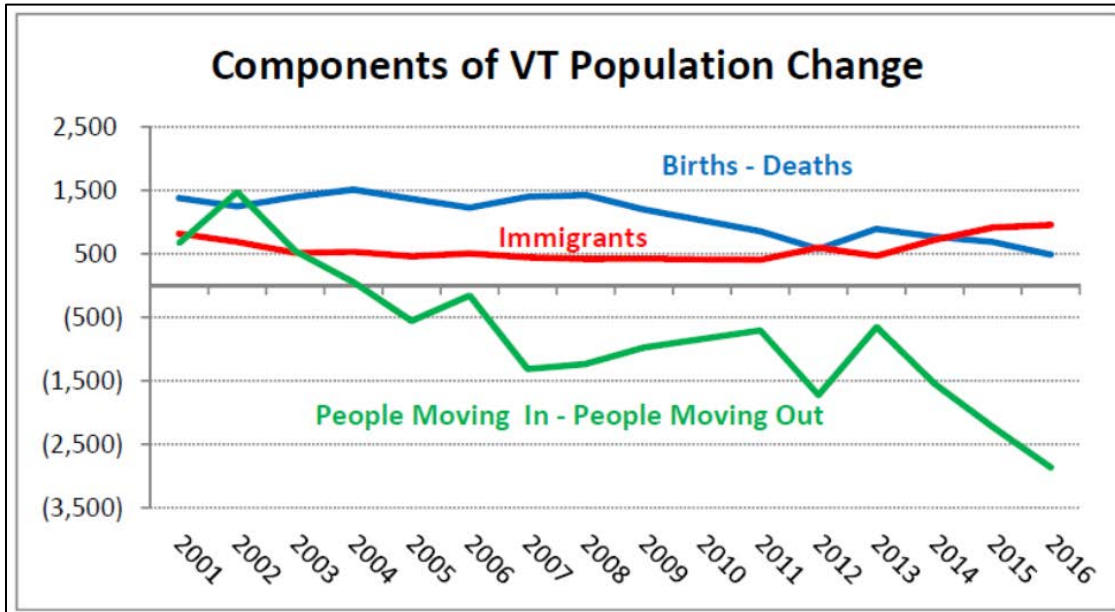
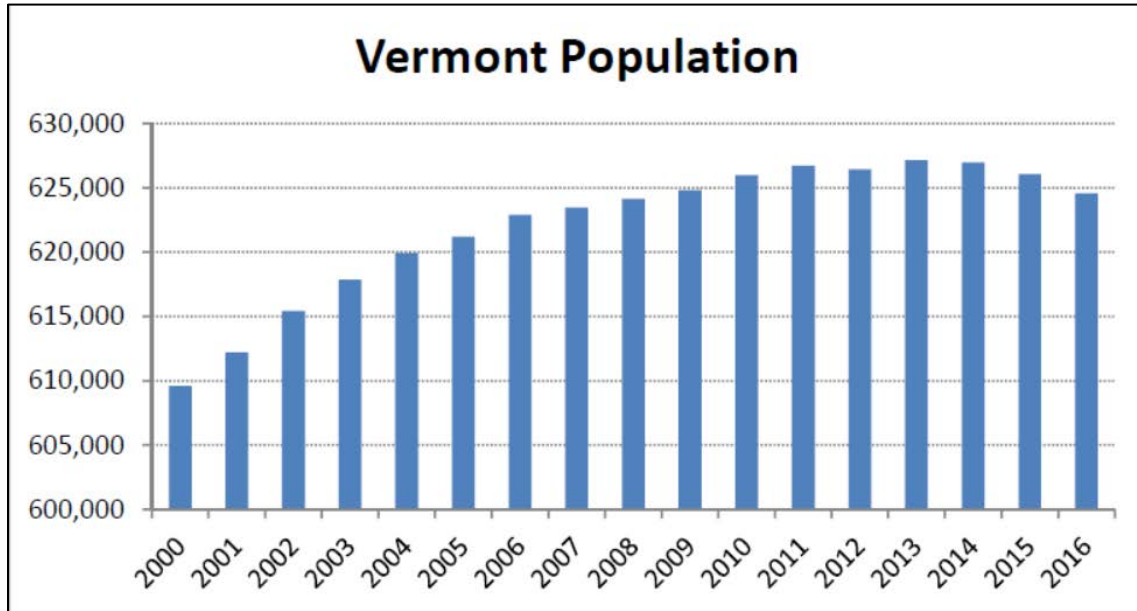


Facts and Figures

Vermont's Population is Not Growing...But Growing Older...

As recently observed by Art Woolf in the Burlington Free Press, Vermont's population has decreased each year since 2013. This is the result of a low birth rate, increased migration from Vermont to other states, and modest migration from other states to Vermont. Immigration from other countries has helped to offset this decrease.



<http://www.burlingtonfreepress.com/story/money/2016/12/29/vermont-population-declining-out-migration-art-woolf/95886408/>



Facts and Figures

At the same time, the number of older Vermonters has increased, and is expected to continue to increase. A recent AARP report predicts that the number of Vermonters over the age of 85 will increase dramatically, from about 14,000 people in 2012 to about 47,000 people in 2050. Because this age group is most likely to need support services, partly due to a high prevalence of dementia, this can be expected to lead to increased demand for support services and a caregiving workforce.

Population & Projections	Year	State Pop. (1,000s)	% of Total Population	Rank	U.S.	% Change from 2012	Rank	U.S.
All ages	2012	620		50	315,311			
	2032	722		51	376,660	+16%	36	+19%
	2050	803		51	434,447	+29%	38	+38%
Age 50-64	2012	144	23.2%	1	19.2%			
	2032	114	15.8%	36	16.4%	-21%	50	+2%
	2050	161	20.0%	2	16.6%	+12%	39	+19%
Age 65+	2012	99	15.9%	4	13.6%			
	2032	172	23.8%	1	19.8%	+74%	18	+74%
	2050	175	21.8%	5	20.4%	+77%	44	+107%
Age 65-74	2012	55	8.9%	4	7.4%			
	2032	85	11.8%	2	10.1%	+53%	31	+64%
	2050	73	9.1%	26	9.1%	+32%	49	+69%
Age 75-84	2012	29	4.7%	7	4.2%			
	2032	62	8.6%	1	6.8%	+111%	13	+94%
	2050	55	6.9%	7	6.6%	+89%	31	+116%
Age 85+	2012	14	2.3%	10	2.0%			
	2032	25	3.5%	3	2.9%	+77%	19	+69%
	2050	47	5.8%	2	4.8%	+230%	20	+224%

Ari Houser, Wendy Fox-Grage, and Kathleen Ujvari. *Across the States: Profiles of Long Term Services and Supports, 2012: Vermont*. AARP Public Policy Institute. Washington DC
http://assets.aarp.org/rgcenter/health/state_ltc_b_09_vt.pdf

...With Increasing Rates of Disability Among Working Age Vermonters

Vermont has high rates of disability among working age adults. The Vermont Legislative Joint Fiscal Office (JFO) reported that in 2013, New Hampshire, Vermont, and Maine had the highest rates of adults under age 35 enrolled in the Social Security Disability Insurance (SSDI) program among all the states. Between 2000 and 2013 the shares of people on SSDI under age 35 and ages 35 to 44 in northern New England rose almost four times as fast as the increase in the national average. The share of the population on SSDI among people ages 45 to

Facts and Figures

54 rose twice as fast as the national average. The JFO report concluded: “Recognizing the relatively high rates of young people on the SSDI program may provide more reasons to invest in enhancing job opportunities and work supports as well as strengthening educational opportunities and policies that will alleviate drug abuse and keep people off the program. In addition, policymakers may want to ask whether more can be done to help people already on the SSDI program move beyond that reliance and return to the work force.”

http://www.leg.state.vt.us/jfo/issue_briefs_and_memos/SSDI_Prevalence_Issue_Brief.pdf

Senior Health: Strengths and Challenges

The United Health Foundation produces an annual senior health ranking report, with data for each state. While Vermont was ranked #2 overall, ‘headline’ facts from the 2016 report show a mixture of strengths and challenges for older Vermonters:

Strengths:

- Low prevalence of smoking
- High Supplemental Nutrition Assistance Program (SNAP) enrollment
- High health status

Challenges:

- Low hospice care use
- High prevalence of excessive drinking
- High prevalence of falls

Highlights:

- In the past year, smoking decreased 22% from 7.4% to 5.8% of adults aged 65+.
- In the past year, food insecurity increased 24% from 12.3% to 15.3% of adults aged 60+.
- In the past 2 years, geriatrician shortfall increased 40% from 43.6% to 61.2% of needed geriatricians.
- In the past 2 years, hip fractures decreased 25% from 6.9 to 5.2 hospitalizations per 1,000 Medicare beneficiaries.
- In the past 3 years, hospice care use increased 46% from 23.5% to 34.4% of decedents aged 65+.

http://www.americashealthrankings.org/explore/2016-senior-report/measure/overall_sr/state/VT

Facts and Figures

Increasing Rates of Dementia...with a Growing Need for Family Caregivers

The Alzheimer's Association estimates that 12,000 Vermonters over the age of 65 had Alzheimer's disease in 2016- and that this number will increase about 42% to 17,000 Vermonters by 2025. In 2013, Alzheimer's disease was the fifth leading cause of death in Vermont. People with dementia often rely on friends and family to provide care. An estimated 30,000 caregivers provided about 34,000,000 hours of unpaid care to people with dementia in 2015. Support provided to family caregivers helps improve the quality of life for both people with dementia and their family members; this support can also delay the need for costly publicly funded services including nursing home care. AARP estimated that in 2015, 34 million adults in the United States had been a caregiver to an adult age 50 or older in the prior 12 months- thus about 14% of all American adults were caregivers to someone age 50 or older.

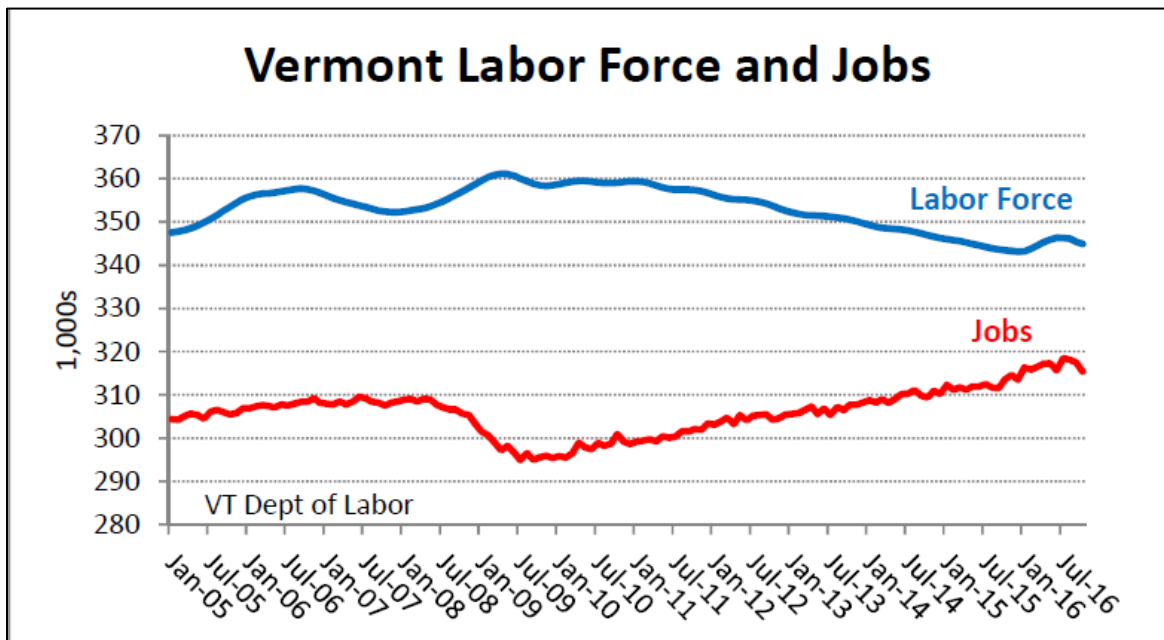
http://www.alz.org/documents_custom/facts_2016/statesheet_vermont.pdf

<http://www.aarp.org/content/dam/aarp/ppi/2015/caregiving-in-the-united-states-2015-report-revised.pdf>

Workforce: A Demographic Challenge

Recent data from the Vermont Department of Labor suggests that we face an increasing demographic challenge. While the labor force has decreased, the demand for workers has increased. This is particularly acute in health and human services, because the demand for workers in these jobs is increasing faster than for most other jobs. In March 2016, the Vermont Department of Labor projected new job openings for the occupations with the most new job openings in Vermont between 2015 and 2017. The projected openings include registered nurses (n=268), personal care aides (n=224), nursing assistants (n=102), and social and human service assistants (n=82). Combined with a limited labor force, level funding, low wages, and sometimes difficult working conditions, we are likely to face an increasing workforce crisis across our systems of care. Art Woolf in the Burlington Free Press.

Facts and Figures



<http://www.vtلمي.info/projst.pdf#page=2>

<http://www.burlingtonfreepress.com/story/money/2016/12/29/vermont-population-declining-out-migration-art-woolf/95886408/>; <https://www.scribd.com/document/332801654/Comparison-of-Vermont-s-job-force-and-employment-trends>

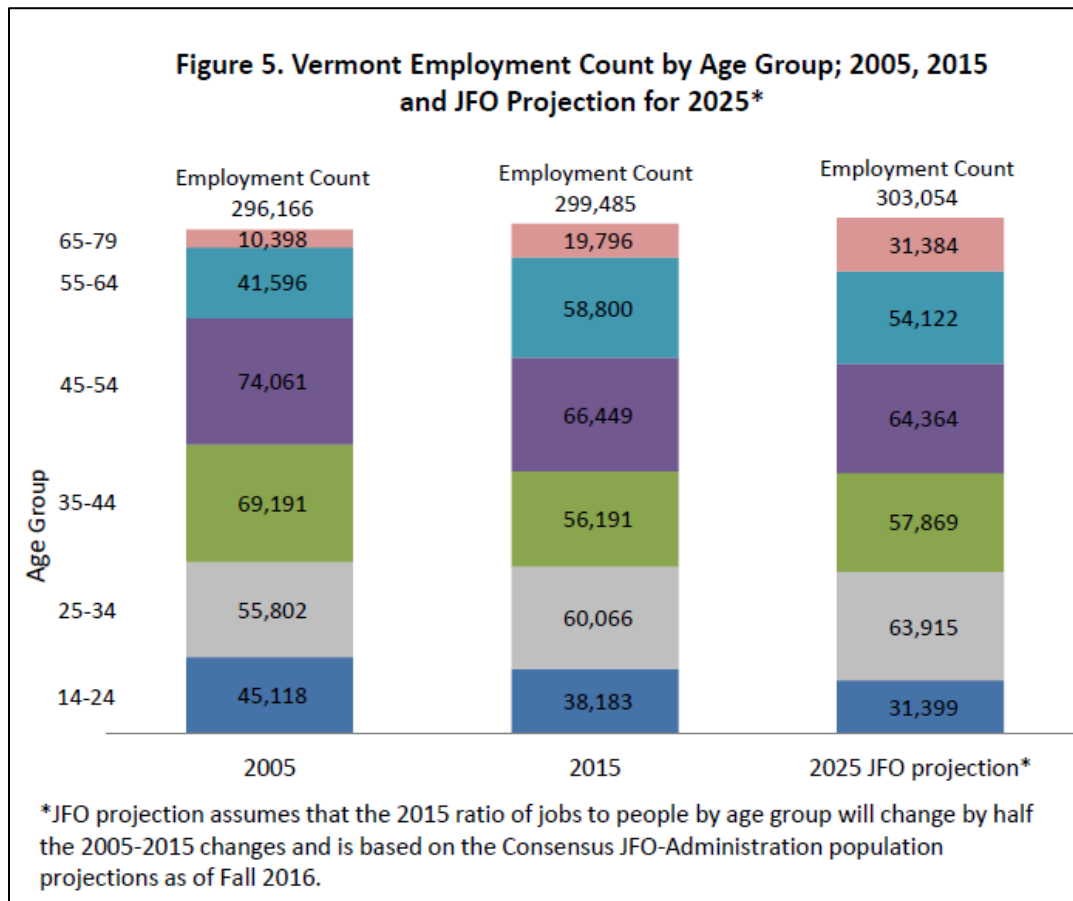
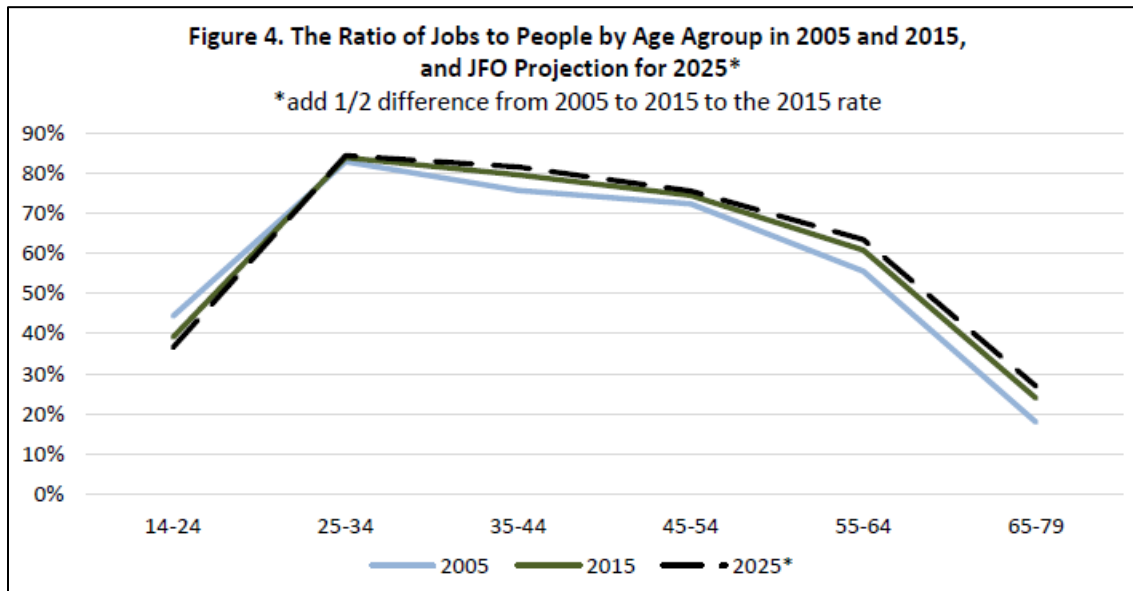
Employment of Older Workers

Vermont places great value on the many positive contributions of our older citizens. When older Vermonters maintain their health, and remain active in their communities, it has a positive impact on the State's economic sustainability and improves their physical, mental and financial well-being. This also helps to address our state's workforce challenges.

Joyce Manchester from the Vermont Legislative Joint Fiscal Office recently published an issue brief regarding employment by age. Between 2005 and 2015, the share of jobs held by people age 55 to 64 rose from about 14 percent to almost 20 percent, and the share for people age 65 or older almost doubled from 3.5 percent to almost 7 percent. Employment among older people rose for two reasons: an increase in the number of older people, and a greater likelihood of an older person having a job. The report predicts that the number of jobs held by people age 65 and older will continue to increase, and that this will help to offset a decrease in the number of younger workers. Without the older workers,

Facts and Figures

Vermont’s employment count would shrink significantly. This illustrates the importance of people age 65 or older in the Vermont labor market.



http://www.leg.state.vt.us/jfo/issue_briefs_and_memos/Vermont's%20Jobs%20Filled%20By%20Age%20Group%20ofinal.pdf



Facts and Figures

The Agency of Commerce and Community Development (ACCD) and the Vermont Department of Labor (VDOL) co-sponsored the Governor's Award for Business Excellence in Supporting Mature Workers. In partnership with the Governor's Commission on Successful Aging, the award recognizes Vermont employers who demonstrate exceptional commitment to employment practices that benefit and support the inclusion and retention of mature workers. Seven Vermont businesses earned this award in 2016. Three businesses received plaques: Bond Auto Parts, Inc. for its recruitment and retention policies, the Visiting Nurse Association of Chittenden and Grand Isle Counties for its training and skill development opportunities, and Biebel Builders, Inc. for its work schedule flexibility and accommodation. Four businesses that received certificates of recognition are: Home Instead Senior Care, Vermont VA Federal Credit Union, Hanover Consumer Cooperative and the Vermont Student Assistance Corporation.

Employment of People with Disabilities

Vermont has been highly successful in supporting community employment for people with developmental disabilities. The employment rate among people age 18 to 64 who are served by Developmental Disabilities Services Home and Community Based Services (HCBS) is nearly 50%. National Core Indicator interviews of consumers found that over 40% of the people served by Developmental Disabilities Services HCBS have a paid job in the community, the highest rate in the United States. http://www.nationalcoreindicators.org/upload/state-reports/2014-15_ACS_Vermont_Report.pdf; <http://app.resultsscorecard.com/Program/Embed/14904>

Post-Secondary Education for People with Developmental Disabilities

In partnership with community providers, DAIL has developed options for post-secondary education for people with developmental disabilities. Three organizations (Think College Vermont, College Steps and SUCCEED) help youth to integrate into post-secondary coursework at collaborating colleges; the latter of which specializes in teaching independent living skills in a transitional living model. A fourth program (Project Search) matches students who are in their final year of high school with internships located within host businesses where they learn multifaceted skills that lead to employment at graduation. These four youth transition programs have collectively enabled young adults to live independently

Facts and Figures

and/or attain occupations in media, public relations, human resources, data entry, baking, and human services. As of June 2016, 46 young adults had graduated from these programs and 38 were employed at graduation for an 83% graduation rate.