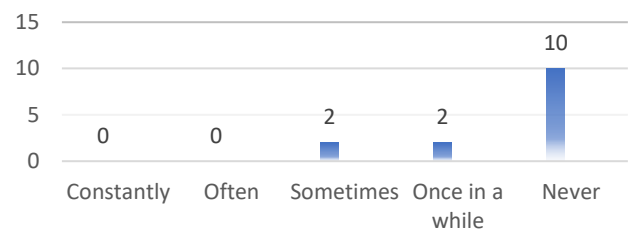
“Access to low-cost technology” received most votes (7) as a solution

CHILD CARE WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“Cost of child care” received the most votes (6) for the greatest child care challenge

HOUSING WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“Utilities expense” received most votes (6) for the greatest housing challenge

SUBSTANCE USE RECOVERY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“Finding resources for recovery/finding support” received the most votes (7) for the greatest substance use recovery challenge

Employment Challenges Holistically

Child care received the most votes (7) for the most challenging employment challenge



Child care received the most votes (6) for the greatest employment concern in Franklin and Grand Isle counties

Transportation received the most votes (7) for the employment challenge Franklin/Grand Isle communities are most equipped to tackle



What do you believe is happening behind the scenes and in the systems to create these employment challenges? What should leaders be addressing? (responses summarized by theme)

People are working hard behind the scenes. Clear communication to the community would be helpful.

Lack of high-speed internet in rural areas

Funding in general is challenging.

COVID-19

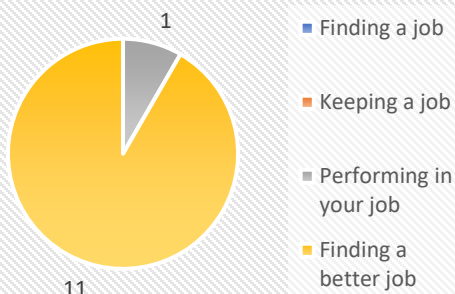
Less incentive for people to stay home and more incentive to work.

Need better pay because even when one can access jobs, the compensation is not enough to comfortably afford expenses.

What resources or ideas would help you or someone else you know with...

Transportation	Child Care	Housing	Substance Use Recovery
<p>More regular public transportation and knowledge of options available.</p> <p>Transportation provided to get to DMV.</p> <p>More DMV hours in Franklin County.</p> <p>Information about options to reinstate licenses is limited and often confusing.</p> <p>Car pool, group ride services, free rides for people to get to work with at home pick up, etc.</p> <p>Connecting residents with jobs that can be done remotely to limit the need for transportation.</p> <p>Affordable buses between St. Albans and Burlington.</p> <p>Cheaper car loans.</p>	<p>More employers offering onsite child care.</p> <p>More child care options, especially evening times.</p> <p>Transportation for pre/play school schedules.</p> <p>Either subsidize child care to make it more affordable or make it easier for more child care options to open. Keep things cost competitive and expand accessibility.</p> <p>Various state and federal resources for help with the financial aspect of child care.</p>	<p>More affordable rental options.</p> <p>Vermont Mortgage Company.</p>	<p>Recovery/treatment options outside of St. Albans i.e. Enosburg/Richford.</p> <p>Loosen Medicaid ride requirements. If there is a car in the household (even if the car does not work) people can be denied rides.</p> <p>Community work and advocates to reduce the stigma and make resources known.</p> <p>More recovery homes.</p> <p>More workplace resources.</p>

In what part of the employment cycle do you find you have the most trouble?



What is it about the part of the cycle you selected that gets in the way?

- Lack of technology jobs in Vermont, especially Franklin County, or other diverse kinds of jobs.
- Not many worthwhile, paying jobs that offer upward mobility even with master's level education.
- Needing to work from home while caring for children during COVID-19.
- Dedication to current workplace.

What community-based support, service, or resource has helped you when you faced challenges with housing, transportation, child care, and/or substance use?

Vermont Mortgage Company

Is there a particular problem or solution within transportation, housing, child care, and/or substance use that you believe we should focus on?

Keeping families together and getting them the help they need with all of the mentioned challenges.

Express transit between Franklin County and Chittenden County

Affordable housing

Having more opportunities for affordable child care – especially evening times

Is there something about housing, transportation, child care, and/or substance use resources in our community that you really want to tell us? A particular experience that was frustrating or enlightening?

Child care is challenging to find mostly because it is expensive; if you make too much, you don't qualify for any assistance.

Affordability of child care

COVID-19 related child care

There is a certain daycare that is still despite signs of neglect. There is lack of communication with the state on reporting.

Cohort Ten: Annual Household Income >\$91,000

This cohort includes all of the respondents that answered ">\$91,000" to the annual household income question for a total of thirty-four (34) people or 18.68% of the 182 respondents who answered the income question.

Demographic Majorities

33 live in Franklin or Grand Isle County

23 work in Franklin or Grand Isle County

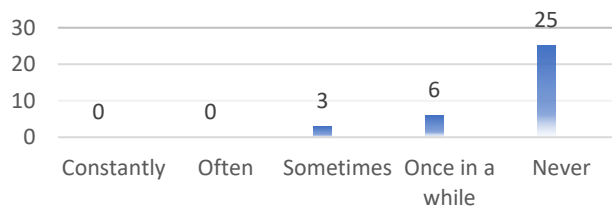
26 employed full time

10 are 25 – 35 years old

11 are 36 – 45 years old

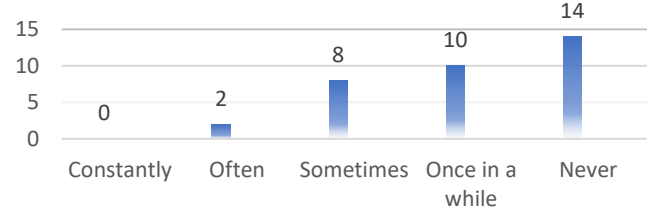
21 are two-adult households with dependents

TRANSPORTATION WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



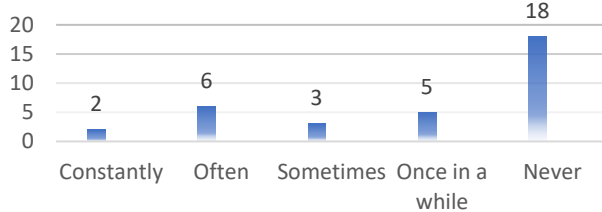
"Cost of car ownership" received the most votes (15) for the greatest transportation challenge

ACCESS TO THE INTERNET AND TECHNOLOGY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME....



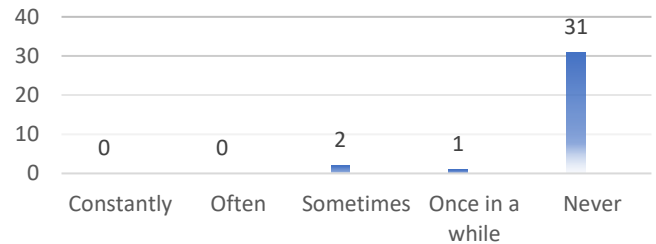
"Access to low-cost technology" received most votes (20) as a solution

CHILD CARE WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



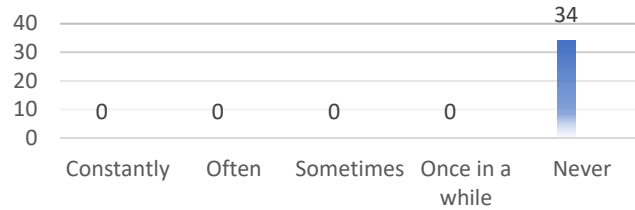
"Cost of child care" received the most votes (18) for the greatest child care challenge

HOUSING WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



"Cost of housing where I want to live" received most votes (16) for the greatest housing challenge

SUBSTANCE USE RECOVERY WHEN IT COMES TO WORK IS A CHALLENGE FOR ME...



“Other” received the most votes (21) for the greatest substance use recovery challenge

19 commented to say N/A. The other two comments mention isolation and not enough access to affordable higher education in VT or funding for the state college system.

Employment Challenges Holistically

Child care received the most votes (17) for the most challenging employment challenge



Child care received the most votes (16) for the greatest employment concern in Franklin and Grand Isle counties

Child care received the most votes (12) for the employment challenge Franklin/Grand Isle communities are most equipped to tackle



What do you believe is happening behind the scenes and in the systems to create these employment challenges? What should leaders be addressing? (individual responses paraphrased below)

Financial/other supports for parents with school-aged kids now schooled from home including more flexible work from home options.	Leaders need to address the lack of employment candidates in VT. Many businesses are unable to get job applicants.	It is too expensive for new businesses. People are finding it easier to not work and receive assistance.	We neglected to invest in higher education, and we made disincentives for capital accumulation.	Low wage jobs are the biggest challenge. One can work full-time in Franklin County and still not make enough.
	Poverty	The stigma of asking for help	Affordability and access to programs	
There is a serious lack of child care and elderly parent care in VT.	COVID-19 is a challenge for all	Lack of <i>local</i> resources	More creative/affordable child care solutions	These are normal challenges for remote communities.
	Public transportation			

What resources or ideas would help you or someone else you know with...

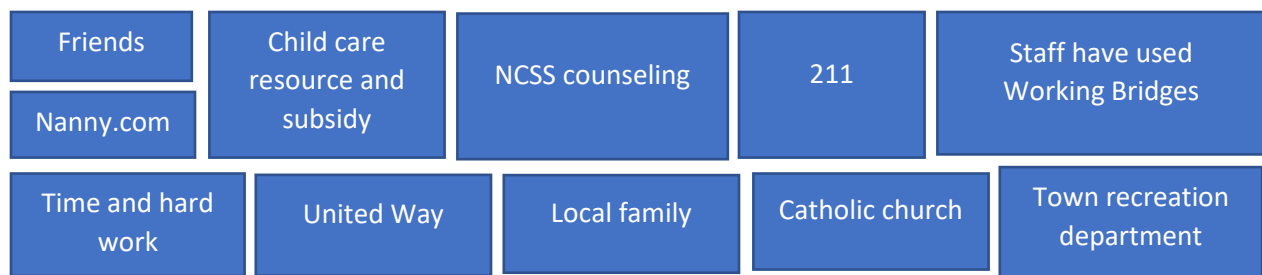
Transportation	Child Care	Housing	Substance Use Recovery
<p>More options, routes, and hours for public transportation to accommodate different shifts – especially between Franklin, Chittenden and Grand Isle.</p> <p>Programs for car ownership and programs that help with paying off fines/DMV payments and provide assistance/money help with car costs, insurance, maintenance, repairs, etc.</p> <p>Affordable cars.</p> <p>Clear information on current public transportation options in Franklin County and advocating for those options.</p> <p>Build circuit highway and more exits off Interstate 89.</p> <p>Ride sharing and Park & Rides in Grand Isle.</p> <p>Carpool or ask people for rides when needed and incentives for carpooling.</p>	<p>Expanded hours for commuters.</p> <p>More child care spots for children 1-3 years old, and child care centers funded so providers receive a livable wage while also being affordable to families.</p> <p>Cost of transportation to child care and limited transportation options.</p> <p>Child care as a social service provided by the government.</p> <p>An option for care in the workplace or in school buildings.</p> <p>Re-examine the excessive state licensing requirements for afterschool programs. It is 2.5 hours of watching children play.</p> <p>Less demand from school districts on parents and more support for working families. Small businesses cannot support what families are being asked to do. Many families will have to choose to keep their employer happy and money coming in or have financial uncertainty and be there for their child.</p> <p>Education pods with other parents for support.</p> <p>Less demand from school districts on parents.</p> <p>Recruit more teachers to live and work in VT.</p> <p>Help with cost such as federal and state subsidies.</p> <p>More flexible schedules offered by employers and schools.</p>	<p>Credit/finance education.</p> <p>Rent to own options – especially in Grand Isle County.</p> <p>Programs that are available to staff to help them find resources easily.</p> <p>More affordable offerings including more affordable state housing.</p> <p>Incentives for buying existing homes and access to low interest loans to improve them.</p> <p>Remove income-sensitive property taxes.</p> <p>Subsidized housing.</p> <p>Champlain Housing Trust.</p> <p>Need more affordable housing in Grand Isle county.</p> <p>More pet friendly housing.</p>	<p>More accessible, no-judgement counseling, and a local place to support these programs.</p> <p>Consistency with courts.</p> <p>The employers need to help people find assistance. The employee also needs to be willing to get help.</p> <p>Prevention including more activities to reduce the start of substance use for teens and young adults.</p> <p>Ability for people to change their physical surroundings and circumstances to help change their habits.</p>



What is it about the part of the cycle you selected that gets in the way?

- Better education is expensive.
- Burn out – too much to do and not enough time.
- Too many choices.
- Having motivation and confidence to overcome rejections when looking for a new job. Tapping into new networks to discover new job opportunities.
- VT does not have a lot of employment opportunities.
- Nearby opportunities that don't create travel times that impact family life.
- Lack of affordable education.
- Child care/kids' education.
- Not enough local networking or jobs in a certain field.
- Good economy and employment status of spouse.
- Limited options for career growth in Franklin County and better options in Chittenden County.
- Too many responsibilities and not enough child care supports.
- Options for higher paying jobs are limited in this area.
- Respondent would have a tough time finding a better job if current one was no longer available.
- Child's school schedule and lack of busing to and from school.

What community-based support, service, or resource has helped you when you faced challenges with housing, transportation, child care, and/or substance use?



Is there a particular problem or solution within transportation, housing, child care, and/or substance use that you believe we should focus on?

Difficulties retaining employees because they are late or miss work due to transportation, child care, or substance use disorder problems. Public transportation and child care are least available during certain shifts.	Build more bike paths and sidewalks to create physically safer spaces to bike/walk/commute, especially to prevent substance use disorder.	Making child care more available and more affordable so families can work; providing support for parents as they work from home/kids are home; making it easier for working families to get assistance over those working fewer hours or not working.
Child care licensing for afterschool programs.	All of these will come down to a question of funding. Look at shifting funding from police budgets, particularly to help with substance use disorder.	Local substance use prevention and better recovery supports including required treatment for anyone taken into custody.
Senior care because many care for ageing parents.	Public transportation to Burlington and St. Albans	Build circuit highway and more interstate exits
		Cost and availability of these resources for all
		Reform Act 250

Is there something about housing, transportation, child care, and/or substance use resources in our community that you really want to tell us? A particular experience that was frustrating or enlightening?

There is a cycle: all of these are connected to emotional health and well being.	Earlier and later bus service, especially to rural locations. Child care available until late at night.	Schools are expecting parents to be primary teachers and to financially support their families. It is not possible to teach kids many hours a day and work full time. No one is offering to help offset the financial burden that will incur when parents either can't work or have to work less.
Child care has been challenging prior to COVID, but now it is even more difficult.	Turning Point has done a great job improving access to substance use disorder counseling.	
People have negative interactions with the transportation company in this area. There are limited options.	It seems everyone counts on school as a free form of child care. People must rethink the purpose of school and nature of child care in our area.	
	There should be a sidewalk/bike path which runs the full length of Route 7 in St. Albans. There should be more interstate exits off I-89; for example, a southbound exit on I-89 where it intersects with Route 105 in the northern edge of St. Albans.	

Appendix

A copy of the blank Employment Challenges Survey is attached below as a PDF.

Employment Challenges Survey

10 minutes of your time could earn you \$25!

Dear Franklin and Grand Isle residents,

We are a group working on making it easier to find, get, and keep good jobs in these regions. We are sending out this confidential survey because we want and need to hear from you about your experiences with employment so we can take action.

By completing this survey (at least all the required questions marked with *) *and entering your contact information at the end*, you will be entered into a raffle to win one of fifteen \$25 VISA gift cards! Please complete this survey by August 22nd, and spread the word about this to others!

If you would like more information or have questions, please contact Adelle Brunstad at abrunstad@nrpcvt.com.

Thank you,

The Northwest Team of the Working Communities Challenge (WCC) -- *supported by the Federal Reserve Bank of Boston, and funded by the State of Vermont and others. To learn more about this challenge, you can visit the website: <https://www.bostonfed.org/workingplaces/communities-challenge/vermont.aspx>*

* 1. Do you live in Franklin or Grand Isle county?

- ☐ Yes
☐ No

* 2. Do you work in Franklin or Grand Isle county?

- ☐ Yes
☐ No

* 3. Current employment status (Choose all that apply)

- | | |
|--|--|
| <input type="checkbox"/> Employed full-time | <input type="checkbox"/> Unemployed/Not looking for work |
| <input type="checkbox"/> Employed part-time | <input type="checkbox"/> Furloughed/Temporary Lay Off |
| <input type="checkbox"/> Self-employed | <input type="checkbox"/> Student |
| <input type="checkbox"/> Unemployed/Looking for work | <input type="checkbox"/> Retired |
| <input type="checkbox"/> Other (please specify) | |

* 4. Transportation when it comes to work is a challenge for me...

- | | |
|----------------------------------|---------------------------------------|
| <input type="radio"/> Constantly | <input type="radio"/> Once in a while |
| <input type="radio"/> Often | <input type="radio"/> Never |
| <input type="radio"/> Sometimes | |

* 5. What aspects of transportation do you find most challenging in Franklin and/or Grand Isle Counties? (Please pick 1 to 3 options)

- | | |
|---|---|
| <input type="checkbox"/> Lack of public transportation in Franklin and Grand Isle | <input type="checkbox"/> Distance between home and job |
| <input type="checkbox"/> Cannot get to public transportation that is currently available or it does not work with my schedule | <input type="checkbox"/> Barriers to obtaining / keeping license |
| <input type="checkbox"/> Cost of public transportation (buses, taxis, etc.) | <input type="checkbox"/> Barriers to obtaining affordable insurance |
| <input type="checkbox"/> Cost of car ownership | |
| <input type="checkbox"/> Other (please specify) | |

6. What resources or ideas would help you or someone else you know with transportation troubles?

* 7. Access to the internet and technology when it comes to work is a challenge for me....

- | | |
|----------------------------------|---------------------------------------|
| <input type="radio"/> Constantly | <input type="radio"/> Once in a while |
| <input type="radio"/> Often | <input type="radio"/> Never |
| <input type="radio"/> Sometimes | |

* 8. How might we improve access to the internet and technology in Franklin and/or Grand Isle Counties?

(Please pick 1 to 3 options)

- | | |
|---|---|
| <input type="checkbox"/> Hotspots in public places/parking lots | <input type="checkbox"/> WiFi on public transportation |
| <input type="checkbox"/> More technology support from my employer | <input type="checkbox"/> "Outdoor Workspaces" with WiFi along Rail Trails or other walkways |
| <input type="checkbox"/> More easily accessible places that offer technology & internet | <input type="checkbox"/> Access to low-cost technology |
| <input type="checkbox"/> Other (please specify) | |

* 9. Child care when it comes to work is a challenge for me...

- | | |
|----------------------------------|---------------------------------------|
| <input type="radio"/> Constantly | <input type="radio"/> Once in a while |
| <input type="radio"/> Often | <input type="radio"/> Never |
| <input type="radio"/> Sometimes | |

* 10. What aspects of child care do you find most challenging in Franklin and/or Grand Isle Counties? (Please pick 1 to 3 options)

- | | |
|---|---|
| <input type="checkbox"/> Lack of child care in the area | <input type="checkbox"/> Work schedule conflicts with available child care |
| <input type="checkbox"/> Cost of child care | <input type="checkbox"/> Concern about the quality/safety of available child care |
| <input type="checkbox"/> Travel to and from child care | <input type="checkbox"/> Gap(s) in after-school care and/or remote learning instruction due to COVID-19 |
| <input type="checkbox"/> Other (please specify) | |

11. What resources or ideas would help you or someone else you know with child care troubles?

* 12. Housing when it comes to work is a challenge for me...

- | | |
|----------------------------------|---------------------------------------|
| <input type="radio"/> Constantly | <input type="radio"/> Once in a while |
| <input type="radio"/> Often | <input type="radio"/> Never |
| <input type="radio"/> Sometimes | |

* 13. What aspects of housing do you find most challenging in Franklin and/or Grand Isle Counties? (Please pick 1 to 3 options)

☐ Finding housing near where I work

☐ Moving from renting to owning

☐ No affordable housing

☐ My credit

☐ Cost of housing where I want to live

☐ Utilities expense

☐ Other (please specify)

14. What resources or ideas would help you or someone else you know with housing troubles?

* 15. Substance use recovery when it comes to work is a challenge for me...

☐ Constantly

☐ Once in a while

☐ Often

☐ Never

☐ Sometimes

* 16. What aspects of substance use recovery/support do you find most challenging in Franklin and/or Grand Isle Counties? (Please pick 1 to 3 options)

☐ Finding resources for recovery/finding support

☐ Lack of other recovery-friendly opportunities in my area

☐ Getting to appointments

☐ Lack of recovery-friendly workplaces

☐ Affordability of treatment

☐ Other (please specify)

17. What resources or ideas would help you or someone else you know with substance use recovery troubles?

18. What do you believe is happening behind the scenes and in the systems to create these employment challenges? What should leaders be addressing?

* 19. In what part of the employment cycle do you find you have the most trouble?

- ☐ Finding a job
- ☐ Keeping a job
- ☐ Performing in your job
- ☐ Finding a better job

20. What is it about the part of the cycle you selected that gets in the way?

21. What community-based support, service, or resource has helped you when you faced challenges with housing, transportation, childcare, and/or substance use?

* 22. Please select which of these is the most challenging, second most challenging, third most challenging, and least challenging for you when it comes to work.

	Most challenging	Second most challenging	Third most challenging	Least challenging
Transportation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Substance use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 23. Please select which of these employment challenges you believe is the greatest concern, second concern, third concern, and least concern in Franklin and/or Grand Isle Counties.

	Greatest concern	Second concern	Third concern	Least concern
Transportation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Substance use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 24. Please select which of these employment challenges you believe Franklin and/or Grand Isle communities are equipped to tackle most to least efficiently.

	Most equipped to tackle	Second most equipped to tackle	Third most equipped to tackle	Least equipped to tackle
Transportation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Substance use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Is there a particular problem or solution within transportation, housing, child care, and/or substance use that you believe we should focus on?

26. Is there something about housing, transportation, childcare, and/or substance use resources in our community that you really want to tell us? A particular experience that was frustrating or enlightening?

* 27. Annual household income (Pick one)

- | | |
|---|---|
| <input type="radio"/> <\$10,000 | <input type="radio"/> \$51,000-\$60,000 |
| <input type="radio"/> \$11,000-\$20,000 | <input type="radio"/> \$61,000-\$70,000 |
| <input type="radio"/> \$21,000-\$30,000 | <input type="radio"/> \$71,000-\$80,000 |
| <input type="radio"/> \$31,000-\$40,000 | <input type="radio"/> \$81,000-\$90,000 |
| <input type="radio"/> \$41,000-\$50,000 | <input type="radio"/> >\$91,000 |

* 28. Age range (Pick one)

- | | |
|-----------------------------|-----------------------------|
| <input type="radio"/> 16-24 | <input type="radio"/> 46-55 |
| <input type="radio"/> 25-35 | <input type="radio"/> 56-65 |
| <input type="radio"/> 36-45 | <input type="radio"/> 66+ |

* 29. Household composition (Pick one)

- | | |
|---|---|
| <input type="radio"/> 1 adult with <i>no</i> dependents | <input type="radio"/> 3 or more adults <i>with</i> dependents |
| <input type="radio"/> 1 adult <i>with</i> dependents | <input type="radio"/> 3 or more adults <i>no</i> dependents |
| <input type="radio"/> 2 adults <i>no</i> dependents | <input type="radio"/> Multi-generational family |
| <input type="radio"/> 2 adults <i>with</i> dependents | |

30. If you would like to be invited to community focus groups via Zoom for an in-depth conversation about these employment challenges the week of August 24th or the week of August 31st, please leave your best contact information here so we can be in touch.

Name:

Email Address:

Phone Number:

31. Please enter your best contact information if you are interested in being part of the raffle for one of fifteen \$25 VISA gift cards. If you are selected, we will let you know!

Name:

Email address:

Phone number: