



## Franklin, Vermont Community Profile

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## Town of Franklin Community Narrative

Franklin town lies in Franklin County, in northwestern Vermont. Franklin is a U.S. border community of the Province of Quebec, Canada to the North and is bounded by the Vermont towns of Highgate in the West, Berkshire in the East and Sheldon to the South. The town has a total area of about 41 square miles, with about 2.5 square miles consisting of the waters of Lake Carmi. Franklin is about 16 miles from the City of Saint Albans in Vermont and is about 60 miles from the city center of Montreal Quebec.

Franklin has a relatively small population of just over 1,500 people and is a rural community with a small village center encompassing Lake Carmi and Lake Carmi Vermont State Park. Agriculture is a predominate industry in the region and the town- with dairy comprising much of the agricultural activity there.

### Civics

Year Incorporated or Chartered	1789
Type of Entity	Town
County	Franklin
Regional Planning Commission	Northwest Regional Planning Commission
Regional Development Corporation	Franklin County Industrial Development Corporation

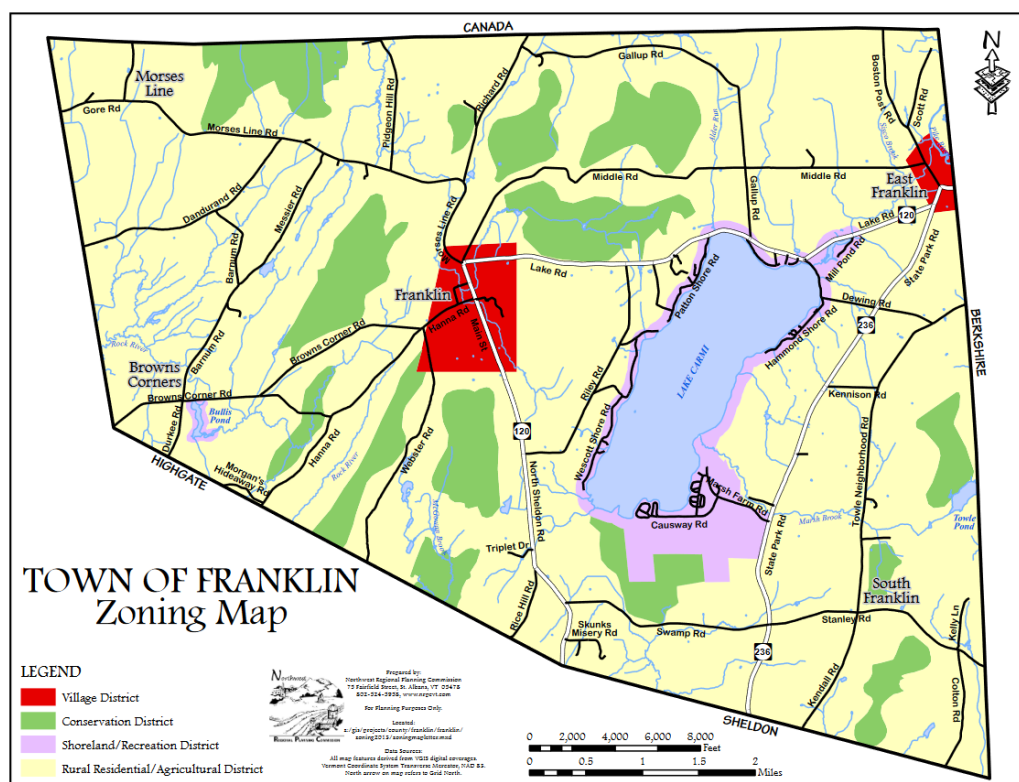


Figure 2. Franklin, Vermont Town Zoning Map. Retrieved from [Northwest Regional Planning Commission Website](#).

### Population and Demographics

In the following section, we provide a comparative look at several high-level population demographics including age, race and ethnicity, disability status, income and poverty levels for the town of Franklin, Franklin County, and the State of Vermont over time. These sample-based data come from the U.S. Census Bureau’s American Community Survey 5-year estimates. Each five-year period is considered as a point in time.

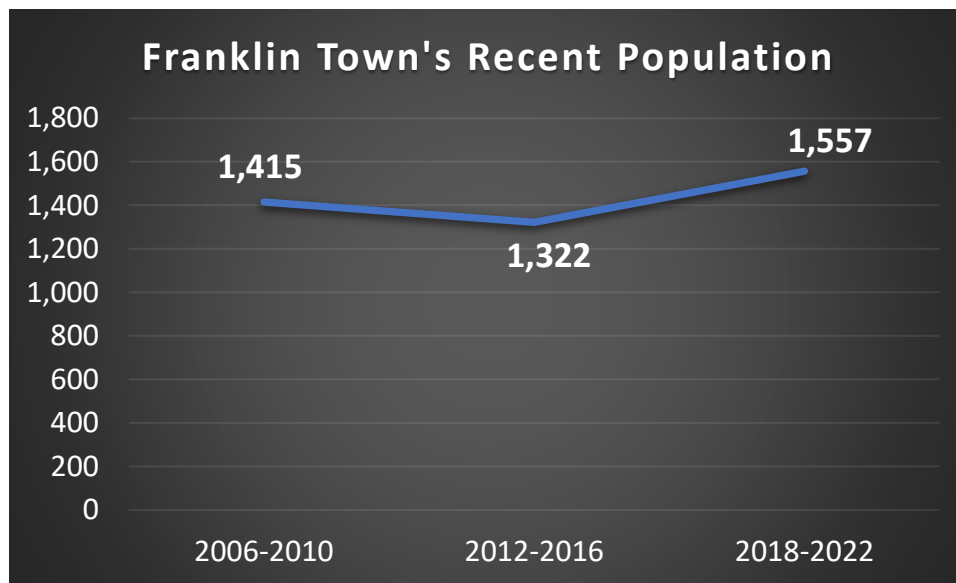


Figure 3. Recent Population change in Franklin, VT. Retrieved from [US Census Bureau](#).

Table 1. Recent population change in Franklin Town, VT

	2006-2010	2012-2016	2018-2022
Population	1,415	1,322	1,557
Absolute Change	x	-93	+235
Percent Change from prior period	x	6.6% decrease	17.8% increase

*Note.* Retrieved from [US Census Bureau](#).

Table 2 displays Franklin’s changing population over the last 100 years.

Table 2. Population of Franklin, VT: 1920-2020 Decennial Census.

Year	1920	1930	1940	1950	1960	1970	1980	1990	2000	2010	2020
Population	994	1,001	1,021	878	796	821	1,006	1,068	1,268	1,405	1,363
Change Period	x	'20-'30	'30-'40	'40-'50	'50-'60	'60-'70	'70-'80	'80-'90	'90-'00	'00-'10	'10-'20
% Change	x	0.7%	2.0%	-14.0%	-9.3%	3.1%	22.5%	6.2%	18.7%	10.8%	-3.0%

*Note.* Retrieved from [US Census Bureau](#).

Table 3 displays the shifts in population and age across Franklin, Franklin County, and the State of Vermont between the 2008-2012 and 2018-2022 five-year points in time. Franklin experienced a very significant drop in median age over this period due in part to a small drop in the percent of residents over the age of 65 and a relatively large increase in the percent of residents under 18 years of age.

Table 3. Population and Age

	Franklin Town		Franklin County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Total Population	1,241	1,557	47,853	50,101	625,498	643,816
Median Age (years)	47.3	37.3	39.6	40.6	41.7	42.9
Percent Under 18 Years of Age	18.3	26.8	24.6	21.6	20.6	18.1
Percent 65 Years of Age and Over	15.2	14.7	12.3	16.8	14.7	20.3

*Note.* Retrieved from [US Census Bureau](#).

In table 4, racial and ethnic demographics for Franklin, Franklin County, and the State of Vermont are provided. Franklin town is experiencing increased race and ethnic diversity with the most substantial increase being the Hispanic/Latino population, similar to the County and State trends in increased race and ethnic diversity.

Table 4. Race and Ethnicity

	Franklin Town		Franklin County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Total Population	1,241	1,557	47,853	50,101	625,498	643,816
White alone- not Hispanic or Latino	97.0	93.6	94.5	92.8	94.2	91.4
Black or African American	0.0	1.2	1.0	1.4	1.5	2.1
American Indian and Alaska Native	1.7	1.2	2.6	2.5	1.2	1.4
Asian	0.0	0.3	0.7	1.2	1.7	2.5
Native Hawaiian and Other Pacific Islander	0.0	0.0	0.0	0.1	0.1	0.1
Some Other Race	0.0	0.5	0.6	1.7	0.4	2.1
Hispanic or Latino (of any race)	1.3	3.7	1.2	1.8	1.5	2.1

*Note.* Retrieved from [US Census Bureau](#).

Table 5 provides a comparative look at people with disabilities in contrast to the greater population. Franklin saw a marked decrease in residents identifying as having a disability, from 20.6% to 9.8% between the ten year reporting periods.

Table 5. Population Disability

	Franklin Town		Franklin County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Total civilian noninstitutionalized population	1,241	1,557	47,334	49,517	619,339	637,608
Percent with any Disability	20.6	9.8	15.0	14.2	13.3	14.5

*Note.* Retrieved from US Census Bureau.

In table 6, Vermont, Franklin County, and Franklin all saw increases in household and family income between the 2008-2012 and 2018-2022 five-year periods, with Franklin having higher median incomes in the 2018-2022 period than both Franklin County and the State of Vermont.

Table 6. Income

	Franklin Town		Franklin County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Median Household Income	\$52,422	\$88,269	\$55,051	\$73,633	\$54,168	\$74,014
Median Family Income	\$71,625	\$98,092	\$65,371	\$93,760	\$67,274	\$97,153

*Note.* Retrieved from US Census Bureau.

Table 7 displays the changes in poverty status in Franklin, Franklin County and the State of Vermont. Between the 2008-2012 and 2018-2022 reporting periods Franklin town and the state's poverty rates decreased minimally, while the overall poverty rate in Franklin County increased marginally.

Franklin town youth under 18 years of age are far less likely to be in poverty now, compared with ten years ago, and those over 65 years of age are more likely to be in poverty now than in the previous reporting period.

Different race and ethnic groups experience different poverty rates with the White alone, non-Hispanic race group nearly always having lower poverty rate than all other race and ethnic groups. Data for populations with small numbers will have higher margins of error (not reported here) in the sampling, and may be Not Available (NA).

Table 7. Poverty Status in the Past 12 Months.

	Franklin Town		Franklin County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Total Population Below Poverty Level	4.4	3.9	10.2	10.4	11.6	10.4
Under 18 years of age	6.3	1.4	13.6	11.2	14.4	11.3
65 years of age and over	3.7	6.6	7.5	12.6	7.7	8.0
White alone, not Hispanic or Latino	4.5	3.5	9.8	9.7	11.1	9.8
Black or African American alone	NA	NA	36.6	14.2	28.7	22.3
American Indian and Alaska Native alone	NA	NA	18.0	36.6	26.2	20.9
Asian alone	NA	NA	17.6	6.0	16.0	20.0
Native Hawaiian and Other Pacific Islander alone	NA	NA	NA	NA	8.9	4.9
Hispanic or Latino origin (of any race)	NA	6.9	23.9	12.3	14.1	15.6

*Note.* Retrieved from [US Census Bureau](#).

## Employment

This section includes information about labor force participation in 2008-2012 and 2018-2022 and unemployment rates between 2008 and 2022 for Franklin, Franklin County and Vermont. Franklin Town's labor force participation for the general population is significantly higher than for the County and State.

Table 8. Labor Force Participation- Percent in the Labor Force

	Franklin Town		Franklin County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Population 16 years and over	71.6	71.0	71.5	66.0	68.3	64.9
Population 20 to 64 years	86.9	87.1	83.2	81.0	81.9	80.9
Black or African American	NA	100.0	44.7	59.1	65.2	74.3
American Indian and Alaska Native	100.0	NA	57.7	59.6	57.9	55.4
Asian	NA	100.0	73.8	78.7	65.4	66.9
Native Hawaiian and Other Pacific Islander	NA	NA	NA	0.0	86.3	56.9
Hispanic or Latino (of any race)	50.0	88.9	73.8	71.3	71.5	73.6
White alone- not Hispanic or Latino	71.2	70.9	72.0	66.3	68.4	64.6

*Note.* Retrieved from [US Census Bureau](#).



Table 9. Average Annual Unemployment Rates

Year	Franklin Town	Franklin County	Vermont
2022	2.2	2.6	2.6
2021	3.2	3.7	3.7
2020	4.6	5.2	5.7
2019	2.3	2.1	2.1
2018	2.1	2.3	2.5
2017	2.5	3.0	3.0
2016	2.3	3.0	3.1
2015	3.1	3.5	3.5
2014	3.4	4.0	4.0
2013	3.9	4.2	4.4
2012	3.9	4.4	4.8
2011	5.2	5.2	5.6
2010	6.5	5.9	6.3
2009	5.7	6.1	6.2
2008	4.2	4.8	4.5

*Note.* Retrieved from Vermont Statewide Labor Force and Unemployment from Vermont Department of Labor Economic & Labor Market Information.

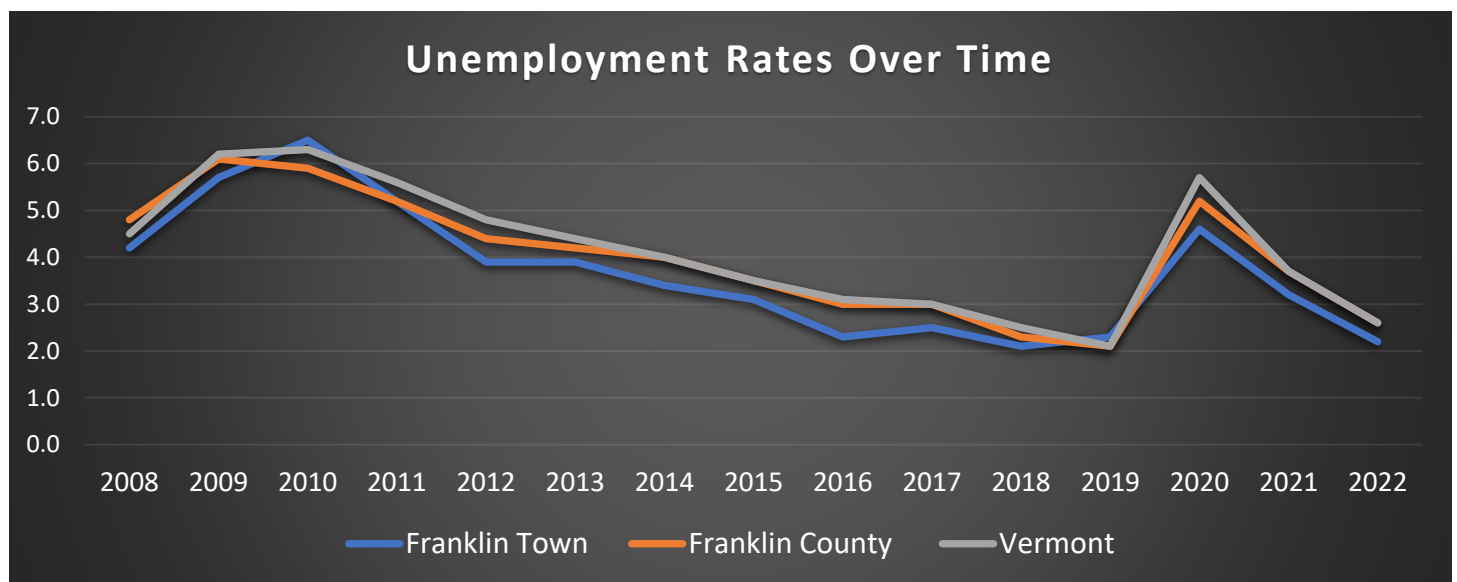


Figure 4. Average Annual Unemployment Rates (Not Seasonally Adjusted).

Table 10 provides a breakdown of employment by industry for the town of Franklin, the County and the State overall, and describes the typical pattern of greatest industry employment in educational services and health care and social assistance.

Table 10. Employment by Industry

	Franklin Town		Franklin County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Employed Population 16 Years and Over	699	813	24,334	25,233	319,359	330,614
Agriculture, forestry, fishing, hunting, and mining	5.7	1.5	4.7	4.1	2.7	2.6
Construction	4.1	6.2	8.2	7.4	7.5	7.3
Manufacturing	19.7	18.9	14.9	15.2	10.7	10.2
Wholesale trade	1.9	3.2	2.9	2.1	2.4	1.7
Retail trade	15.5	12.3	11.3	13.3	11.8	11.5
Transportation and warehousing, and utilities	8.2	4.9	4.3	3.5	3.4	3.1
Information and finance and insurance, and real estate and rental and leasing	3.4	2.5	5.1	5.6	7.0	6.6
Professional, scientific, and management, and administrative and waste management services	6.7	5.2	8.1	7.0	8.6	9.3
Educational services, and health care and social assistance	17.7	25.8	23.6	23.0	27.3	28.6
Arts, entertainment, and recreation, and accommodation and food services	2.0	6.2	5.2	6.2	9.1	9.3
Other services, except public administration	6.6	1.8	3.6	4.9	4.5	4.6
Public administration	8.4	11.6	7.6	6.8	4.8	4.9
Armed Forces	0.0	0.0	0.4	0.9	0.2	0.3

*Note.* Retrieved from [US Census Bureau](#).

## Education

Table 11 displays the enrollment between 2013 and 2023 of Franklin’s single public school- the Franklin Central School, serving students from pre-kindergarten through sixth grade. Franklin Central School is part of the Missisquoi Valley School District and upon completing sixth grade, Franklin Central School students may attend the Missisquoi Valley Union public Middle and High Schools. Table 12 displays the educational attainment percentages for Franklin, Franklin County, and the State of Vermont.

Table 11. Franklin Central School Enrollment.

Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Enrolled Students (Pre k-6 <sup>th</sup> )	145	147	157	142	142	139	143	136	136	145	142

*Note.* Retrieved from [Vermont Education Dashboard Dataset-Enrollment](#) via the Vermont Agency of Education.

Table 12. Educational Attainment

	Franklin Town		Franklin County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Total Population 25 Years and Older	950	1,093	32617	35,303	431,581	459,033
Less than 9 <sup>th</sup> grade	5.3	2.0	4.9	2.9	3.0	1.8
9 <sup>th</sup> to 12 <sup>th</sup> grade, no diploma	6.0	2.4	7.0	5.2	5.7	4.0
High school graduate and equivalent	41.7	50.0	38.6	37.5	31.2	27.6
Some college, no degree	19.2	17.0	17.6	17.2	17.2	16.3
Associate’s degree	8.0	8.6	9.5	9.9	8.6	8.6
Bachelor’s degree	11.5	13.8	14.4	17.5	20.7	24.3
Graduate or professional degree	8.4	6.1	7.9	9.9	13.5	17.4
High school graduate or higher	88.7	95.6	88.1	91.9	91.3	94.2
Bachelor’s degree or higher	19.9	19.9	22.3	27.4	34.2	41.7

*Note.* Retrieved from [US Census Bureau](#).

## Housing

Tables 13 and 14 provide information regarding housing availability in Franklin, Franklin County, and Vermont, and the associated costs of housing, including the values of homes and monthly ownership and rent costs.

Table 13. Housing Occupancy

	Franklin Town		Franklin County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022

Total Number of Housing Units	952	878	21,591	22,714	322,243	335,138
Percent Occupied Housing Units	59.6	66.7	86.3	84.7	79.7	79.3
Percent Vacant Housing Units	40.4	33.3	13.7	15.3	20.3	20.7
Percent Owner Occupied	86.4	77.6	75.0	77.8	71.2	72.7
Percent Renter Occupied	13.6	22.4	25.0	22.2	28.8	27.3
Homeowner Vacancy Rate	3.7	1.9	2.6	0.8	1.8	1.2
Rental Vacancy Rate	12.5	0.0	6.4	7.3	5.8	3.8

*Note.* Retrieved from US Census Bureau.

Table 14. Housing Costs

	Franklin Town		Franklin County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Median Value of Owner Occupied Housing Units	\$167,400	\$232,300	\$205,300	\$263,200	\$215,800	\$272,400
Median Selected Monthly Ownership Cost with Mortgage	\$1,283	\$1,492	\$1,529	\$1,814	\$1,544	\$1,822
Median Gross Rent of Occupied Units Paying Rent	\$912	\$873	\$870	\$1,125	\$864	\$1,149

*Note.* Retrieved from US Census Bureau.

The following table provides data on housing affordability based on the percentage of renter and owner households paying more than 35% of their income towards housing expenses. In the most recent data period (2018-2022) Franklin Town experienced a large decrease in the percentage of households paying 35% or more of their income on monthly owner and renter costs since the previous reporting period. Both of these indicators also fall well below the County and State percentages.

Table 15. Housing Affordability

	Franklin Town		Franklin County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022

Percent of Housing Units with a Mortgage with Monthly Owner Costs of 35% or More	39.8	11.7	26.8	22.4	27.9	21.7
Percent of Housing Units with Monthly Renter Costs of 35% or More	61.0	17.4	45.0	41.2	41.6	40.6

*Note.* Retrieved from [US Census Bureau](#).

## Workforce Transportation

By and large, workers in Franklin, Franklin County, and the state of Vermont drive themselves to work alone. The shift is workers working from home between the five-year periods of 2008-2012 and 2018-2022, due to shifts caused by the COVID-19 pandemic. The remainder of this section provides insight into the commuter shed, highlighting workforce commuting flows within the region.

Table 15. Transportation and Commuting

	Franklin Town		Franklin County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Workers 16 Years of Age and Over	699	813	24,334	25,233	319,359	330,614
Drove to work alone	76.3	70.2	75.5	76.5	74.0	71.6
Carpooled to work	13.4	12.8	13.5	10.7	10.2	8.2
Took public transportation	0.7	0.7	0.4	0.2	1.1	0.9
Walked	5.9	2.1	3.8	1.5	5.9	4.5
Worked at home	3.7	13.3	5.1	10.4	7.1	13.2
Mean travel time to work (minutes)	34.3	28.2	26.7	26.0	22.1	23.3

Note. Retrieved from [US Census Bureau](#).

The next tables provide insight into Franklin Town's commuting characteristics, including where people who live in Franklin work, and where people who work in Franklin live.

Table 16. Franklin Commuting Characteristics: Part- and Full-Time Jobs

Jobs* worked at by residents of Franklin Town- 2021		
	Count	Percent
Jobs filled by those living in Franklin Town	649	100.0%
Live in town and work outside town	633	97.5%
Live in town and work in town	16	2.5%

Source: Census Bureau- OnTheMap \*These data will not match other Census data as they are derived from multiple data sets.

Jobs* in Franklin Town- 2021		
	Count	Percent
Jobs in Franklin Town	115	100.0%
Live outside town and work in town	99	86.1%
Live in town and work in town	16	13.9%

Source: Census Bureau- OnTheMap \*These data will not match other Census data as they are derived from multiple data sets.

The graphs and charts below provide a regional snapshot of commuting flows in and out of Franklin County

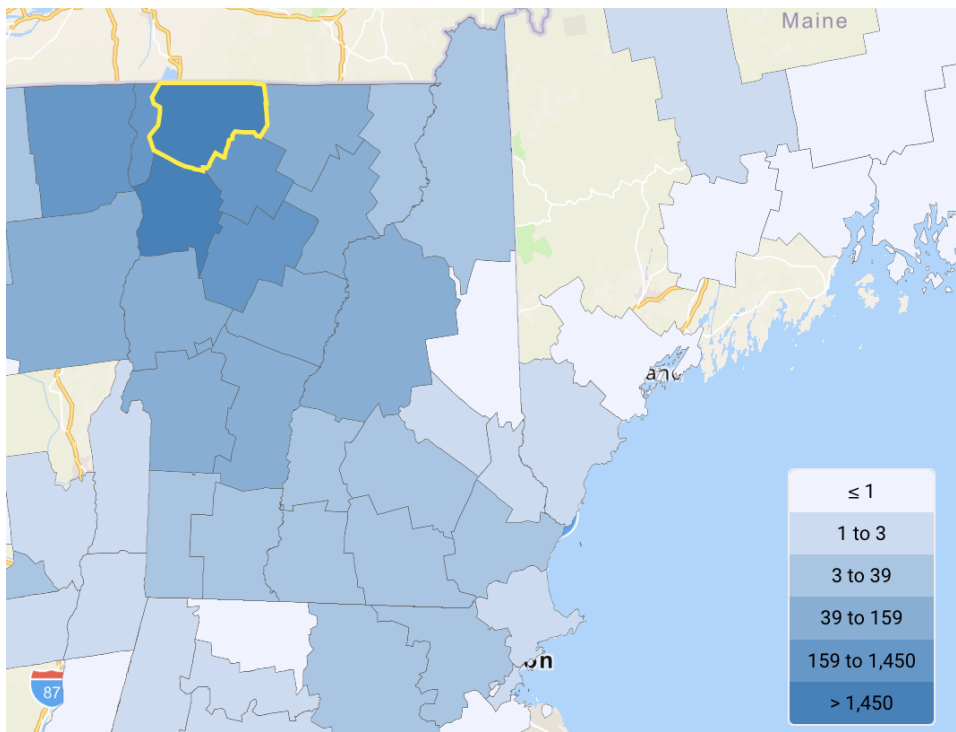


Figure 5. Commuter Shed into Franklin County, VT.

Table 17. Workers in Franklin County, and Where They Live

<b>Workers in Franklin County, and Where They Live</b>	
<b>Region</b>	<b>Commuters</b>
Franklin County, Vermont	15,606
Chittenden County, Vermont	1,450
Grand Isle County, Vermont	408
Lamoille County, Vermont	259
Washington County, Vermont	238
Clinton County, New York	160
Orleans County, Vermont	142
Addison County, Vermont	89
Caledonia County, Vermont	85
Rutland County, Vermont	66

Source: Chmura's JobsEQ, Franklin County Commuter-shed Data, 2024.

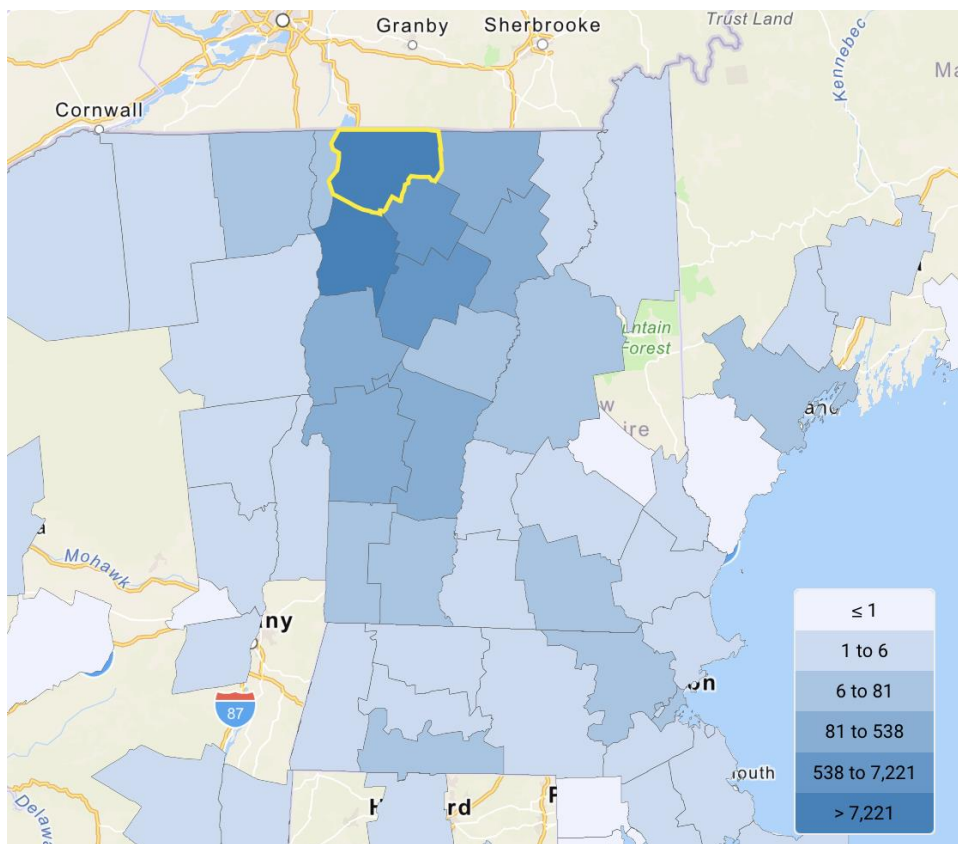


Figure 6. Commuter Shed out of Franklin County, VT

Table 18. Residents of Franklin County, VT and Where They Work

Residents of Franklin County, Vermont and Where They Work	
Region	Commuters
Franklin County, Vermont	15,606
Chittenden County, Vermont	7,221
Unknown Or Undefined, Vermont	678
Lamoille County, Vermont	572
Washington County, Vermont	539
Windsor County, Vermont	240
Addison County, Vermont	202
Orleans County, Vermont	188
Rutland County, Vermont	170
Caledonia County, Vermont	81

Source: Chmura's JobsEQ, Franklin County Commuter-Shed, 2024.



The IRS migrations dataset shows the amount of domestic taxpayer migration among all states, MSAs, and counties in the United States. The source and design of this taxpayer-based dataset excludes certain groups of people and thus does not represent the entire population, but rather is a good indicator of migrating workers within the labor force.

Table 19 displays the inbound and outbound migrations for twenty counties to and from Franklin County, VT in 2021, indicating the number of adults who relocated either to or from Franklin County. Most relocations were to neighboring counties, either in Vermont or Massachusetts.

Table 19. Inbound and Outbound Migrations in Franklin County, VT in 2021.

County	Inbound Migrations	Outbound Migrations	Net Migrations
Chittenden County, VT	866	498	367
Lamoille County, VT	107	73	34
Grand Isle County, VT	98	93	5
Washington County, VT	44	51	(8)
Addison County, VT	37	35	2
Clinton County, NY	33	55	(22)
Orleans County, VT	33	54	(22)
Suffolk County, MA	30	1	29
Maricopa County, AZ	18	3	15
Windsor County, VT	18	27	(9)
Solano County, CA	17	0	17
Bennington County, VT	15	8	7
Hampden County, MA	14	1	13
Monroe County, NY	12	22	(10)
Riverside County, CA	11	0	11
Middlesex County, MA	10	20	(10)
Rutland County, VT	10	10	(0)
Hillsborough County, NH	10	35	(25)

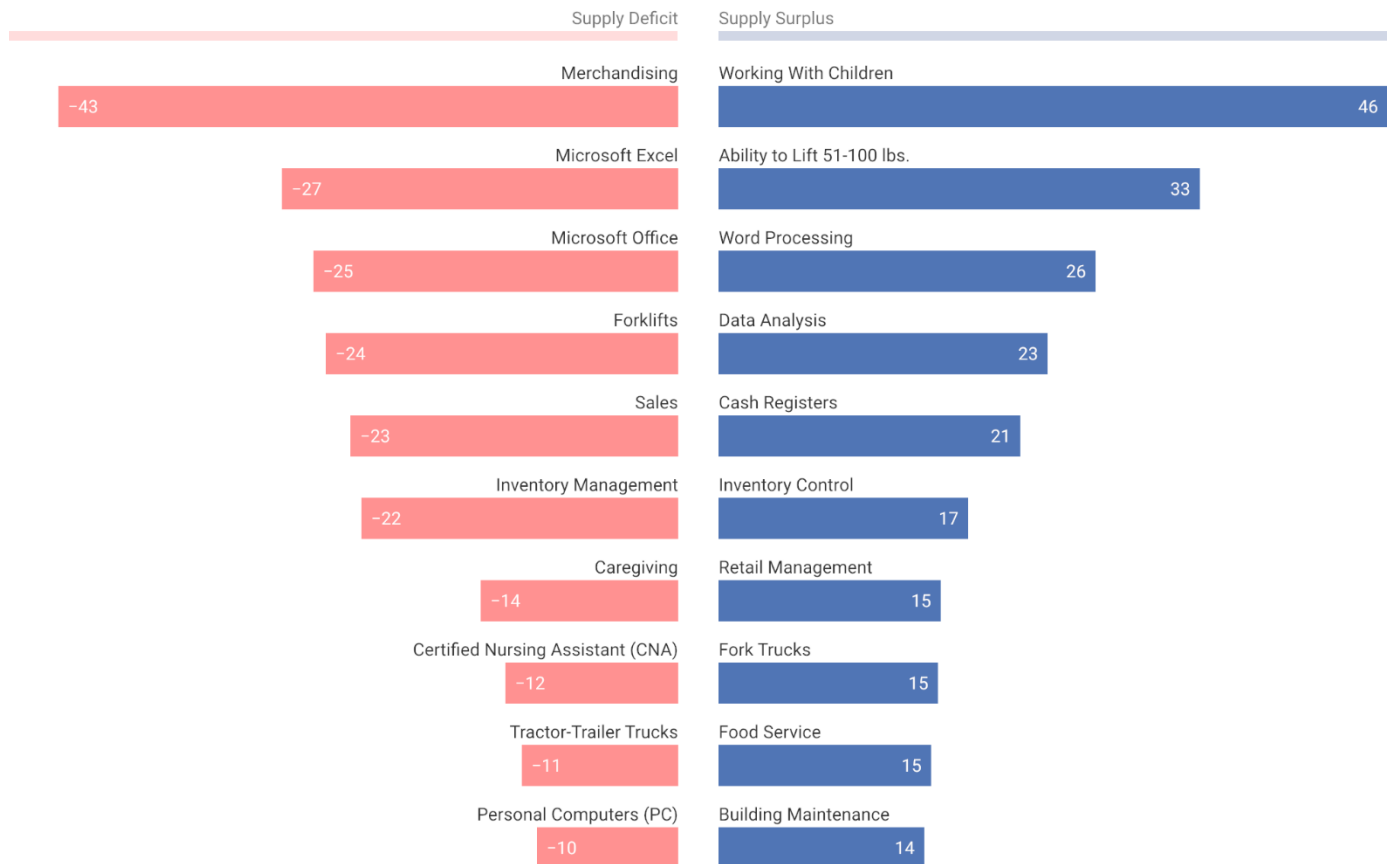
*Note.* Retrieved from Lightcast: IRS Migrations, Franklin County, VT: 2024.

## Workforce Development

In considering workforce development in Franklin, an assessment of the skills in high demand and high surplus offers insight into directions that training and economic development can take. In Franklin County, Vermont, there is high demand for the Microsoft office suite, merchandising, caregiving, and hospitality. In Vermont, the primary high-demand skills include merchandising, the Microsoft office suite, Salesforce, and Certified Nursing Assistant certifications.

### Skill Gaps

Total - All Occupations, Franklin County, Vermont



Source: JobsEQ®  
Data as of 2023Q3; openings and candidate sample compiled in July 2022

Figure 7. Skill and Certification Gaps in Franklin County, VT. Retrieved from Chmura's JobsEQ, Skill Gaps, 2024.

Job posting analytics provide real-time information into the jobs being hired for in each region based on data scraped from job posting sites. In Franklin County, VT, in the last five years (December 2018- December 2023), there have been 16,894 unique job postings. Further insight into the content

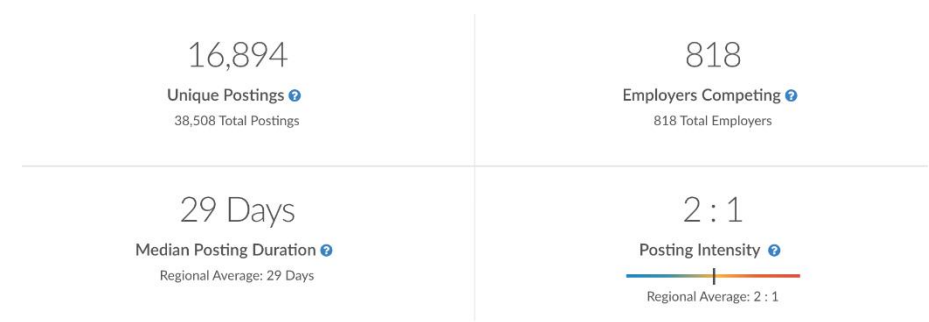


Figure 8. Job Posting Analytics Overview, retrieved from Lightcast, 2024.

The top companies targeting Franklin County’s workforce includes Adecco, Northwestern Counseling and Support Services, and Northwestern Medical Center. Since this is a five-year retrospective, some of these businesses may have changed. A breakdown of the top companies targeting their hiring in Franklin County, VT is provided below:

Company	Total/Unique (Dec 2018 - Dec 2023)	Posting Intensity	Median Posting Duration
Adecco	2,509 / 1,044	2 : 1	25 days
Northwestern Counseling And Support Services	1,982 / 957	2 : 1	35 days
Northwestern Medical Center	2,181 / 866	3 : 1	27 days
Perrigo Company	1,331 / 550	2 : 1	33 days
Dairy Farmers of America	1,056 / 352	3 : 1	24 days
Genesis HealthCare	1,263 / 340	4 : 1	27 days
Barry Callebaut	510 / 339	2 : 1	33 days
Franklin Northwest Supervisory Union	474 / 338	1 : 1	35 days
Bellows Free Academy Fairfax	421 / 299	1 : 1	31 days
Hannaford Brothers Company	586 / 295	2 : 1	27 days

Figure 9. Top Companies Hiring in Franklin County, VT. Retrieved from Lightcast, 2024.

The top posted occupations indicated the roles in highest demand being targeted towards the workforce in Franklin County, VT. Registered nurses, production workers, and retail salespeople make up the highest degree of occupations being sought after in the region.





















Occupation (SOC)	Total/Unique (Dec 2018 - Dec 2023)	Posting Intensity	Median Posting Duration
 Registered Nurses	2,308 / 931	2 : 1 	28 days
 Production Workers, All Other	1,175 / 622	2 : 1 	28 days
 Retail Salespersons	1,098 / 576	2 : 1 	22 days
 First-Line Supervisors of Retail Sales Workers	718 / 412	2 : 1 	26 days
 Laborers and Freight, Stock, and Material Movers, Hand	863 / 376	2 : 1 	26 days
 Teaching Assistants, Except Postsecondary	601 / 358	2 : 1 	40 days
 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	784 / 327	2 : 1 	31 days
 Home Health and Personal Care Aides	665 / 316	2 : 1 	20 days
 Heavy and Tractor-Trailer Truck Drivers	767 / 296	3 : 1 	23 days
 Middle School Teachers, Except Special and Career/Technical Education	395 / 286	1 : 1 	34 days

Figure 10. Top Occupations Being Hired For in Franklin County, VT. Retrieved from Lightcast, 2024.