

# 2018 Community Needs Assessment Greater Prince William



# Table of Contents

<b>Executive Summary</b> .....	<b>1</b>
<b>I. Methodology</b> .....	<b>2</b>
Surveys .....	2
Focus Groups.....	3
Secondary Data.....	3
<b>II. Overview of People Incorporated Region</b> .....	<b>4</b>
<b>III. Jobs, the Economy, and Financial Growth</b> .....	<b>7</b>
Employment .....	7
Poverty .....	9
Transportation .....	11
<b>IV. Housing</b> .....	<b>12</b>
Housing Quality and Quantity .....	12
Affordable Housing .....	13
Mobility .....	14
Homelessness.....	15
<b>V. Education</b> .....	<b>16</b>
Educational Attainment.....	16
<b>VI. Children and Youth</b> .....	<b>17</b>
Kindergarten Readiness .....	17
Childcare .....	18
Head Start Supplemental Info.....	20
<b>VII. Nutrition, Health, and Wellness</b> .....	<b>22</b>
Substance Abuse and Mental Health.....	22
Affordable Health and Dental Care .....	24
Nutrition.....	25
<b>VIII. Other Key Findings</b> .....	<b>26</b>
<b>Appendices</b> .....	<b>27</b>
Appendix A: Demographic Statistics by County .....	27
Appendix B: Armed Forces and Veterans Characteristics by County .....	28
Appendix C: Unemployment Rate by County .....	29
Appendix D: Employment and Wages by Industry.....	30
Appendix E: Poverty by County .....	32
Appendix F: Living Wage by County and Family Type.....	33
Appendix G: Transportation Characteristics by County .....	34
Appendix H: Housing Characteristics by County .....	35
Appendix I: Educational Attainment by County .....	36
Appendix J: Head Start Eligibility Estimate Methodology .....	37
Appendix K: Childcare Characteristics by County.....	38
Appendix L: Mental Health and Substance Abuse Indicators by County.....	39
Appendix M: Health Characteristics by county.....	40
Appendix N: Staff Survey Summary .....	41
Appendix O: Board Survey Summary.....	42
Appendix P: Partners Survey Summary .....	43
Appendix Q: Community Member Survey Summary.....	44

# Executive Summary

People Incorporated is a Community Action Agency serving 13 counties and 3 cities in Virginia. As part of its mandate, and in order to provide the best and most comprehensive anti-poverty services, the agency undertakes a major triennial Community Needs Assessment. The findings from this assessment are used to inform the agency's selection and delivery of services in each community it serves. In addition to a comprehensive report, People Incorporated has prepared regional sub-reports to ensure that each community receives the most helpful information and that services are tailored to the unique needs of people in the Greater Prince William region. People Incorporated hopes that the information in this report can also be used throughout the region by other non-profits and local governments to best serve the most disadvantaged members of our community.

Drawing from a wide variety of data sources including surveys, focus groups, and public data, the staff and board of People Incorporated identified the following as the top needs for 2018 in the Greater Prince William area:

## Top Needs for 2018

- 1. Transportation** – Residents of this region have some of the longest average commute times among the localities served by People Incorporated at almost 40 minutes. Many residents commute to other cities in the DC metro area, but public transit service only serves part of the county. Finally, funding for the current level of transportation services is dwindling as tax revenues from fuel purchase decrease.
- 2. Veterans Support Services** – 12.4% of residents in the region are veterans. The US Census estimates 43,000 veterans from a wide a variety of service periods live in the region. Close proximity to many military facilities also means that many active duty military live in the region.
- 3. Affordable Housing** – Rates of housing-cost burden are highest in GPW for both renters and homeowners when compared to other regions. Over the past five years, the vacancy rate in the region has dropped from 6.2% to 4.5%. Affordable housing is difficult to find for middle income families and almost nonexistent for families living below the federal poverty level.
- 4. Job Training** – The unemployment rate in Greater Prince William (3.6%) is well below the state, and the region has seen steady job growth. Yet GPW faces is the issue of a mismatch between the skills of low-income residents and skills needed by higher-paying, growing industries. Stakeholders in the region identified a need for workforce training to ensure that low-income individuals can access higher paying jobs and move up the economic ladder.

## Full Needs Assessment

The data in this report come from the three localities that comprise People Incorporated's Greater Prince William service area: Prince William County, Manassas, and Manassas Park. The full 2018 Community Needs Assessment and regional reports for the Southwest Virginia, Northern Piedmont, and Northern Shenandoah Valley regions are available on the People Incorporated website, or by calling People Inc. at 276-623-9000.



# I. Methodology

People Incorporated serves thirteen counties and three cities throughout Virginia, providing 29 different programs. The data collection and analysis process used for this assessment ensured that data was collected from a variety of sources in each of these localities.

## Surveys

People Incorporated staff administered surveys to four distinct groups in the fall of 2017 to gather data for the needs assessment.

### Staff Survey

All employees at People Incorporated were given the opportunity to provide input through a short, electronic survey in September 2017. Of the approximately 225 staff, 98 responded (response rate of 44%). For this region report, only responses from staff who work in Greater Prince William have been included (6 responses).

### Board Survey

Similar to the staff survey, a short electronic survey was administered to the People Incorporated Board of Directors in September 2017. Of the 42 board members, 20 completed the survey (response rate of 48%). Even with only about half of the board members responding, all of the People Incorporated service areas were represented. For this regional report, only responses from board members who represent Greater Prince William have been included (4 responses).

### Partner Survey

Collecting input from others who work with the low-income community throughout People Incorporated's service area was an important strategy for developing a comprehensive picture of current community needs. People Incorporated staff compiled a list of over 350 partners to survey. The survey was directly emailed to these individuals from People Incorporated staff. Additionally, the survey link was shared at meetings with other human services organizations during September and October 2017. A total of 301 partner surveys were completed with substantial representation from all of the People Incorporated services areas. For this regional report, only responses from partners who work in Greater Prince William have been included (64 responses).

### Community Survey

The most important informant group for the Community Needs Assessment was individual members of the community. The community member survey was the longest of the surveys, and administered on paper rather than electronically. In an effort gather feedback from low-income community members, People Incorporated used a convenience sample. People Inc. partnered with other organizations including food pantries, medical missions, head start providers, and housing agencies to administer the survey. Additionally, program staff administered the survey to current clients in conjunction with People Incorporated's semi-annual customer satisfaction survey. A total of 127 surveys were returned from Greater Prince William



residents. Nine percent of these survey respondents indicated that they had previously received services from People Incorporated.

## **Focus Groups**

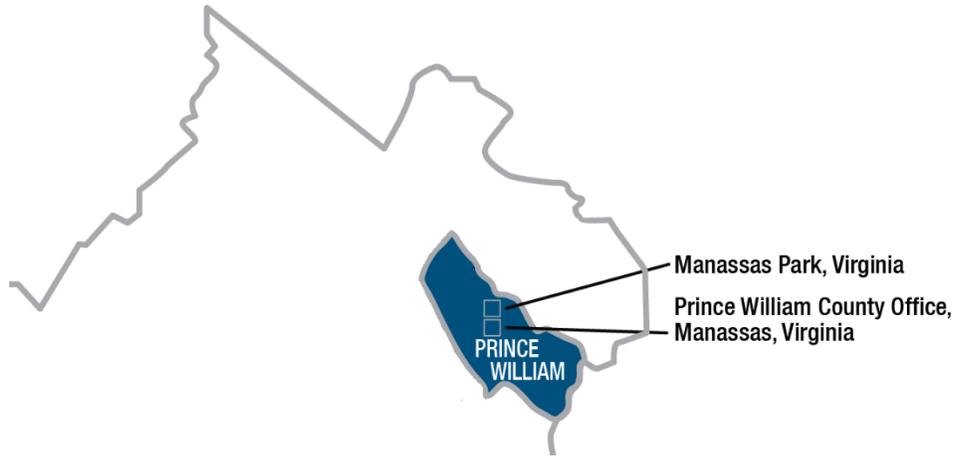
To better understand how each need manifests in the community and individuals' lives, People Incorporated conducted four focus groups in Greater Prince William. This included three focus groups with representatives of partner organizations and one focus group with the People Incorporated board of directors. Focus groups ranged in size from 7 to 40, with an average size of 16. Focus groups allowed us to dig in and get a better understanding of how needs are interrelated and the unique effects they have in a community.

## **Secondary Data**

Primary data collected by People Incorporated is supplemented with publicly available secondary data throughout the report. Data from the US Census, Bureau of Labor Statistics, Kids Count, Virginia Department of Education, and many other sources support our understanding of how local needs fit into larger trends, and offer a comparison to state and national issues. All sources of secondary data are cited within the report.

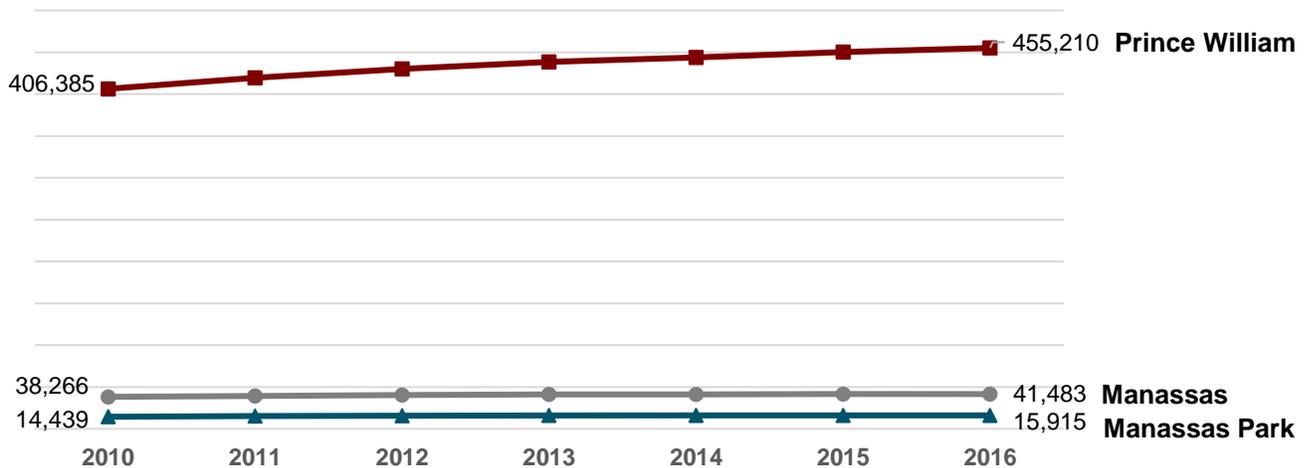


## II. Overview of People Incorporated Greater Prince William Service Area



People Incorporated’s Greater Prince William region includes Prince William County and the cities of Manassas and Manassas Park. This region is the most populous and urban of People Incorporated’s service area. The large and fast growing population mirror similar trends in other localities surrounding Washington D.C.

Figure 1. Population Trend by County<sup>1</sup>

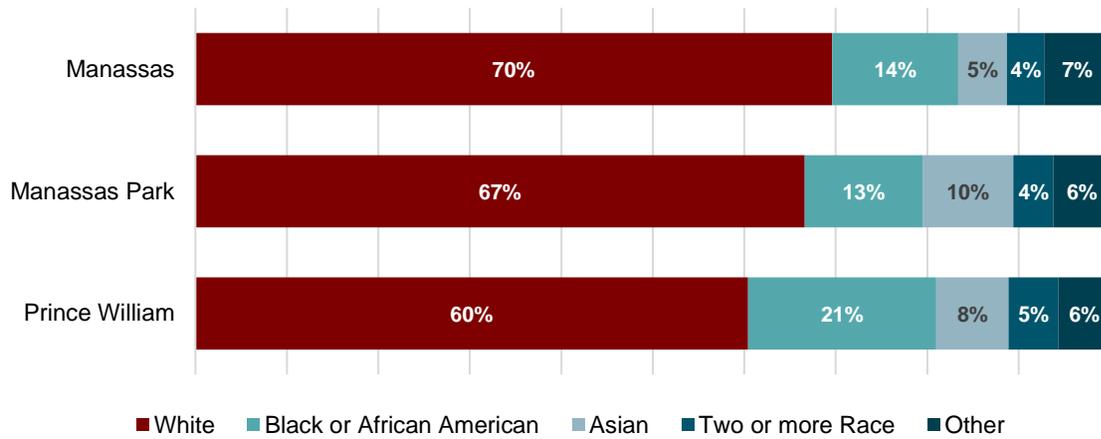


The population of Prince William County is the largest in People Incorporated’s service area. **The population of Prince William County has seen rapid growth, increasing by 12% since 2010.** While much smaller, **Manassas and Manassas Park have also both grown (8% and 10% respectively).**<sup>1</sup>

<sup>1</sup> US Census Bureau. American Community Survey Annual Population Estimates. 2016. Table PEPAGESEX.

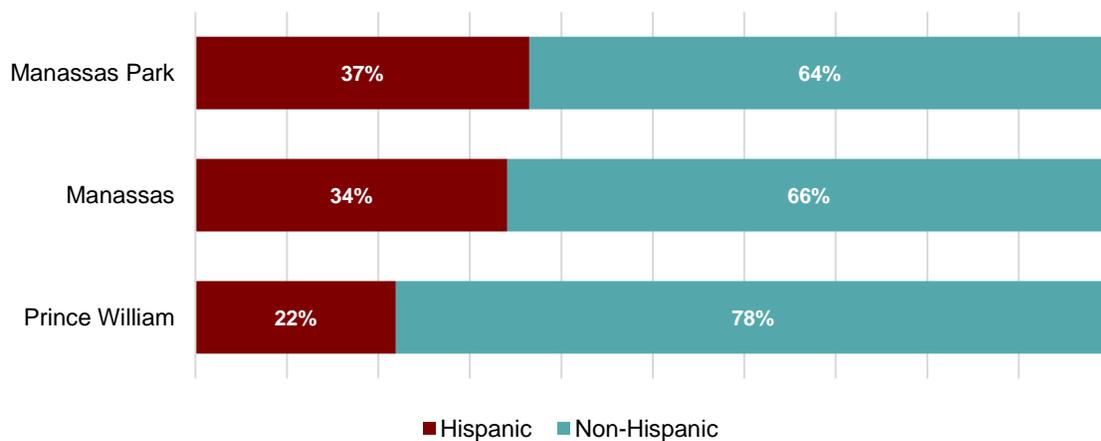


Figure 2. Racial Composition by County<sup>2</sup>



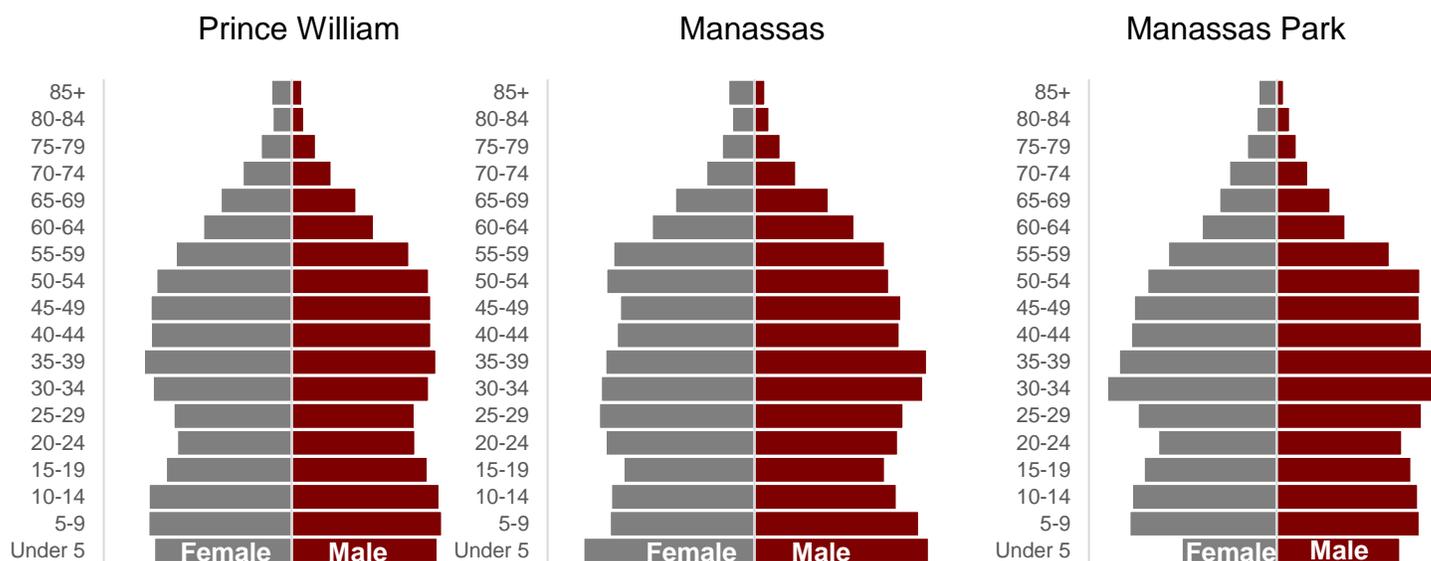
All of the Greater Prince William localities are predominantly white, with Prince William County having the most racial diversity and Manassas the least. Similarly, each region has a different ethnic makeup. Manassas Park has the largest proportion of Hispanic residents, and Prince William County has the least.<sup>2</sup> Community members and partners indicated that services for immigrants, including ESL classes, translators, and bilingual assistance, were top needs in the Greater Prince William community.

Figure 3. Hispanic Ethnicity by County<sup>2</sup>



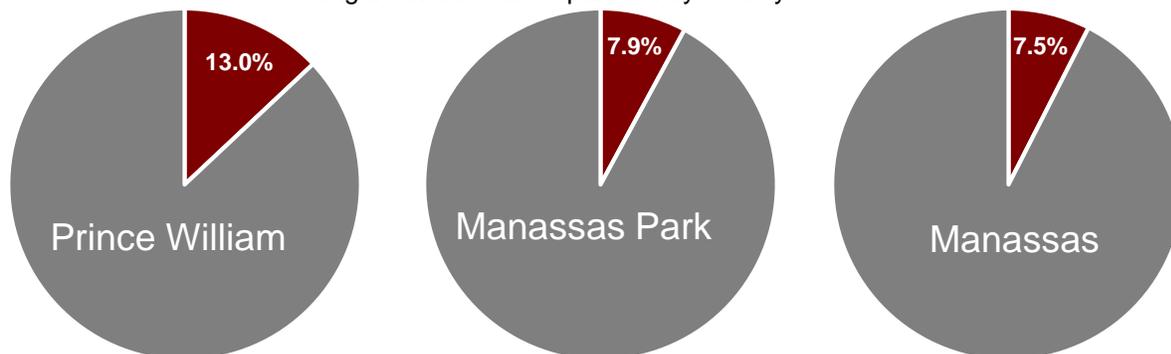
<sup>2</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table B03002

Figure 4. Population Pyramid by County<sup>3</sup>



The age distribution also shows a similar demographic among GPW localities.<sup>3</sup> The median age ranges only slightly from 33.1 in Manassas Park to 34.4 in Prince William County.<sup>4</sup> The Greater Prince William region has an age distribution that is much younger than any of People Incorporated’s other regions. A region with a large and growing population of children and young adults has needs that differ greatly from regions with an aging baby-boomer population.

Figure 5. Veteran Population by County<sup>5</sup>



Veterans comprise a large proportion of the population in Prince William County. The most common period of service for veterans in the Greater Prince William region is the gulf war of the 1990s (47.3%), followed closely by post 9/11 veterans (35.86%). Over 43,000 veterans live in the region<sup>5</sup>. The Marine Corps base at Quantico is located in Prince William County, contributing to the almost 6,000 active duty military living in the region.<sup>6</sup>

<sup>3</sup> US Census Bureau. American Community Survey. 2016 Population Estimates. Table PEPAGESEX.

<sup>4</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table DP05.

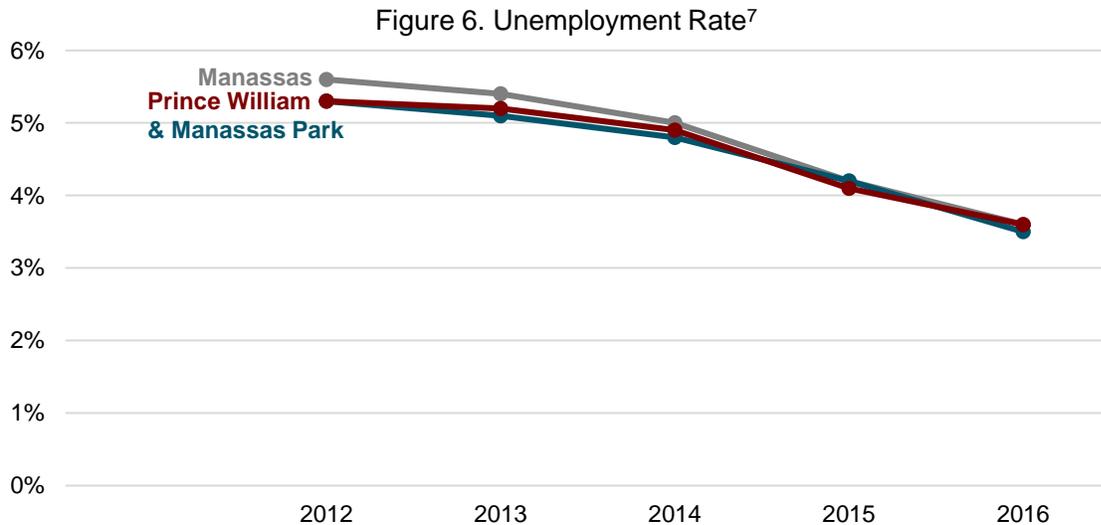
<sup>5</sup> US Census Bureau. American Community Survey. 2012-2016 5-year Estimates. Table S2101.

<sup>6</sup> US Census Bureau. American Community Survey. 2012-2016 5-year Estimates. Table DP03.

# III. Jobs, the Economy, and Financial Growth

## Employment

The unemployment rate in the Greater Prince William region has continued to decline post-recession and remains below state and national averages in each county.<sup>7</sup>



Even though unemployment has decreased in the last five years, partners and community members in the Greater Prince William region identified the quantity and quality of jobs when asked to list the top need in their community. Underemployment remains a cause and condition of poverty throughout People Incorporated's service area.

### Among survey respondents who have had issues with getting or keeping a job, the largest concern was lack of transportation.

Focus group participants discussed the impacts of underemployment on housing, food and nutrition, transportation, and health.

Larger, regional and national economic trends are influencing these employment changes. Greater Prince William localities benefit from job growth in the Washington D.C. metro area. Board members from the Greater Prince William region discussed that many good, high paying jobs are available, but low-income individuals may not have the skills needed to pursue these positions. The unemployment rate for those below the poverty level in the Greater Prince William region is about 4 times higher than for those above the federal poverty level.<sup>8</sup>

29% of community member survey respondents in the Greater Prince William region indicated that getting or keeping a job had been a problem for them in the last 12 months.

<sup>7</sup> Virginia LMI. Labor Force, Employment, and Unemployment Data. Annual Averages.

<sup>8</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table S2301.



Over the last ten years, Greater Prince William’s fastest growing industries were Healthcare & Social Assistance and Accommodation & Food Service. Accommodation and Food Service added over 5,000 jobs, but this is the region’s lowest paying industry. At the same time, industries like construction that require less education while still maintaining high wages have lost jobs<sup>9</sup>

Low-income persons often remain stuck in low-wage positions and need to work multiple jobs to make ends meet for their families. The table below displays the

average “living wage” needed to pay for necessities in each county. A living wage is based on the income needed to afford minimum basic needs including food, childcare, health insurance, housing, transportation, and other necessities without budgeting for things that many Americans enjoy like entertainment, meals at restaurants, or vacation.

Figure 8. Living Wage by Family Type<sup>10</sup>

Prince William, Manassas, and Manassas Park						
 One Adult \$15.70/hour Full-time	 One Adult One Child \$28.37/hour Full-time	 One Adult Two Children \$33.03/hour Full-time	 One Adult Three Children \$40.78/hour Full-time	 Two Adults One Child \$15.76/hour Full-time both adults	 Two Adults Two Children \$17.81/hour Full-time both adults	 Two Adults Three Children \$20.76/hour Full-time both adults

Achievement of employment that provides a living wage often comes with increased education and technical knowledge. The development of skills and experience needed for higher paying jobs was a concern voiced by all stakeholder groups we surveyed. In Virginia, an adult with a high school diploma or equivalent has median annual earnings of \$29,730, while an individual with a bachelor’s degree earns \$55,856.<sup>11</sup>

While this difference is stark, it does not take into account higher quality jobs that could be available to low-income individuals with a certification or credential that may be quicker and easier to attain than a formal degree. Board members at a Greater Prince William focus groups discussed a need to prepare individuals for industries that are projected to grow in the near future so they can meet the demand of upcoming jobs.

Figure 7. Top Industry Trends

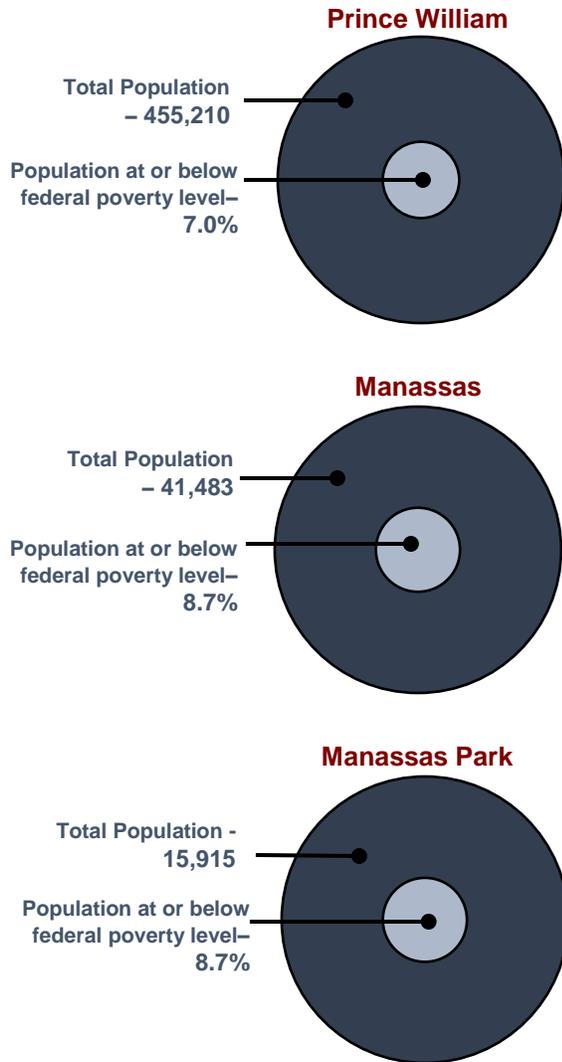


<sup>9</sup> Virginia Employment Commission. Quarterly Census of Employment and Wages. 2<sup>nd</sup> Quarter 2017.

<sup>10</sup> MIT Living Wage Calculator. 2017

<sup>11</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table B20004.

Figure 9. Poverty Rate by County



## Poverty

Compared with other regions in People Incorporated’s service area, all localities in the Greater Prince William region have low poverty rates. The proportion of the population below the federal poverty threshold was below the state (11.4%) in all three localities. While the rate is low, the large populations in the region mean that **almost 36,000 people in the Greater Prince William area are living in poverty, with about 14,000 of them children.**<sup>12</sup> Accordingly, the poverty rate among children is higher than that for adults in every locality.

In line with state and national trends, racial minorities are more likely to live in poverty than white individuals in the Greater Prince William region. Poverty rates are also higher for females than males in all three localities.<sup>13</sup>

Standardized federal poverty levels determine eligibility for many state and federal assistance programs including Medicaid, Affordable Housing Vouchers, Head Start, Supplemental Nutrition Assistance Program (SNAP), free and reduced school lunch, and weatherization assistance.

For 2018, the federal poverty levels (FPL) by household size are:

1 Person	\$12,060
2 People	\$16,240
3 People	\$20,420
4 People	\$24,600
More	Add \$4,180 each

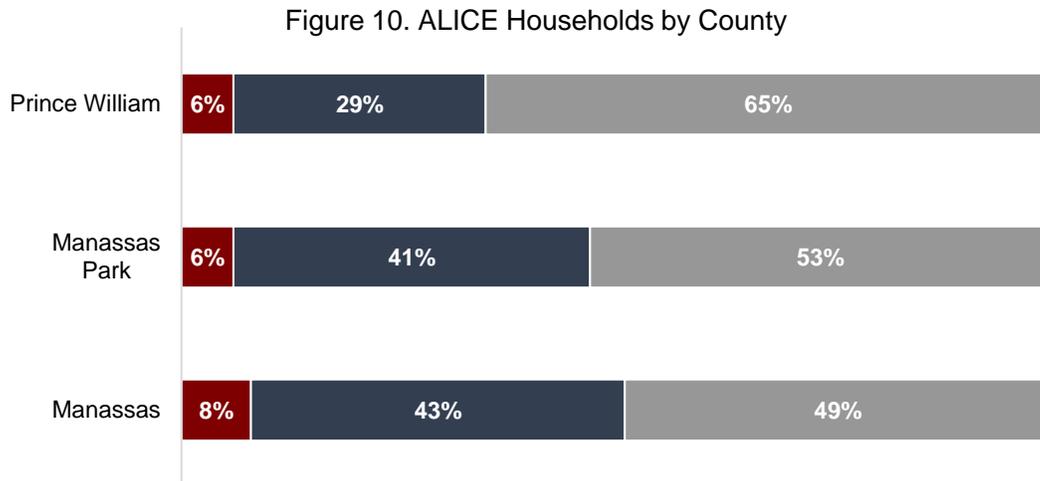
These levels are far below the living wage levels indicated in the previous section, meaning that individuals and families who live above the federal poverty level but below a living wage may be in desperate need of assistance but ineligible for safety net programs.

<sup>12</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table DP03.

<sup>13</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table S1707.



The United Way has spearheaded research on these individuals, which they label “ALICE” – asset limited, income constrained, employed. While 11% of Virginians fell below the federal poverty threshold in 2015, 39% fell below the ALICE threshold.<sup>14</sup>



Using the FPL can be misleading when over one-third of families are struggling to get by in People Incorporated’s Greater Prince William service area.

Another way to look at income distribution is through median annual household income. The median income varies greatly across region at \$98,546 in the county, and much lower in the cities of Manassas (\$74,371) and Manassas Park (\$75,027). Median income in Prince William County is among the top 10% in the state.<sup>15</sup>

Figure 11. Median Annual Household Income by County



<sup>14</sup> United Ways of Virginia. 2017. “ALICE: Asset Limited, Income Constrained, Employed. Virginia.”

<sup>15</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table DP03.

## Transportation

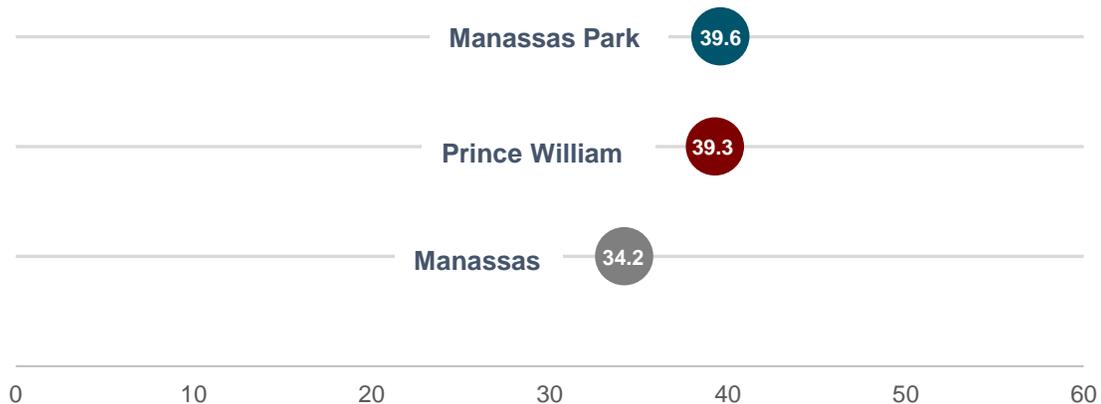
Transportation came out as a top issue in survey and focus group data for the Greater Prince William region. According to focus group feedback, the current public transportation system isn't meeting the population's need. Lack of bus service west of Manassas means that many residents do not have access to public transit. Additionally, funding for public transit is decreasing because of reduced revenue from motor fuel taxes. Partners serving the homeless population also asserted that transportation is an obstacle clients face in obtaining and maintaining employment.

**Twenty-eight percent of community survey respondents in the Greater Prince William area said they did not have reliable transportation.** Reliable transportation is crucial to maintaining stable employment, but also effects the ability to attend regular medical appointments.

For many Prince William are residents, a personal vehicle is the only available means of transportation for work, medical appoints, and basic errands. Across the region, about 4,500 households have no vehicle available.<sup>16</sup>

For those who do have access to transportation, commute times in Greater Prince William are some of the highest in People Incorporated's service areas, being only a minute shorter on average than the Northern Piedmont region.<sup>17</sup> Long commute times may just seem like an inconvenience, but a recent Harvard study shows that the longer an average commute time in a given county, the less likely it is that a low-income family will experience upward economic mobility.<sup>18</sup>

Figure 12. Average Commute Time in Minutes



<sup>16</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table B08201.

<sup>17</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table DP03

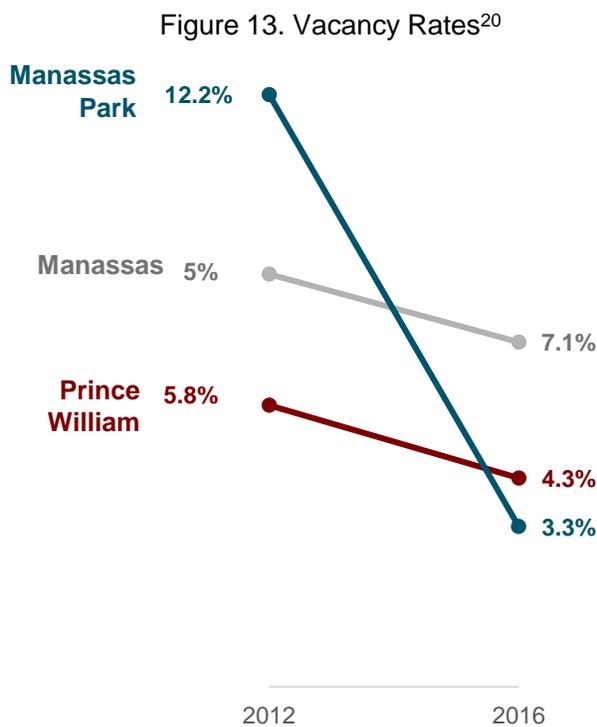
<sup>18</sup> Chetty, Raj, Nathaniel Hendren, Patrick Kline, and Emmanuel Saez. 2014. "Where is the Land of Opportunity? The Geography of Intergenerational Mobility in the United States."

# IV. Housing

Housing was the top individual and community need listed by community members in the Greater Prince William region. Housing was, by far, the top community need identified by partners as well; twice as many partners identified housing as the greatest community need as any other issue. Former Governor McAuliffe’s issuance of Executive Order 32 in 2014, to “identify and implement actions to enable quality, affordable housing,” further underlines the need across the commonwealth.<sup>19</sup>

## Housing Quality and Quantity

During focus groups, partners and board members from the Greater Prince William region discussed the limited quantity of housing for rapidly growing population. The limited housing stock means that the lowest-income individuals and families often end up in the cheapest and lowest quality housing units. Across the region, renter occupied units tend to be older than owner occupied units.<sup>20</sup> This means that renters, who are often lower income, are more likely to face issues that come with old houses, like inadequate weatherization or electrical and plumbing that are not up to current code. Low-income renters often also have fewer options in their price range, and those that are affordable may be low-quality or even unsafe.



Reflecting the growing population, **vacancy rates in all three localities have steadily decreased over the last five years.**<sup>20</sup>

Low vacancy rates can impact low-income families in many ways. When fewer homes are available in a growing geographic area, costs often rise, decreasing the number of affordable homes. Similarly, when few homes are available, families with better credit or rental histories will likely win out over those with less stable finances. These factors may force economically disadvantaged families to live further from economic centers to find affordable housing. Migration out of urban centers because of housing cost increases commute times and increases demand for public transportation in suburban communities like many of those in Prince William County.

<sup>19</sup> Virginia Coalition of Housing and Economic Development Researchers. 2017. “Addressing the Impact of Housing for Virginia’s Economy: A Report for Virginia’s Housing Policy Advisory Council.”

<sup>20</sup> US Census Bureau. American Community Survey, 2012-2016 5-Year Estimates. Table DP04.

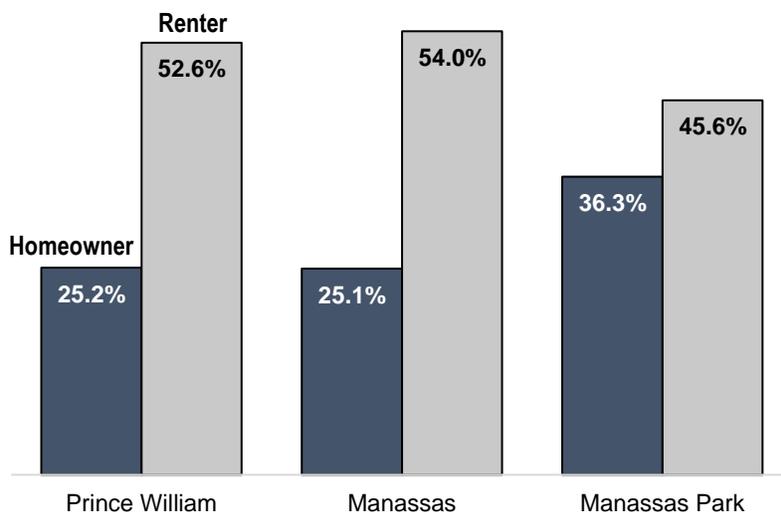
# Affordable Housing

**Twenty-eight percent of survey respondents in the GPW region affirmed that they had chosen between paying for housing and paying for other basic needs in the past year.**

When housing costs are too high, families must make the difficult choice of which needs are most important and what needs won't be met that month. A 2017 report to the Virginia Housing Policy Advisory Council found that Virginia has a shortage of affordable housing, and this has major implication for state policy priorities like workforce development, transportation, education, and health.<sup>21</sup>

Partners and board members discussed that the development of affordable housing has not been able to keep up with demand. The waiting list for Housing Choice Vouchers in Prince William County is over 5 years. Almost no options exist for families making below 30% of Area Median Income.

Figure 14. Housing Cost Burdened Households by Type<sup>24</sup>



One-third of households in the Northern Piedmont are housing cost burdened<sup>22</sup>. However, over 50% of renters are housing cost burdened. For families living below, or even a little above, the poverty threshold, housing comprises a much larger proportion of monthly income.

Housing cost-burdened adults are less able to spend their limited funds on necessary medical costs like prescriptions or health insurance. For children, being cost burdened means that a family is less likely to

spend their income on child enrichment, which affects economic potential into adulthood. When families are forced to settle for housing that is affordable to them, they may also lose access to other social and cultural resources. High cost communities and neighborhoods often have higher quality K-12 schools. More affordable housing is often in less desirable locations that may be farther from community goods and services like supermarkets, banks, and social service providers.

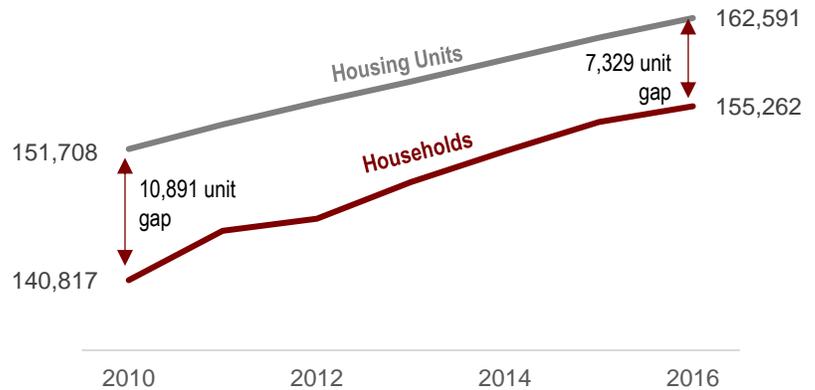
<sup>21</sup> Virginia Coalition of Housing and Economic Development Researchers. 2017. "Addressing the Impact of Housing for Virginia's Economy: A Report for Virginia's Housing Policy Advisory Council."

<sup>22</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. TableDP04. For this report, Housing Cost Burdened is defined as spending 30% or more of a household's income on housing.

Partners in the Greater Prince William region emphasized that the demand for affordable housing is much greater than the supply. **The gap between the number of households living in the region and the number of housing units available has been steadily decreasing in recent years.**<sup>23</sup>

Development of housing is not keeping up with population growth. This relationship puts a squeeze on the market, driving up the cost of housing for both renting and purchasing a home. The large demand and small supply of affordable housing means there are waiting lists for these properties.

Figure 15. Housing demand in Northern Piedmont<sup>23</sup>

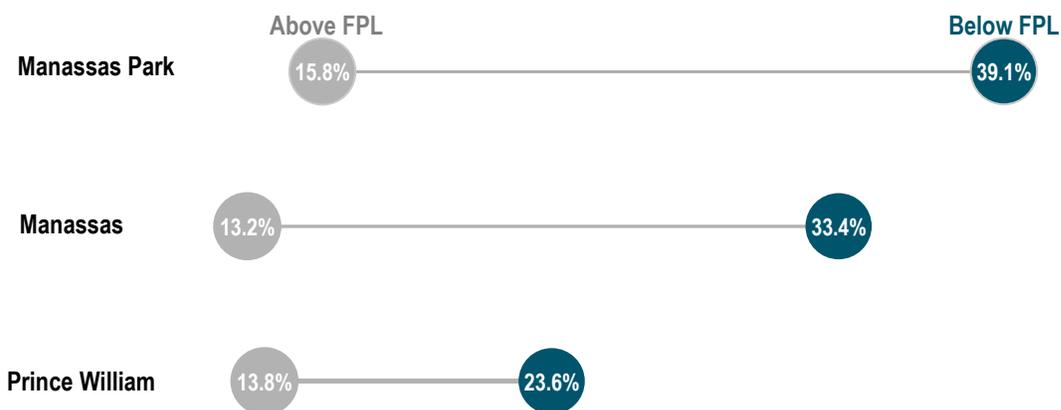


## Mobility

Low-income individuals also move residences at a higher rate than their higher income counterparts. In the Greater Prince William region, like most of the People Incorporated service area, individuals living below the federal poverty level are almost twice as likely to have moved in the past year as those living above the FPL.<sup>24</sup>

When families move due to increasing housing costs, children often move schools, negatively affecting academic performance and social development.<sup>25</sup>

Figure 16. Percentage of Individuals Moved in the Last Year by Poverty Status



<sup>23</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. TableDP04

<sup>24</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table B07012.

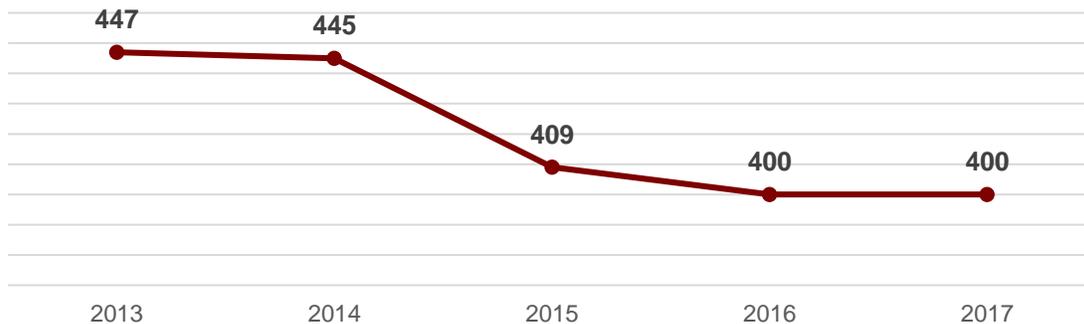
<sup>25</sup> Roy, Joydeep, Melissa Maynard, and Elaine Weiss. 2008. "The Hidden Costs of the Housing Crisis." The Partnership for America's Economic Success.

## Homelessness

Measuring the number and characteristics of homeless individuals in a community is a difficult process. The data here represent the Point-in-Time (PIT) count method used by the Department of Housing and Urban Development. For the PIT method, service provider work to count the literally homeless individuals in emergency shelter, transitional housing, or unsheltered.

Over the past five years, the PIT count has shown a decrease in the number of homeless persons living in Prince William County, Manassas, and Manassas Park.<sup>26</sup>

Figure 17. Homeless Individuals in Greater Prince William



The Prince William Continuum of Care identified 400 homeless individuals in the 2017 PIT. Thirty-three percent (131) of these individuals were children.

“There are many people living in the homes of others because they cannot afford their own home. Rent is too expensive.”

- Manassas  
Community Member

While the point-in-time count does capture a portion of households who do not have permanent housing, it misses individuals and families that might be staying with friends until they can afford a deposit on their own place or those who are living in week to week hotel rooms. **Twenty-nine percent of Greater Prince William respondents to the community member survey had shared housing with another household to avoid being homeless in the past year.**

Board members and partners also discussed needs related to homelessness at focus groups. They identified a need for more transitional and permanent supportive housing. Homeless individuals and families need a lot of support to make a successful transition into their own permanent housing. Giving them time to get on their feet while living in transitional or supportive housing can make this transition more gradual and more successful.

<sup>26</sup> Metropolitan Washington Council of Governments. May 2017. “Homelessness in Metropolitan Washington: Results and Analysis from the Annual Point-in Time (PIT) County of Persons Experiencing Homelessness.”

## V. Education

Survey and focus group respondents mentioned the need for education in various ways. **Primary was the need for technical and workforce education targeted to higher paying jobs.** Partners and board members recognized the importance of workforce and technical education as a path to greater earnings for low-income individuals.

### Educational Attainment

Educational attainment in the Greater Prince William region is the highest of any of People Incorporated’s service regions. Residents in this region are more likely to have both a high school diploma and a bachelor’s degree.<sup>27</sup>

Figure 18. Educational Attainment<sup>27</sup>

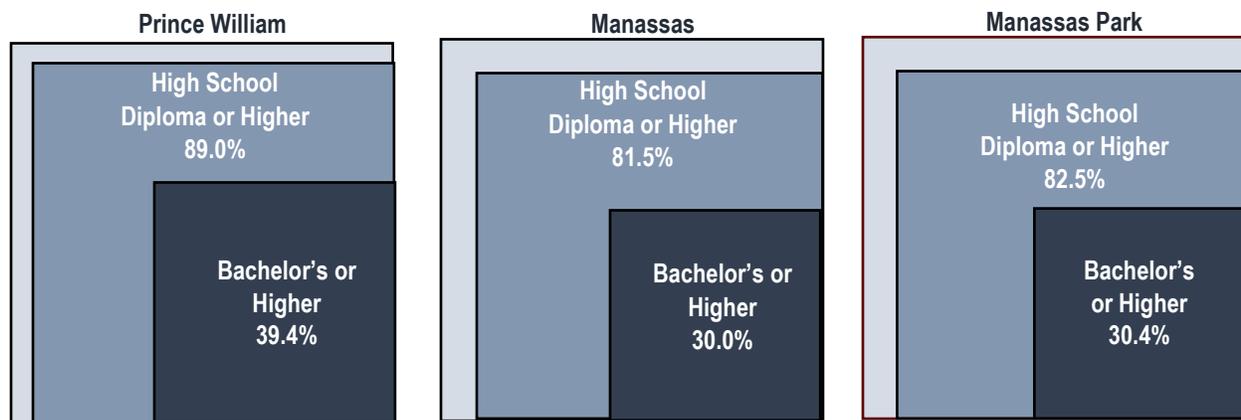
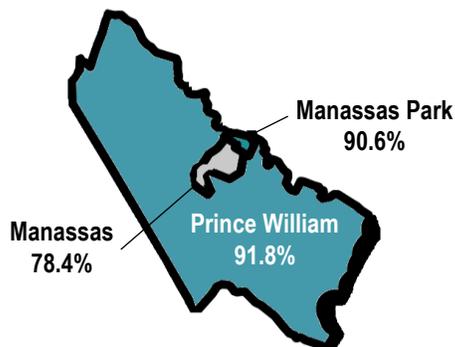


Figure 19. On-time Graduation Rate



Graduating from high school on time has a large impact for both the individual’s lifetime earning potential and for the economy. In Prince William County, median annual earnings for someone who did not graduate high school are \$27,604 and \$33,184 for someone with a high school diploma.<sup>28</sup> Similarly, the unemployment rate for dropouts in Virginia is 1.5 times higher than that for high school graduates. **On time high school graduation rates range from a low of 78.4% in Manassas City to 91.8% in Prince William County.**<sup>29</sup>

<sup>27</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table S1501.

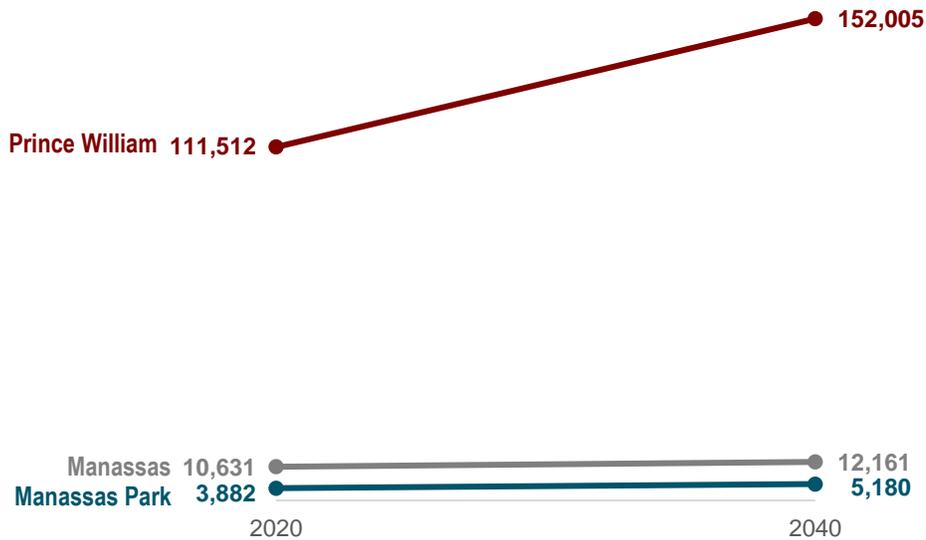
<sup>28</sup> US Census Bureau. American Community Survey. 2012-2016 5-year estimates. Table S1501

<sup>29</sup> Virginia Department of Education. State Level Cohort 4-Year Report 2017

# VI. Children and Youth

Almost 140,000 children live in People Incorporated’s Greater Prince William service area.<sup>30</sup> The population of children is expected to grow by over 43,000 by 2040.<sup>31</sup>

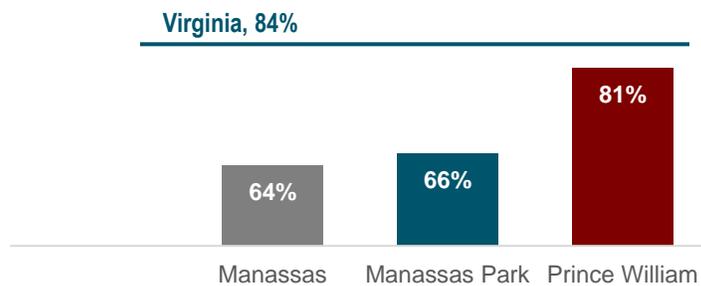
Figure 20. Population growth for children under 15



## Kindergarten Readiness

Entering school ready to learn can have significant long-term benefits for children on education, employment, earnings, marriage, and health.<sup>32</sup> For the 2017-2018 academic year, 84% of children in Virginia entered kindergarten with appropriate reading levels. Readiness varied among counties, with Manassas having the smallest percentage of ready children and Prince William County the largest.<sup>33</sup>

Figure 21. 2017 Kindergarten Readiness Rates



<sup>30</sup> US Census Bureau. American Community Survey. Annual Population Estimates. 2016. Table PEPAGESEX.

<sup>31</sup> Demographics Research Group of the Weldon Cooper Center for Public Services. June 2017.

<sup>32</sup> Heckman, James, Rodrigo Pinto, and Peter Svelyev. 2013. “Understanding the Mechanisms Through Which an Influential Early Childhood Program Boosted Adult Outcomes.” *American Economic Review* 103(6).

<sup>33</sup> Virginia Department of Education. PALS-K for fall 2018 kindergarten entry.

## Childcare

According to board and partner focus groups, affordable childcare and early childhood education are important needs in the region. Top concerns related to childcare fall in to the following categories:

- **Affordability of care**

While the Virginia Department of Social Services does provide subsidies for childcare to low-income families, issues remain with the number of centers who are willing to accept the vouchers and for families that make too much to qualify for subsidies, but too little to afford quality childcare. In some areas, families who may qualify still cannot get subsidies because of the waitlist. During a focus group, partners shared that about 200 households are currently on the waiting for childcare subsidies in Prince William County.

As of February 2018, only 46% of the registered childcare providers in the Greater Prince William region provide subsidies, and only 29% provide full time care and accept subsidies.<sup>34</sup> The average cost of childcare in Virginia is 43% of the median earnings for someone with a high school diploma.<sup>35</sup> Spending almost half of one's income on childcare leaves little left to pay for housing, food, and other basic needs

In Virginia, center-based childcare costs an average of **\$12,792 a year** for one infant.

For an infant and a 4-year old, the cost jumps to **\$22,360 a year.**<sup>35</sup>

- **Availability of care**

Availability of childcare is an issue in many cities across the country experiencing population growth. In the Greater Prince William area, 54% of registered providers offer full-time licensed care. However, there are even less care providers for newborns less than one-year old. Only 47% of providers offer licensed newborn care.

Title I preschool and the Virginia Preschool Initiative have greatly expanded care for four-year-olds across the state. In the fall of 2017, 1,821 children under five were enrolled in preschool programs at public schools across the region.<sup>36</sup> Publicly available preschool at no cost to parents is a step in the right direction to addressing the affordability and availability needs related to childcare and early childhood education.

Even with existing efforts at improving childcare access, a large gap still remains between the number of children that may need care and the number of available childcare slots with qualified providers. According to 2016 US Census Bureau estimates, about 38,000 children under age five live in the Greater Prince William service area.<sup>37</sup> If all 26,358 registered provider slots are filled, and an additional 1,828 children are in public preschool, that still leaves almost **10,000 children without registered care in the Greater Prince William service area.** Some of these families may not have their children in center by choice, while others may rely on friends or family, or use unregulated and unregistered providers because it's the only affordable option.

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<sup>34</sup> Virginia Department of Social Services. Child Day Care. Searched February 2018.

<sup>35</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table S1501. Childcare Aware of America. "Parent and the High Cost of Child Care: 2017 Report."

<sup>36</sup> Virginia Department of Education. Fall 2017 Membership Data.

<sup>37</sup> US Census Bureau. American Community Survey 2016 Annual Population Estimates. Table PEPAGESEX.

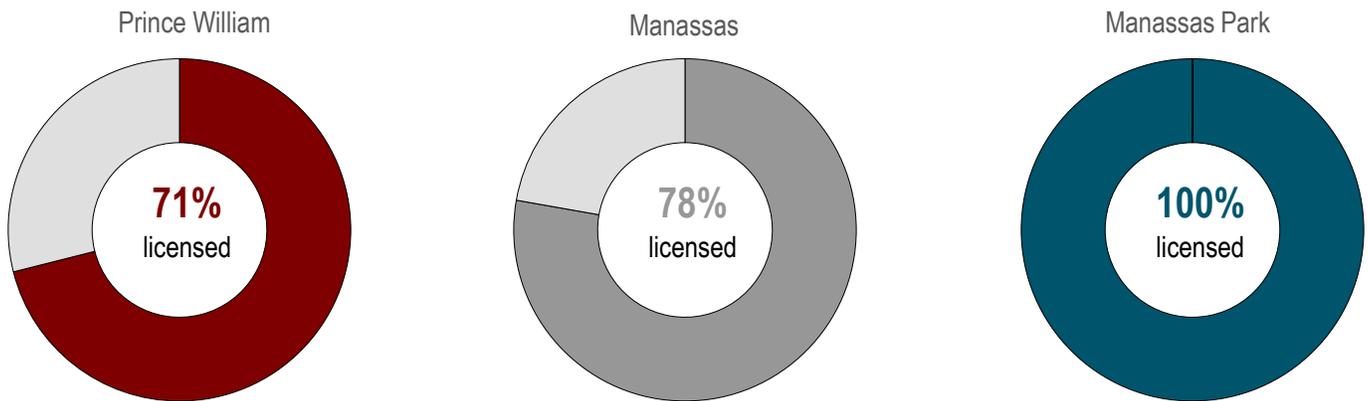
- **Conflict between care schedules and employment schedules**

Focus group and survey respondents commented on the **lack of childcare for individuals who work other than traditional work hours**. This may include manufacturing workers or healthcare professionals who work nights, or those who work retail or restaurant jobs that might have evening shifts. When extended childcare hours are available, they often cost more than standard daytime hours.

- **Licensing and quality of care**

In the Greater Prince William area, **72% of providers registered with the Department of Social Services are licensed**.<sup>38</sup> Of all People Incorporated’s service regions, Prince William has both the largest number and largest proportion of licensed providers. One common provider of unlicensed care is religious institutions that are classified as “religious exempt.” These centers are not subject to the same regulation and inspection standards as licensed facilities. Recent federal legislation expanded requirements for religious exempt centers that receive subsidies in an attempt to improve quality and accountability. Partners discussed that meeting these standards can sometimes be cost prohibitive for churches. Board members commented on the need for more support to help centers become licensed and for providers to become better trained.

Figure 22. Proportion of Registered Child Day Care Providers with a License



Virginia has implemented multiple initiatives and programs with the goal of improving the quality of child care and early childhood education in the state. The Virginia Quality program is a voluntary quality rating and improvement system that provides support to all types of providers that seek to improve that quality of care. Families can use the Virginia Quality website to explore the quality of participating providers in the domains of basic health and safety, education and qualifications, curriculum and assessment, and environment and interactions.<sup>39</sup> The Virginia Department of Social Services and The Virginia Early Childhood Foundation jointly administer the Virginia Quality program.

The Virginia Early Childhood Foundation also heads the statewide Smart Beginnings network. Smart Beginnings works to build partnerships and systems change to increase capacity to

<sup>38</sup> Virginia Department of Social Services. Child Day Care. Searched February 2018.

<sup>39</sup> Virginia Quality. Virginia Department of Social Services. [www.virgininaquality.com](http://www.virgininaquality.com)

provide quality early childhood development at the local level. Smart Beginnings programs exist in all localities served by People Incorporated.

Even with these, and other, initiatives, access to care that is both high quality and affordable remains a barrier to many families.

## Head Start Supplemental Info

### Eligibility Estimates

As a Head Start and Early Head Start grantee, People Incorporated reports on data specific to the needs of low-income children and families in our service area related to child care and early childhood education. This section specifically outlines those data points as specified by the Head Start Program Performance Standards.

For each locality, estimates of eligible Head Start and Early Head Start children are presented as a range, based on free-lunch methodology.<sup>40</sup>

Figure 23. Estimated Number of Head Start Eligible Children

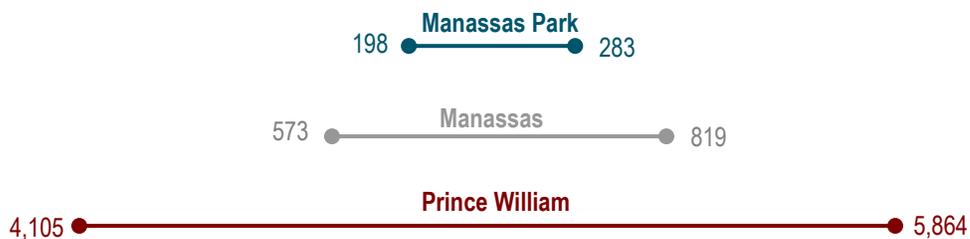
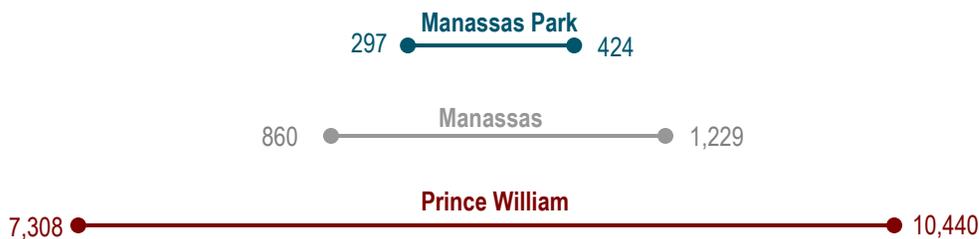


Figure 24. Estimated Number of Early Head Start Eligible Children

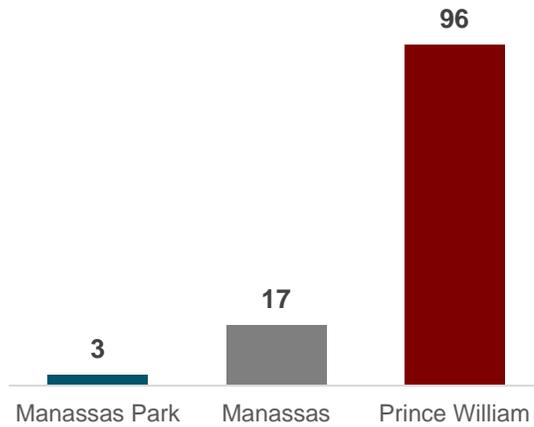


<sup>40</sup> The authors of this report used the Free Lunch Method to estimate the number of children eligible for Head Start and Early Head Start services. Details on this method are found in Appendix J.

## Foster Care

In the Greater Prince William region, **116 children were in foster care as of January 1, 2018**. Of all of People Incorporated's regions, Greater Prince William has the smallest proportion of its children in foster care.

Figure 25. Children in Foster Care as of January 1, 2018



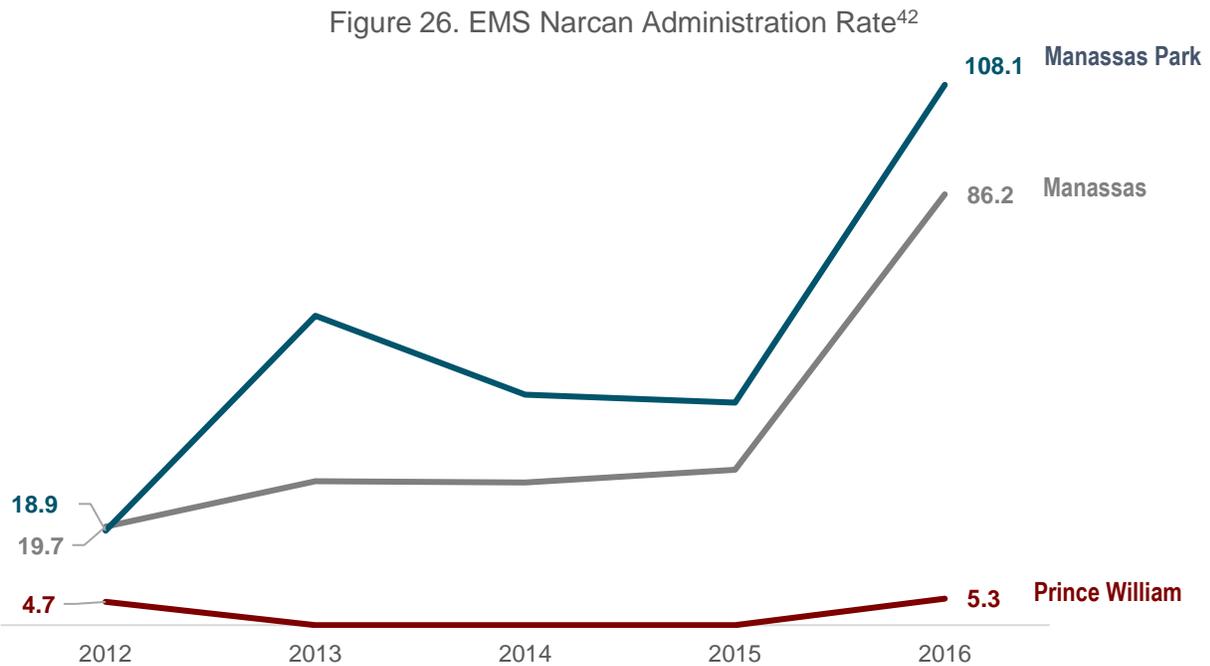
# VII. Nutrition, Health, and Wellness

## Substance Abuse and Mental Health

Partners identified substance abuse and mental health services as important needs in their community.

In just the past few years, opioid abuse has come to the top of concerns for communities because of its direct impact on health, employment, child development, homelessness, and overall financial wellbeing. **For Americans under 50, drug overdose is now the leading cause of death<sup>41</sup>**. Based on the feedback we received, mental health services and substance abuse services are joint needs that must be addressed simultaneously.

**Since 2012, the rate of Narcan administration by EMS has risen substantially in both Manassas and Manassas Park, but remains low in Prince William County.<sup>42</sup>**

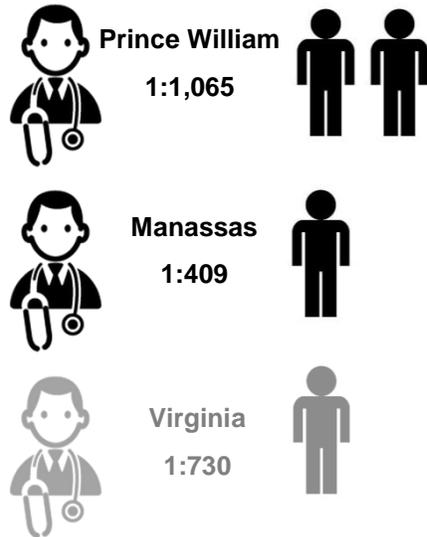


<sup>41</sup> National Institutes of Health. Initiative to Help End the Opioid Crisis. [www.nih.gov/opioid-crisis](http://www.nih.gov/opioid-crisis). Accessed Feb 2018.

<sup>42</sup> Virginia Department of Health. Opioid Addiction Indicators Dashboard.

Focus group participants in Greater Prince William discussed the shortage of substance abuse and mental health services and providers to meet the growing need. Partners also noted that the local Community Services Board is having difficulty recruiting staff to provide these services.

Figure 27. Ratio of Residents per Mental Health Provider



**The number of residents per mental health providers is 968:1 in the Greater Prince William region, which is higher than the state rate.**

Individuals recovering from substance abuse need intensive care and support. Assistance with housing, food, and life skills are essential to continuing sobriety. This is especially true for special populations including those recently incarcerated, those with physical disabilities, and those with concurrent medical and mental health illness. While about half of individuals with substance abuse issues participate in treatment programs while in prison, only one-quarter are still receiving those services eight to ten months after release.<sup>43</sup> Individuals with physical and sensory disabilities may have difficulty getting treatment because of facility accessibility or lack of staff who are trained to work with visually or hearing impaired clients.<sup>44</sup>

It is also important to note that mental health care for children and youth is an aspect of this need. **Of survey respondents who had children, 22% said they'd experienced emotional and behavioral problems with their children in the last 12 months.**

<sup>43</sup> Mallik-Kane, Kamala and Christy Visher. 2008. "Health and Prisoner Reentry: How Physical, Mental, and Substance Abuse Conditions Shape the Process of Reintegration." *Urban Institute Justice Policy Center*.

<sup>44</sup> Substance Abuse and Mental Health Services Administration. 2011. "Substance Use Disorders in People with Physical and Sensory Disabilities." *In Brief* (6):1.

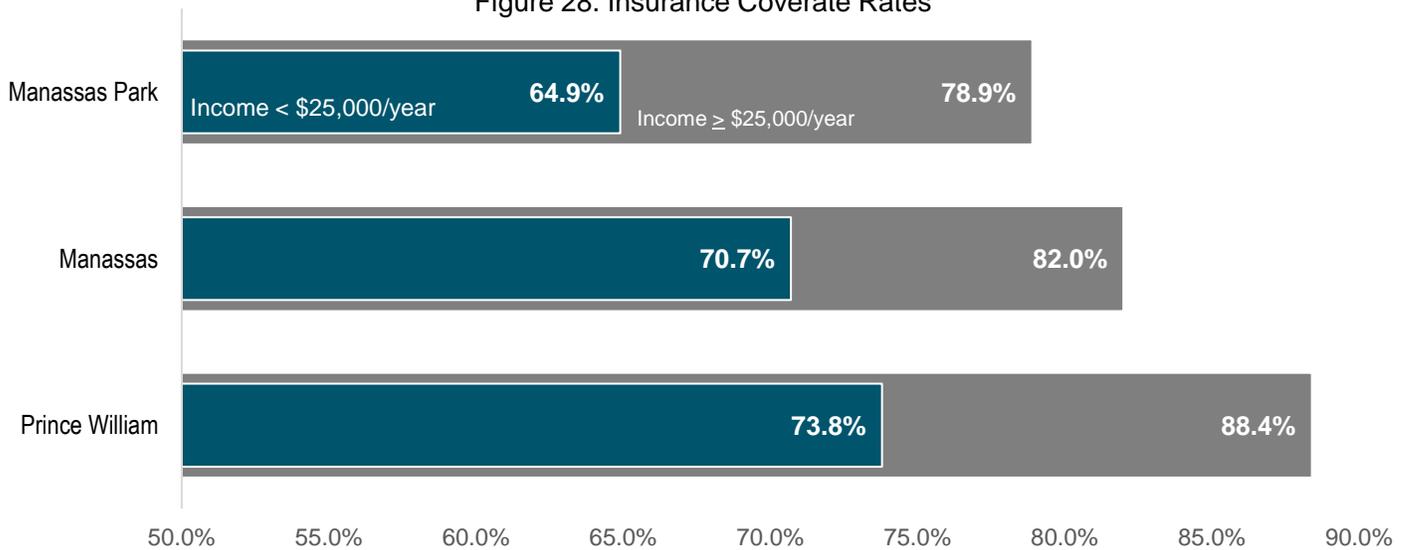
## Affordable Health and Dental Care

When asked to score the importance of almost 30 needs, Greater Prince William community members scored affordable health and dental care as third highest, and partners scored it with highest importance.

Access to affordable healthcare is especially important for those who are not covered by safety net programs and cannot access or afford insurance coverage through their employer or the marketplace.

**Rates of insurance coverage are much lower among households making less than \$25,000 a year.<sup>45</sup>**

Figure 28. Insurance Coverate Rates



Focus group participants illuminate multiple facets of how this need affects low income families across the region:

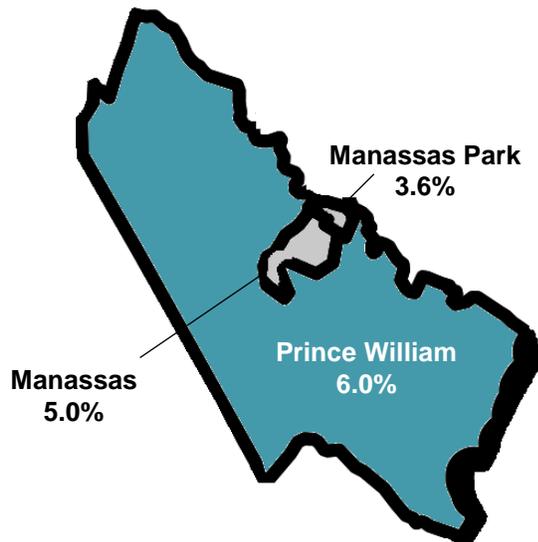
- Many individuals do not have dental coverage
- Healthcare options that do exist are not affordable
- Finding affordable transportation to access healthcare resources is a major hurdle
- Accessing health services becomes low priority when low-income families are trying to balance work, children, transportation, etc.

<sup>45</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table S2701.

# Nutrition

**Eighteen percent of respondents to the community member survey said they have gone hungry in the past 12 months, despite the fact that 57% receive Supplemental Nutrition Assistance (SNAP) and 38% have used food banks or pantries.**

Figure 29. Food Insecurity Rate by Locality

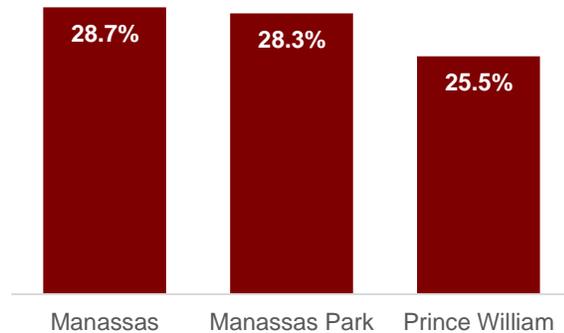


**26,300 individuals in the Greater Prince William area are food insecure<sup>46</sup>**, including over 9,800 households who receive SNAP benefits.<sup>47</sup> Food insecure families lack access to enough food for active, healthy lifestyles and have limited availability of nutritionally adequate food.

Access to affordable, healthy food has health impacts. Obesity rates across the United States have a close relationship with poverty, though it varies greatly by race and gender.<sup>48</sup> In the United States, women who live below 130% of the federal poverty level are significantly more likely to be obese than those who are less poor. A similar relationship exists for children and adolescents. According to data from the CDC, “low income children and adolescents are more likely to be obese than their higher income counterparts.”<sup>49</sup>

Focus group participants also expressed concern around increasing rates of diabetes in their communities. They suggested a need for improved nutrition education and better access to healthy foods. They identified a need to encourage use of SNAP benefits at local farmer’s markets and acknowledged the link between nutritious food and the ability to work.

Figure 29. Adult Obesity Rates<sup>50</sup>



<sup>46</sup> Feeding America. Map the Meal. 2015 Data.

<sup>47</sup> US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table DP03.

<sup>48</sup> Desilver, Drew. 2013. “Obesity and poverty don’t always go together.” Pew Research Center.

<sup>49</sup> Ogden, Cynthia, Molly Lamb, Margaret Carroll, and Katherine Flegal. 2010. “Obesity and Socioeconomic Status in Children and Adolescents: United States 2005-2008.” NCHS Data Brief No. 51.

<sup>50</sup> Centers for Disease Control and Prevention. Diabetes Atlas. 2013 Data

## **VIII. Other Key Findings**

### **Coordination, Collaboration, and Community**

Community members, partner organizations, and board members also aligned on needs that don't fit into a specific service category. These need to improved coordination and collaboration among service providers and improvement in the overall sense of support in the community influence all of the needs discussed thus far.

The need for better coordination and collaboration was particularly important to partners we heard from. They discussed the difficulty of navigating the many organizations that provide assistance to low-income individuals. Moving someone out of poverty takes a wide variety of services and supports, which are often provided by a variety of organizations. Greater coordination among these providers could create a strategic approach to serving an individual or family, ensuring that they are connected with each service they need.

While partners were concerned with the logistics of providing coordinated services, community members identified a need for a stronger sense of community. Greater Prince William community members want more positive ways for the community to interact, ways they can support each other.

Stakeholders from all levels are looking for a better way to work together so that people in need receive help.

# Appendices

## Appendix A. Demographic Statistics by County

		<b>Manassas</b>	<b>Manassas Park</b>	<b>Prince William</b>	<b>Greater Prince William Total</b>
	Total Population	41,483	15,915	455,210	<b>459,090</b>
<b>Racial and Ethnic Distribution</b>	Percent White Alone	69.63%	66.55%	60.41%	<b>61.37%</b>
	Percent Black/African American Alone	13.75%	12.98%	20.64%	<b>19.83%</b>
	Percent Native American Alone	0.81%	0.13%	0.34%	<b>0.38%</b>
	Percent Asian Alone	5.33%	9.95%	7.95%	<b>7.79%</b>
	Percent Hawaiian/Pacific Islander Alone	0.25%	0.08%	0.13%	<b>0.14%</b>
	Percent Other Race Alone	6.14%	5.92%	5.16%	<b>5.26%</b>
	Percent Two or More Races	4.08%	4.38%	5.37%	<b>5.24%</b>
	Percent Hispanic of Latino (of any race)	34.10%	36.53%	21.89%	<b>23.36%</b>
<b>Sex</b>	Percent Female	50.29%	47.01%	50.18%	<b>50.09%</b>
<b>Age</b>	Median Age	34.4	33.4	33.1	

Source: American Community Survey: 2016 5-year Estimates. U.S. Census Bureau

## Appendix B. Armed Forces and Veterans Characteristics by County

		Manassas	Manassas Park	Prince William	Greater Prince William Total
	Active Duty Military	28	41	5,900	5,969
<b>Veteran Period of Service</b>	Gulf War (2001 or later)	21.9%	34.1%	36.7%	35.9%
	Gulf War (1990-2001)	28.7%	37.8%	48.6%	47.4%
	Vietnam Era	43.1%	30.3%	24.3%	25.4%
	Korean Era	5.8%	1.5%	3.5%	3.6%
	WWII Era	1.9%	0%	1.5%	1.5%
	Veterans as a Percent of Total Population	7.5%	7.9%	13.0%	12.4%
	Poverty Rate for Veterans	6.7%	2.8%	2.1%	2.3%
	Unemployment Rate for Veterans	7.4%	2.2%	2.7%	

Source: US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Tables DP03 and S2101.

## Appendix C. Unemployment Rate by County

	<b>Manassas</b>	<b>Manassas Park</b>	<b>Prince William</b>	<b>Greater Prince William Total</b>
2012	5.6%	5.3%	5.3%	<b>5.3%</b>
2013	5.4%	5.1%	5.2%	<b>5.2%</b>
2014	5.0%	4.8%	4.9%	<b>4.9%</b>
2015	4.2%	4.2%	4.1%	<b>4.1%</b>
2016	3.6%	3.5%	3.6%	<b>3.6%</b>

Source: Virginia Employment Commission: Local Area Unemployment Statistics

## Appendix D. Employment and Wages by Industry

		<b>Manassas</b>	<b>Manassas Park</b>	<b>Prince William</b>	<b>Greater Prince William Total</b>
Accommodation and Food Service	# of employees	2,186	79	14,336	<b>16,601</b>
	Avg. Weekly Wage	\$340	\$436	\$344	<b>\$344</b>
Admin, and Support and Waste Management	#	1,616	350	6,589	<b>8,555</b>
	Avg. Weekly Wage	\$697	\$658	\$746	<b>\$745</b>
Agriculture, Forestry, Fishing, and Hunting	#	0	0	83	<b>83</b>
	Avg. Weekly Wage	N/A	N/A	\$762	<b>\$762</b>
Arts, Entertainment, and Recreation	#	237	*	4,722	*
	Avg. Weekly Wage	\$442	*	\$496	*
Construction	#	1,674	1,204	13,678	<b>16,556</b>
	Avg. Weekly Wage	\$1,082	\$951	\$1,086	<b>\$1,076</b>
Educational Services	#	1,524	552	17,094	<b>19,170</b>
	Avg. Weekly Wage	\$920	\$903	\$883	<b>\$887</b>
Finance and Insurance	#	406	23	2,132	<b>2,561</b>
	Avg. Weekly Wage	\$1,225	\$600	\$1,337	<b>\$1,313</b>
Healthcare and Social Assistance	#	3,922	25	13,492	<b>17,439</b>
	Avg. Weekly Wage	\$1,054	\$563	\$864	<b>\$906</b>
Information	#	57	16	1,538	<b>1,611</b>
	Avg. Weekly Wage	\$1,559	\$780	\$1,198	<b>\$1,207</b>
Management of Companies and Enterprises	#	130	*	770	*
	Avg. Weekly Wage	\$1,209	*	\$1,513	*

Source: Virginia Employment Commission. Quarterly Census of Employment and Wages. 2<sup>nd</sup> Quarter 2017.

## Appendix D. Employment and Wages by Industry continued

		<b>Manassas</b>	<b>Manassas Park</b>	<b>Prince William</b>	<b>Greater Prince William Total</b>
Manufacturing	#	1,945	167	2,054	<b>4,166</b>
	Avg. Weekly Wage	\$1,735	\$706	\$1,199	<b>\$1,429</b>
Mining, Quarrying, Oil and Gas	#	*	0	89	*
	Avg. Weekly Wage	*	N/A	\$1,401	*
Other Services	#	903	171	4,573	<b>5,647</b>
	Avg. Weekly Wage	\$868	\$790	\$665	<b>\$701</b>
Professional, Scientific, and Technical Services	#	3,153	115	9,098	<b>12,366</b>
	Avg. Weekly Wage	\$1,934	\$1,330	\$1,584	<b>\$1,671</b>
Public Administration	#	1,219	324	7,513	<b>9,056</b>
	Avg. Weekly Wage	\$1,523	\$204	\$1,657	<b>\$1,587</b>
Real Estate and Rental and Leasing	#	245	79	1,747	<b>2,071</b>
	Avg. Weekly Wage	\$1,098	\$808	\$930	<b>\$945</b>
Retail Trade	#	2,067	182	22,368	<b>24,617</b>
	Avg. Weekly Wage	\$743	\$762	\$547	<b>\$565</b>
Transportation and Warehousing	#	460	*	2,521	*
	Avg. Weekly Wage	\$1,123	*	\$995	*
Utilities	#	*	0	728	*
	Avg. Weekly Wage	*	N/A	\$1,585	*
Wholesale Trade	#	394	225	2,988	<b>3,607</b>
	Avg. Weekly Wage	\$1,316	\$1,647	\$1,139	<b>\$1,190</b>

Source: Virginia Employment Commission. Quarterly Census of Employment and Wages. 2<sup>nd</sup> Quarter 2017.

\* Value is reported by VEC as confidential because of low number of employment in the industry

## Appendix E. Poverty by County

		<b>Manassas</b>	<b>Manassas Park</b>	<b>Prince William</b>	<b>Greater Prince William Total</b>
	Poverty Rate	8.7%	8.7%	7.0%	<b>7.2%</b>
<b>Poverty by Racial Group</b>	White Alone	7.6%	8.2%	5.1%	<b>5.4%</b>
	Black/African American Alone	7.6%	7.9%	9.8%	<b>9.7%</b>
	Native American Alone	0%	0%	7.5%	<b>6.1%</b>
	Asian Alone	6.1%	0.7%	7.3%	<b>7.0%</b>
	Native Hawaiian/Pacific Islander Alone	0%	0%	0%	<b>0%</b>
	Other Race Alone	19.8%	31.4%	14.7%	<b>15.8%</b>
	Two or more Races	18.2%	5.0%	11%	<b>11.4%</b>
<b>Poverty by Ethnicity</b>	Hispanic or Latino	13.6%	13.2%	10.8%	<b>15.8%</b>
	Not Hispanic or Latino	4.7%	6.9%	3.8%	<b>11.4%</b>
<b>Poverty by Sex</b>	Female	10.3%	9.2%	7.7%	<b>8.0%</b>
	Male	7.0%	8.2%	6.4%	<b>6.5%</b>

Source: American Community Survey: 2016 5-year Estimates. U.S. Census Bureau

## Appendix F. Living Wage by County and Family Type

	<b>Manassas</b>	<b>Manassas Park</b>	<b>Prince William</b>	<b>Greater Prince William Average</b>
1 Adults	\$15.70	\$15.70	\$15.70	<b>\$15.70</b>
1 Adult 1 Child	\$28.37	\$28.37	\$28.37	<b>\$28.37</b>
1 Adult 2 Children	\$33.03	\$33.03	\$33.03	<b>\$33.03</b>
1 Adult 3 Children	\$40.78	\$40.78	\$40.78	<b>\$40.78</b>
2 Adults (1 working)	\$22.47	\$22.47	\$22.47	<b>\$22.47</b>
2 Adults (1 working) 1 Child	\$27.65	\$27.65	\$27.65	<b>\$27.65</b>
2 Adults (1 working) 2 Children	\$30.12	\$30.12	\$30.12	<b>\$30.12</b>
2 Adults (1 working) 3 Children	\$34.40	\$34.40	\$34.40	<b>\$34.40</b>
2 Adults	\$11.23	\$11.23	\$11.23	<b>\$11.23</b>
2 Adults 1 Child	\$15.76	\$15.76	\$15.76	<b>\$15.76</b>
2 Adults 2 Children	\$17.81	\$17.81	\$17.81	<b>\$17.81</b>
2 Adults 3 Children	\$20.76	\$20.76	\$20.76	<b>\$20.76</b>

Source: MIT Living Wage Calculator. 2017

## Appendix G. Transportation Characteristics by County

		<b>Manassas</b>	<b>Manassas Park</b>	<b>Prince William</b>	<b>Greater Prince William Total</b>
	Mean travel time to work (minutes)	34.2	39.6	39.3	<b>38.9</b>
<b>Means of Transportation to Work</b>	Drove alone	68.0%	70.9%	74.6%	
	Carpooled	12.4%	17.6%	13.4%	
	Public transit	3.5%	6.5%	5.5%	
	Walked	1.5%	0.2%	1.1%	
	Taxi, motorcycle, bike, or other	1.0%	1.3%	1.5%	
	Percent of households with no vehicle available	4.4%	5.0%	2.8%	<b>3.0%</b>

Source: American Community Survey: 2016 5-year Estimates. U.S. Census Bureau

## Appendix H. Housing Characteristics by County

		<b>Manassas</b>	<b>Manassas Park</b>	<b>Prince William</b>	<b>Greater Prince William Total</b>
	Vacancy Rate	7.1%	3.3%	4.3%	<b>4.5%</b>
	Median House Value	\$293,500	\$257,800	\$345,900	
<b>Median Monthly Housing Cost</b>	Renter	\$1,376	\$1,551	\$1,581	
	Owner	\$1,978	\$1,933	\$2,209	
<b>Median Monthly Income</b>	Renter	\$4,191	\$5,439	\$4,994	
	Owner	\$8,805	\$6,986	\$9,772	
<b>Percent of Households that are cost burdened</b>	Renter Occupied	54.0%	45.6%	52.6%	<b>52.5%</b>
	Owner Occupied	25.1%	36.3%	25.2%	<b>25.5%</b>
	Total	35.8%	39.5%	32.9%	<b>33.4%</b>
<b>Percent of Households moved in the last 12 months</b>	At or above FPL	13.2%	15.8%	13.8%	<b>13.8%</b>
	Below FPL	33.4%	39.1%	23.6%	<b>25.2%</b>

Source: US Census Bureau. American Community Survey 2012-2016 5-year estimates. Table DP04 and Table B07012.

## Appendix I. Educational Attainment by County (percent of population 25+)

	<b>Manassas</b>	<b>Manassas Park</b>	<b>Prince William</b>	<b>Greater Prince William Total</b>
Less than 9 <sup>th</sup> grade	11.8%	8.2%	5.4%	<b>6.0%</b>
9-12 <sup>th</sup> grade, no diploma	6.7%	9.3%	5.6%	<b>5.8%</b>
High school graduate	25.6%	27.4%	21.3%	<b>21.8%</b>
Some college or associate's degree	25.9%	24.7%	28.3%	<b>28.0%</b>
Bachelor's degree	18.8%	20.6%	23.4%	<b>22.9%</b>
Graduate or professional degree	11.2%	9.8%	16.0%	<b>15.4%</b>

Source: US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table S1501

# Appendix J. Head Start Eligibility Estimate

## Methodology

The number of children eligible for the Head Start and Early Head Start program was calculated using data obtained from the Virginia Department of Education and the U.S. Census Bureau by using the Free Lunch Method, which utilizes the number and percentage of children participating in the federally sponsored free lunch meal program.

Each school district in the service area offers the free lunch program to income-eligible children and their families. Participation in the free lunch program, similar to the Head Start and Early Head Start programs, is based on family income. In other words, a family must have an annual income that is below a certain level before they are eligible to participate in either program.

The population estimate for eligible Head Start children (aged 3-5) is derived from taking a percentage (40%) of the population age 0 to 5 (2015) in the localities. Birth rate for the past five years has been taken into consideration for these estimates and has been found to not have changed significantly over the past five years. Once the total number of three- and four-year-olds is estimated, the percentage of those children who are potentially eligible for the Head Start program is calculated by using the percentage of children enrolled in the free lunch program at each elementary school. This “free lunch percentage” is then applied to the total estimated number of three and four year olds. The result is the estimated number of Head Start eligible children living within a specified area.

As with other methods of estimating the number of Head Start children, the Free Lunch Method has certain drawbacks. Perhaps the greatest challenge presented by the Free Lunch Method is the different income thresholds utilized by the free lunch and Head Start programs. To be income eligible to participate in the Head Start program, a child’s family must have an annual income that is below the federally mandated poverty line. However, to be income eligible to participate in the free lunch program, a family may have an income that is equal to 130% of the federal poverty level. Thus, the income threshold used to determine eligibility for the free lunch program is 30% higher than the income limits used for the Head Start program.

To compensate for the differences in income eligibility requirements, the estimates of Head Start eligible children will be provided as a range. The greater number of eligible children is the estimated number of eligible children using the data produced by the Free Lunch Method with no adjustments. The lower estimate incorporates a 30% decrease in the number of eligible children to account for the difference between the income eligibility thresholds of the free lunch and Head Start programs. Despite the challenges associated with the use of the Free Lunch Method, the benefits provided by this technique far exceed those produced by other methods since it allows for a much more precise determination of the actual location of eligible children.

## Appendix K. Childcare Characteristics by County

		<b>Manassas</b>	<b>Manassas Park</b>	<b>Prince William</b>	<b>Greater Prince William Total</b>
<b>Licensed</b>	Providers	21	7	275	<b>303</b>
	Slots	3,136	933	18,374	<b>22,443</b>
<b>Fulltime</b>	Providers	22	7	313	<b>342</b>
	Slots	2,893	933	16,405	<b>20,231</b>
<b>Religious Exempt</b>	Providers	2	0	39	<b>41</b>
	Slots	267	0	3,644	<b>3,911</b>
<b>Serve Newborns</b>	Providers	18	5	189	<b>212</b>
<b>Accept Subsidies</b>	Providers	19	4	171	<b>194</b>
<b>Total Child Day Care</b>	Providers	27	7	387	<b>421</b>
	Slots	3,403	933	22,022	<b>26,358</b>
	Fall 2017 Pre K Enrollment	278	95	1,455	<b>1,828</b>

Source: Virginia Department of Social Services. Child Day Care Search. Accessed February 2018.

## Appendix L. Mental Health and Substance Abuse Indicators by County

	<b>Manassas</b>	<b>Manassas Park</b>	<b>Prince William</b>	<b>Greater Prince William Total</b>
EMS Narcan Administration Rate (per 100,000) <sup>1</sup>	86.2	108.1	5.3	<b>15.0</b>
Fentanyl/Heroin Overdose Death Rate (per 100,000) <sup>1</sup>	14.4	6.4	8.2	<b>8.6</b>
Number of Mental Health Providers <sup>2</sup>	102	0	424	<b>526</b>
Ratio of Residents per 1 Mental Health Provider <sup>2</sup>	409	N/A	1,065	<b>968</b>

<sup>1</sup>Source: Virginia Department of Health. Opioid Addiction Indicators Dashboard. 2016.

<sup>2</sup>Source: County Health Rankings and Roadmaps. NPI Registry. 2016

## Appendix M. Health Characteristics by County

		<b>Manassas</b>	<b>Manassas Park</b>	<b>Prince William</b>	<b>Greater Prince William Total</b>
	Adult Obesity Rate <sup>1</sup>	28.7%	28.3%	25.5%	<b>25.9%</b>
	Food Insecurity Rate <sup>2</sup>	5.0%	3.6%	6.0%	<b>5.8%</b>
	% of Households receiving SNAP benefits <sup>3</sup>	8.6%	8.6%	6.0%	<b>6.3%</b>
<b>Health Insurance Coverage<sup>4</sup></b>	Percent Uninsured	18.8%	22.3%	12.5%	<b>13.3%</b>
	Percent of Children, Uninsured	8.2%	12.3%	7.3%	<b>7.6%</b>
	Percent Uninsured, income below \$25,000	29.3%	35.1%	26.2%	<b>26.9%</b>
	Percent Uninsured, income above \$25,000	18.0%	21.1%	11.6%	<b>12.4%</b>

<sup>1</sup>Source: Centers for Disease Control and Prevention. Diabetes Atlas. 2013 Obesity Rates.

<sup>2</sup>Source: Feeding America. Map the Meal. 2015

<sup>3</sup>Source: US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table DP03

<sup>4</sup>Source: US Census Bureau. American Community Survey. 2012-2016 5-Year Estimates. Table S2701

# Appendix N. Staff Survey Summary

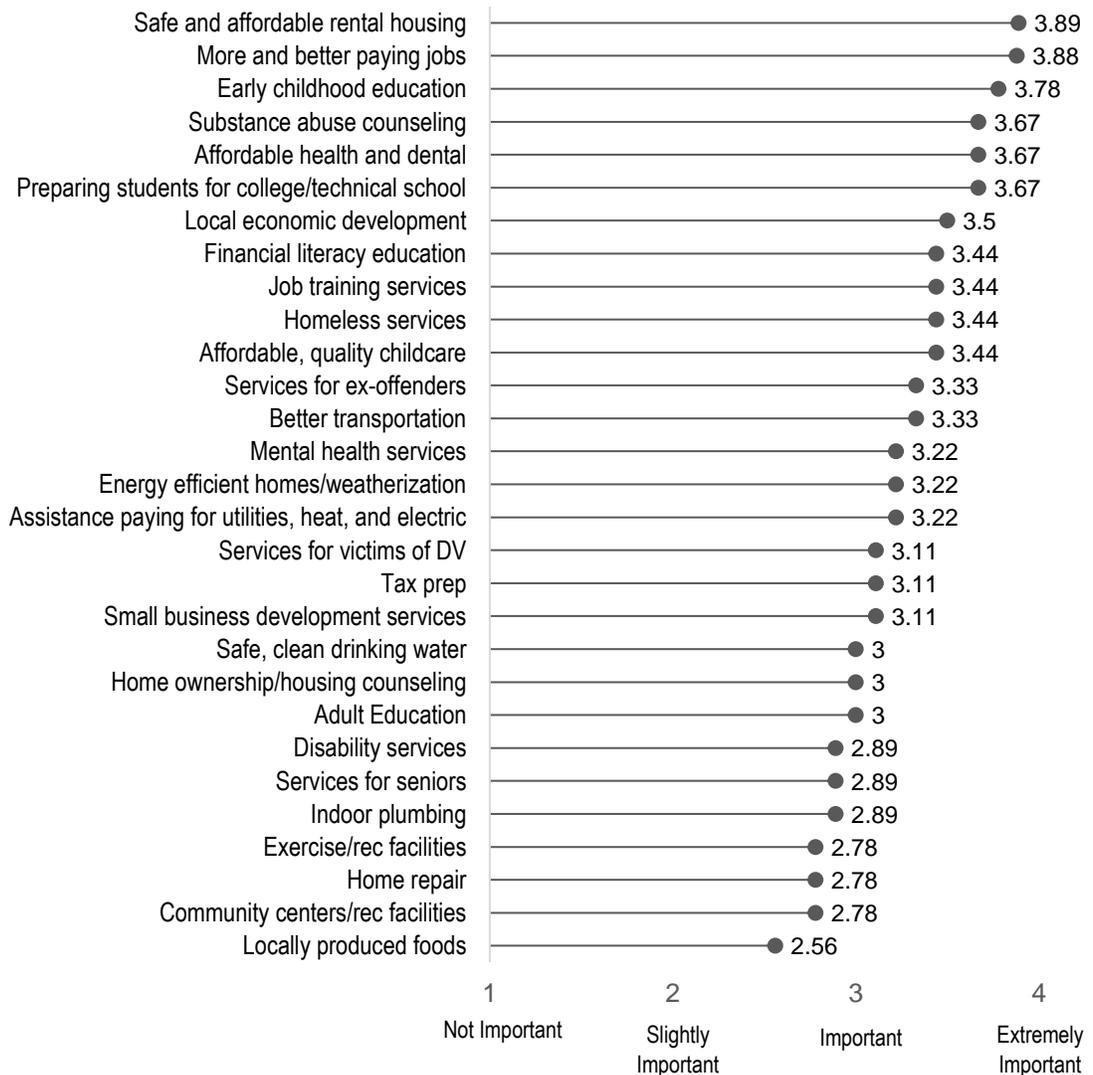
## Greatest Needs in Staff Members' Communities:

1. Housing
2. Quantity and quality of jobs
3. Workforce skills
4. Home repair

All employees at People Incorporated were given the opportunity to provide input for the Needs Assessment through a short, electronic survey in September 2017. Five staff who work in the Greater Prince William region responded.

When asked about the greatest need in their community, staff overwhelmingly indicated **housing**.

Staff also ranked specific needs in the areas of education, children, and youth; housing; jobs, the economy, and financial growth; health and wellness; and other services. **Staff scored safe and affordable rental housing, more and better paying jobs, and early childhood education as the most important issues.**



# Appendix O. Board Survey Summary

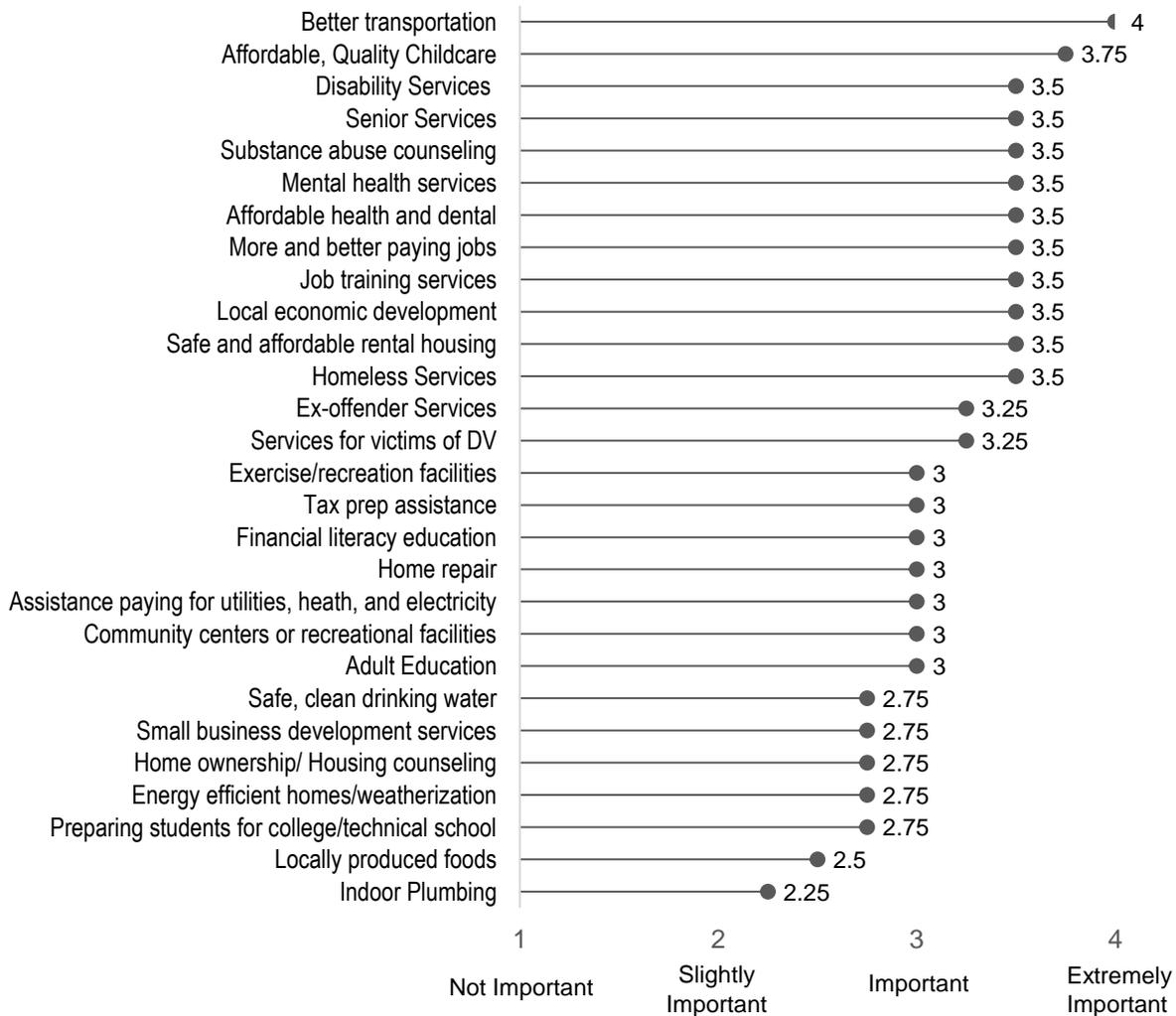
**Greatest Needs in Board Members' Communities:**

1. **Housing**
2. **Workforce Training**

Similar to the staff survey, a short electronic survey was administered to the People Incorporated Board of Directors in September 2017. Four board members from the Greater Prince William region responded.

When asked about the greatest need in their community, board members overwhelmingly indicated **housing**.

Board members also ranked specific needs in the areas of education, children, and youth; housing; jobs, the economy, and financial growth; health and wellness; and other services. **Board members scored transportation and affordable, quality childcare as the most important.**



# Appendix P. Partner Survey Summary

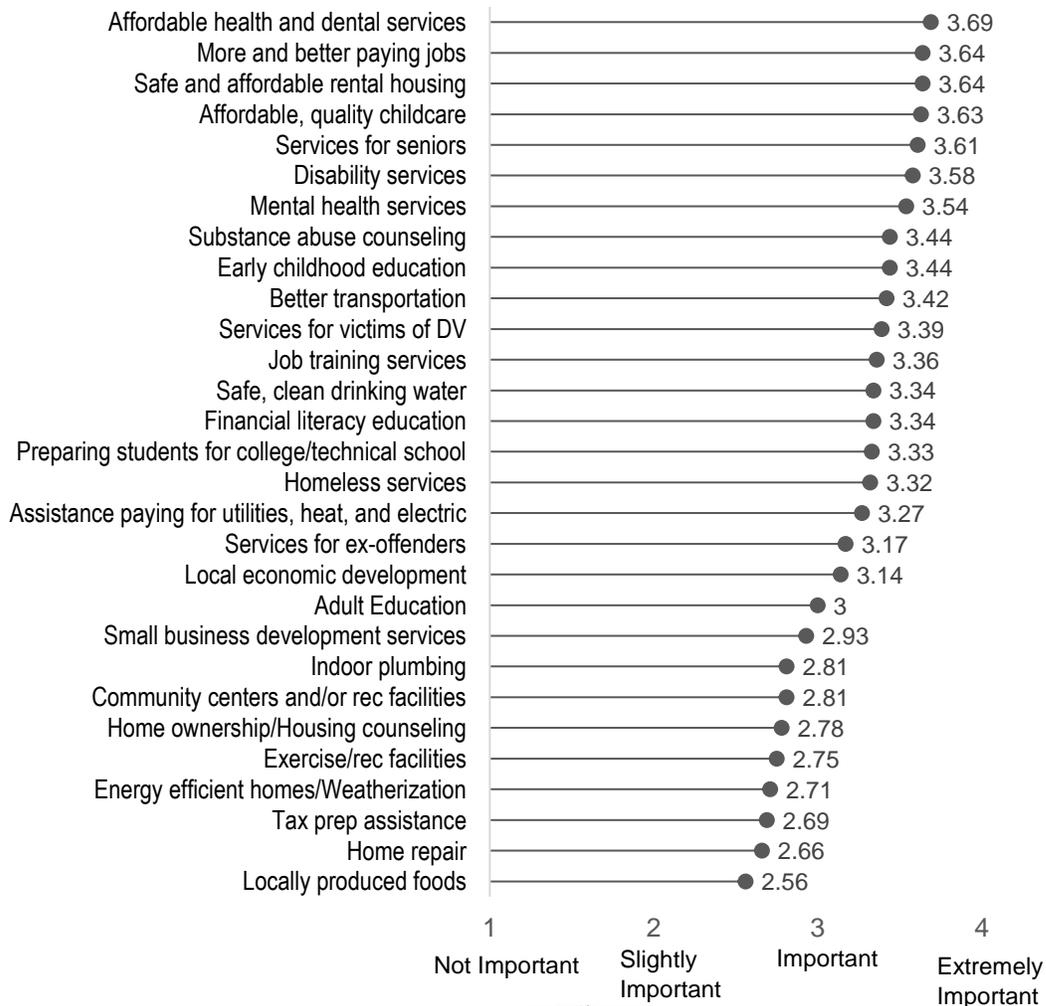
## Greatest Needs in Partners' Communities:

1. Housing
2. Healthcare
3. Civic engagement
4. Mental health and substance abuse services

Collecting input from others who work with the low-income community throughout People Incorporated's four regions was an important strategy for developing a comprehensive picture of current community needs. The survey was directly emailed to partners from People Incorporated staff. Additionally, the survey link was shared at meetings with other human services organizations during September and October 2017. A total of 64 partner surveys were completed from the Greater Prince William region.

When asked about the greatest need in their community, partners overwhelmingly indicated **housing**, with twice as many partners listing housing as any other need.

Partners also ranked specific needs in the areas of education, children, and youth; housing; jobs, the economy, and financial growth; health and wellness; and other services. **Partners scored affordable health and dental services, more and better paying jobs, and safe and affordable rental housing as most important.**



# Appendix Q. Community Member Survey Summary

The most important informant group for the Community Needs Assessment was individual members of the community. The community member survey was the longest of the surveys, and administered on paper rather than electronically. In an effort gather feedback from low-income community members, People Incorporated used a convenience sample. People Inc. partnered with other organizations including food pantries, medical missions, and homeless shelters to administer the survey. Additionally, program staff administered the survey to current clients in conjunction with People Incorporated’s semi-annual customer satisfaction survey in October 2017. A total of 125 valid surveys were returned from the Greater Prince William region.

## Respondent Demographics

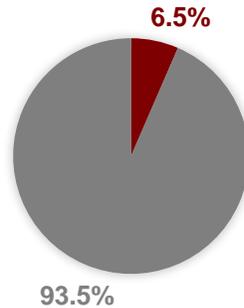
Sixty-nine percent of survey respondents reported an annual income of \$20,000 or less.



The average household size was 4.2, larger than the average household size in Virginia, which is 2.6<sup>51</sup>.

About 7% of respondents were either veterans or active military members.

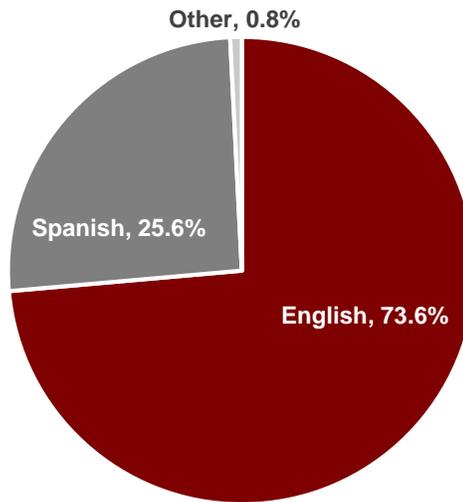
Veteran or Active Military



<sup>51</sup> US Census Bureau. American Community Survey. 2012-2016 5-year Estimates. Table DP02.

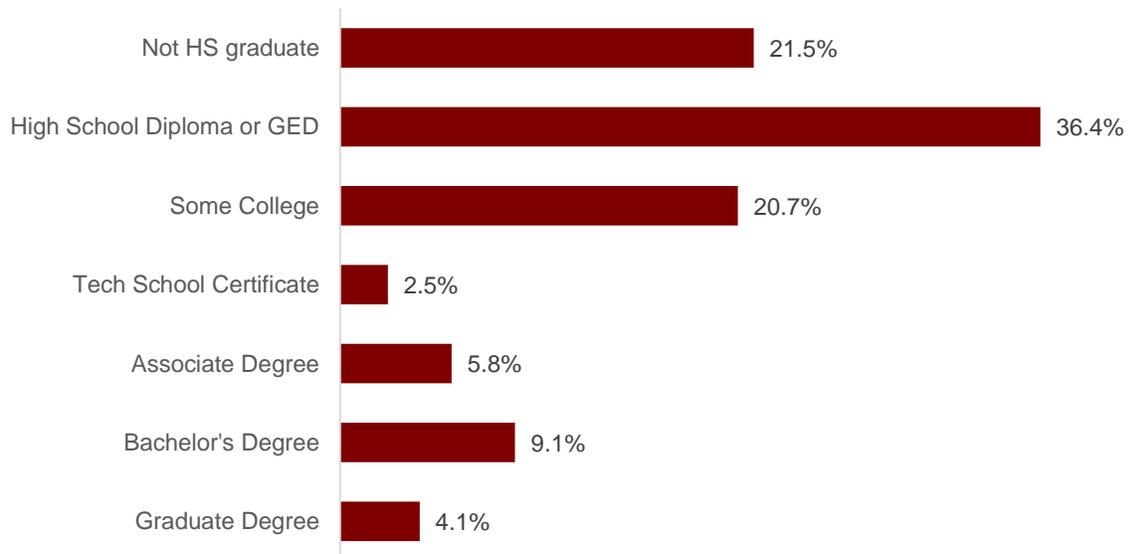
The vast majority of respondents spoke primarily English at home, but 26% spoke Spanish and 1% other languages.

Primary Language Spoken at Home



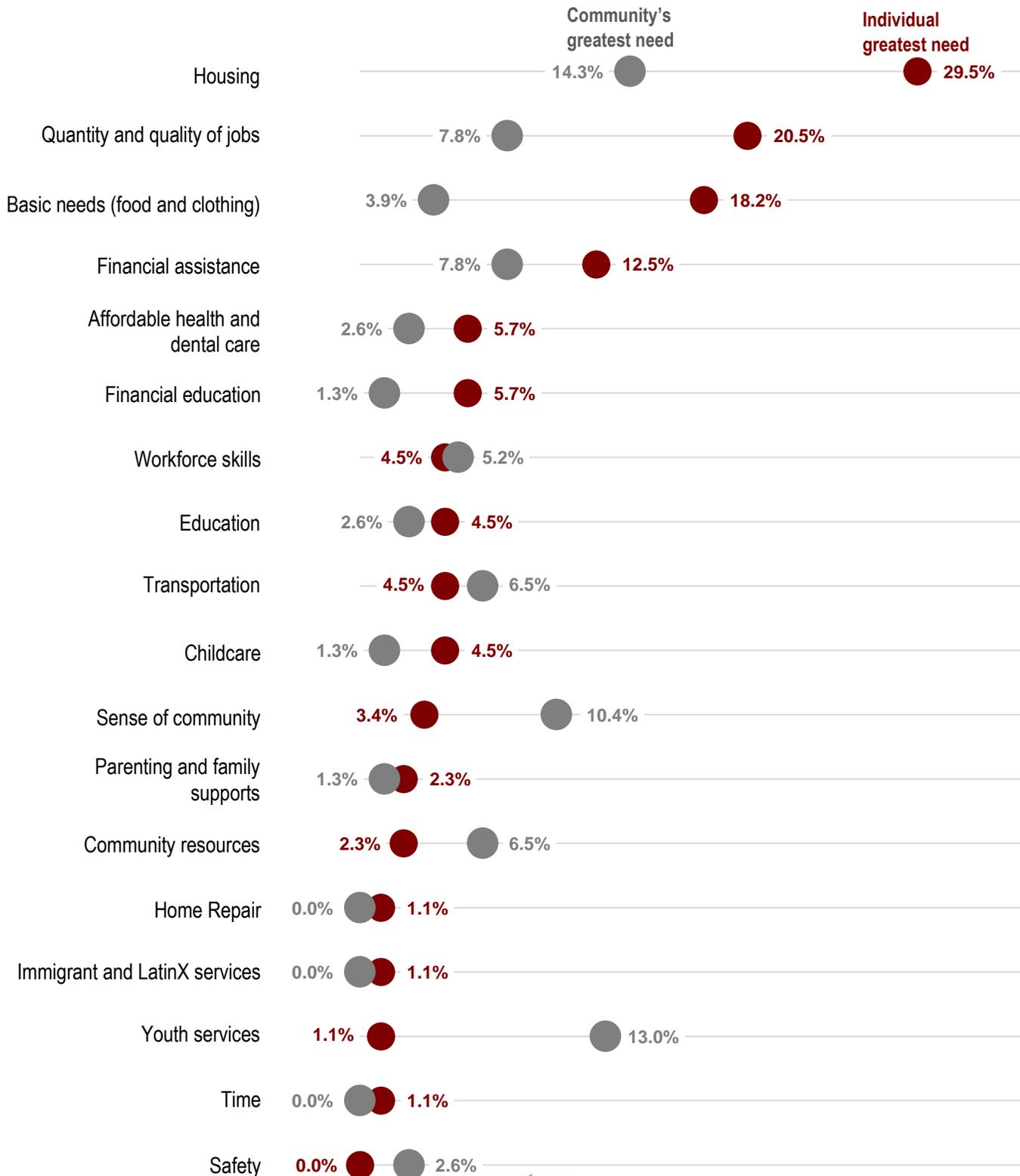
Most respondents had either a high school diploma or GED, and 19% had earned a college degree.

Educational Attainment

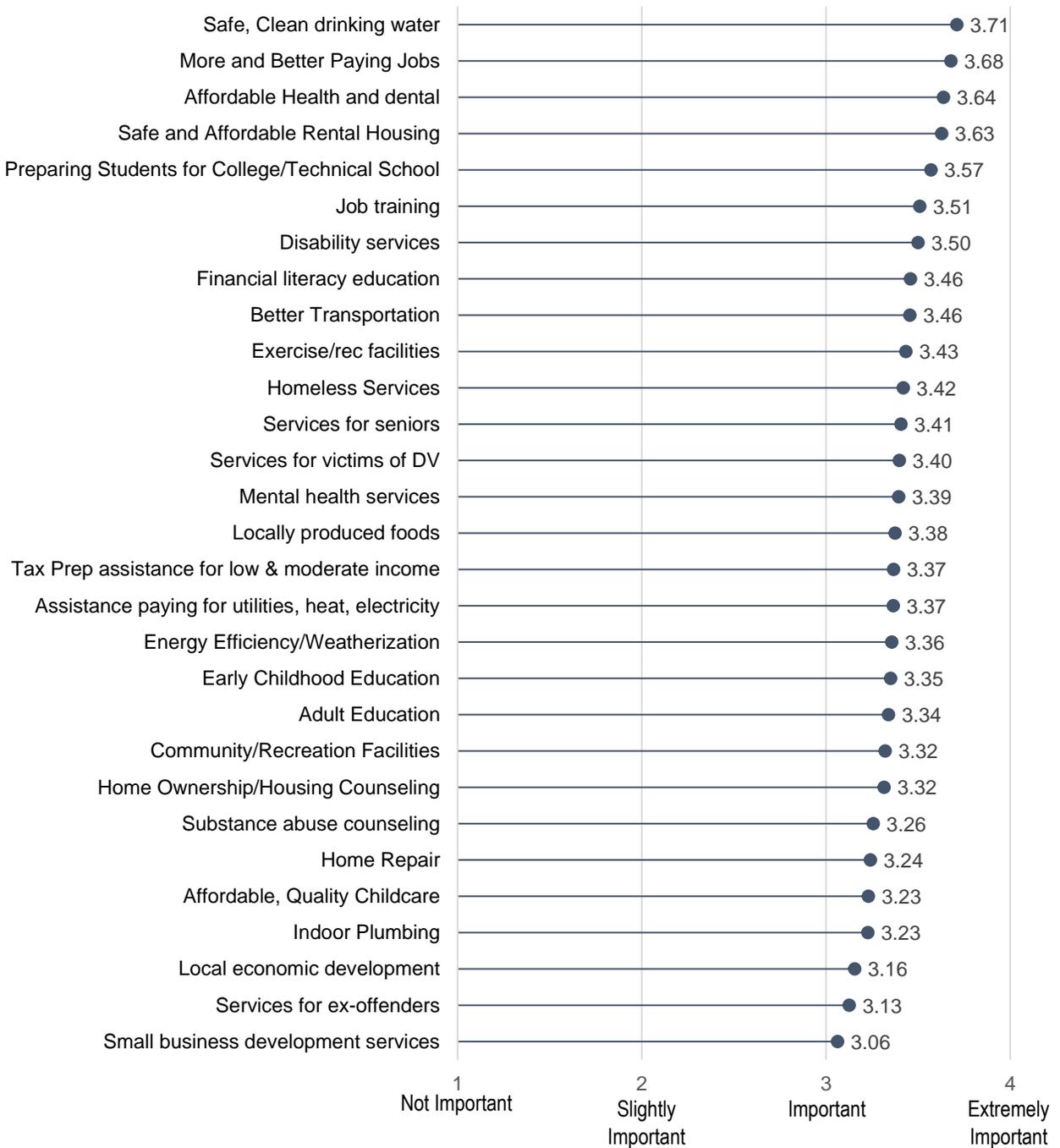


## Needs

Community members were asked to identify the single greatest need both for themselves and their community.

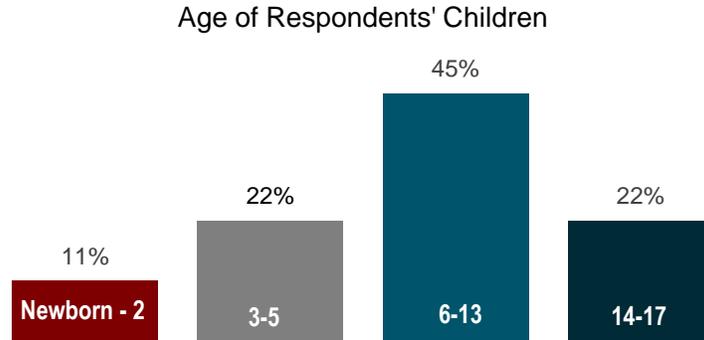


Respondents also scored the importance of 29 different needs. The graphic below displays the average importance score (1-4) for each need.



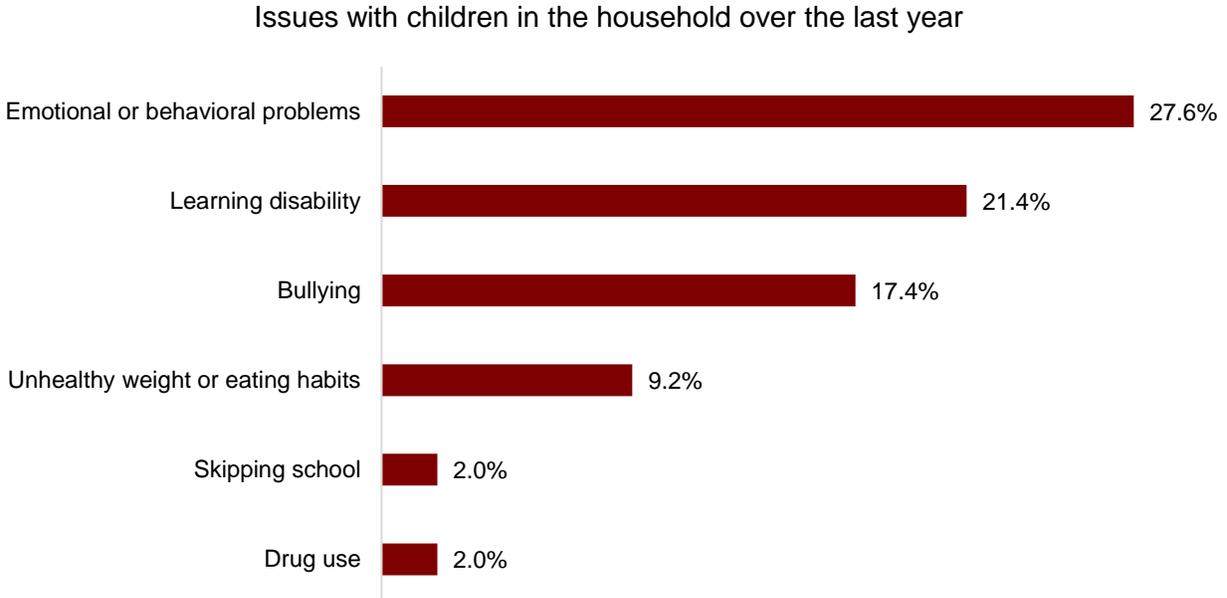
## Children

83% of respondents indicated that children under 18 lived in their household. Most children were over 6 years old.



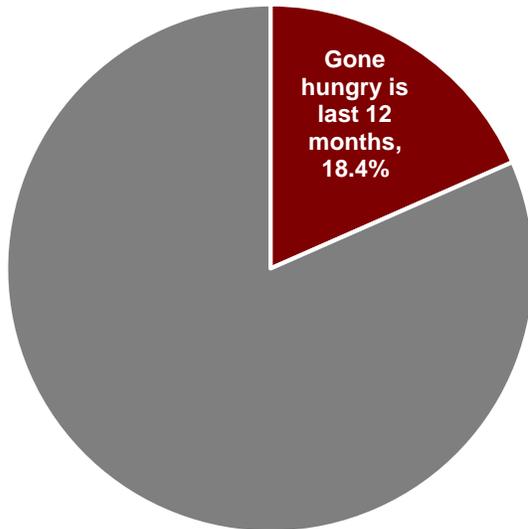
Respondents had various relationships with the children in their households including their own children, grandchildren, and other related children.

Respondents had experienced many issues with the children in their households over the past year, the most common being emotional or behavioral problem and learning disabilities.



## Food Security

Eighteen percent of respondents reported having gone hungry in the last twelve months. This is despite the fact that many used food assistance through SNAP and/or food banks



- 38% used SNAP
- 55% used food banks or food pantries

## Employment and Financial Health

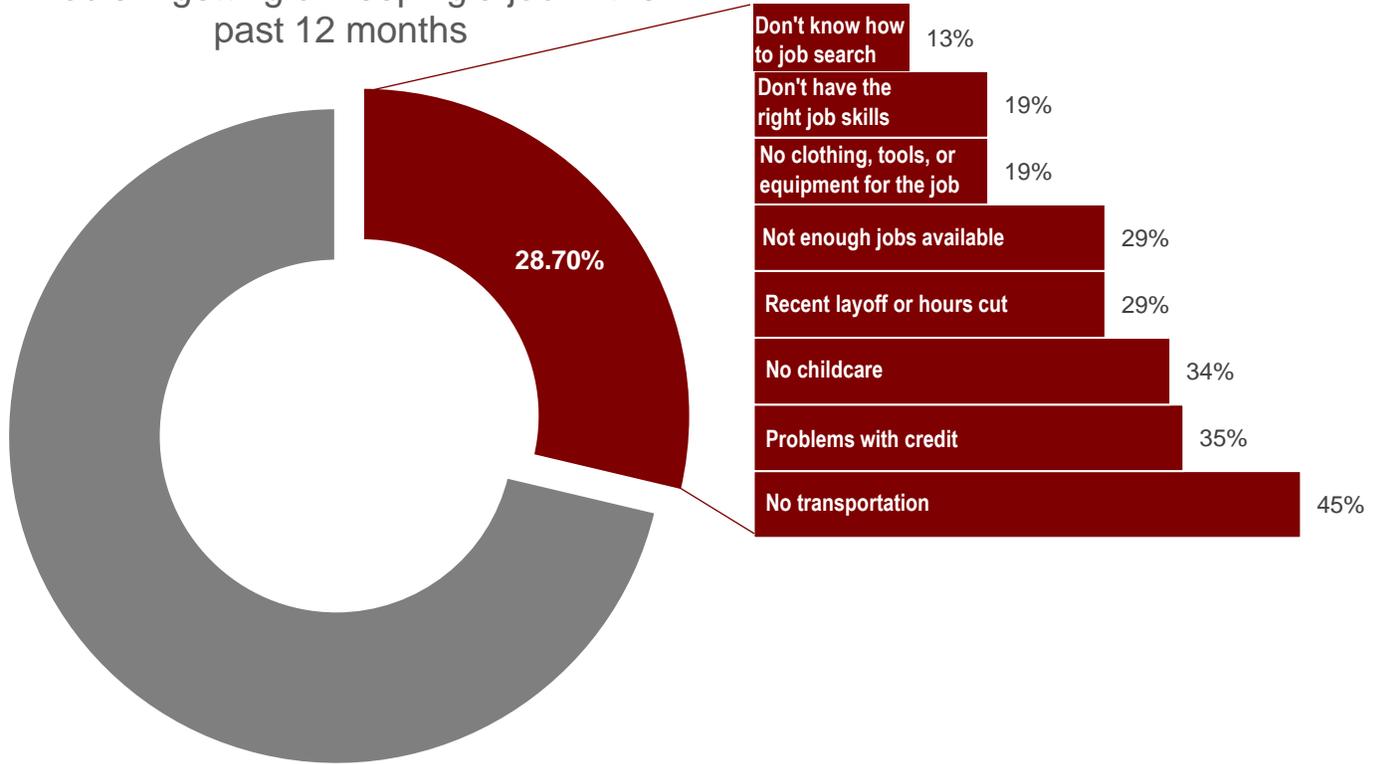
More than half of respondents were employed.

Employment Status

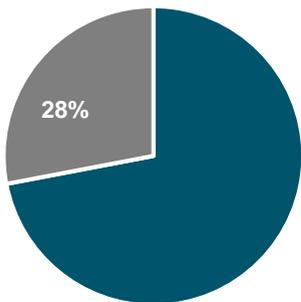


Twenty-nine percent of survey respondents indicated they'd had problems getting or keeping a job in the last twelve months. Of those who had had trouble, the most common issue was no transportation.

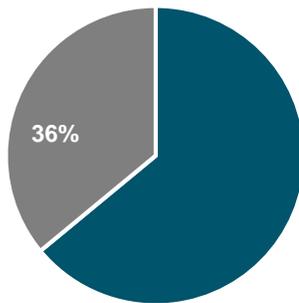
Problem getting or keeping a job in the past 12 months



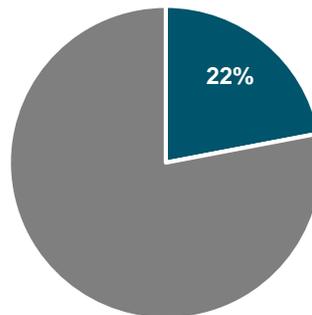
28% of respondents do not have reliable transportation.



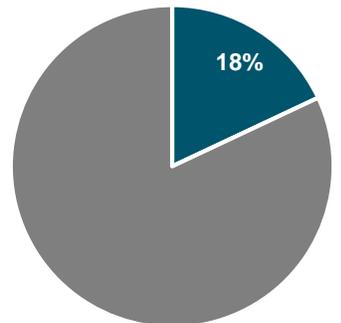
36% of respondents do not have a bank account.



22% of respondents used payday loans, title loans, or check advance in the last year.



18% of respondents have had their utilities shut off in the past year.



## Housing

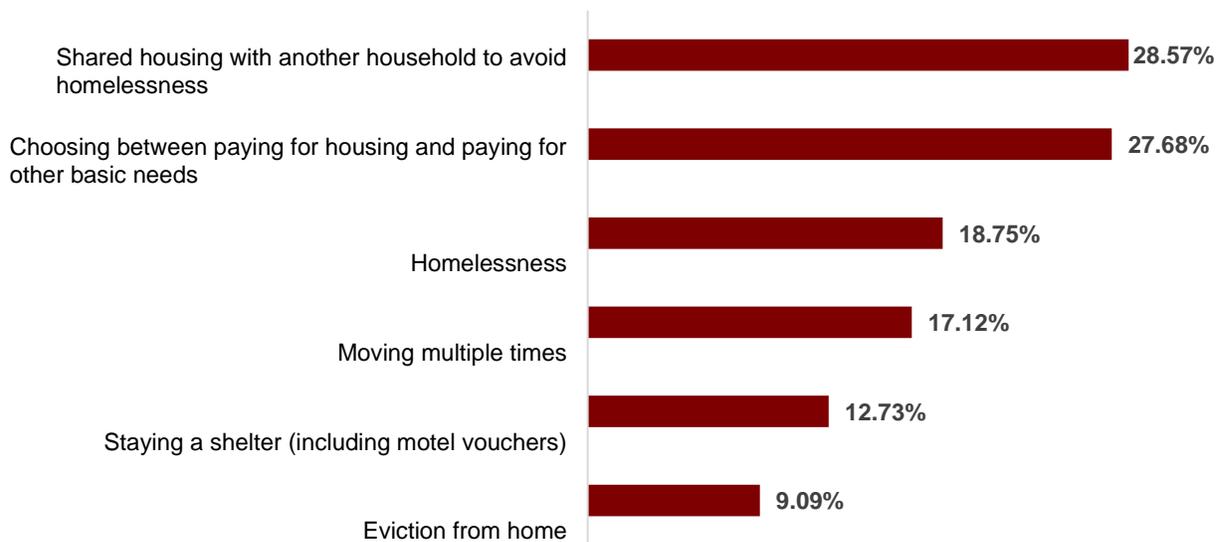
Most respondents were living in permanent housing, either a home they own or rent. However, 31% were in other living situations like a shelter, living with family or friends, or in places not meant for human habitation.

### Living Situation



Respondents had faced a variety of negative living situations in the past year.

### Have any of the following situations happened to you in the past 12 months?



## People Incorporated Services

Nine percent of respondents had previously received services from People Incorporated. Of those, 89% would recommend People Incorporated to their friends or family.

