



THE UNIVERSITY OF VERMONT  
**OFFICE OF ENGAGEMENT**



## Roxbury, Vermont Community Profile

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## Town of Roxbury Community Narrative

The town of Roxbury was chartered in 1781 and lies at the southernmost point of Washington County in the heart of Central Vermont. Acres of lush green forest and farmland dominate Roxbury's landscape, with Vermont's characteristic rolling hills serving as a picturesque backdrop in the village. The town is situated fifteen miles southwest of Vermont's Capital city of Montpelier and east of the spine of the Green Mountains, allowing ample opportunity for outdoor recreation.

The population of Roxbury peaked in 2010 at 691 people Roxbury reflects the quintessential Vermont small town, featuring a general store, a public library, a volunteer fire department, and an historic church in the heart of the village. Roxbury has deep roots in mining, industry, and manufacturing with the town being known for its marble supply. Quarries opened in Roxbury in 1857 when the sought-after Verde Antique marble was discovered, attracting new residents and establishing Roxbury as a hub for economic opportunity. Such marble was world-renowned and exported far and wide, including to Washington, D.C. and the parlors of wealthy people in New York City and Paris (Town of Roxbury Vermont, 2024).

Roxbury's population at the 2020 census was 678, making it the least populated town in Washington County, which is Vermont's third-most populated county. The town's population decreased steadily through the majority of the 20<sup>th</sup> century, but entered a new period of expansion from the 1980's into the 2010's.

Source: [Town of Roxbury, Vermont](#).

### Civics

Year Incorporated or Chartered	1781
Type of Entity	Town
County	Washington
Regional Planning Commission	Central Vermont Regional Planning Commission
Regional Development Corporation	Central Vermont Economic Development Corporation

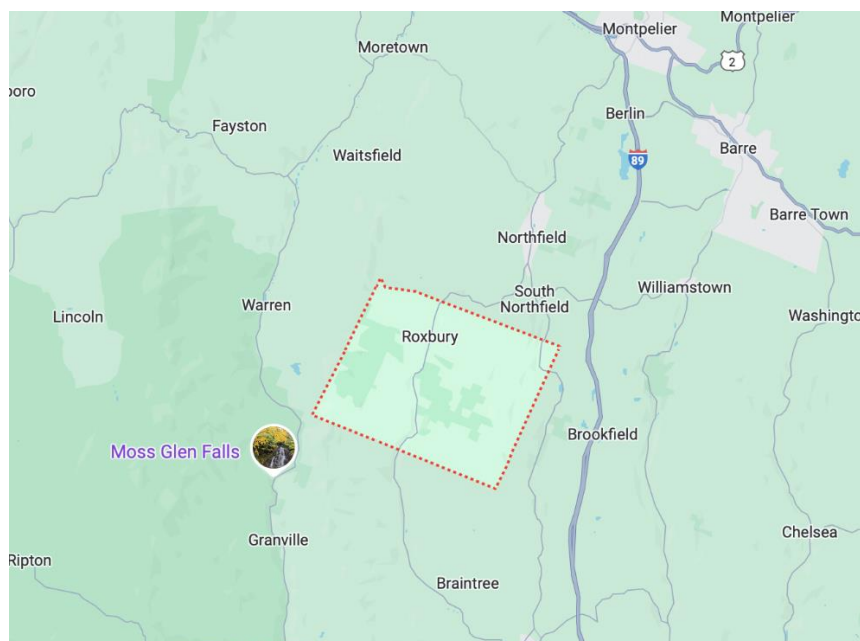


Figure 1. Roxbury, Vermont.

## Population and Demographics

The following section provides a comparative look at several high-level population demographics including age, race and ethnicity, disability status, income and poverty levels for the town of Roxbury, Washington 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.

Table 1. Recent population change in Roxbury, VT

	2008-2012	2013-2017	2018-2022
Population	606	734	1,038
Absolute Change	x	128	304
Percent Change from prior period	x	21.1%	41.4%

Source: [US Census Bureau](#).

Table 2 displays Roxbury's changing population over the last 100 years. Roxbury has experienced variable rates of population change over time, though the percentage population change must be considered in the context of Roxbury's relatively small population.

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

Year	1920	1930	1940	1950	1960	1970	1980	1990	2000	2010	2020
Population	609	594	554	465	364	354	452	575	576	691	678
Absolute Change	x	-15	-40	-89	-101	-10	98	123	1	115	-13
% Change	x	-2.5%	-6.7%	-16.1%	-21.7%	-2.7%	27.7%	27.2%	0.2%	20.0%	1.9%

Source: [Vermont's Census State Data Center](#).

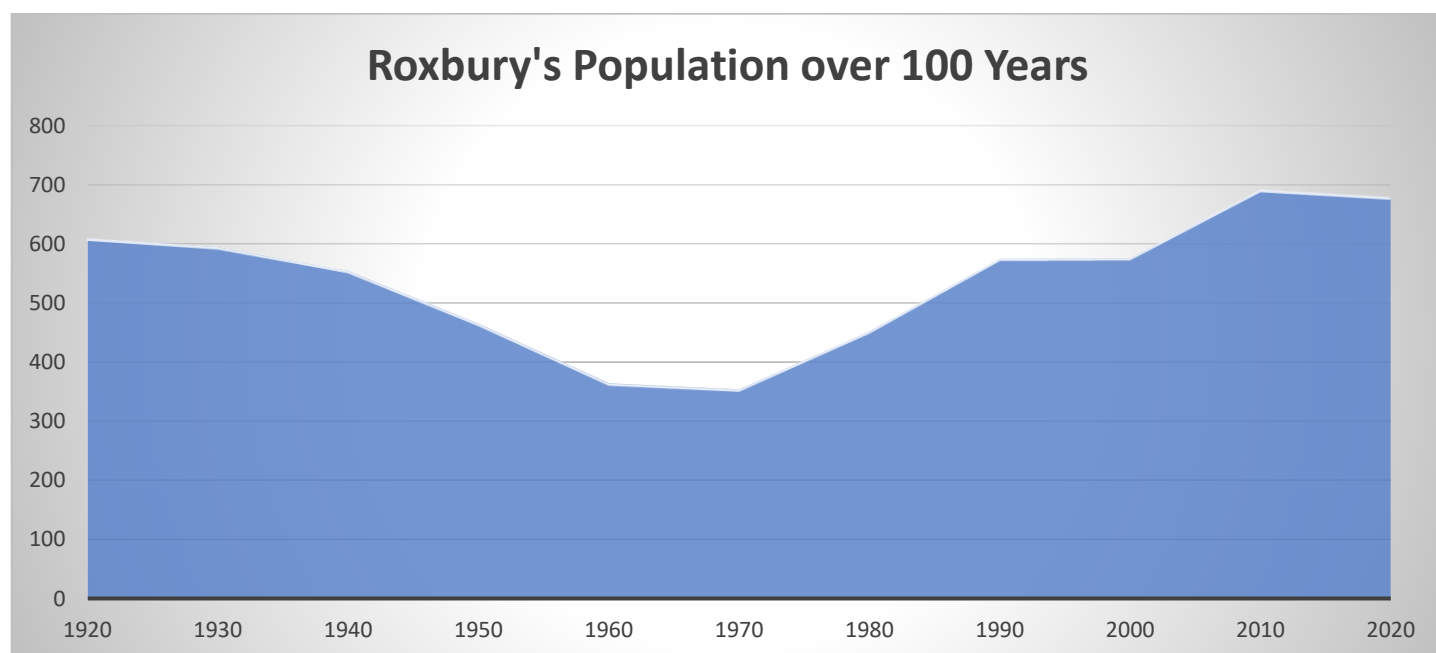


Figure 2. Population change in Roxbury, VT. Source: [Vermont's Census State Data Center](#).

Table 3 displays the shifts in population and age across Roxbury, Washington County, and the State of Vermont over ten years, between the 2008-2012 and 2018-2022 points in time. Roxbury experienced a decrease in median age over this period and an increase in its youth population, unlike Washington County and the State.

Table 3. Population and Age

	Roxbury		Washington County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Total Population	606	1,038	59,462	59,768	626,011	647,064
Median Age (years)	44.8	41.4	42.5	43.8	41.7	42.9
Percent Under 18 Years of Age	18.2%	26.4%	20.5%	18.3%	20.6%	18.1%
Percent 65 Years of Age and Over	13.2%	19.1%	14.6%	22.3%	14.7%	20.3%

Source: [US Census Bureau.](#)

In table 4, racial and ethnic demographics for Roxbury, Washington County, and the State of Vermont are provided.

Table 4. Race and Ethnicity

	Roxbury		Washington County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Total Population	606	1,038	59,462	59,768	626,011	647,064
White alone- not Hispanic or Latino	98.7	98.9	94.8	93.0	94.0	90.2
Black or African American	0.0	0.0	1.2	1.5	1.6	2.1
American Indian and Alaska Native	0.7	0.7	1.1	1.1	1.3	1.8
Asian	0.2	0.0	1.3	1.4	1.8	2.6
Native Hawaiian and Other Pacific Islander	0.0	0.0	0.0	0.0	0.0	0.0
Some Other Race	0.0	0.4	0.2	2.1	0.4	3.3
Hispanic or Latino (of any race)	0.5	0.4	1.7	2.0	1.6	2.3

Source: [US Census Bureau.](#)

Table 5 provides a comparative look at people with disabilities in contrast to the greater population. Roxbury, Washington County, and Vermont all saw increases in residents identifying as having a disability.

Table 5. Disability

	<b>Roxbury</b>		<b>Washington County</b>		<b>Vermont</b>	
	<b>2008-2012</b>	<b>2018-2022</b>	<b>2008-2012</b>	<b>2018-2022</b>	<b>2008-2012</b>	<b>2018-2022</b>
Total civilian noninstitutionalized population	606	1,038	58,881	59,143	619,928	640,316
Percent with any Disability	18.3	19.2	11.7	14.0	13.4	15.0

Source: [US Census Bureau.](#)

In table 6, Roxbury, Washington County, and Vermont all experienced increases in household income. Roxbury lags behind the County and State in median household income and median family income.

Table 6. Income

	Roxbury		Washington County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Median Household Income	\$36,667	\$69,922	\$57,276	\$77,278	\$54,168	\$74,014
Median Family Income	\$37,300	\$69,917	\$70,234	\$99,315	\$67,274	\$97,153

Source: [US Census Bureau.](#)

Table 7 displays the changes in poverty status in Roxbury, Washington County and the State of Vermont. Between the 2008-2012 and 2018-2022 reporting periods Vermont's poverty rates decreased, while Washington County and Roxbury's increased. Roxbury youth under 18 years of age are far more likely to be in poverty now, compared with ten years ago.

Data for populations with small numbers will have higher margins of error (not reported here) and data may be suppressed for very small populations (-).

Table 7. Poverty Status in the Past 12 Months.

	Roxbury		Washington County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Total Percent of Population Below Poverty Level	20.9	25.9	8.9	9.9	11.6	10.4
Under 18 years of age	34.9	46.3	11.3	13.4	14.4	11.3
65 years of age and over	7.5	7.6	6.1	9.0	7.7	8.0
White alone, not Hispanic or Latino	20.4	26.2	8.7	9.7	11.1	9.8
Black or African American alone	-	-	21.5	13.4	28.7	22.3
American Indian and Alaska Native alone	100.0	-	17.9	0.0	26.2	20.9
Asian alone	0.0	-	3.8	14.6	16.0	20.0
Native Hawaiian and Other Pacific Islander alone	-	-	-	0.0	8.9	4.9
Hispanic or Latino origin (of any race)	0.0	0.0	4.7	17.4	14.1	15.6

Source: [US Census Bureau.](#)

## Employment

This section includes information about labor force participation in 2008-2012 and 2018-2022 and unemployment rates between 2013 and 2023 for Roxbury, Washington County and Vermont.

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

	<b>Roxbury</b>		<b>Washington County</b>		<b>Vermont</b>	
	<b>2008-2012</b>	<b>2018-2022</b>	<b>2008-2012</b>	<b>2018-2022</b>	<b>2008-2012</b>	<b>2018-2022</b>
Population 16 years and over	62.5	54.2	69.0	64.7	68.3	64.9
Black or African American	-	-	63.3	84.2	65.2	74.3
American Indian and Alaska Native	0.0	-	73.0	75.0	57.9	55.4
Asian	-	-	45.3	68.8	65.4	66.9
Native Hawaiian and Other Pacific Islander	-	-	0.0	100.0	86.3	56.9
Hispanic or Latino (of any race)	100.0	100.0	69.1	60.3	71.5	73.6
White alone- not Hispanic or Latino	62.8	54.2	69.2	63.5	68.4	64.6

Source: [US Census Bureau.](#)

Table 9. Average Annual Unemployment Rates (not seasonally adjusted)

<b>Year</b>	<b>Roxbury</b>	<b>Washington County</b>	<b>Vermont</b>
2023	3.1	2.0	2.0
2022	2.0	2.1	2.3
2021	3.6	3.2	3.6
2020	4.4	4.9	5.6
2019	2.5	2.0	2.1
2018	2.8	2.4	2.5
2017	2.8	2.9	3.0
2016	4.0	3.1	3.1
2015	5.4	3.4	3.5
2014	4.9	3.9	4.0
2013	5.8	4.3	4.4

Source: [Vermont Department of Labor Economic & Labor Market Information.](#)



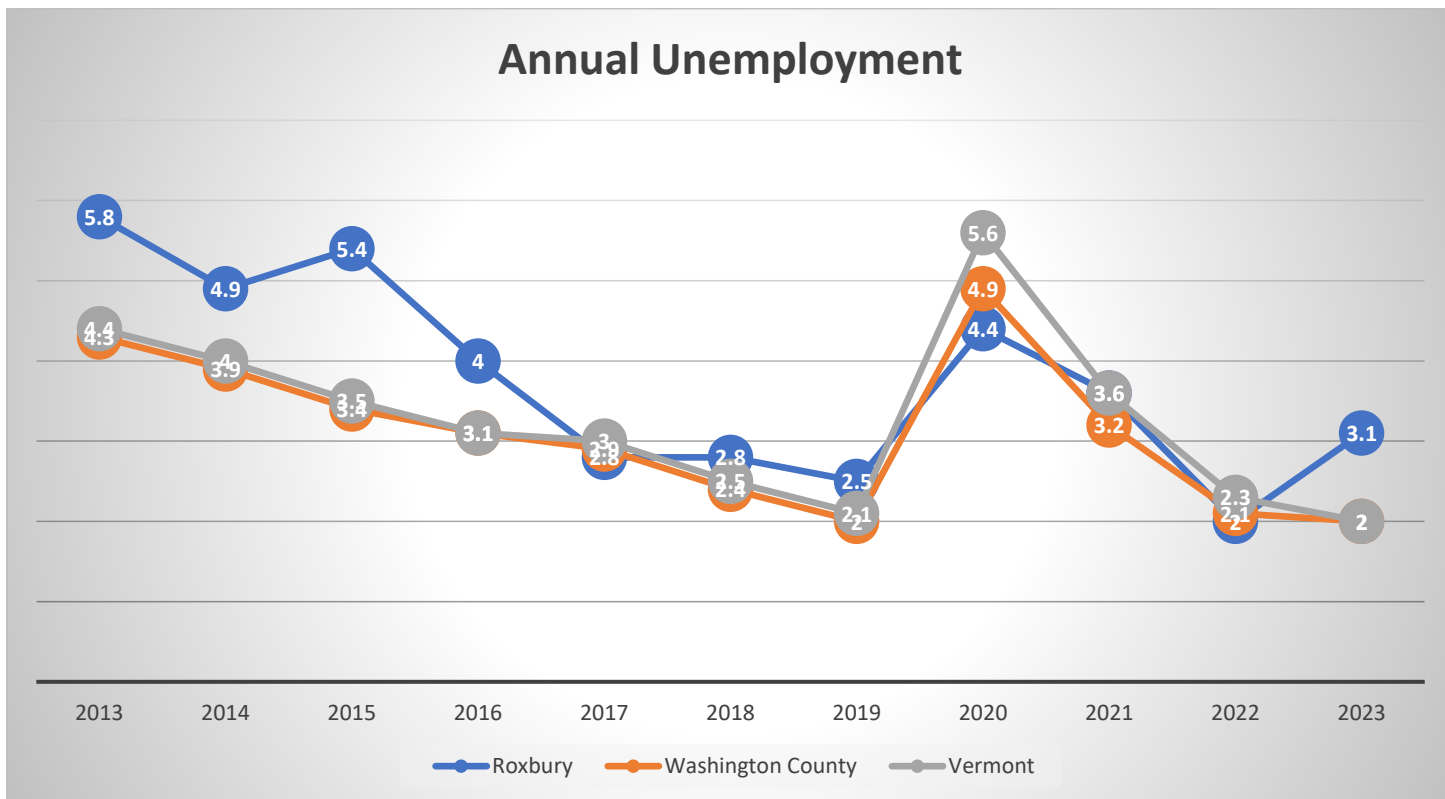


Figure 3. Average Annual Unemployment Rates (Not Seasonally Adjusted).

Table 10 provides a breakdown of employment by industry for the town of Roxbury, Washington County and Vermont overall, and describes the typical pattern of greatest industry employment in educational services and health care and social assistance. Educational services, and health care and social assistance are typically the employment sectors with the greatest percentage of workers among all sectors.

Table 10. Employment by Industry

	Roxbury		Washington County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Employed Population 16 Years and Over	284	414	31,606	31,418	327,499	337,211
<b>Percent Employment by Industry</b>						
Agriculture, forestry, fishing, hunting, and mining	2.1	0.0	1.6	2.1	2.7	2.6
Construction	11.6	11.4	7.3	8.5	7.5	7.3
Manufacturing	16.5	14.7	8.6	6.4	10.7	10.2
Wholesale trade	4.9	1.4	3.2	1.7	2.4	1.7
Retail trade	8.8	8.2	10.7	10.8	11.8	11.5
Transportation and warehousing, and utilities	2.1	1.9	2.6	2.8	3.4	3.1

Information and finance and insurance, and real estate and rental and leasing	7.4	6.2	9.6	8.8	7.0	6.6
Professional, scientific, and management, and administrative and waste management services	2.8	8.7	8.2	9.3	8.6	9.3
Educational services, and health care and social assistance	32.4	32.1	26.9	27.0	27.3	28.6
Arts, entertainment, and recreation, and accommodation and food services	2.8	3.1	7.5	8.3	9.1	9.5
Other services, except public administration	3.2	5.6	5.0	5.1	4.5	4.6
Public administration	5.3	6.5	8.8	9.1	4.8	4.9

Source: [US Census Bureau.](#)

## Education

Roxbury, unlike the county and state, is experiencing an increase in the percent of the population that has less than a ninth-grade education, and a simultaneous increase in the percentage of its population with high school degrees. All places have seen an overall increase in the 25+ population that is a high school graduate or higher.

Table 11. Educational Attainment

	Roxbury		Washington County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Total Population 25 Years and Older	483	745	41,716	43,551	431,581	459,033
Less than 9 <sup>th</sup> grade	2.5	3.2	2.4	1.6	3.0	1.8
9 <sup>th</sup> to 12 <sup>th</sup> grade, no diploma	13.9	3.6	4.6	3.2	5.7	4.0
High school graduate and equivalent	31.0	39.2	28.6	25.7	31.2	27.6
Some college, no degree	16.8	18.1	17.4	16.1	17.2	16.3
Associate's degree	9.1	4.8	8.9	7.1	8.6	8.6
Bachelor's degree	14.5	15.6	22.4	27.1	20.7	24.3
Graduate or professional degree	11.5	15.4	15.7	19.1	13.5	17.4
<b>High school graduate or higher</b>	<b>83.6</b>	<b>93.2</b>	<b>93.0</b>	<b>95.1</b>	<b>91.3</b>	<b>94.2</b>

<b>Bachelor's degree or higher</b>	<b>25.9</b>	<b>31.0</b>	<b>38.1</b>	<b>46.2</b>	<b>34.2</b>	<b>41.7</b>
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Source: [US Census Bureau.](#)

## Housing

Tables 12 and 13 provide information regarding housing availability in Roxbury, Washington County, and Vermont, and the associated costs of housing, including the values of homes and monthly ownership and rent costs.

Table 12. Housing Occupancy

	<b>Roxbury</b>		<b>Washington County</b>		<b>Vermont</b>	
	<b>2008-2012</b>	<b>2018-2022</b>	<b>2008-2012</b>	<b>2018-2022</b>	<b>2008-2012</b>	<b>2018-2022</b>
Total Number of Housing Units	424	567	29,905	30,697	322,243	335,138
Percent Occupied Housing Units	67.5	75.7	82.6	82.0	79.7	79.3
Percent Vacant Housing Units	32.5	24.3	17.4	18.0	20.3	20.7
Percent Owner Occupied	78.7	85.1	73.1	72.7	71.2	72.7
Percent Renter Occupied	21.3	14.9	26.9	27.3	28.8	27.3
Homeowner Vacancy Rate	2.2	1.9	1.1	1.5	1.8	1.2
Rental Vacancy Rate	14.1	0.0	5.0	3.6	5.8	3.8

Source: [US Census Bureau.](#)

Table 13. Housing Costs

	<b>Roxbury</b>		<b>Washington County</b>		<b>Vermont</b>	
	<b>2008-2012</b>	<b>2018-2022</b>	<b>2008-2012</b>	<b>2018-2022</b>	<b>2008-2012</b>	<b>2018-2022</b>
Median Value of Owner-Occupied Housing Units	\$154,000	\$222,800	\$206,700	\$278,000	\$215,800	\$272,400

Median Selected Monthly Ownership Cost with Mortgage	\$1,144	\$1,661	\$1,541	\$1,857	\$1,544	\$1,822
Median Gross Rent of Occupied Units Paying Rent	\$1,161	\$825	\$824	\$1,077	\$864	\$1,149

Source: [US Census Bureau.](#)

The next 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), Roxbury and Vermont experienced a decrease in the percentage of households paying 35% or more of their income on monthly owner or renter costs, unlike Washington County, which experienced an increase in the percentage of households paying 35% or more of their income on monthly owner or renter costs.

Table 14. Housing Affordability

	Roxbury		Washington 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	37.4	17.4	16.9	18.4	27.9	21.7
Percent of Housing Units with Monthly Renter Costs of 35% or More	60.8	22.4	33.8	35.8	41.6	40.6

Source: [US Census Bureau.](#)

## Workforce Transportation

By and large, workers in Roxbury, Washington County, and the State of Vermont drive themselves to work alone. Roxbury recently experienced an increase in the percentage of people carpooling, while Washington County and the State of Vermont experienced a decrease in the percentage of people carpooling. The shift in workers working from home in County and State between the five-year periods of 2008-2012 and 2018-2022 may be due to shifts caused by the COVID-19 pandemic. Interestingly, Roxbury workers worked from home less through the COVID period than before- perhaps due to the types of work. Roxbury workers are also now spending less time traveling to work, on average than before the COVID period. The remainder of this section provides insight into the commuter shed, highlighting workforce commuting flows within the region.

Table 15. Transportation and Commuting

	Roxbury		Washington County		Vermont	
	2008-2012	2018-2022	2008-2012	2018-2022	2008-2012	2018-2022
Workers 16 Years of Age and Over	268	403	30,690	30,906	319,359	330,614
Drove to work alone	72.4	78.4	73.0	71.4	74.0	71.6

Carpooled to work	14.2	6.7	10.6	6.9	10.2	8.2
Took public transportation	0.0	1.5	1.3	0.8	1.1	0.9
Walked	2.2	2.5	6.2	4.1	5.9	4.5
Worked at home	9.0	5.2	7.9	15.9	7.1	13.2
Mean travel time to work (minutes)	29.8	26.5	22.2	23.4	22.1	23.3

Source: [US Census Bureau](#).

The next tables provide insight into Roxbury's commuting characteristics, including where people who live in Roxbury work, and where people who work in Roxbury live. These data are derived from multiple sources, do not represent all types of jobs and should be used to understand commuter flow patterns generally.

Table 16. Commuting Characteristics: Part- and Full-Time Jobs Worked at by Roxbury Residents\*

<b>2021</b>	<b>Count</b>	<b>Percent</b>
Jobs filled by Roxbury residents (living in selection area)	227	100.0
Worker lives in town and works outside town	224	98.7
Worker lives in town and works in town	3	1.3

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

Table 17. Commuting Characteristics: Part- and Full-Time Jobs in Roxbury\*

<b>2021</b>	<b>Count</b>	<b>Percent</b>
Jobs in Roxbury	35	100.0
Worker lives outside town and works in town	32	91.4
Worker lives in town and works in town	3	8.6

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 Washington County, VT.

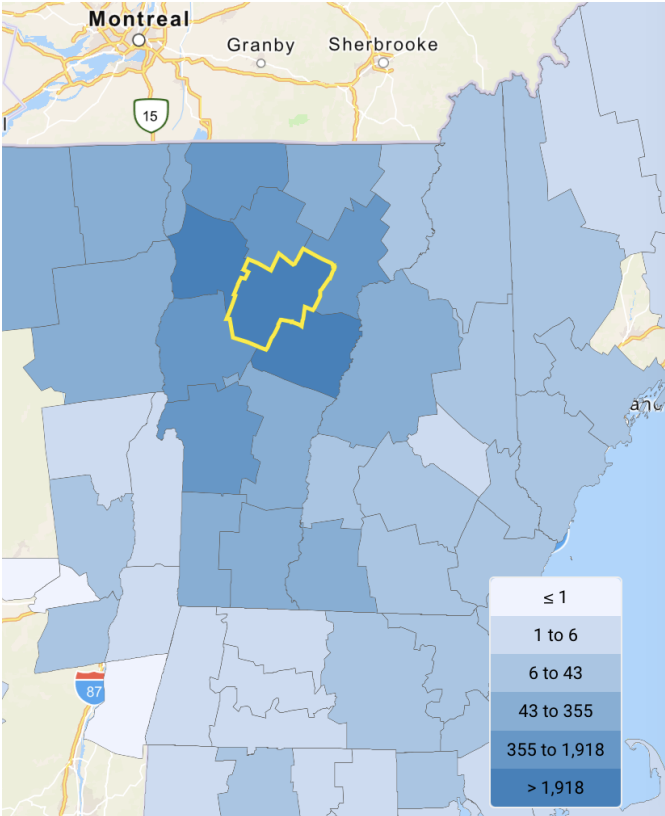


Figure 4. Commuter Shed into Washington County, VT.

Table 18. Workers in Washington County, and Where They Live

Region	Commuters
Washington County, Vermont	26,126
Orange County, Vermont	2,732
Chittenden County, Vermont	1,918
Lamoille County, Vermont	778
Caledonia County, Vermont	609
Franklin County, Vermont	533
Addison County, Vermont	520
Rutland County, Vermont	356
Windsor County, Vermont	328
Orleans County, Vermont	249

Source: Chmura’s JobsEQ, Washington County, VT Commuter-Shed Data, 2024.

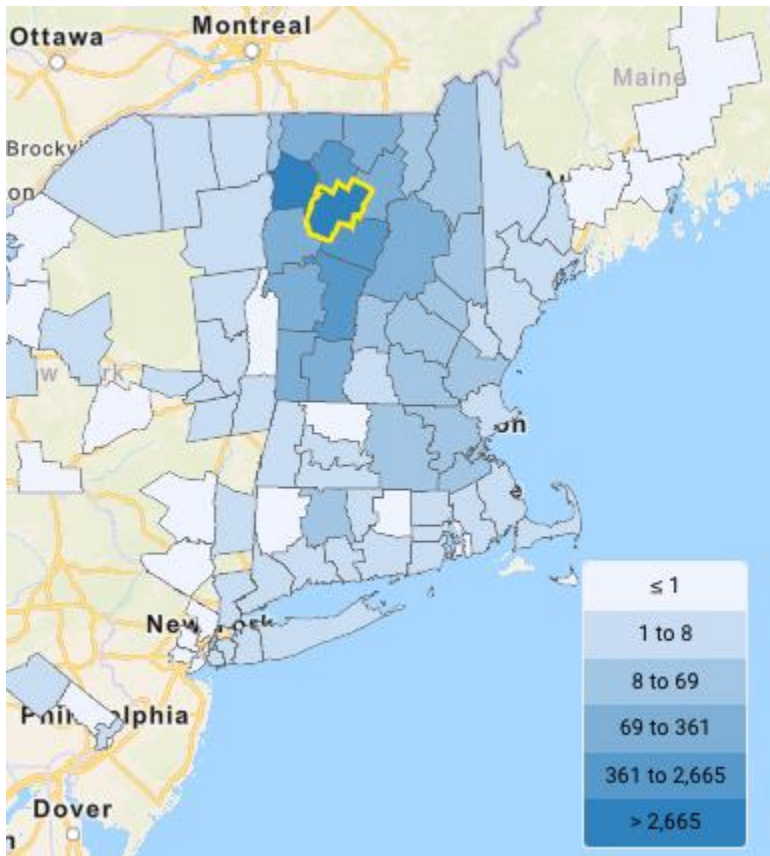


Figure 5. Commuter-Shed out of Washington County, VT

Table 19. Residents of Washington County, VT and Where They Work

Region	Commuters
Washington County, Vermont	26,126
Chittenden County, Vermont	2,666
Unknown Or Undefined, Vermont	839
Lamoille County, Vermont	696
Orange County, Vermont	533
Windsor County, Vermont	362
Caledonia County, Vermont	322
Franklin County, Vermont	221
Rutland County, Vermont	150
Addison County, Vermont	140

Source: Chmura's JobsEQ, Washington 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 20 displays the inbound and outbound migrations for twenty counties to and from Washington County, VT in 2022, indicating the number of adults who relocated either to or from Washington county. Most relocations were to neighboring counties, either in Vermont or Massachusetts.

Table 20. Inbound and Outbound Migrations in Washington County, VT in 2022.

County	Inbound Migrations	Outbound Migrations	Net Migrations
Chittenden County, VT	345	338	7
Orange County, VT	216	276	(59)
Lamoille County, VT	106	73	32
Caledonia County, VT	81	119	(38)
Middlesex County, MA	72	27	45
Windsor County, VT	64	50	14
Franklin County, VT	43	41	2
Addison County, VT	43	52	(10)
Merrimack County, NH	35	4	31
Hillsborough County, NH	35	17	18
Orleans County, VT	34	60	(26)
Rutland County, VT	31	28	3
Windham County, VT	29	6	23
Westchester County, NY	26	4	21
Mercer County, NJ	22	1	21
Monroe County, NY	19	3	17
York County, ME	19	8	11
Suffolk County, MA	19	7	12
Multnomah County, OR	18	1	18
Dallas County, TX	18	0	18
Harris County, TX	18	2	16

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

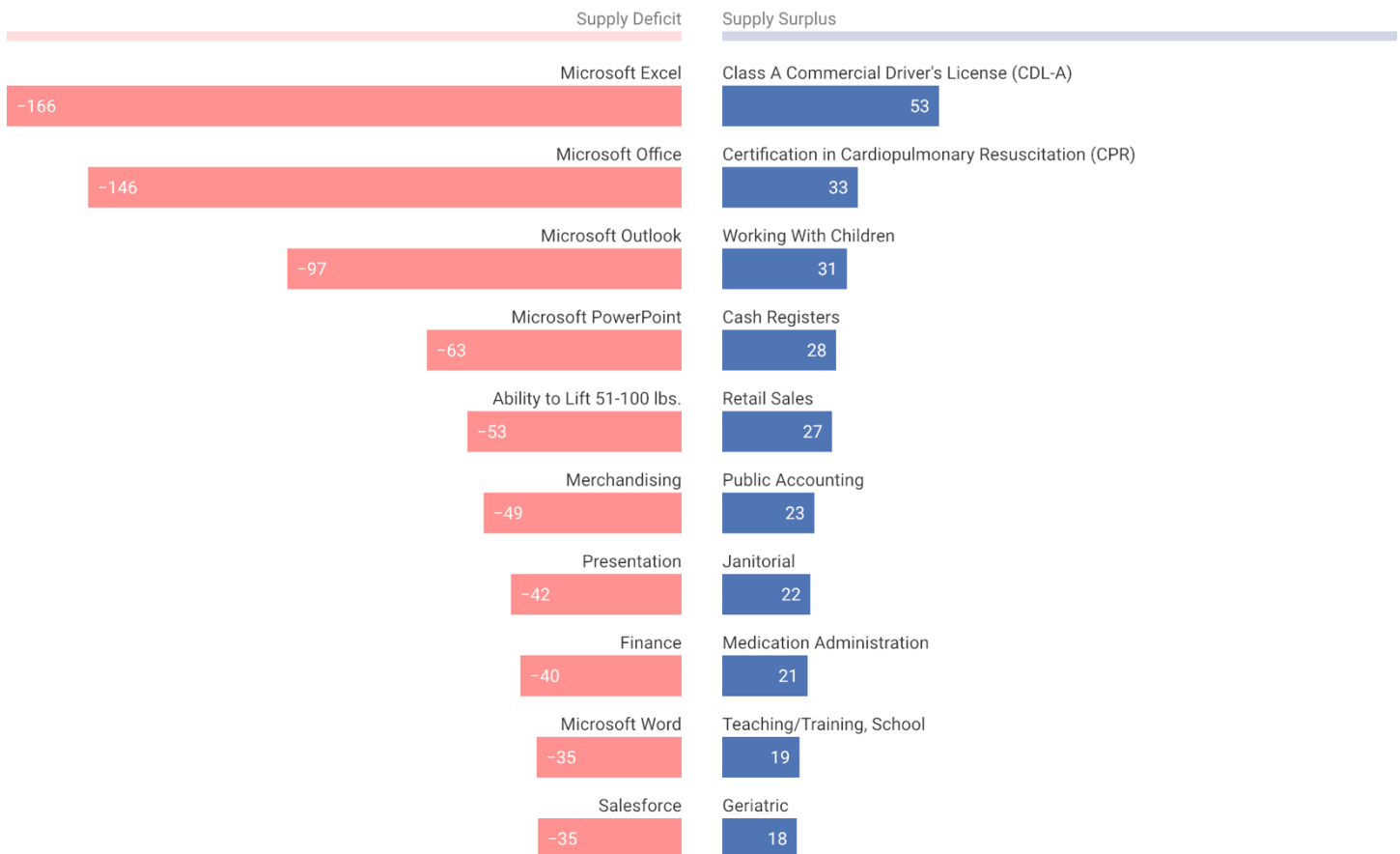


## Workforce Development

In considering workforce development in Washington County, an assessment of the skills in high demand and high surplus offers insight into directions that training and economic development can take. In Washington County, Vermont, there is high demand for merchandising, heavy lifting, and food preparation and cooking. In Vermont, the primary high-demand skills include the Microsoft office suite, physical labor, and merchandising.

### Skill Gaps

Total - All Occupations, Washington County, Vermont



Source: JobsEQ®

Data as of 2024Q1; openings and candidate sample compiled in July 2022

Figure 6. Skill and Certification Gaps in Washington 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 Washington County, VT, in the last five years (November 2019- November 2024), there have been 112,384 unique job postings. Further insight into the content is provided below:

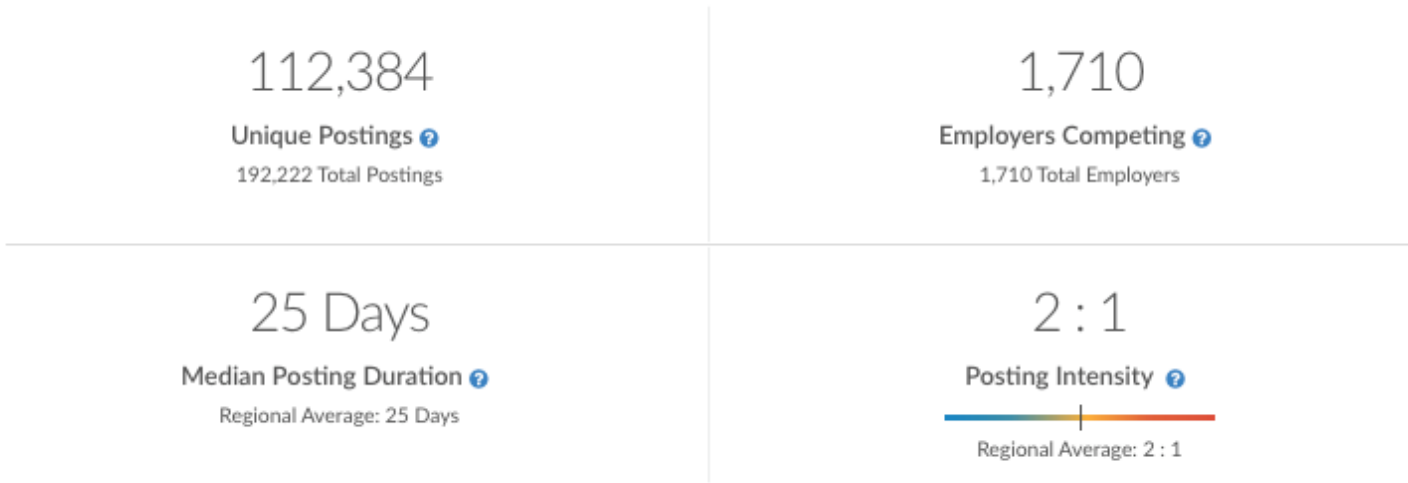


Figure 7. Job Posting Analytics Overview, retrieved from Lightcast, 2024.

The top companies targeting Washington County’s workforce include the State of Vermont, Humana, and PWC. Since this is a five-year retrospective, some of these businesses may have changed or gone out of business. A breakdown of the top companies targeting their hiring in Washington County, VT is provided below:

Company	Total/Unique (Nov 2019 - Nov 2024)	Posting Intensity	Median Posting Duration
State of Vermont	15,333 / 6,376	2 : 1	23 days
Humana	8,494 / 4,214	2 : 1	25 days
PricewaterhouseCoopers	4,411 / 2,900	2 : 1	28 days
Intel	3,365 / 2,758	1 : 1	24 days
Central Vermont Medical Center	4,210 / 2,049	2 : 1	27 days
Marriott International	2,487 / 1,819	1 : 1	28 days
Highmark Health	2,447 / 1,723	1 : 1	29 days
US Bank	2,017 / 1,654	1 : 1	22 days
Elevance Health	2,531 / 1,615	2 : 1	26 days
Pearson Education	1,882 / 1,507	1 : 1	19 days

Figure 8. Top Companies Hiring in Washington County, VT. Retrieved from Lightcast, 2024.

The top posted occupations indicated the roles in highest demand being targeted towards the workforce in Washington County, VT. Computer occupations, software developers, and marketing managers make up the highest concentration of occupations being sought after in the region.


















Occupation (SOC)	Total/Unique (Nov 2019 - Nov 2024)	Posting Intensity	Median Posting Duration
 Computer Occupations, All Other	9,438 / 6,444	1 : 1 	26 days
 Software Developers	10,145 / 6,247	2 : 1 	26 days
 Marketing Managers	4,070 / 2,943	1 : 1 	24 days
 Data Scientists	4,367 / 2,864	2 : 1 	24 days
 Registered Nurses	6,590 / 2,852	2 : 1 	22 days
 Project Management Specialists	3,825 / 2,305	2 : 1 	23 days
 Sales Managers	3,188 / 2,220	1 : 1 	25 days
 Management Analysts	3,126 / 2,162	1 : 1 	24 days
 Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,184 / 2,063	2 : 1 	25 days
 Financial Managers	3,081 / 1,876	2 : 1 	24 days

Figure 9. Top Occupations Being Hired for in Washington County, VT. Retrieved from Lightcast, 2024.