



## Community Needs Assessment – 2020 Update



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# 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>8</b>
Employment .....	8
Poverty .....	10
Transportation .....	12
<b>IV. Housing</b> .....	<b>13</b>
Housing Quality and Quantity .....	13
Affordable Housing.....	14
Mobility .....	15
Homelessness.....	16
<b>V. Education</b> .....	<b>17</b>
Educational Attainment .....	17
<b>VI. Children and Youth</b> .....	<b>19</b>
Kindergarten Readiness.....	19
Childcare .....	20
Activities for Children and Youth .....	23
Head Start Supplemental Information .....	25
<b>VII. Nutrition, Health, and Wellness</b> .....	<b>26</b>
Substance Abuse and Mental Health.....	26
Affordable Health and Dental Care .....	28
Nutrition.....	29
<b>VIII. Other Key Findings</b> .....	<b>40</b>
<b>Appendices</b> .....	<b>30</b>
Appendix A: Demographic Statistics by County.....	30
Appendix B: Armed Forces and Veterans Characteristics by County.....	31
Appendix C: Unemployment Rate by County.....	32
Appendix D: Employment and Wages by Industry.....	33
Appendix E: Poverty by County .....	35
Appendix F: Living Wage by County and Family Type .....	36
Appendix G: ALICE Status by County.....	37
Appendix H: Transportation Characteristics by County .....	38
Appendix I: Housing Cost Characteristics by County.....	39
Appendix J: Housing Unit Characteristics by County.....	40
Appendix K: Educational Attainment by County.....	41
Appendix L: High School Completion Rates by County .....	42
Appendix M: Head Start Estimates Methodology.....	43
Appendix N: Childcare Characteristics by County .....	44
Appendix O: Mental Health and Substance Abuse Indicators by County .....	45
Appendix P: Health Characteristics by County .....	46
Appendix Q: Staff Survey Summary .....	47
Appendix R: Board Survey Summary .....	48
Appendix S: Partner Survey Summary .....	49
Appendix T: Community Member Survey Summary .....	50

# Executive Summary

People Incorporated is the 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. This report is the annual update to the triennial assessment, including updates to publicly available data. People Incorporated hopes that the information in this report can also be used throughout Virginia 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 throughout the service area:

## Top Needs for 2020

- 1. Affordable Housing** – Housing earned a place as the first or second most mentioned need among community members, staff, partners, and board members in every region when asked “what is the single greatest need in your community?” Focus group data illuminated the disparity between housing cost and income levels across the People Incorporated service area. All of this primary feedback is supported data from the American Community Survey showing that almost one-third of households in the People Incorporated service area are housing-cost burdened.
- 2. Mental and Substance Abuse** – As the opioid epidemic sweeps the country, the localities served by People Incorporated are seeing dramatic impacts. The wide-ranging impact of drug abuse and lack of adequate mental health services touches employment, child development, and many other aspects of Community Action work. This cross-issue impact moves mental health and substance abuse issues to a top priority.
- 3. Living Wage Jobs** – While economic trends differ between northern/southern and urban/rural localities, the need for more living wage jobs that are accessible to low-income individuals crosses geographic lines. All regions have seen job growth in traditionally low-paying sectors like retail and food service, and some are also seeing declines in manufacturing and construction. Jobs that allow families to move out of poverty are a top priority.

The area served by People Incorporated is geographically, economically, and socially diverse. As such, we understand that the needs of communities can differ greatly. This report breaks out data into the four regions served by People Incorporated: Southwest Virginia, Northern Shenandoah Valley, Northern Piedmont, and Greater Prince William. Here is a snapshot of the top needs and areas of concern for each of those regions:

### Regional needs assessments

The data included in this report come from sixteen different localities in four different regions of Virginia. To make the data more useful at a local level, People Incorporated has compiled regional needs assessments for each of its four regions that include county level data and a more in-depth exploration into the top needs of each region. You can access these reports on the People Incorporated website at [www.peopleinc.net](http://www.peopleinc.net) or by contacting People Inc. at 276-623-9000.



# Top Regional Needs

## Greater Prince William

- 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 almost 45,000 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 to 4.8%. 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 (2.7%) 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.

## Northern Piedmont

- 1. Affordable Housing** - Board, partners, staff, and community members all listed housing as the greatest need in their Northern Piedmont communities. The number of households in the region is growing faster than the number of housing units, which pushes up cost. Almost 50% of renters in the region are housing cost burdened.
- 2. Substance Abuse and Mental Health Services** – The number of mental health providers per resident is less in Northern Piedmont than across the state. Focus group participants were particularly concerned with the lack of resources available to meet the demand for mental health services.
- 3. Living Wage Jobs** – Unemployment in the region is very low, 2.7%, but there remains a lack of living wage jobs that are accessible to low-income residents. The industry adding the most jobs in the last ten years, accommodation and food service, pays very low and offers more part-time work that doesn't usually come with benefits.



## Northern Shenandoah Valley

- 1. Affordable Housing** - As housing costs continue to rise in the Washington DC metro area, families are beginning to relocate to the NSV region, placing greater demands on the housing market. Every stakeholder group surveyed overwhelmingly identified housing as the single greatest need in their community. Focus group participants noted that existing affordable housing is low quality.
- 2. Substance Abuse and Mental Health Services** – As rates of overdose and drug abuse increase, NSV stakeholders are concerned with the availability and cost of mental health and substance abuse services for residents. The region has the fewest mental health providers per resident of any of People Incorporated's regions at 1,816 residents per provider. Current services are overwhelmed, and issues like a minimal transportation system make it difficult for those in need to access treatment.
- 3. Living Wage Jobs** - Partners, staff, and community members all identified more and better paying jobs as a great need in the region. A living wage for a family of four in the region would be \$16.77 for two, full-time adults. The retail and food service jobs occupied by many low-income persons do not pay near this wage.

## Southwest Virginia

- 1. More and Better Paying Jobs** - The unemployment rate in SWVA (4.0%) remains the highest in People Incorporated's service area. The recent decline in the coal industry and a loss of over 1,700 manufacturing jobs in the past ten years leave behind far fewer good paying jobs. Within this region of relatively low cost of living, poverty rates remain more than double any other region, and Southwest Virginia is home to the poorest county in Virginia: Buchanan County. Board members, partners, staff, and community members agree: quantity and quality of jobs is the single greatest need here.
- 2. Mental and Physical Health Care** – Overall, access to affordable healthcare for general health needs and mental health and substance abuse remains an issue in SWVA. Among the service regions, Southwest Virginia has the highest ratio of residents to mental health providers. According to the Center for Disease Control and Prevention, one in three adults is obese, and focus group participants focused on the restrictive cost of healthcare for low-income individuals and families not covered by safety net programs.
- 3. Affordable Housing** – Almost half of renters in the region are housing-cost burdened. While more populated areas in the region may have an adequate supply of affordable housing, rural communities have few options, and those available are often of low quality. This problem is complicated by long wait lists and a lack of community resources for those that are without reliable transportation or public alternatives.



# I. Methodology

People Incorporated serves thirteen counties and three cities throughout Virginia, providing almost 30 different programs. The data collection and analysis process used for this regional 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. Detailed summaries for each survey are in appendices Q-T.

### 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%).

### 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.

### 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.

### 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 to 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 743 valid surveys were returned. One-third of survey respondents indicated that they had previously received services from People Incorporated. While each service area was represented in the community responses, many more surveys were completed by individuals in Southwest Virginia (329), followed by Northern Piedmont (184), then Greater Prince William (125), and the fewest from Northern Shenandoah Valley (49). Another 52



responses came from individuals outside of the People Incorporated Community Action service area.

Characteristics of the survey respondents include the following;

- An average household size of 3.5 individuals
- 57% had annual household incomes of less than \$20,000 per year
- Most respondents spoke English at home, but families also spoke Spanish, Arabic, French, and other languages.
- 76% had children under 18 in their household
- One-third of respondents work full-time

## **Focus Groups**

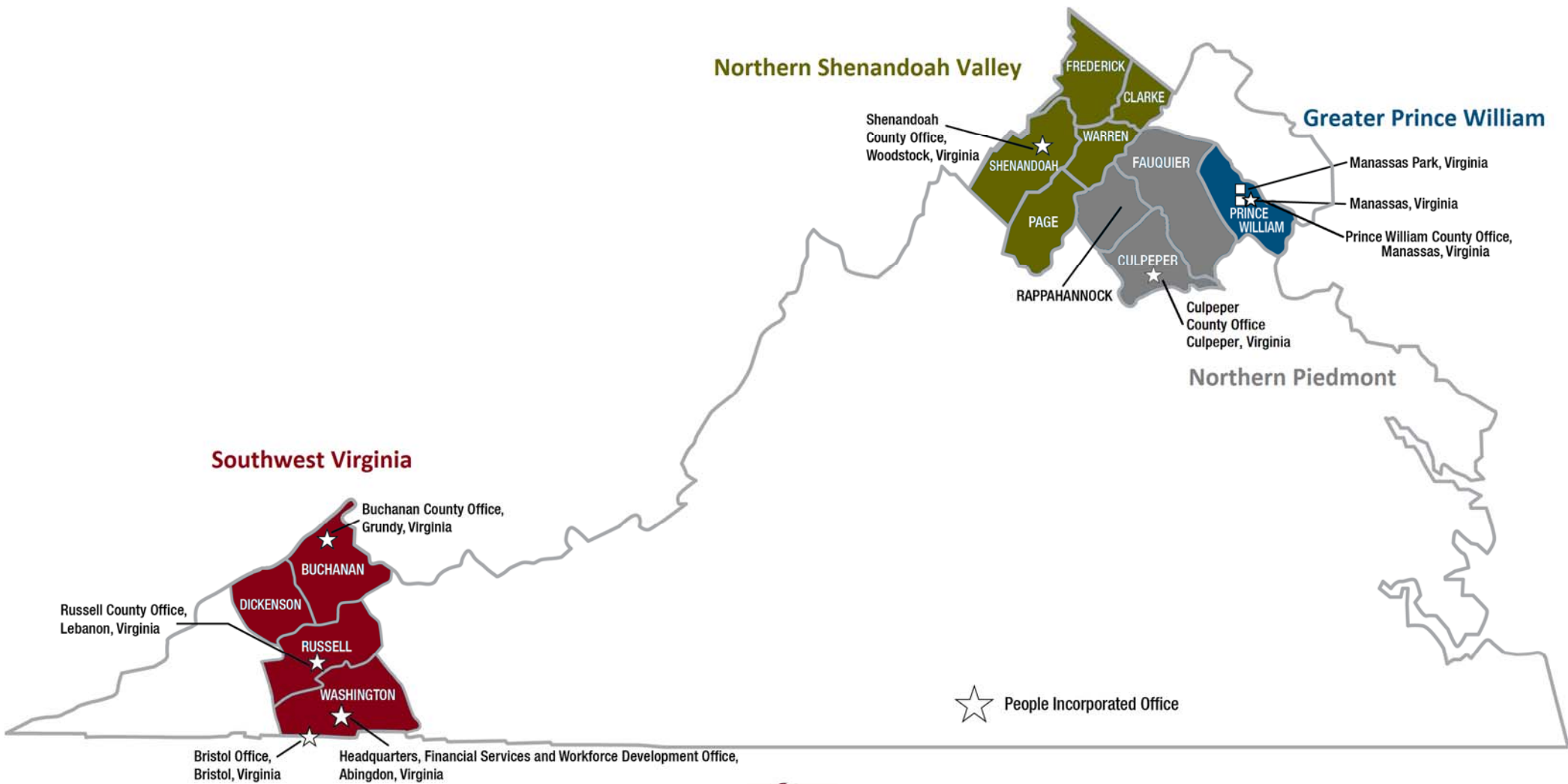
To better understand how each need manifests in the community and individual's lives, People Incorporated conducted 19 focus groups in September, October, and November 2017 that covered all regions. This included 12 focus groups with partner organizations, three focus groups with the People Incorporated board of directors, and three focus groups with low income community members. Focus groups had an average attendance of 10. Focus groups gave a deeper, 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, 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. The 2020 update report (this report) includes updated secondary data and still relies on the primary data collected for the 2018 assessment.



# People Incorporated Community Action Service Area 2020

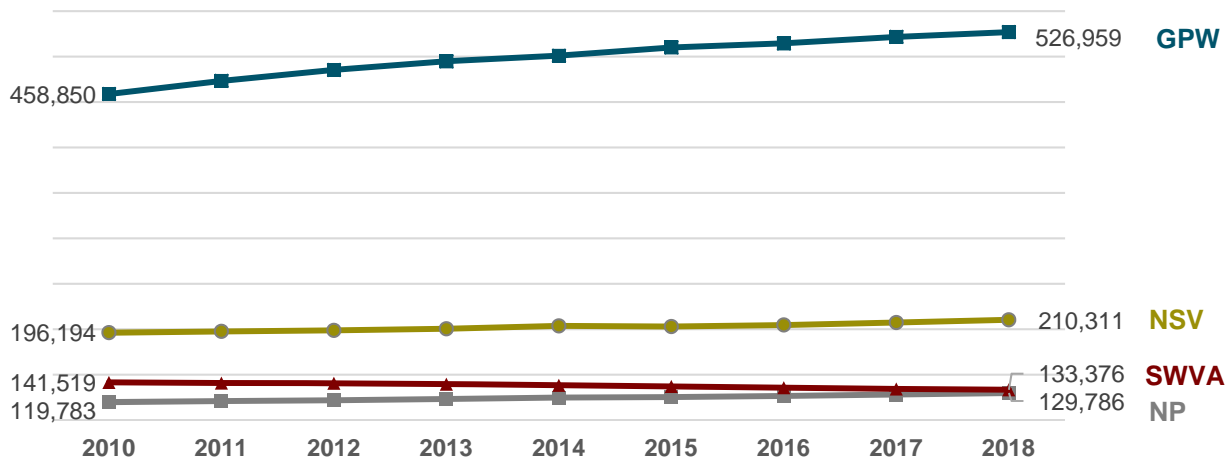


## II. Overview of People Incorporated Southwest Virginia Service Area

People Incorporated is the designated Community Action Agency for county-level localities in four distinct regions of Virginia. These four regions are geographically, socially, and economically diverse, lending to the diversity of needs you will see presented in this report. The map on page 6 shows each of the localities and People Incorporated’s office locations.

Throughout this report, the following abbreviations are used for the regions: Northern Shenandoah Valley (NSV), Northern Piedmont (NP), Greater Prince William (GPW), and Southwest Virginia (SWVA).

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

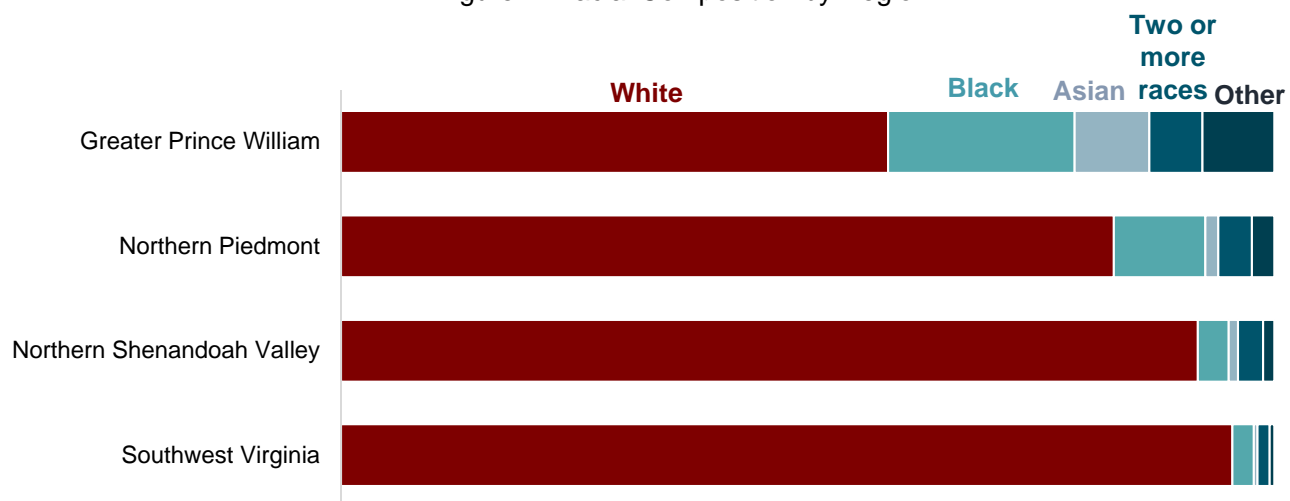


**Since 2010, each of People Incorporated’s service regions have gained in population, except Southwest Virginia.<sup>1</sup>** Northern Piedmont, Northern Shenandoah Valley, and Greater Prince William have all had a net gain in population, thanks mostly to the growing Washington D.C. metro area and rising housing costs in localities closer to the city. The extended decline of manufacturing and mining industries in Southwest Virginia, in addition to an aging population, have influenced the population decline of 6% since 2010.

<sup>1</sup> US Census Bureau. American Community Survey. Annual Population Estimates 2018. Table PEANNRES.



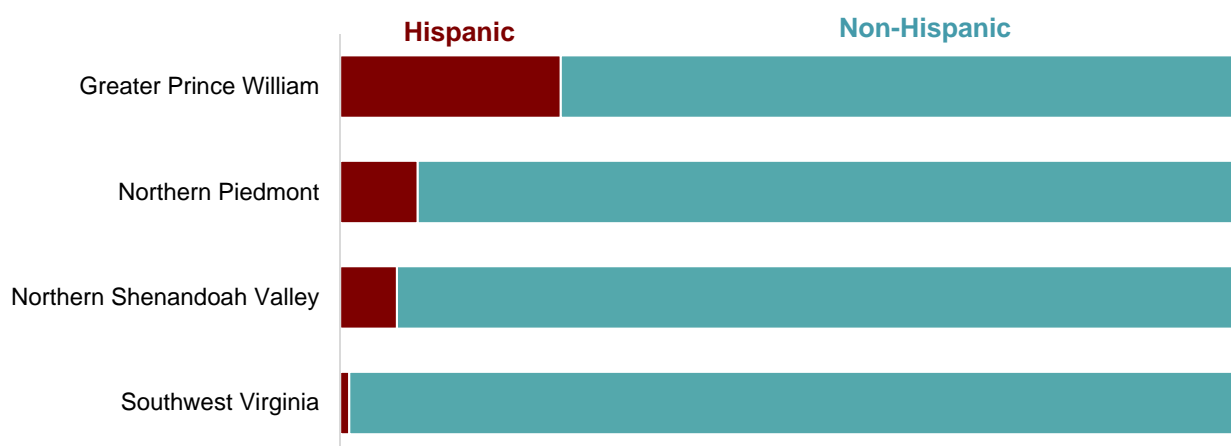
Figure 2. Racial Composition by Region<sup>2</sup>



All of People Incorporated's service regions are predominantly white, with Greater Prince William having the most racial diversity and Southwest Virginia the least. Similarly, each region has a different ethnic makeup. Greater Prince William has the largest proportion of Hispanic residents, and Southwest Virginia has the least.<sup>2</sup>

Multiple community members and partners indicated that better services for Hispanic residents is a community need. They cited the need for providing translators and bilingual information for those seeking services, English as a Second Language classes, and immigration assistance.

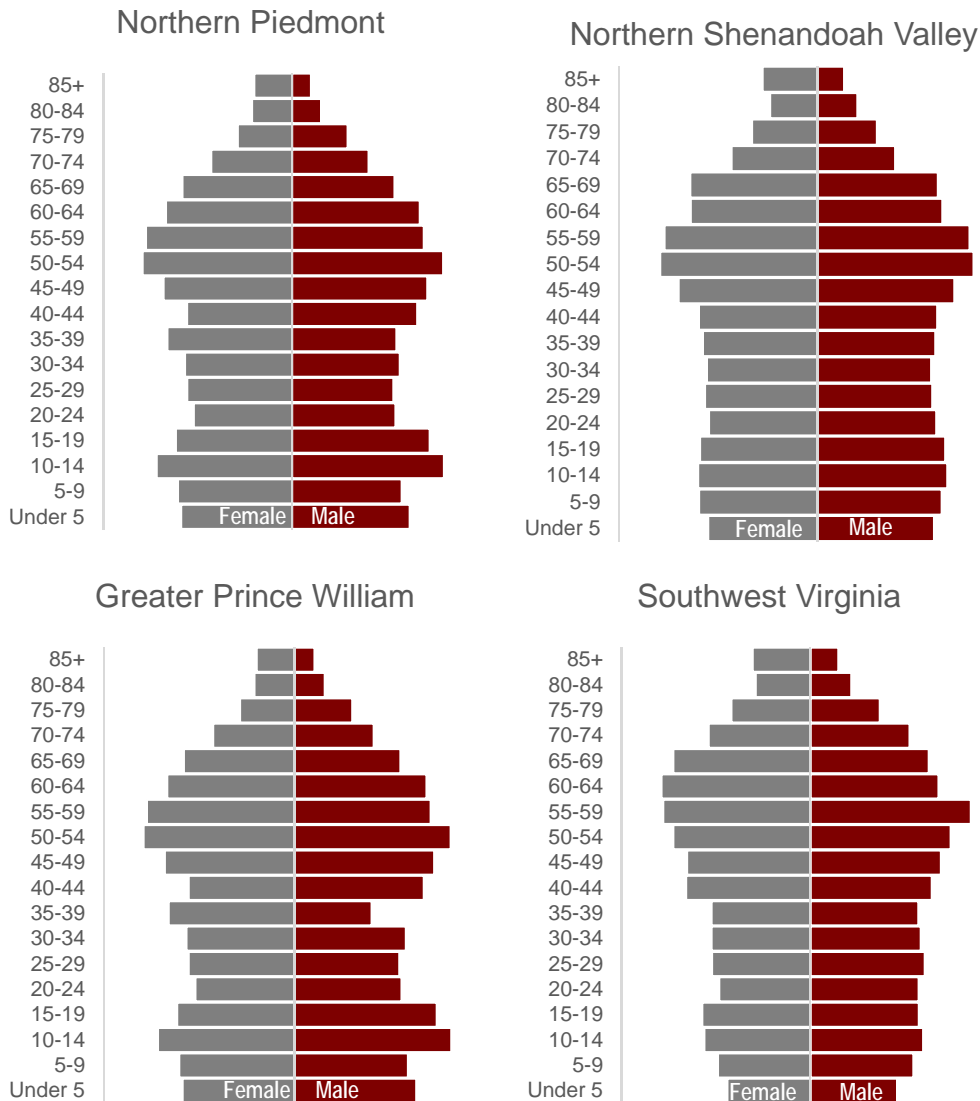
Figure 3. Ethnicity Composition by Region<sup>2</sup>



<sup>2</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table DP05.

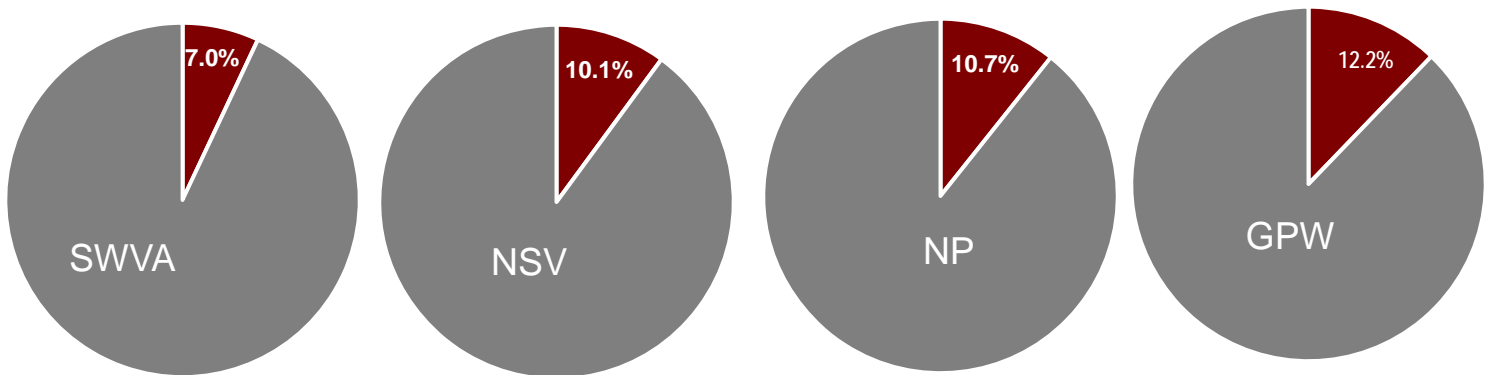
The age distribution also shows a different demographic in each region. Greater Prince William has a much younger population than each of the other regions, with a median age in Manassas of 33.7, the youngest of any county in the People Incorporated service area.<sup>3</sup> Baby boomers comprise a significant portion of the population in the Northern Shenandoah Valley, Southwest Virginia, and the Northern Piedmont regions. A locality with an aging population has different needs than one with a growing population of children.

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



<sup>3</sup> US Census Bureau. American Community Survey. 2014-2018 5-year Estimates. Table S0101. Please note that data in the population pyramids represent the percentage of the total population for comparison.

Figure 5. Veterans Status by Region<sup>4</sup>

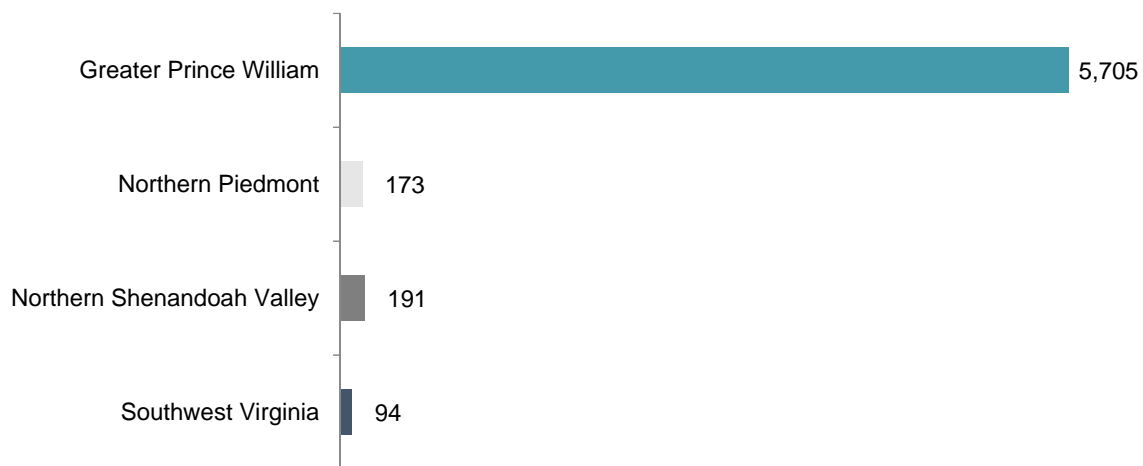


Veterans comprise the largest proportion of the population in the Greater Prince William and Northern Piedmont regions. The most common period of service for veterans also varies by region. In the Northern Shenandoah Valley, Southwest Virginia, and Northern Piedmont, veterans are most likely to have served in the Vietnam area or earlier. In Greater Prince William, most veterans served in the Gulf Wars of the 1990s.<sup>4</sup>

Sixty-one (7.9%) respondents to our community member survey were veterans. Much like the rest of the respondents, they identified the quantity and quality of jobs, affordable health and dental care, and housing as top needs. Detailed veterans characteristics are in Appendix B.

The largest number of individuals currently employed by the armed forces also lives in the Greater Prince William region.<sup>5</sup>

Figure 6. Armed Forces Employment by Region



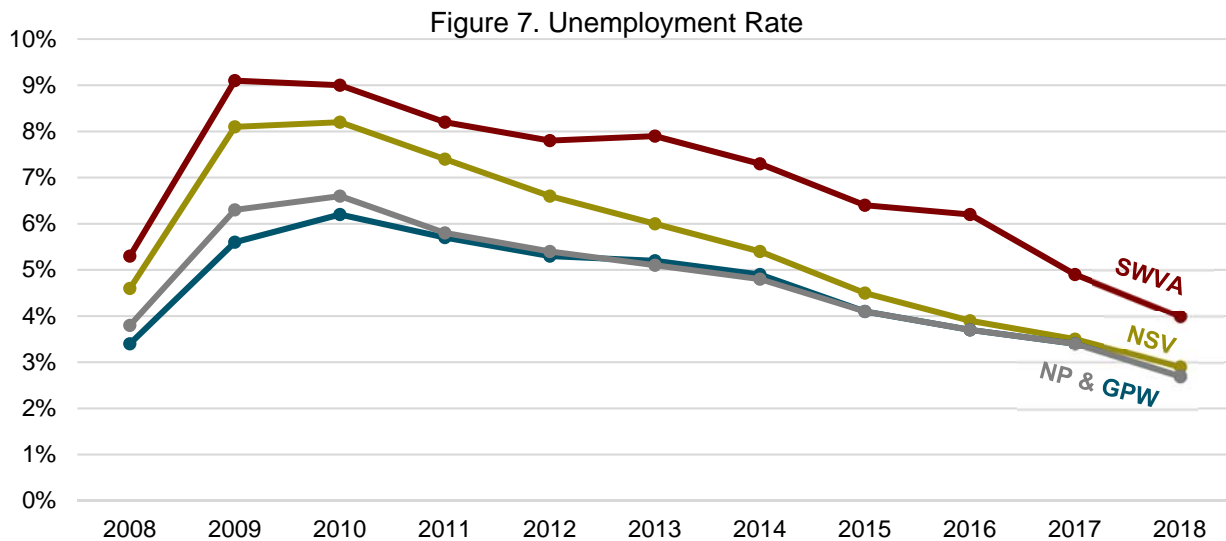
<sup>4</sup> US Census Bureau. American Community Survey. 2014-2018. Table S2101

<sup>5</sup> US Census Bureau. American Community Survey 2014-2018. Table DP03

# III. Jobs, the Economy, and Financial Growth

## Employment

Since the end of the recession, unemployment has dropped in all of People Incorporated's service regions, but remains highest in Southwest Virginia. The unemployment rate in Southwest Virginia was at 4.0% for 2018, higher than the state rate of 3.0%. Northern Piedmont (2.7%), Northern Shenandoah Valley (2.9%), and Greater Prince William (2.7%) were all below the state average for 2018.<sup>6</sup>



Even though unemployment has decreased steadily since 2010, fall below pre-recession levels, stakeholders in all four regions – partners, low-income community members, staff, and board – still identified the availability and quality of jobs as one of the top needs. 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 the number of jobs available.**

A network analysis of focus group data also shows employment and underemployment at the center of the many identified needs. This means that employment both influences and is affected by many other issues facing individuals and communities. Focus group participants discussed the impacts of underemployment on mental health, substance abuse, transportation, health and dental care, access to healthy food, quality housing, and the larger issue of changing demographics.

33% of respondents with an income of less than \$20,000 a year indicated that getting or keeping a job had been a problem for them in the last 12 months.

<sup>6</sup> Virginia Employment Commission. Local Area Unemployment Statistics. Annual Averages

Larger, regional economic trends are influencing these employment shifts. The Greater Prince William and portions of Northern Piedmont regions benefit from job growth in the Washington D.C. metro area. There are many good, high paying jobs available, but low-income individuals may not have the skills needed to pursue these positions. While Southwest Virginia has seen decreasing unemployment, major declines in mining and manufacturing keep the rate well above the state average. In rural Southwest Virginia and Northern Shenandoah Valley, the new jobs being created tend to be service and retail jobs that pay minimal hourly wages and offer no fringe benefits.

The top industries in each region have seen significant changes over the last ten years.<sup>7</sup>

- Southwest Virginia's largest industry in 2008, manufacturing, has lost almost 2,000 jobs in the past ten years.

Figure 8. Top Industry Trends in SWVA<sup>8</sup>

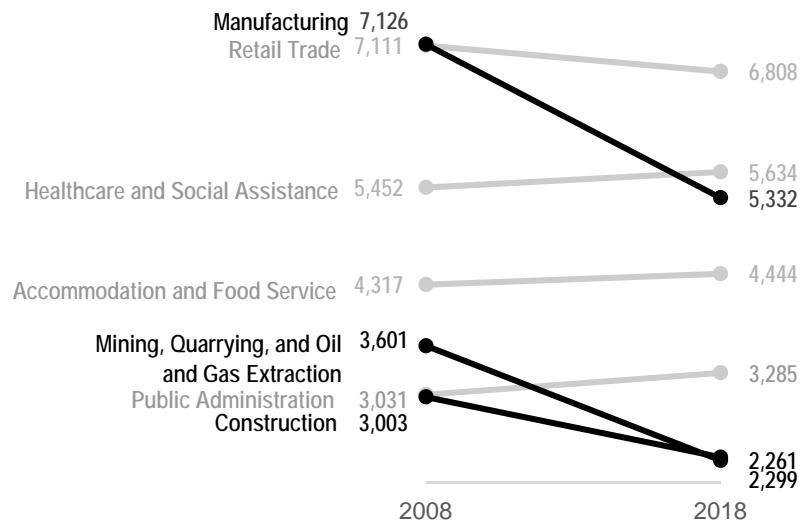


Figure 9. Top Industry Trends in NSV<sup>7</sup>

- Manufacturing remains, by far, the largest industry in the Northern Shenandoah Valley, with 17% of total employment.



<sup>7</sup> Bureau of Labor Statistics. Quarterly Census of Employment and Wages. Annual Averages.

Figure 10. Top Industry Trends in NP<sup>8</sup>

- From 2008-2018, the Northern Piedmont's lowest paying industries, Retail and Accommodation and Food Service both saw substantial growth.

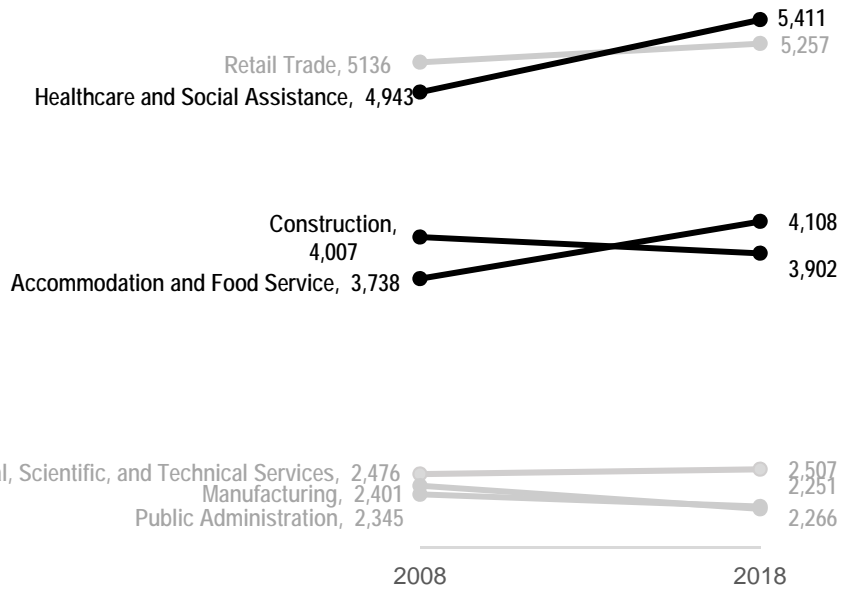
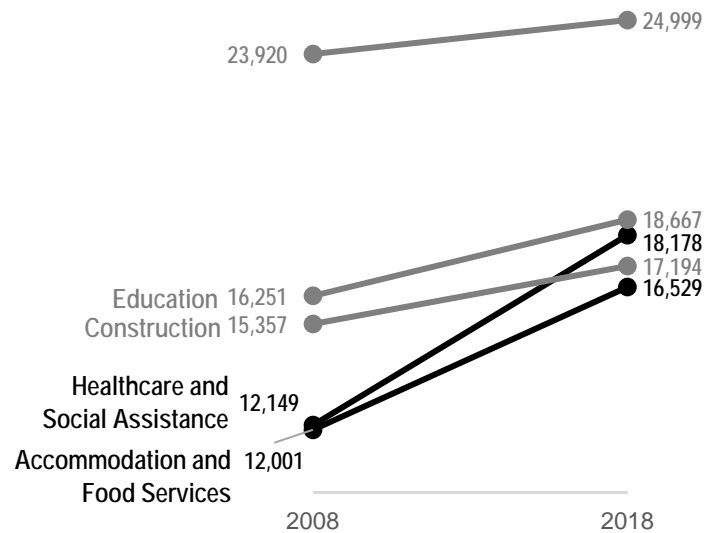


Figure 11. Top Industry Trends in GPW









- Over the last ten years, Greater Prince William's fastest growing industry was healthcare and social assistance.



These graphs reinforce stakeholder feedback that new jobs seem to be lower paying, service jobs. **Each region saw growth in the typically low-paying sectors of retail and accommodation and food service. At the same time, industries that require less education while still maintaining high wages, like manufacturing, lost jobs over the last ten years.** This high-level economic shift directly influences the number of living wage jobs accessible lower educated, often low-income persons.

**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 region. 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 many Americans enjoy like entertainment, meals at restaurants, or vacation. Living wage data for each county/city and for different household types is in Appendix F.

Figure 12. Living Wage<sup>8</sup>

Greater Prince William		Northern Piedmont		Northern Shenandoah Valley		Southwest Virginia	
Two Adults Two Children	One Adult Two Children	Two Adults Two Children	One Adult Two Children	Two Adults Two Children	One Adult Two Children	Two Adults Two Children	One Adult Two Children
							
\$19.17/hour Full-time for both adults	\$35.69/hour Full-time	\$17.62/hour Full-time for both adults	\$32.58/hour Full-time	\$16.77/hour Full-time for both adults	\$30.88/hour Full-time	\$15.53/hour Full-time for both adults	\$28.40/hour Full-time <sup>8</sup>

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 surveyed. In Virginia, an adult with a high school diploma or equivalency has median annual earnings of \$31,831, while an individual with a bachelor’s degree earns \$60,105.<sup>9</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. Some communities have been making progress on this issue. Board members in the Northern Shenandoah Valley noted that high schools, community colleges, and local employers have formed strong partnerships to provide students with the training necessary to enter skilled professions in the region.

“Working three jobs to pay my bills makes it difficult to be a parent to my kids. I am grateful to have the extra jobs, but I do wish it wasn’t necessary.”  
-Community Member

Economic distress at the community level has negative social and physical consequences for residents. A 2017 report from the Economic Innovation Group shows that residents in counties with distressed economies have shorter life expectancies, higher mortality rates from mental health and substance abuse disorders, and women in these communities have higher rates of obesity and diabetes.<sup>10</sup>

<sup>8</sup> MIT Living Wage Calculator. 2019 Data. Retrieved November 5, 2019.

<sup>9</sup> US Census Bureau. American Community Survey. 2014-2018 5-year Estimates. Table S1501.

<sup>10</sup> Economic Innovation Group. 2017. “The 2017 Distressed Communities Index.”

## Poverty

Living in poverty affects thousands of families in People Incorporated’s service area. The poverty rates in the Greater Prince William, Northern Piedmont, and Northern Shenandoah regions are all below the state rate of 10.9%; however Southwest Virginia remains much higher than the state average. **Across all regions, over 90,000 individuals are living below the federal poverty line, and about 29,000 of them are children.**

Accordingly, the poverty rate among children is higher than that for adults in every People Incorporated locality.<sup>11</sup>

In line with state and national trends, **racial minorities are more likely to live in poverty than white individuals** across the People Incorporated service area. **Poverty rates are higher for females than males in every region.** However, poverty rates are lower among veterans in every region.

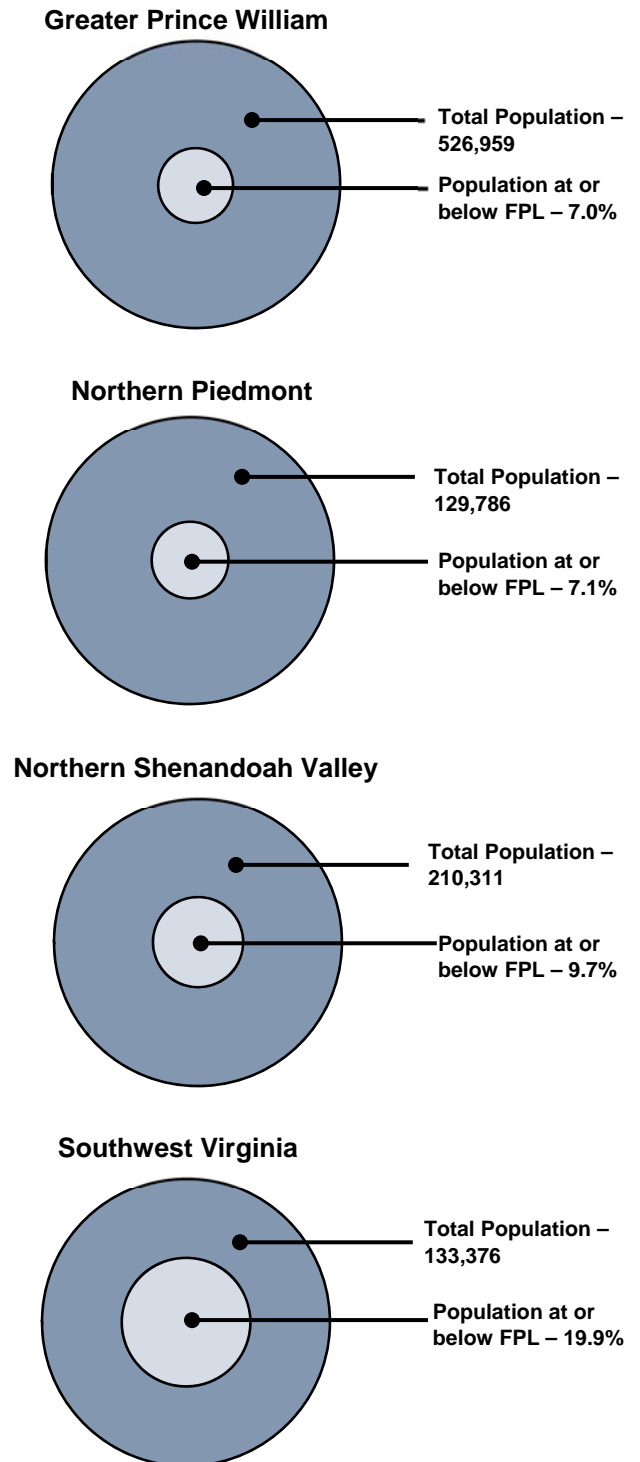
Standardized federal poverty levels determine eligibility for many state and federal assistance programs including Medicaid, Affordable Housing Vouchers, Head Start, Supplemental Nutrition Assistance Program (SNAP), free and reduced school lunch, and weatherization assistance.

For 2020, the Health and Human Services Federal Poverty Guidelines (FPL) by household size are:

1 Person	\$12,760
2 People	\$17,240
3 People	\$21,720
4 People	\$26,200
More	Add \$4,480 each

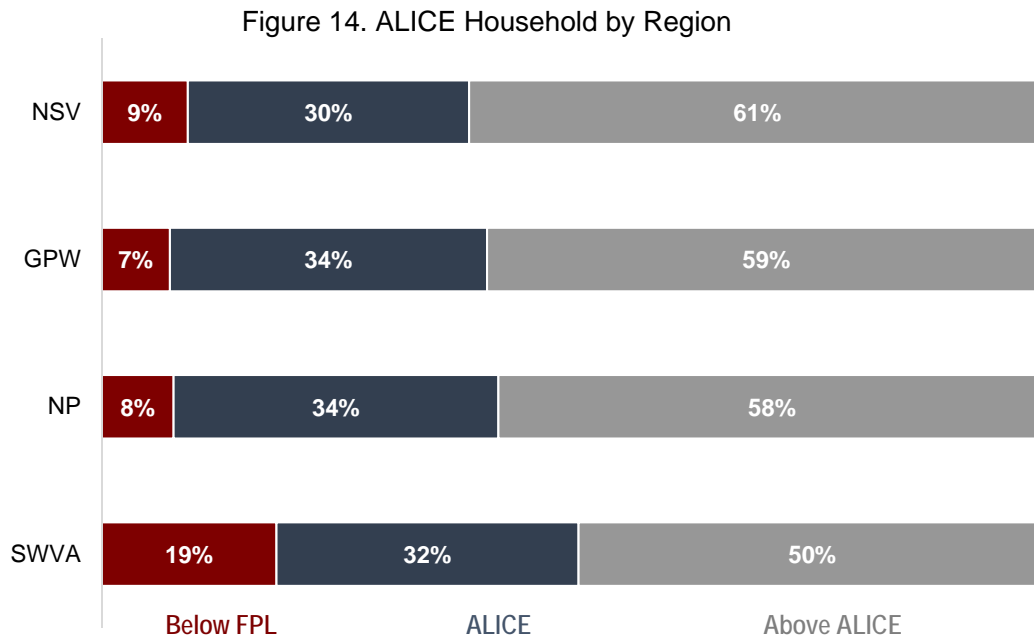
These levels are far below the living wage levels indicated in the previous section, meaning that individuals and families who live above the federal poverty level but below a living wage may be in desperate need of assistance but ineligible for safety net programs.

Figure 13. Poverty Rates by County<sup>11</sup>



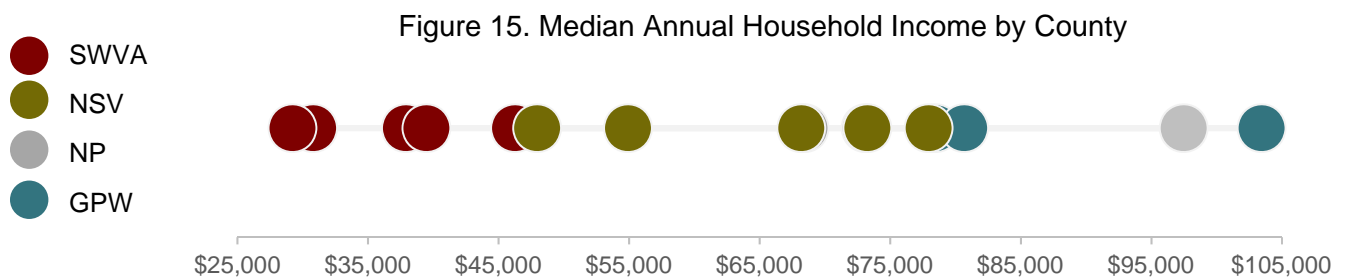
<sup>11</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table S1701.

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 2016, 41% fell below the ALICE threshold.<sup>12</sup>



Using the FPL can be misleading when almost half of families are, in reality, struggling to get by in People Incorporated’s service area.

Another way to look at income distribution is through median annual household income. Median income varies greatly across the People Incorporated service area- \$103,445 in Prince William County to \$29,226 in Dickenson County. Median incomes for Bristol, Buchanan, and Dickenson are in the bottom tenth for counties in Virginia, while Prince William and Fauquier are in the top 10%.<sup>13</sup>



<sup>12</sup> United for ALICE. United Way. Virginia. 2016 Data.

<sup>13</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table DP03.

# Transportation

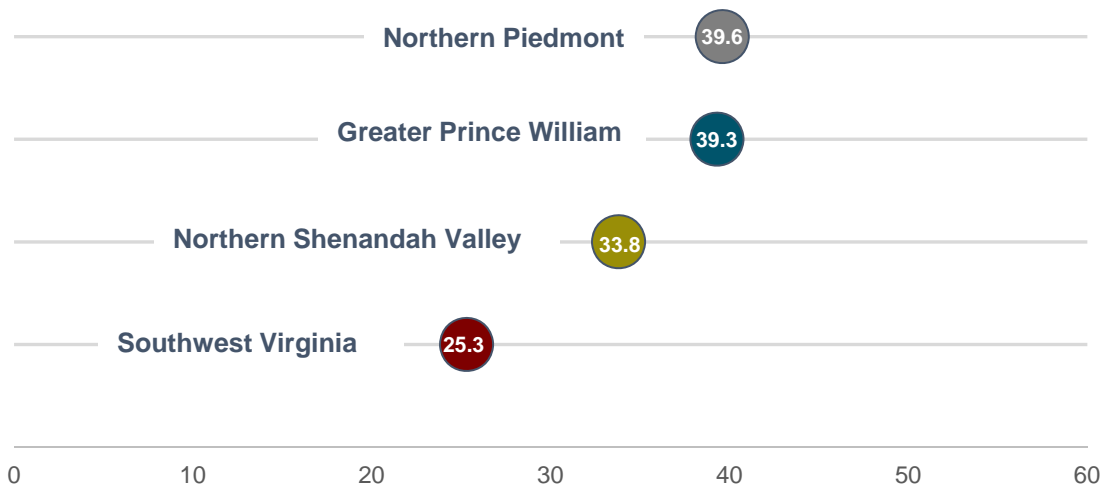
Transportation came out as a top issue in survey and focus group data. While partners, board members, and community members brought up this issue in all service regions, the specifics of the issue differed. According to focus group feedback:

- **In the urban and suburban communities of the Greater Prince William, integration with the Washington D.C. transit system and number of stops remains an issue.**
- **An almost complete lack of public transit is an issue in rural Northern Shenandoah Valley and Southwest Virginia.**

Nineteen percent of community survey respondents said they did not have reliable transportation, and respondents in the Northern Piedmont and Greater Prince William regions were more likely not to have access to reliable transportation. Reliable transportation is crucial for maintaining stable employment, but also effects the ability to transport children to educational and extracurricular programs and attend regular medical appointments.

**Residents of the Northern Piedmont region have the longest average commute to work at 39.6 minutes, and those in Southwest Virginia have the shortest.**<sup>14</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>15</sup>

Figure 16. Average Commute Time in Minutes



For much of the People Incorporated service area, a personal vehicle is the only available means to transportation for work, medical appoints, and basic errands. In the Greater Prince William region, the most densely populated, only 2.7% of households have no vehicle. In Southwest Virginia, the least densely populated region, 6.9% of households have no vehicle.<sup>16</sup>

<sup>14</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table DP03.

<sup>15</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."

<sup>16</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table B08201.

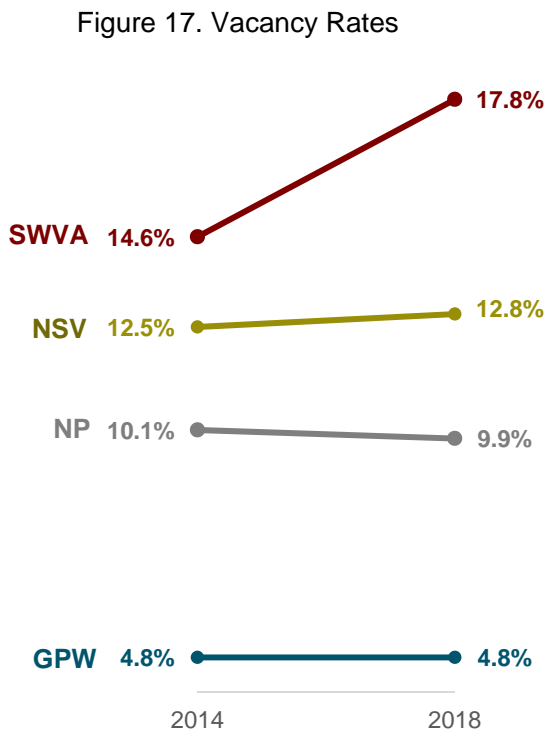
## IV. Housing

Among surveyed community members, housing was listed as a top need for both the individual and community in every region. This includes the need for affordable senior housing, assistance with rent payments, lack of sufficient housing in specific communities, and assistance with purchasing a home. However, **the largest housing need described was affordable housing.**

Housing was also the top need mentioned in partner surveys, with twice as many respondents listing housing as the top community need as compared to any other need. Former Governor McAuliffe’s issuance of Executive Order 32 in 2014, to “identify and implement actions to enable quality, affordable housing,” further underlines need across the commonwealth.<sup>17</sup>

### Housing Quality and Quantity

During focus groups, board members in multiple regions brought up the issue of the low quality of rental units available to low-income individuals. **In every region, renter occupied units tend to be older than owner occupied units.**<sup>18</sup> This means that renters, who are often lower income, are more likely to face issues that come with old houses, like electrical and plumbing that are not up to current code. Low-income renters often have fewer options in their price range, and those that are affordable may be low-quality or even unsafe.



Reflecting changes in population, **vacancy rates have stayed low over the last five years in the Northern Piedmont, and particularly the Greater Prince William regions, while they have increased in Southwest Virginia and the Northern Shenandoah Valley.**<sup>19</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 because of housing cost increases, commute times, and increased demand for public transportation in suburban and rural communities.

<sup>17</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>18</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table DP04.

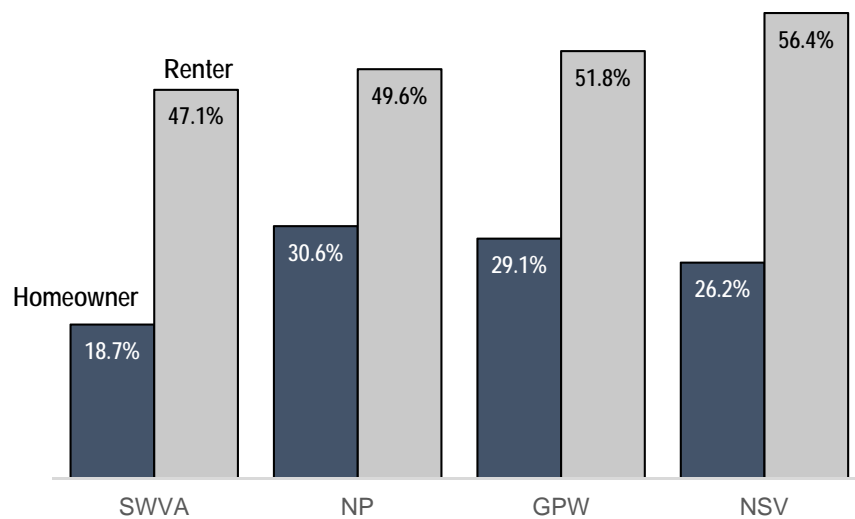
<sup>19</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table DP04.

In contrast, rising vacancy rates in Southwest Virginia and the Northern Shenandoah Valley may be a symptom of large economic and demographic changes. Like many rural places in the country, communities in these regions are seeing an out-migration to cities where there are more job opportunities. As wealthier individuals move from rural areas into urban cities, lower-income residents are pushed out.<sup>20</sup> Recent research further illustrates that high skill workers are moving to places with high wages, often urban, while low-skill workers are moving away from places where wages are higher because they cannot afford the housing.<sup>21</sup>

## Affordable Housing

**Twenty-eight percent of survey respondents said 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 implications for state policy priorities like workforce development, transportation, education, and health.<sup>22</sup>

Figure 18. Housing Cost Burdened Households by Type



Around 1/3 of households throughout the People Incorporated service area are housing cost burdened.<sup>23</sup>

However, about 50% of renters in each region 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.

The median monthly rent in Dickenson County is \$517, which is very low, but the average monthly

income for a renter household is only \$1,429, making the average rent more than 1/3 of the average income.<sup>24</sup> Housing affordability data for each county is in Appendix I.

<sup>20</sup> Blumenthal, Pamela, John McGinty, and Rolf Pendall. 2016. "Strategies for Increasing Housing Supply in High-Cost Cities: DC Case Study." Urban Institute Brief.

<sup>21</sup> Semuels, Alana. 2017. "The Barriers Stopping Poor People From Moving to Better Jobs." *The Atlantic*

<sup>22</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>23</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table DP04. For this report, Housing Cost Burdened is defined as spending 30% or more of a household's income on housing.

<sup>24</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table B25119.

“Cost of housing here is too high for the pay in this area. The pay in D.C. might be higher, but for those who want to be around to parent their child instead of driving in traffic all night, there are not enough high paying jobs to compensate for the high cost of housing.”

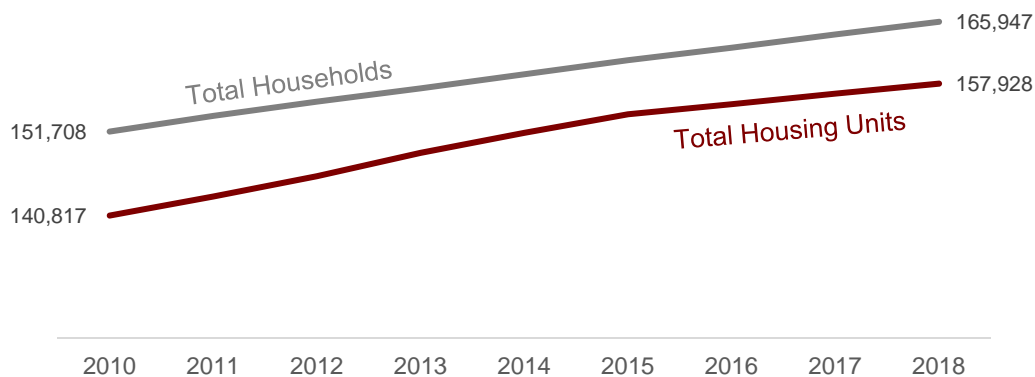
- Community Member

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.

Partners and community members in the Greater Prince William and Northern Piedmont regions emphasized that pay is not rising nearly as fast as the cost of housing. **The gap between the**

**number of households living in these regions and the number of units available has been steadily decreasing in recent years.** This relationship puts a squeeze on the market, driving up the cost of housing for both renting and purchasing a home. Both partners and board members from the Greater Prince William region noted that the existing affordable housing is “workforce housing,” which is priced for teachers or blue-collar workers who usually make above poverty. Any housing that would be affordable for those with almost no income would have to be heavily subsidized. The limited housing stock means that few units or complexes are even available to be made into affordable housing.

Figure 19. Housing Demand in Greater Prince William Region



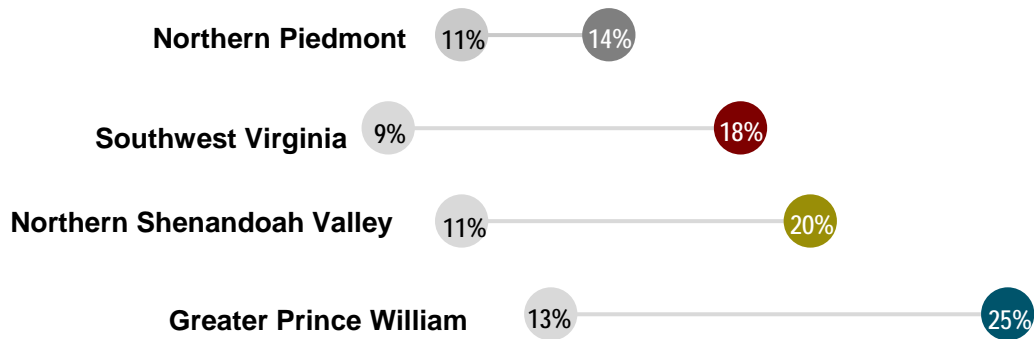
Since 2010, the gap between the number of housing units and the number of households in the region has decreased by 2,800.<sup>25</sup>

<sup>25</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table DP04 and DP03.

## Mobility

Low-income individuals also relocate at a higher rate than their higher income counterparts. In the People Incorporated service area, individuals living below the federal poverty level are almost twice as likely to have moved residences in the last year as those living above the FPL.<sup>26</sup>

Figure 20. Percentage of Individuals Moved in Last Year by Poverty Status

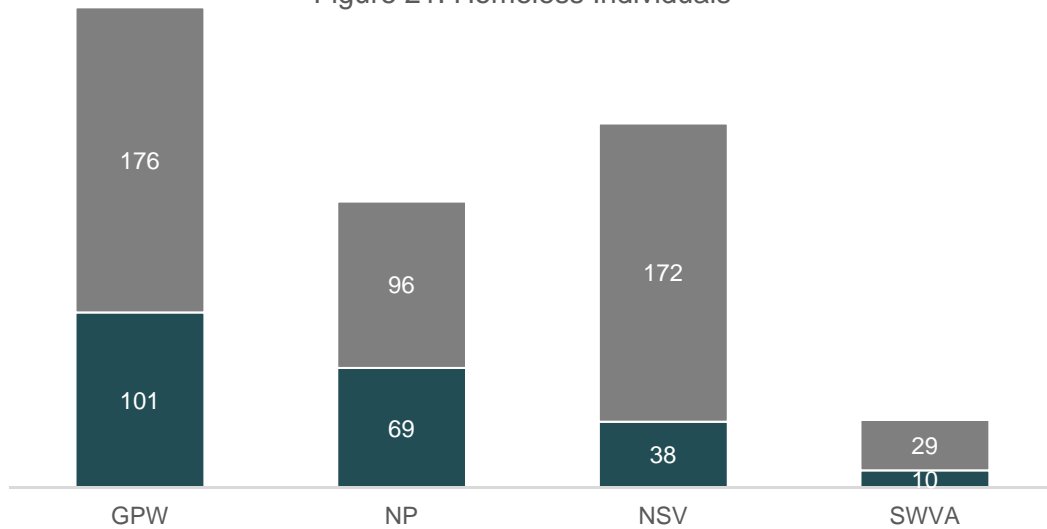


When families move due to increasing housing costs, children often move schools, negatively affecting academic performance and social development.<sup>27</sup>

## 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 providers work to count the literally homeless individuals in emergency shelter, transitional housing, or unsheltered.

Figure 21. Homeless Individuals



<sup>26</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table B0712.

<sup>27</sup> Roy, Joydeep, Melissa Maynard, and Elaine Weiss. 2008. "The Hidden Costs of the Housing Crisis." The Partnership for America's Economic Success.

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 place or those who are living in week to week hotel rooms. **Nineteen percent of respondents to the community member survey had shared housing with another household to avoid being homeless in the past year.**

Respondents from the Greater Prince William and Southwest Virginia regions were most likely to have had that experience.

Board members in multiple regions discussed the need for more Permanent Supportive Housing (PSH). PSH combines low-barrier affordable housing with other supportive services, like health care, social services, and counseling, so that individuals and families can be better prepared when they transition to their own home.

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

-Community  
Member

## V. Education

Survey and focus group respondents mentioned the need for education in various ways.

**Primary were the need for technical and workforce education targeted to higher paying jobs and affordable educational opportunities.**

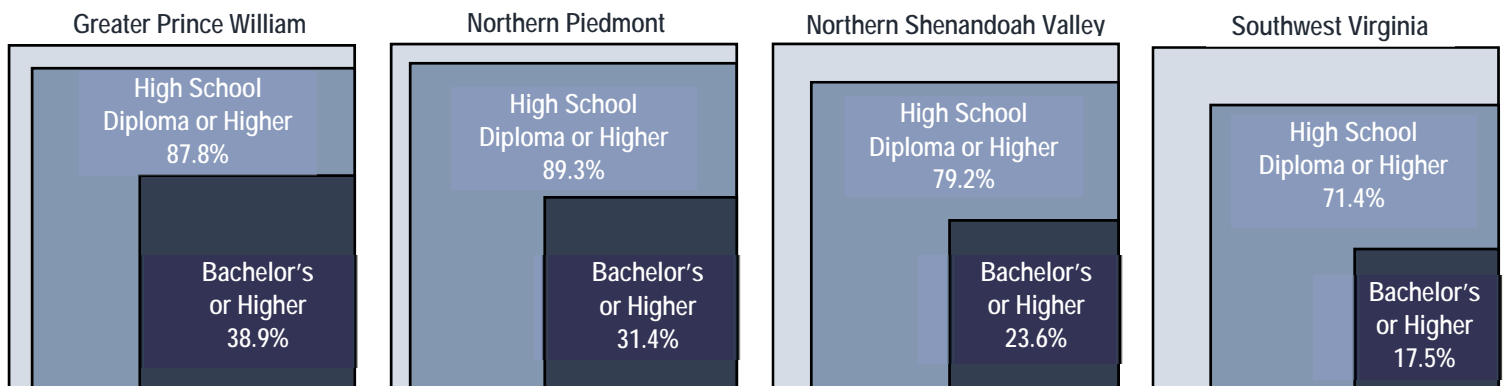
Partners, board members, staff, and community members all recognized that education (whether a GED, college degree, or workforce credential) is a path to greater earnings and increased financial stability. The theme of an increased focus on technical education and training came up in board and partner focus groups. They noted that shorter, more affordable technical programs could be more accessible and have a greater impact for low-income individuals with a limited traditional education. This seemed especially true for Southwest Virginia and Northern Shenandoah Valley where industries like manufacturing are still major employers.

Twenty-one community members indicated education as their single greatest need, encompassing GED, assistance with college fees, or education for their children. Focus group participants discussed education's impact on employment, child development, and the overall economic climate of a community.

### Educational Attainment

Educational attainment varies across each region. The Greater Prince William Region has the largest proportion of residents with bachelor's degrees and Northern Piedmont has the largest proportion of high school graduates.<sup>28</sup>

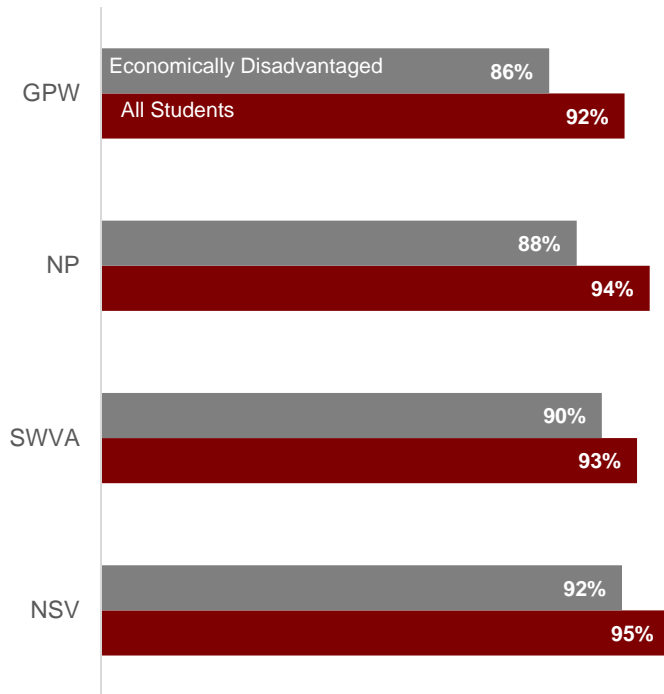
Figure 22. Educational Attainment



The levels of educational attainment in each region mirror current industry trends in employment. In Southwest Virginia and the Northern Shenandoah Valley, where manufacturing remains a top industry despite declines, fewer individuals have bachelor's degrees. However, industries like education and healthcare, which often require a bachelor's or higher, are growing in most regions.

<sup>28</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table S1501.

Figure 23. Graduation Rates



Graduating from high school on time has a large impact for both the individual’s lifetime earning potential and for the economy. In Culpeper County, median annual earnings for someone who did not graduate high school are \$22,013 and \$34,136 for someone with a high school diploma. It is similar in Buchanan County with a range of \$22,400 for a dropout and \$29,419 with a diploma or equivalent.<sup>29</sup> Similarly, the unemployment rate for dropouts in Virginia is 1.5 times higher than that for high school graduates.

**Four-year high school graduation rates range from a low of 79.1% in Manassas to 99.4% in Clarke County.<sup>30</sup>** In almost all localities, the graduation rate was lower for economically disadvantaged students than for the whole student body.

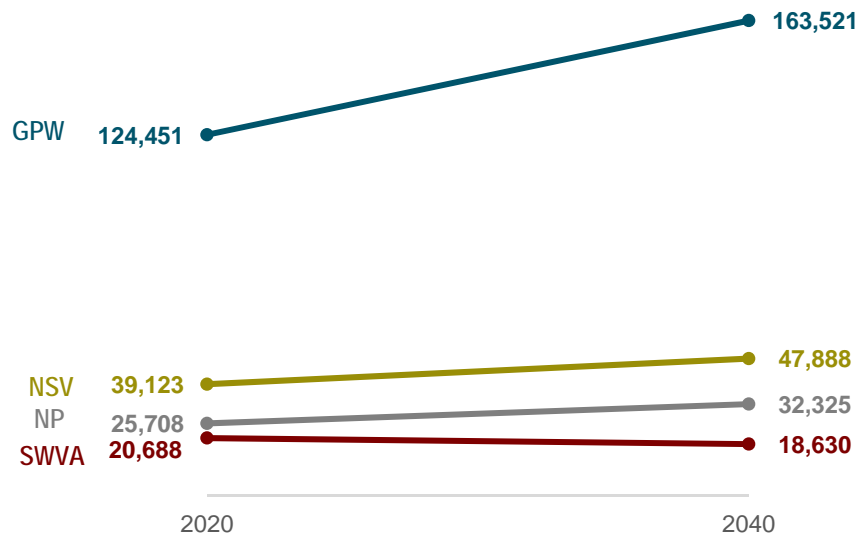
<sup>29</sup> US Census Bureau. American Community Survey. 2014-2018 5-year estimates. Table S1501

<sup>30</sup> Virginia Department of Education. State Level Cohort 4-Year Report 2019

## VI. Children and Youth

Over 243,000 children live in People Incorporated’s service area.<sup>31</sup> The number of children is expected to grow by thousands in the Northern Piedmont, Northern Shenandoah Valley, and Greater Prince William regions over the next twenty years. The number of children under fifteen in Southwest Virginia is expected to decrease by about 2,000 over the same time period.<sup>32</sup>

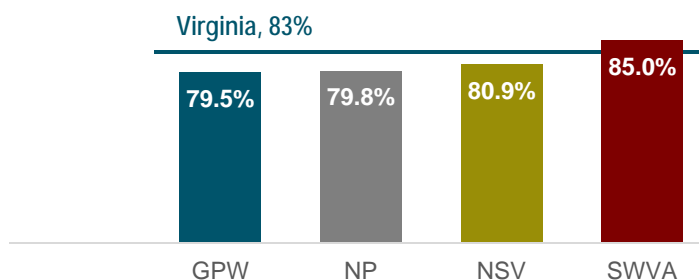
Figure 24. Population growth for children under 15



### Kindergarten Readiness

Entering school ready to learn can have significant long-term benefits for children on education, employment, earnings, marriage, and health.<sup>33</sup> For the 2018-2019 academic year, 83% of children in Virginia entered kindergarten with appropriate reading levels. Readiness varied among regions with Southwest Virginia having the largest percentage of ready children and the Northern Piedmont region the smallest.<sup>34</sup>

Figure 25. 2019 Kindergarten Readiness Rates



<sup>31</sup> US Census Bureau. American Community Survey. 2014-2018 5-year Estimates. Table DP05

<sup>32</sup> Demographics Research Group of the Weldon Cooper Center for Public Services. July 2019.

<sup>33</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>34</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 top needs. Community members in the Northern Shenandoah Valley also ranked childcare as a top tier need. This need is complex in its relationship with other needs like employment, education, and health. The top concerns related to childcare fall into 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.

In Virginia, center-based childcare costs an average of \$14,560 a year for one infant.

For an infant and a 4-year old, the cost jumps to \$26,104 a year.<sup>36</sup>

As of November 2019, only 43% of the registered childcare providers in the People Incorporated service area provide subsidies, and only 26% provide full time care and accept subsidies.<sup>35</sup> In Virginia, single parents pay 48.2% of their income for center-based infant care.<sup>36</sup> Spending almost half of one's income on childcare leaves little left to pay for housing, food, and other basic needs.

- **Availability of care**

Availability of childcare is an issue in many cities across the country experiencing population growth and in rural communities with few providers. In the People Incorporated service area, 51% of registered providers offer full-time licensed care. However, there are even fewer providers for infants less than one-year old. Only 40% of providers offer licensed infant care.

Title I preschool and the Virginia Preschool Initiative have greatly expanded care for four-year-olds across the state. In the fall of 2019, 3,654 children under five were enrolled in preschool programs at public schools across all regions.<sup>37</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 needing care and the number of available childcare slots with qualified providers. According to 2018 US Census Bureau estimates, about 64,000 children under age five live in the People Incorporated service area.<sup>38</sup> If all 42,293 registered provider slots are filled, and an additional 3,654 children are in public preschool, that still leaves about **18,000 children without registered care in the People Incorporated service area**. Some of these

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<sup>35</sup> Virginia Department of Social Services. Child Day Care. Searched November 2019.

<sup>36</sup> Childcare Aware of America. US and the High Price of Child Care: An Examination of a Broken System. 2019. Virginia.

<sup>37</sup> Virginia Department of Education. Fall 2019 Membership data.

<sup>38</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table S0101.

families may not have their children in centers by choice, while others may be relying on friends or family, or using unregulated or unregistered providers because it's the only affordable option

Detailed county-level data on childcare availability is in Appendix K.

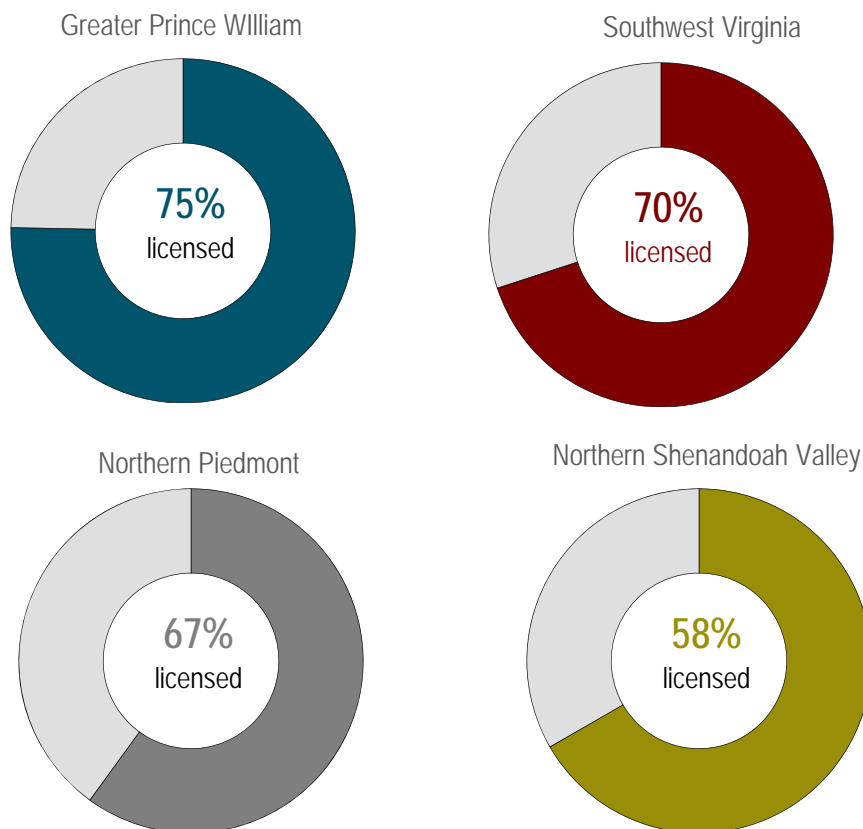
- **Conflict between care schedules and employment schedules**

Across all areas, 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**

When families cannot afford traditional, center-based childcare, they often turn to friends or family members to care for their children. Partners in the Greater Prince William region noted that quality child care is more than having a friend watch your child, children need focused attention and a curriculum for development.

Figure 26. Proportion of Registered Child Day Care Providers with a License



In the People Incorporated service area, **71% of providers registered with the Department of Social Services are licensed.**<sup>39</sup> One of the largest providers of unlicensed care are 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. However, partners and board members discussed that some religiously exempt providers have decided to shut down rather than meet newly expanded requirements, exacerbating the issue of childcare availability.

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>37</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 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.

## **Activities for Children and Youth**

A need that came up in all regions in both surveys and focus groups was the need for activities and programs to engage children and youth when they have aged out of early childhood education programs. This issue was of particular importance to partners in the Northern Piedmont region. Partners focused on the positive impact after school and summer programs can have on deterring children and youth from substance abuse or other negative and risky behaviors.

Both community members and partners stated that activities for teenagers were the single greatest need for either them or their community. While some input stated a general lack of activities, other comments illustrated barriers that low-income youth face in accessing existing activities. Many sports or extracurricular activities require a fee for equipment or participation. Activities outside of school hours also require transportation. In rural communities, a lack of recreational opportunities can lead to social isolation.

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<sup>39</sup> Virginia Department of Social Services. Child Day Care. Searched November 2019.

# Head Start Supplemental Info

## Eligibility Estimates

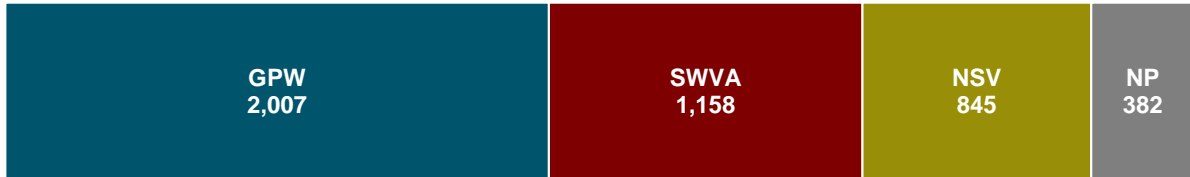
As a Head Start and Early Head Start grantee, People Incorporated reports on data specific to the needs of low-income children and families in our service area related to child care and early childhood education. This section specifically outlines those data points as specified by the Head Start Program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

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

Figure 27. Estimated Head Start Eligible Children by Region



Figure 28. Estimated Early Head Start Eligible Children by Region



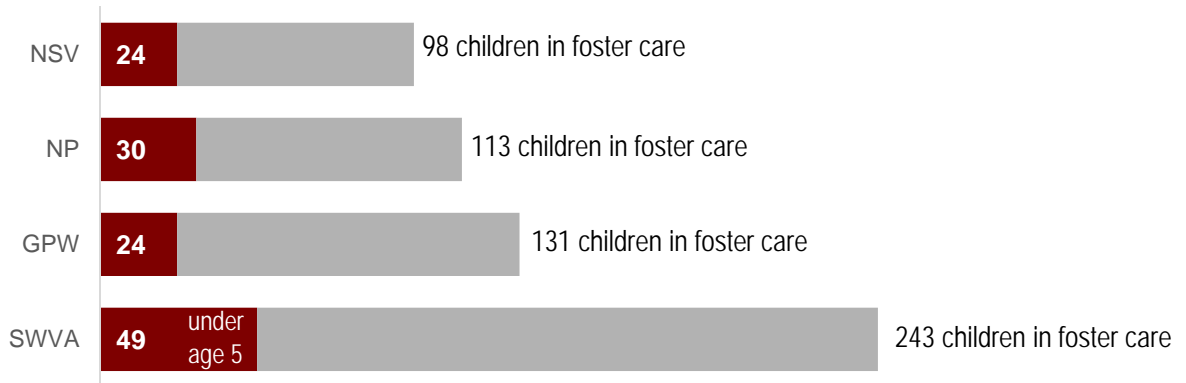
For Southwest Virginia, these estimates greatly outnumber the current Head Start and Early Head Start capacity. For the region, People Incorporated and Buchanan County operate all head start programs.

<sup>40</sup> See Appendix M for Methodology

## Foster Care

Across the People Incorporated service area, **585 children were in foster care as of Septmebr 1, 2019**. Almost half of the children in foster care were in Southwest Virginia, despite the fact that SWVA has the smallest total population of children among the four regions.<sup>41</sup>

Figure 29. Children is Foster Care as of Sept. 1, 2019



<sup>41</sup> Virginia Department of Social Services. Foster Care Demographic Reports.

# VII. Nutrition, Health, and Wellness

## Substance Abuse and Mental Health

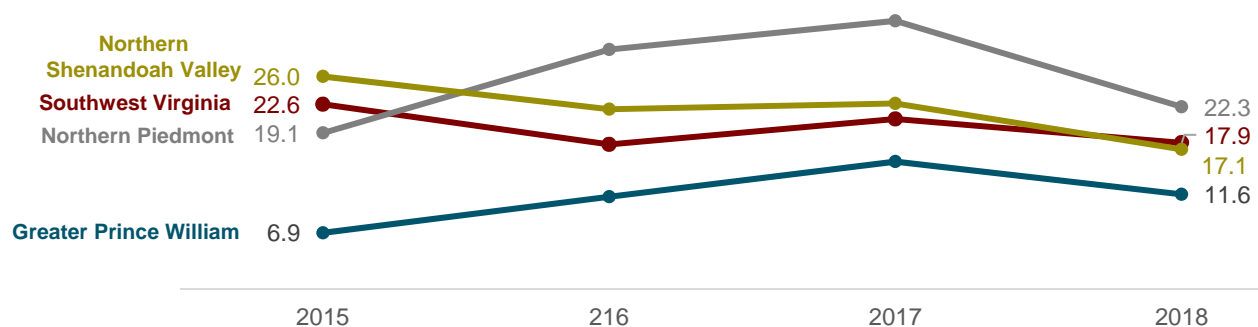
Issues related to substance abuse and mental health were at the forefront of feedback from staff, board, partners, and community members. Out of 29 needs scored by survey respondents, community members established mental health services as the fifth most important need. Here are just a few of the exact words used by survey respondents when asked to identify the single greatest need in their community:

- Partners
  - “Access to affordable mental health care”
  - “Support for substance using parents/caregivers”
  - “Stopping the drug epidemic”
- Community Members
  - “Drug rehab and support for addicts”
  - “Addiction counseling”
  - “Provide help with methadone or suboxone maintenance”
- Staff
  - “Adequate substance abuse treatment for poor, uninsured”
  - “An end to the drug crisis”
- Board
  - “Addressing the opioid crisis”

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>42</sup>. Based on the feedback we received, mental health services and substance abuse services are joint needs that must be addressed simultaneously.

While the drug overdose rate for the Northern Piedmont and Greater Prince William regions climbed from 2015-2017, the rate for all regions dropped in the last year.<sup>43</sup>

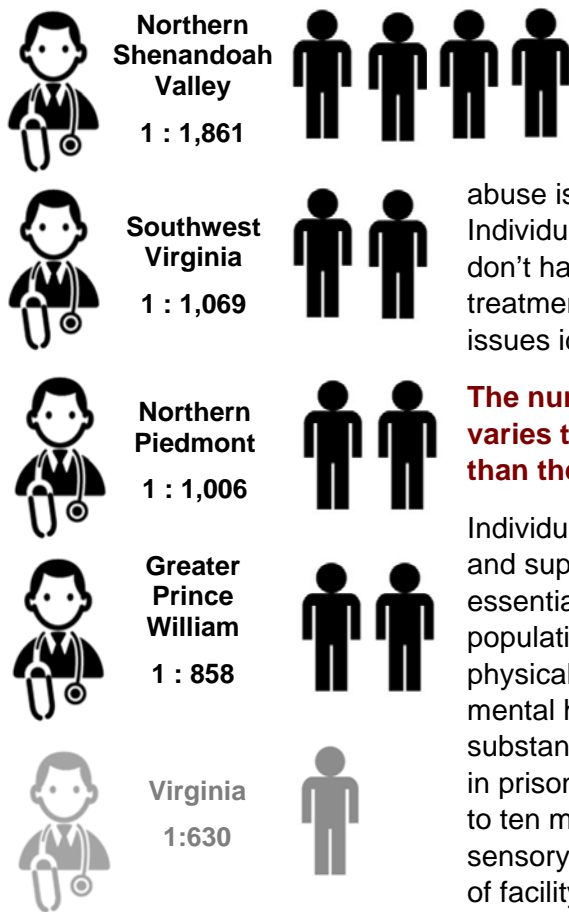
Figure 30. Drug Overdose Death Rate (Rate per 100,000)



<sup>42</sup> National Institutes of Health. Initiative to Help End the Opioid Crisis. [www.nih.gov/opioid-crisis](http://www.nih.gov/opioid-crisis).

<sup>43</sup> Virginia Department of Health. Opioid Indicators Dashboard. Accessed December 2019.

Figure 31. Ratio of Residents per Mental Health Provider



Focus group participants discussed multiple causes and consequences of the rising rates of substance abuse. Some employers are struggling to find employees who can pass required drug screenings. This has a two-fold impact in that employers can't find employees for open positions and substance abusers are less able to secure employment.

Current clients identified that treatment for substance abuse is expensive, even for those who do have insurance. Individuals may also self-medicate with illegal drugs when they don't have access to care. The shortage of both substance abuse treatment facilities and mental health providers was one of the key issues identified.

**The number of residents per each mental health provider varies throughout the People Inc. service area, but is higher than the state rate in each region.<sup>44</sup>**

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>45</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>46</sup>

Focus group participants also discussed the affordability of mental health and substance abuse services. Insurance may not cover the level of intensive services needed for recovery and out of pocket cost is too high.

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, 30% said they'd experienced emotional and behavioral problems with their children in the last 12 months.** They mentioned a need for expanded services in this area.

"Mental health and drug abuse are a major problem for my family. I'm raising two children without any support groups."  
-Community Member

<sup>44</sup> County Health Ranking and Roadmaps. 2018 NPI Registry.

<sup>45</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>46</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

**Survey data from all respondent groups indicated affordable health and dental care as a priority need.** Affordable health and dental care were listed as the single greatest need among many community members in the Northern Piedmont and Greater Prince William areas. Affordable health and dental care received the highest average score of need among the Northern Shenandoah Valley and Southwest Virginia community members. This issue was also at the top of indicated needs among partners and staff.

Focus groups illuminate multiple facets to how this need affects low-income families across People Incorporated's service area:

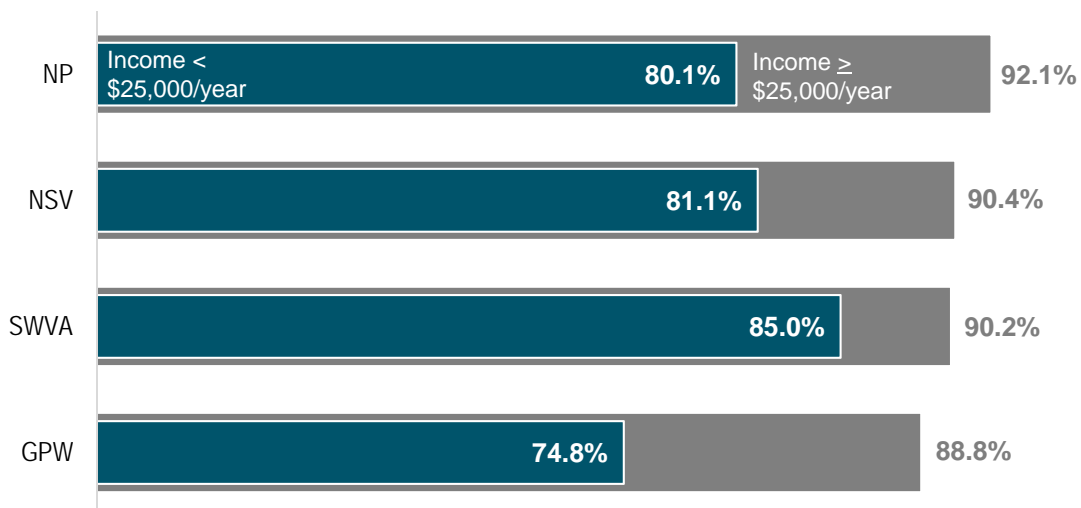
- Individuals who work in retail and service jobs may not work full-time and therefore don't have access to benefits
- Even if benefits are available through employment, monthly premiums may be more than a family can afford
- Hours for free and sliding scale clinic are often short and incongruent with work schedules
- Finding transportation to providers poses additional challenges
- Virginia Medicaid does not provide dental coverage for adults
- Working adults cannot afford to miss work to attend medical appointments

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. In the words of one community member:

"Affordable healthcare for those who don't fit into categories for assistance is greatly needed."

**Rates of insurance coverage are much lower among households making less than \$25,000 a year.<sup>47</sup>**

Figure 32. Insurance Coverate Rates



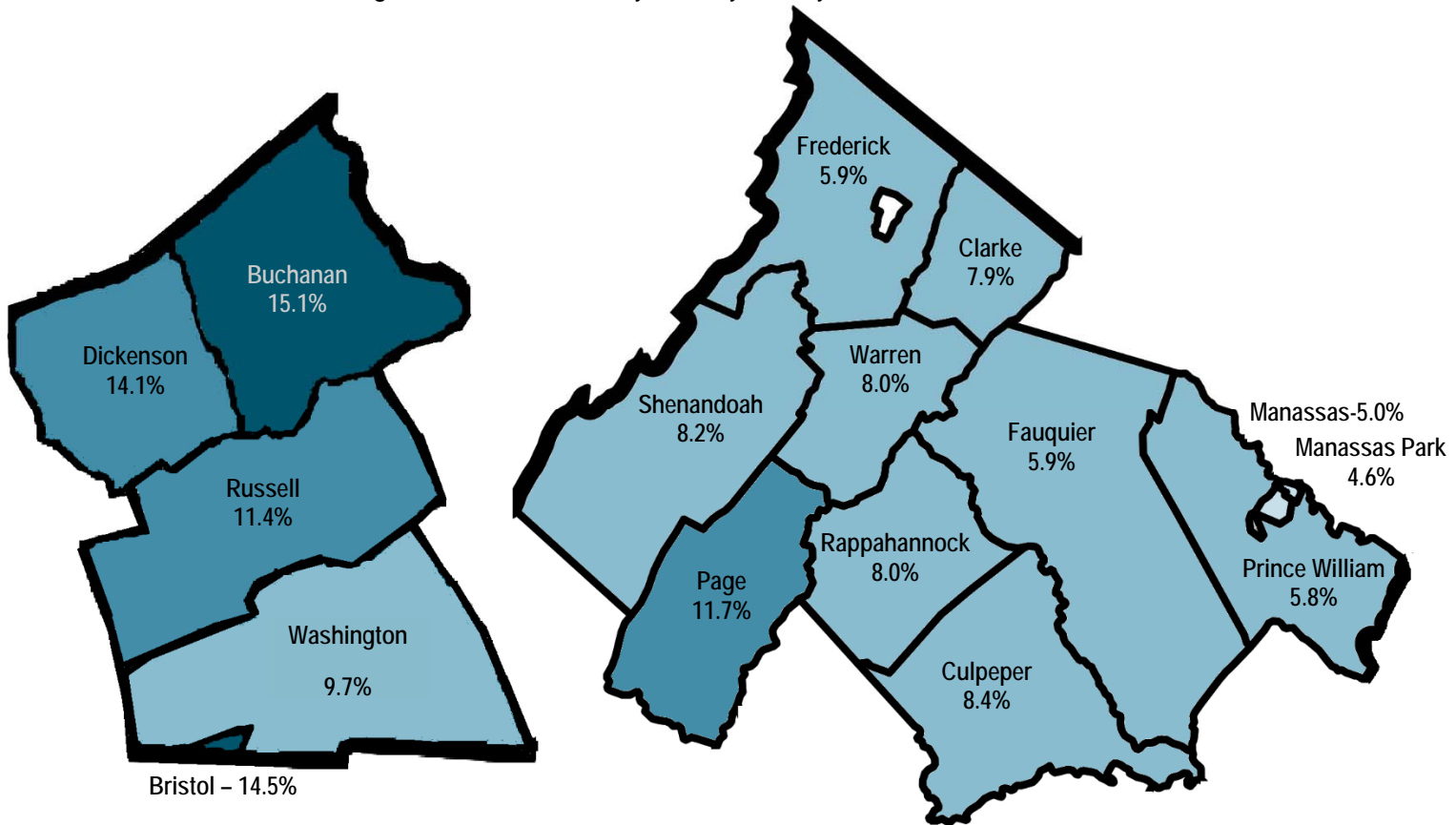
<sup>47</sup> US Census Bureau. American Community Survey, 2014-2018 5-Year Estimates. Table S2701.

## Nutrition

Seventeen percent of respondents to the community member survey said they have gone hungry in the past 12 months, despite the fact that 56% receive Supplemental Nutrition Assistance (SNAP) and 45% have used food banks. These data reinforce feedback from staff and partners that assistance with basic needs like food is still very important. Focus group data emphasize that access to healthy food is interconnected with other issues like employment and child development.

Seven percent of community member respondents identified basic needs like clothing and food as their single greatest need. **Over 70,000 individuals in the People Incorporated service area are food insecure**,<sup>48</sup> including about 27,000 households who receive SNAP benefits.<sup>49</sup> Food insecure families lack access to enough food for active, healthy lifestyles and have limited availability of nutritionally adequate food.

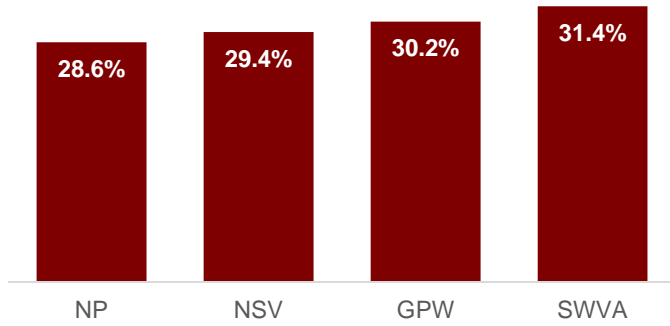
Figure 33. Food Insecurity Rate by County



<sup>48</sup> Feeding America. Map the Meal Gap. 2017 Data.

<sup>49</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates.

Figure 34. Adult Obesity Rates<sup>50</sup>



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>51</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>52</sup>

<sup>50</sup>County Health Rankings and Roadmaps. CDC Diabetes Atlas. 2015.

<sup>51</sup>Desilver, Drew. 2013. “Obesity and poverty don’t always go together.” Pew Research Center.

<sup>52</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.

# VIII. Other Key Findings

## Coordination and Collaboration

Another identified issue that doesn't fit neatly into any given service category is the need for more coordination and collaboration among service providers. This need was particularly important to the 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.

The surveyed community members also mentioned that they needed more awareness of available services. Better communicating about available services both within People Incorporated and through community partners could broaden and deepen impacts.

## Intensive Community Support

Input from community members, partner organizations, and People Incorporated staff and board also aligned on the need for intensive support for families moving out of poverty. Survey and focus group data revealed that many of the issues faced by low-income individuals and families are created or exacerbated by a lack of support, from either family or the larger community.

When someone faces the prospect of homelessness, domestic violence, special needs for their children, or any number of hardships, a community that can provide support emotionally, socially, and physically can make the difference between moving forward or sliding back.

Both partners and community members identified the need for a stronger sense of community. They cited changing values and a more individualized life style as impacting the ability for low-income individuals to make changes or stay out of poverty. Focus group participants posited that a stronger sense of community would make individuals and families more comfortable asking for help when they need it, and community members would be more willing to provide assistance. In the community member survey, respondents ranked a greater "sense of community" among the top five community needs. Many of the characteristics of poverty work to isolate the individual from mainstream society.

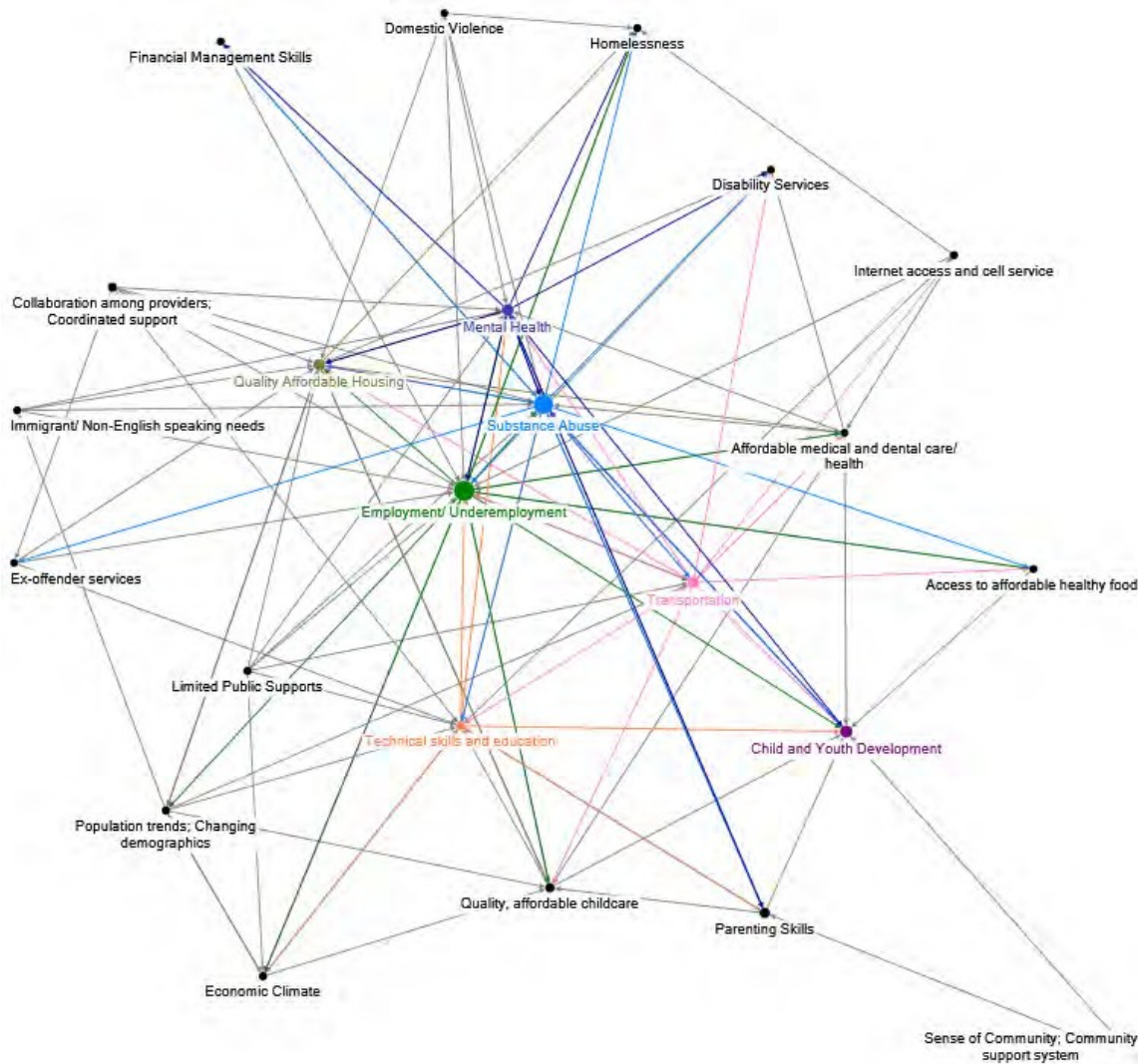
## It's Complicated

Looking at Census statistics and quantitative survey data may give the impression that these needs are stand alone, neatly fitting into predetermined categories. **However, conversations with people living and working in People Incorporated's communities paint a picture of the interconnectedness of the issues facing low-income families and communities.**

Focus groups with clients, partners, and board members attempted to dig deeper into the root causes of top needs that arose from survey data. This attempt brought forth rich conversation about how each need shapes and is shaped by other needs. These conversations also affirmed that strategies for addressing a given need must be comprehensive and collaborative.



People Incorporated staff conducted a network analysis to explore the strength and direction of the complex relationships among needs. This analysis revealed the interconnectedness of needs that were mentioned in the focus groups. The arrows show which other issues any given need is influencing.



**At the center of the network, the issues with the most connections to others, include employment/underemployment, substance abuse, and mental health.** These are the issues that are central to poverty in People Incorporated’s service area. The issues at the center are the most influential, and those at the outside as less influential. This doesn’t mean that domestic violence or financial management skills don’t have a large impact on the well being of individuals and communities, just that they aren’t as central to the web of issues faced by low-income individuals and families.

These findings have large implications for service delivery strategy. In order to make true progress in the fight against poverty, providers need to work with the whole family, across a variety of programs and services. Meeting this wide variety of needs will also require strong partnerships with other organizations and collaboration in setting community-wide priorities.

Other research supports the interconnectedness of many needs seen here. A recent study published by the Appalachian Regional Commission in partnership with the Centers for Disease Control and Prevention found that the recent rise in opioid abuse is interconnected with economic decline, employment, and access to affordable healthcare.<sup>53</sup> The interconnectedness of needs supports the necessity of People Incorporated’s decision to move toward integrated service delivery and whole-family approaches to services provision.

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<sup>53</sup> Appalachian Regional Commission and Oak Ridge Associated Universities. 2018. “Communicating about Opioids in Appalachia: Challenges, Opportunities, and Best Practices.”



# Appendices

## Appendix A. Demographic Statistics by County

	2018 Total Population <sup>55</sup>	Racial and Ethnic Distribution <sup>54</sup>								Sex	Age
		Percent White	Percent Black/African American	Percent Native American	Percent Asian	Percent Hawaiian/ Pacific Islander	Percent Other Race	Percent Two or More Races	Percent Hispanic (of any race)	Percent Female	Median Age
Culpeper	51,859	76.2%	13.8%	0.4%	1.4%	0.1%	3.8%	4.2%	10.3%	50.0%	38.8
Fauquier	70,675	86.9%	7.3%	0.4%	1.4%	0.0%	0.7%	3.2%	8.0%	50.4%	41.4
Rappahannock	7,252	90.2%	4.8%	0.2%	1.4%	0.0%	1.2%	2.2%	3.6%	50.5%	50.1
<b>Northern Piedmont</b>	129,786	82.8%	9.8%	0.4%	1.4%	0.1%	2.0%	3.6%	8.6%	50.2%	
Manassas	41,641	66.3%	13.9%	0.7%	5.5%	0.2%	8.7%	4.7%	35.9%	49.9%	33.7
Manassas Park	17,307	63.6%	15.2%	0.3%	10.8%	0.0%	6.5%	3.5%	38.7%	47.8%	35.3
Prince William	468,011	57.7%	20.7%	0.4%	8.1%	0.1%	7.0%	5.9%	23.0%	50.1%	34.9
<b>Greater Prince William</b>	526,959	58.6%	20.0%	0.4%	8.0%	0.1%	7.1%	5.7%	24.5%	50.0%	
Clarke	14,523	89.8%	4.8%	0.0%	0.8%	0.0%	1.4%	3.2%	5.2%	49.0%	46.6
Frederick	88,355	91.0%	4.1%	0.3%	1.3%	0.1%	0.8%	2.5%	8.2%	50.2%	40.6
Page	23,933	95.5%	1.5%	0.1%	0.4%	0.0%	0.8%	1.7%	2.0%	50.8%	45.1
Shenandoah	43,497	93.9%	2.0%	0.1%	0.9%	0.0%	0.9%	2.3%	7.0%	51.1%	44.4
Warren	40,003	89.9%	3.8%	0.3%	1.1%	0.0%	1.2%	3.8%	4.3%	50.1%	40.7
<b>Northern Shenandoah Valley</b>	210,311	91.8%	3.3%	0.2%	1.0%	0.0%	0.9%	2.7%	6.3%	50.4%	
Bristol	16,482	87.9%	7.1%	0.0%	0.1%	0.0%	1.4%	3.5%	0.6%	52.5%	42.2
Buchanan	21,221	95.2%	2.9%	0.2%	0.8%	0.0%	0.4%	0.4%	0.4%	49.6%	46.5
Dickenson	14,523	98.4%	0.7%	0.0%	0.1%	0.0%	0.1%	0.7%	0.9%	49.3%	45.4
Russell	26,748	97.3%	1.3%	0.1%	0.0%	0.0%	0.0%	1.3%	0.7%	51.2%	44.3
Washington	54,402	96.2%	1.4%	0.1%	0.5%	0.0%	0.6%	1.2%	1.5%	50.6%	45.9
<b>Southwest Virginia</b>	133,376	95.5%	2.3%	0.1%	0.4%	0.0%	0.5%	1.3%	1.0%	50.7%	
<b>Virginia</b>	<b>8,517,685</b>	<b>68.0%</b>	<b>19.2%</b>	<b>0.3%</b>	<b>6.3%</b>	<b>0.1%</b>	<b>2.5%</b>	<b>3.7%</b>	<b>9.2%</b>	<b>50.8%</b>	38.3

<sup>54</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table DP05.

<sup>55</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table PEPANNRES

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

	Veterans as Percent of Total Population	Poverty Rate for Veterans	Unemployment Rate for Veterans	Period of Service <sup>57</sup>				
				Gulf War (9/2001 and later)	Gulf War (8/1990-8/2001)	Vietnam Era	Korean War	World War II
Culpeper	9.8%	6.1%	3.5%	17.1%	23.8%	39.7%	5.4%	2.2%
Fauquier	11.4%	2.2%	3.2%	21.3%	31.5%	36.2%	5.7%	2.2%
Rappahannock	11.5%	2.6%	0.0%	6.1%	20.2%	38.3%	15.6%	6.3%
<b>Northern Piedmont</b>	<b>10.7%</b>	<b>3.6%</b>		<b>18.9%</b>	<b>28.2%</b>	<b>37.9%</b>	<b>6.3%</b>	<b>2.6%</b>
Manassas	8.6%	7.7%	6.6%	31.3%	30.1%	36.6%	4.9%	0.6%
Manassas Park	7.2%	6.8%	2.5%	36.9%	38.7%	22.1%	4.9%	0.0%
Prince William	12.8%	2.5%	2.3%	38.1%	47.7%	22.6%	3.9%	1.0%
<b>Greater Prince William</b>	<b>12.2%</b>	<b>2.9%</b>		<b>37.7%</b>	<b>46.5%</b>	<b>23.4%</b>	<b>4.0%</b>	<b>0.9%</b>
Clarke	9.8%	4.0%	0.0%	9.5%	20.1%	35.1%	10.6%	2.8%
Frederick	10.3%	3.4%	3.7%	16.3%	27.5%	34.4%	8.1%	2.9%
Page	8.5%	5.1%	0.0%	13.6%	12.7%	35.4%	12.8%	3.9%
Shenandoah	10.1%	6.9%	1.4%	17.1%	16.7%	40.1%	10.2%	3.3%
Warren	10.7%	3.5%	6.6%	16.8%	32.1%	36.6%	8.9%	1.7%
<b>Northern Shenandoah Valley</b>	<b>10.1%</b>	<b>4.4%</b>		<b>15.8%</b>	<b>24.2%</b>	<b>36.2%</b>	<b>9.3%</b>	<b>2.8%</b>
Bristol	8.3%	6.4%	0.0%	9.9%	12.7%	48.5%	13.0%	5.3%
Buchanan	4.1%	8.4%	0.0%	11.3%	18.0%	34.9%	14.2%	8.0%
Dickenson	7.7%	15.5%	7.5%	14.2%	19.6%	33.7%	6.0%	4.1%
Russell	5.0%	7.1%	4.4%	12.5%	16.7%	43.9%	2.4%	0.0%
Washington	8.6%	9.9%	8.8%	7.4%	16.9%	40.9%	8.8%	4.4%
<b>Southwest Virginia</b>	<b>7.0%</b>	<b>9.5%</b>		<b>12.1%</b>	<b>20.8%</b>	<b>51.1%</b>	<b>10.8%</b>	<b>5.2%</b>
<b>Virginia</b>	<b>10.3%</b>	<b>4.9%</b>	<b>3.6%</b>	<b>29.8%</b>	<b>32.9%</b>	<b>30.5%</b>	<b>6.0%</b>	<b>2.7%</b>

<sup>56</sup> US Census Bureau. American Community Survey. 2014-2018. 5-Year Estimates. Table S2101

<sup>57</sup> Period of service percentages do not add to 100% because individuals may have served through multiple periods or none of the indicated periods

## Appendix C. Unemployment Rate by County<sup>58</sup>

	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008
Culpeper	2.8%	3.6%	3.9%	4.3%	5.0%	5.4%	5.7%	6.4%	7.2%	7.9%	4.8%
Fauquier	2.6%	3.3%	3.5%	3.9%	4.6%	4.9%	5.1%	5.5%	6.2%	5.5%	3.3%
Rappahannock	2.7%	3.5%	3.6%	4.2%	4.8%	5.1%	5.4%	5.6%	6.3%	5.8%	3.5%
<b>Northern Piedmont</b>	<b>2.7%</b>	<b>3.4%</b>	<b>3.7%</b>	<b>4.1%</b>	<b>4.8%</b>	<b>5.1%</b>	<b>5.4%</b>	<b>5.8%</b>	<b>6.6%</b>	<b>6.3%</b>	<b>3.8%</b>
Manassas	2.7%	3.4%	3.6%	4.2%	5.0%	5.4%	5.6%	6.1%	7.0%	7.3%	4.2%
Manassas Park	2.7%	3.3%	3.7%	4.2%	4.8%	5.1%	5.3%	5.6%	6.2%	6.0%	3.7%
Prince William	2.7%	3.4%	3.7%	4.1%	4.9%	5.2%	5.3%	5.7%	6.1%	5.4%	3.3%
<b>Greater Prince William</b>	<b>2.7%</b>	<b>3.4%</b>	<b>3.7%</b>	<b>4.1%</b>	<b>4.9%</b>	<b>5.2%</b>	<b>5.3%</b>	<b>5.7%</b>	<b>6.2%</b>	<b>5.6%</b>	<b>3.4%</b>
Clarke	2.9%	3.4%	3.6%	4.0%	4.4%	4.7%	5.2%	5.7%	6.7%	6.3%	3.4%
Frederick	2.6%	3.2%	3.5%	4.0%	4.7%	5.3%	5.8%	6.5%	7.5%	7.5%	4.2%
Page	4.2%	5.1%	5.6%	6.9%	8.1%	9.2%	10.2%	11.1%	11.6%	11.8%	6.9%
Shenandoah	2.8%	3.4%	3.8%	4.3%	5.0%	5.6%	6.4%	7.1%	8.2%	8.2%	4.7%
Warren	3.1%	3.7%	4.1%	4.8%	5.6%	6.1%	6.7%	7.4%	8.1%	7.5%	4.4%
<b>Northern Shenandoah Valley</b>	<b>2.9%</b>	<b>3.5%</b>	<b>3.9%</b>	<b>4.5%</b>	<b>5.4%</b>	<b>6.0%</b>	<b>6.6%</b>	<b>7.4%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>4.6%</b>
Bristol	3.7%	4.5%	5.1%	5.4%	6.4%	7.0%	7.3%	8.3%	8.8%	10.0%	5.8%
Buchanan	5.5%	7.1%	10.8%	10.8%	10.5%	11.0%	9.1%	8.6%	10.0%	8.5%	5.0%
Dickenson	5.2%	6.8%	10.0%	10.1%	10.2%	11.2%	10.7%	9.9%	10.5%	8.7%	5.7%
Russell	4.3%	5.2%	6.5%	6.6%	7.9%	8.5%	8.7%	9.5%	10.2%	10.5%	5.8%
Washington	3.4%	4.1%	4.6%	4.8%	5.8%	6.4%	6.7%	7.1%	7.9%	8.5%	4.9%
<b>Southwest Virginia</b>	<b>4.0%</b>	<b>4.9%</b>	<b>6.2%</b>	<b>6.4%</b>	<b>7.3%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>8.2%</b>	<b>9.0%</b>	<b>9.0%</b>	<b>5.3%</b>
<b>Virginia</b>	<b>3.0%</b>	<b>3.7%</b>	<b>4.1%</b>	<b>4.5%</b>	<b>5.2%</b>	<b>5.7%</b>	<b>6.1%</b>	<b>6.6%</b>	<b>7.1%</b>	<b>6.7%</b>	<b>3.9%</b>

<sup>58</sup> Virginia Employment Commission. Local Area Unemployment Statistics. Annual Averages.

## Appendix D. Employment and Wages by Industry<sup>59</sup>

	Accommodation and Food Service		Admin. and Support and Waste Management		Agriculture, Forestry, Fishing, and Hunting		Arts, Entertainment, and Recreation		Construction		Educational Services		Finance and Insurance		Health Care and Social Assistance		Information		Management of Companies and Enterprises	
	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage
Culpeper	1,435	\$317	609	\$705	196	\$679	200	\$255	1,247	\$1,015	1,503	\$728	254	\$1,275	2,681	\$825	521	\$1,840	32	\$2,369
Fauquier	2,413	\$349	687	\$812	386	\$767	402	\$493	2,529	\$1,045	2,781	\$735	526	\$1,712	2,638	\$869	186	\$1,443	167	\$1,462
Rappahannock	260	\$570	49	\$748	55	\$661	14	\$1,044	126	\$828	*	*	12	\$1,688	92	\$601	59	\$1,363	*	*
<b>Northern Piedmont</b>	4,108	\$352	1,345	\$761	637	\$731	616	\$428	3,902	\$1,028	*	*	792	\$1,571	5,411	\$843	766	\$1,707	*	*
Manassas	2,138	\$350	1,667	\$732	0	*	206	\$519	1,680	\$1,130	1,490	\$961	368	\$1,279	4,083	\$1,110	50	\$1,492	137	\$1,166
Manassas Park	70	\$482	286	\$629	0	*	*	*	1,271	\$1,049	579	\$917	17	\$726	26	\$496	13	\$893	*	*
Prince William	14,321	\$353	6,815	\$776	134	\$590	4,388	\$547	14,243	\$1,197	16,598	\$923	2,121	\$1,346	14,069	\$935	1,489	\$1,350	835	\$1,511
<b>Greater Prince William</b>	16,529	\$353	8,768	\$763	134	\$590	*	*	17,194	\$1,180	18,667	\$926	2,506	\$1,332	18,178	\$974	1,552	\$1,351	*	*
Clarke	218	\$352	115	\$513	141	\$692	26	\$442	284	\$947	718	\$713	80	\$1,194	298	\$596	28	\$1,513	*	*
Frederick	2,324	\$349	1,561	\$530	252	\$541	466	\$407	2,383	\$966	3,302	\$743	*	*	1,698	\$783	270	\$840	341	\$1,371
Page	587	\$292	197	\$574	49	\$668	495	\$688	299	\$673	680	\$622	140	\$944	624	\$754	20	\$901	*	*
Shenandoah	1,310	\$292	284	\$604	90	\$593	*	*	696	\$759	1,310	\$668	236	\$1,000	1,737	\$727	*	*	113	\$3,460
Warren	1,280	\$330	1,044	\$716	31	\$509	409	\$556	654	\$900	1,498	\$738	261	\$997	1,744	\$806	69	\$884	51	\$810
<b>Northern Shenandoah Valley</b>	5,719	\$326	3,201	\$599	563	\$596	*	*	4,316	\$901	7,508	\$715	*	*	6,092	\$762	*	*	*	*
Bristol	1,715	\$320	168	\$525	*	*	31	\$594	496	\$1,072	448	\$724	314	\$1,059	894	\$650	200	\$786	158	\$2,100
Buchanan	249	\$287	566	\$503	12	\$534	*	*	345	\$963	720	\$672	136	\$938	758	\$720	23	\$534	69	\$1,337
Dickenson	176	\$240	61	\$580	14	\$393	*	*	173	\$842	422	\$571	57	\$685	440	\$468	16	\$438	*	*
Russell	521	\$269	*	*	69	\$754	*	*	646	\$794	746	\$626	221	\$821	977	\$1,017	43	\$799	20	\$1,054
Washington	1,783	\$297	639	\$524	138	\$644	301	\$472	639	\$787	*	*	396	\$1,022	2,565	\$842	175	\$827	539	\$1,088
<b>Southwest Virginia</b>	4,444	\$300	*	*	*	*	*	*	2,299	\$881	*	*	1,124	\$966	5,634	\$796	457	\$778	*	*
<b>Virginia</b>	351,567	\$380	248,240	\$833	13,362	\$681	71,874	\$525	207,424	\$1,114	361,907	\$884	140,566	\$1,871	497,168	\$983	72,475	\$1,842	75,807	\$2,429

<sup>59</sup> Source: Virginia Employment Commission. Quarterly Census of Employment and Wages. 2018. Annual Averages.

\* indicated "confidential" designation by Virginia Employment Commission

## Appendix D. Employment and Wages by Industry continued

	Manufacturing		Mining, Quarrying, Oil and Gas		Other Services		Professional, Scientific, and Technical Services		Public Administration		Real Estate and Rental and Leasing		Retail Trade		Transportation and Warehousing		Utilities		Wholesale Trade	
	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage	#	Avg. Weekly Wage
Culpeper	1,223	\$1,156	*	*	952	\$636	651	\$1,107	1,006	\$892	200	\$635	2,237	\$533	335	\$883	*	*	390	\$1,092
Fauquier	935	\$869	58	\$1,451	1,197	\$1,132	1,790	\$1,709	1,192	\$1,132	253	\$1,091	2,896	\$647	724	\$2,420	103	\$1,984	490	\$1,189
Rappahannock	93	\$465	*	*	73	\$545	66	\$1,274	68	\$859	8	\$774	124	\$541	*	*	4	\$457	15	\$1,171
<b>Northern Piedmont</b>	2,251	\$1,008	*	*	2,222	\$900	2,507	\$1,541	2,266	\$1,017	461	\$888	5,257	\$596	*	*	*	*	895	\$1,146
Manassas	1,976	\$2,122	*	*	931	\$960	2,832	\$2,056	1,220	\$1,680	271	\$1,240	2,142	\$760	487	\$1,100	*	*	399	\$1,342
Manassas Park	208	\$771	*	*	169	\$849	101	\$1,385	307	\$840	72	\$760	225	\$708	40	\$759	*	*	229	\$1,533
Prince William	1,939	\$1,167	112	\$1,464	4,603	\$695	10,002	\$1,809	7,599	\$1,709	1,721	\$1,709	22,632	\$556	2,539	\$1,034	735	\$1,676	2,990	\$1,226
<b>Greater Prince William</b>	4,123	\$1,605	*	*	5,703	\$743	12,935	\$1,860	9,126	\$1,676	2,064	\$1,032	24,999	\$575	3,066	\$1,041	*	*	3,618	\$1,258
Clarke	635	\$915	*	*	203	\$616	221	\$2,004	251	\$719	41	\$633	262	\$499	56	\$1,179	0	*	193	\$1,364
Frederick	5,814	\$1,170	*	*	839	\$639	926	\$1,204	1,937	\$1,353	211	\$995	3,400	\$607	2,306	\$813	157	\$1,290	1,108	\$1,092
Page	725	\$722	*	*	166	\$435	288	\$868	357	\$687	*	*	744	\$457	91	\$747	*	*	39	\$1,376
Shenandoah	3,493	\$762	*	*	509	\$496	256	\$1,283	727	\$759	104	\$478	1,565	\$485	672	\$1,043	72	\$1,133	268	\$841
Warren	1,091	\$1,067	*	*	487	\$595	324	\$1,237	592	\$993	60	\$673	1,565	\$512	1,238	\$842	153	\$1,835	103	\$1,329
<b>Northern Shenandoah Valley</b>	11,758	\$998	*	*	2,204	\$579	2,015	\$1,259	3,864	\$1,083	*	*	7,536	\$543	4,363	\$860	*	*	1,711	\$1,104
Bristol	1,069	\$843	*	*	332	\$598	141	\$933	788	\$868	30	\$443	1,526	\$445	*	*	*	*	295	\$848
Buchanan	190	\$1,364	1,270	\$1,675	162	\$534	334	\$696	660	\$704	30	\$719	684	\$416	229	\$805	*	*	114	\$1,316
Dickenson	22	\$724	681	\$1,526	92	\$480	*	*	328	\$543	*	*	354	\$451	152	\$938	20	\$612	25	\$723
Russell	483	\$661	253	\$1,222	229	\$674	565	\$1,121	494	\$761	17	\$631	868	\$499	216	\$753	*	*	49	\$775
Washington	3,568	\$860	57	\$816	666	\$548	611	\$959	1,015	\$774	143	\$671	3,376	\$475	1,027	\$788	256	\$1,186	627	\$867
<b>Southwest Virginia</b>	5,332	\$856	*	*	1,481	\$573	*	*	3,285	\$757	*	*	6,808	\$464	*	*	*	*	1,110	\$901
<b>Virginia</b>	249,912	\$1,169	5,897	\$1,413	147,737	\$825	435,159	\$2,023	250,767	\$1,519	55,223	\$1,088	418,405	\$574	142,706	\$1,044	18,565	\$1,745	109,654	\$1,580

## Appendix E. Poverty by County<sup>60</sup>

	Poverty Rate					Child Poverty Rate	Poverty by Racial Group							Poverty by Ethnicity		Poverty by Sex	
	2018	2017	2016	2015	2014		White	Black	Native American	Asian	Hawaiian/ Pacific Islander	Other Race	Two or more races	Hispanic or Latino	Not Hispanic or Latino (white alone)	Female	Male
Culpeper	8.2%	8.9%	9.2%	9.3%	9.7%	8.3%	7.0%	14.3%	27.8%	5.1%	0.0%	11.8%	5.8%	13.4%	7.8%	9.7%	6.6%
Fauquier	6.1%	6.2%	6.0%	5.6%	5.8%	8.3%	5.8%	6.5%	6.7%	7.3%	0.0%	12.2%	11.6%	22.4%	6.3%	6.6%	5.6%
Rappahannock	8.9%	8.9%	9.2%	9.9%	10.7%	10.5%	8.0%	6.3%	0.0%	22.2%	0.0%	0.0%	50.0%	49.4%	3.7%	11.3%	6.5%
<b>Northern Piedmont</b>	7.1%	7.3%	7.4%	7.3%	7.6%	8.4%	6.4%	10.7%	15.8%	7.3%	0.0%	11.5%	10.3%	18.9%	6.7%	8.1%	6.0%
Manassas	8.6%	8.8%	8.7%	9.7%	12.3%	12.0%	6.3%	10.2%	1.8%	7.6%	0.0%	28.3%	3.6%	14.1%	3.8%	9.5%	7.7%
Manassas Park	9.7%	10.3%	8.7%	7.9%	9.3%	14.6%	8.9%	11.0%	0.0%	0.0%	0.0%	30.2%	10.7%	11.9%	9.2%	10.1%	9.3%
Prince William	6.8%	7.0%	7.0%	6.7%	6.5%	9.5%	5.0%	8.5%	7.9%	6.5%	0.0%	14.6%	9.3%	11.3%	3.5%	7.6%	6.0%
<b>Prince William</b>	7.0%	7.2%	7.2%	6.9%	7.1%	9.9%	5.2%	8.7%	6.8%	6.3%	0.0%	16.4%	8.9%	11.6%	3.6%	7.8%	6.2%
Clarke	10.0%	10.4%	11.3%	11.1%	9.5%	18.5%	8.8%	11.6%	0.0%	31.5%	0.0%	35.6%	23.4%	10.2%	9.2%	12.1%	7.9%
Frederick	6.2%	5.6%	5.9%	6.5%	5.9%	7.1%	6.2%	8.1%	4.5%	4.9%	0.0%	15.9%	2.1%	13.4%	5.6%	6.9%	5.6%
Page	18.3%	17.0%	16.0%	16.4%	17.2%	27.9%	18.3%	20.9%	0.0%	65.3%	0.0%	25.3%	0.0%	16.1%	18.4%	19.5%	17.1%
Shenandoah	10.8%	10.3%	10.6%	12.2%	12.8%	13.8%	10.2%	19.0%	68.4%	34.6%	0.0%	24.7%	15.1%	20.1%	9.4%	13.2%	8.4%
Warren	10.4%	9.8%	10.4%	9.8%	9.9%	14.6%	9.9%	16.3%	46.4%	19.3%	0.0%	3.7%	12.5%	6.4%	9.9%	11.8%	9.0%
<b>Northern Shenandoah Valley</b>	9.7%	9.1%	9.4%	9.9%	9.7%	12.9%	9.4%	12.3%	22.0%	17.0%	0.0%	18.0%	9.0%	14.0%	9.1%	11.0%	8.3%
Bristol	22.7%	21.3%	20.6%	20.4%	19.6%	38.4%	20.4%	24.2%	0.0%	100.0%	0.0%	38.8%	69.0%	37.3%	20.2%	26.1%	18.8%
Buchanan	27.7%	26.5%	23.9%	26.1%	24.0%	42.0%	27.7%	86.3%	11.1%	0.0%	0.0%	19.7%	4.2%	26.7%	27.7%	28.6%	26.7%
Dickenson	24.3%	23.0%	21.5%	21.4%	20.2%	34.6%	24.1%	26.7%	100.0%	100.0%	0.0%	0.0%	28.3%	69.6%	23.8%	26.3%	22.2%
Russell	19.5%	17.6%	17.0%	20.7%	18.7%	22.3%	19.5%	36.6%	0.0%	0.0%	0.0%	0.0%	8.4%	18.3%	19.5%	22.5%	16.3%
Washington	15.0%	14.6%	14.3%	12.8%	12.3%	22.3%	14.3%	29.7%	19.1%	23.7%	0.0%	33.3%	47.5%	45.6%	13.9%	14.9%	15.0%
<b>Southwest Virginia</b>	19.9%	18.9%	18.0%	18.5%	17.3%	28.9%	19.4%	30.9%	16.2%	18.3%	0.0%	33.7%	44.1%	42.3%	19.2%	21.3%	18.5%
<b>Virginia</b>	10.9%	11.2%	11.4%	11.5%	11.5%	14.5%	8.8%	18.6%	13.7%	7.4%	7.4%	17.0%	12.9%	14.7%	8.5%	12.1%	9.8%

<sup>60</sup> Source: American Community Survey: 2018 5-year Estimates. U.S. Census Bureau. Table S1701.

## Appendix F. Living Wage by County and Family Type<sup>61</sup>

	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 working)	2 Adults (1 working) 1 Child	2 Adults (1 working) 2 Children	2 Adults (1 working) 3 Children	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Culpeper	\$13.25	\$26.44	\$30.67	\$38.37	\$19.75	\$23.88	\$26.44	\$30.20	\$9.88	\$14.35	\$16.67	\$19.59
Fauquier	\$17.44	\$31.46	\$35.69	\$44.22	\$24.28	\$28.90	\$31.45	\$36.04	\$12.14	\$16.86	\$19.17	\$22.51
Rappahannock	\$13.15	\$27.16	\$31.39	\$38.14	\$19.65	\$24.61	\$27.16	\$29.97	\$9.83	\$14.71	\$17.03	\$19.47
<b>Northern Piedmont Average</b>	<b>\$14.61</b>	<b>\$28.35</b>	<b>\$32.58</b>	<b>\$40.24</b>	<b>\$21.23</b>	<b>\$25.80</b>	<b>\$28.35</b>	<b>\$32.07</b>	<b>\$10.62</b>	<b>\$15.31</b>	<b>\$17.62</b>	<b>\$20.52</b>
Manassas	\$17.44	\$31.46	\$35.69	\$44.22	\$24.28	\$28.90	\$31.45	\$36.04	\$12.14	\$16.86	\$19.17	\$22.51
Manassas Park	\$17.44	\$31.46	\$35.69	\$44.22	\$24.28	\$28.90	\$31.45	\$36.04	\$12.14	\$16.86	\$19.17	\$22.51
Prince William	\$17.44	\$31.46	\$35.69	\$44.22	\$24.28	\$28.90	\$31.45	\$36.04	\$12.14	\$16.86	\$19.17	\$22.51
<b>Greater Prince William Average</b>	<b>\$17.44</b>	<b>\$31.46</b>	<b>\$35.69</b>	<b>\$44.22</b>	<b>\$24.28</b>	<b>\$28.90</b>	<b>\$31.45</b>	<b>\$36.04</b>	<b>\$12.14</b>	<b>\$16.86</b>	<b>\$19.17</b>	<b>\$22.51</b>
Clarke	\$17.44	\$31.46	\$35.69	\$44.22	\$24.28	\$28.90	\$31.45	\$36.04	\$12.14	\$16.86	\$19.17	\$22.51
Frederick	\$12.15	\$25.82	\$30.05	\$37.56	\$18.65	\$23.27	\$25.82	\$29.38	\$9.32	\$14.04	\$16.36	\$19.18
Page	\$11.02	\$24.42	\$28.65	\$35.34	\$18.05	\$21.87	\$24.42	\$27.16	\$9.03	\$13.34	\$15.66	\$18.07
Shenandoah	\$11.05	\$25.16	\$29.39	\$36.45	\$18.15	\$22.60	\$25.15	\$28.28	\$9.07	\$13.71	\$16.02	\$18.63
Warren	\$12.57	\$26.40	\$30.63	\$38.55	\$19.08	\$23.85	\$26.40	\$30.37	\$9.54	\$14.33	\$16.65	\$19.68
<b>Northern Shenandoah Valley Average</b>	<b>\$12.85</b>	<b>\$26.65</b>	<b>\$30.88</b>	<b>\$38.42</b>	<b>\$19.64</b>	<b>\$24.10</b>	<b>\$26.65</b>	<b>\$30.25</b>	<b>\$9.82</b>	<b>\$14.46</b>	<b>\$16.77</b>	<b>\$19.61</b>
Bristol	\$10.87	\$24.16	\$28.40	\$34.69	\$17.40	\$21.61	\$24.16	\$26.51	\$8.70	\$13.21	\$15.53	\$17.74
Buchanan	\$10.84	\$24.16	\$28.40	\$34.39	\$17.94	\$21.61	\$24.16	\$26.22	\$8.97	\$13.21	\$15.53	\$17.59
Dickenson	\$10.84	\$24.16	\$28.40	\$34.39	\$17.94	\$21.61	\$24.16	\$26.22	\$8.97	\$13.21	\$15.53	\$17.59
Russell	\$10.84	\$24.16	\$28.40	\$34.39	\$17.94	\$21.61	\$24.16	\$26.22	\$8.97	\$13.21	\$15.53	\$17.59
Washington	\$10.87	\$24.16	\$28.40	\$34.69	\$17.40	\$21.61	\$24.16	\$26.51	\$8.70	\$13.21	\$15.53	\$17.74
<b>Southwest Virginia Average</b>	<b>\$10.85</b>	<b>\$24.16</b>	<b>\$28.40</b>	<b>\$34.51</b>	<b>\$17.72</b>	<b>\$21.61</b>	<b>\$24.16</b>	<b>\$26.34</b>	<b>\$8.86</b>	<b>\$13.21</b>	<b>\$15.53</b>	<b>\$17.65</b>
<b>Virginia</b>	<b>\$14.17</b>	<b>\$27.83</b>	<b>\$32.06</b>	<b>\$39.66</b>	<b>\$20.97</b>	<b>\$25.28</b>	<b>\$27.83</b>	<b>\$31.49</b>	<b>\$10.48</b>	<b>\$15.05</b>	<b>\$17.36</b>	<b>\$20.23</b>

<sup>61</sup> Source: MIT Living Wage. 2019 Data. Retrieved November 5, 2019.

## Appendix G. ALICE Status by County<sup>62</sup>

	# of ALICE Households	% of Households ALICE	% Households below FPL	% Households Struggling (ALICE+Poverty)
Culpeper	6,707	39.7%	9.6%	49.3%
Fauquier	7,636	30.8%	5.8%	36.6%
Rappahannock	1,118	34.4%	11.5%	45.9%
<b>Northern Piedmont</b>	15,461	34.4%	7.6%	42.0%
Manassas	7,064	56.8%	7.8%	64.6%
Manassas Park	3,005	63.5%	5.8%	69.3%
Prince William	42,618	30.5%	7.2%	37.7%
<b>Greater Prince William</b>	52,687	33.6%	7.2%	40.8%
Clarke	2,013	36.0%	10.8%	46.8%
Frederick	7,553	24.6%	5.8%	30.3%
Page	3,170	33.3%	15.4%	48.7%
Shenandoah	5,650	32.8%	10.4%	43.2%
Warren	4,624	32.6%	9.9%	42.5%
<b>Northern Shenandoah Valley</b>	23,010	29.8%	9.1%	38.9%
Bristol	2,134	27.8%	18.8%	46.6%
Buchanan	3,266	35.8%	24.5%	60.3%
Dickenson	2,285	37.7%	23.9%	61.6%
Russell	3,603	32.9%	18.1%	51.0%
Washington	6,753	30.0%	14.9%	44.9%
<b>Southwest Virginia</b>	18,041	32.0%	18.5%	50.6%
<b>Virginia</b>	937,322	30.0%	11.0%	41.0%

<sup>62</sup> United Way 2016 ALICE Point-in-Time Data

## Appendix H. Transportation Characteristics by County

	Mean travel time to work (minutes) <sup>63</sup>	Percent of households with no vehicle available <sup>64</sup>	Means of Transportation to Work <sup>56</sup>					
			<i>Drove alone</i>	<i>Carpooled</i>	<i>Public Transit</i>	<i>Walked</i>	<i>Taxi, motorcycle, bike, or other</i>	<i>Worked at home</i>
Culpeper	38.8	5.0%	81.1%	11.0%	1.2%	1.2%	1.6%	3.8%
Fauquier	40.0	2.5%	80.8%	8.3%	1.1%	1.1%	1.0%	7.7%
Rappahannock	40.4	3.0%	76.3%	11.2%	0.4%	3.4%	1.3%	7.4%
<b>Northern Piedmont</b>	39.6	3.5%	80.7%	9.5%	1.1%	1.3%	1.2%	6.2%
Manassas	35.5	3.8%	76.1%	11.7%	5.0%	1.0%	2.0%	4.2%
Manassas Park	39.5	4.1%	77.1%	13.0%	4.0%	1.6%	1.2%	3.0%
Prince William	39.6	2.5%	69.7%	15.4%	7.4%	0.3%	1.3%	5.9%
<b>Greater Prince William</b>	39.3	2.7%	76.0%	12.0%	5.0%	1.0%	1.9%	4.2%
Clarke	37.0	5.2%	79.6%	9.0%	0.4%	1.9%	1.1%	8.0%
Frederick	31.4	3.4%	82.9%	10.4%	0.3%	1.0%	0.5%	4.9%
Page	34.5	4.3%	77.3%	15.3%	0.1%	1.9%	0.3%	5.1%
Shenandoah	31.0	6.2%	80.2%	12.6%	0.3%	1.8%	0.6%	4.4%
Warren	40.9	5.3%	74.2%	16.7%	0.2%	1.8%	0.9%	6.2%
<b>Northern Shenandoah Valley</b>	33.8	4.6%	79.9%	12.5%	0.3%	1.5%	0.6%	5.3%
Bristol	20.7	11.2%	78.1%	11.9%	1.7%	3.9%	1.7%	2.8%
Buchanan	27.1	7.3%	88.6%	6.7%	0.5%	1.2%	2.1%	0.9%
Dickenson	28.8	10.9%	88.1%	7.6%	0.2%	1.3%	0.9%	2.0%
Russell	27.7	6.1%	85.0%	8.2%	0.0%	1.9%	0.4%	4.5%
Washington	24.6	4.8%	83.4%	9.3%	0.2%	1.8%	1.1%	4.1%
<b>Southwest Virginia</b>	25.3	6.9%	84.0%	9.0%	0.4%	2.0%	1.2%	3.4%
<b>Virginia</b>	28.4	6.2%	77.2%	9.2%	4.4%	2.4%	1.7%	5.0%

<sup>63</sup> US Census Bureau. American Community Survey. 2014-2018 5-year Estimates. Table DP03.

<sup>64</sup> US Census Bureau. American Community Survey. 2014-2018 5-year Estimates. Table B08201.

## Appendix I. Housing Cost Characteristics by County<sup>65</sup>

	Percent of Household that are Cost Burdened			Median Monthly Housing Cost		Median Annual Household Income		
	Renter Occupied	Owner Occupied	Total	Rent	Own – With Mortgage	Renter	Owner	All Households
Culpeper	55.9%	34.0%	39.6%	\$1,021	\$1,779	\$42,675	\$87,126	\$73,116
Fauquier	44.0%	28.7%	31.4%	\$1,138	\$2,252	\$56,735	\$112,154	\$97,469
Rappahannock	45.9%	28.3%	31.9%	\$966	\$1,994	\$33,984	\$80,761	\$68,438
<b>Northern Piedmont</b>	49.6%	30.6%	34.5%	\$1,087				
Manassas	60.1%	27.5%	38.7%	\$1,328	\$1,873	\$49,784	\$96,023	\$78,462
Manassas Park	47.0%	42.9%	44.4%	\$1,469	\$1,930	\$64,407	\$92,177	\$80,667
Prince William	51.0%	28.8%	34.9%	\$1,477	\$2,321	\$62,574	\$121,327	\$103,445
<b>Greater Prince William</b>	51.8%	29.1%	35.5%					
Clarke	42.2%	28.0%	30.2%	\$1,022	\$1,949	\$34,811	\$98,885	\$77,936
Frederick	56.0%	26.4%	31.6%	\$1,084	\$1,663	\$51,125	\$81,800	\$73,250
Page	57.8%	24.3%	32.1%	\$695	\$1,194	\$31,553	\$56,847	\$47,951
Shenandoah	56.3%	26.5%	34.2%	\$782	\$1,408	\$32,864	\$66,037	\$54,921
Warren	59.6%	26.2%	34.3%	\$960	\$1,594	\$39,455	\$78,455	\$68,189
<b>Northern Shenandoah</b>	56.4%	26.2%	32.7%					
Bristol	51.4%	18.3%	31.1%	\$623	\$950	\$24,554	\$49,630	\$37,904
Buchanan	44.9%	19.8%	24.6%	\$596	\$879	\$21,809	\$33,144	\$30,806
Dickenson	58.2%	24.2%	31.1%	\$517	\$910	\$17,150	\$33,611	\$29,226
Russell	44.5%	19.7%	24.4%	\$531	\$836	\$24,081	\$43,758	\$39,482
Washington	43.7%	16.5%	22.3%	\$626	\$1,097	\$28,519	\$53,704	\$46,262
<b>Southwest Virginia</b>	47.1%	18.7%	25.2%					
<b>Virginia</b>	50.1%	27.2%	34.3%	\$1,087	\$1,767	\$46,029	\$88,087	\$71,564

<sup>65</sup> US Census Bureau. American Community Survey. 2018 5-Year Estimates. Table B07012.

## Appendix J. Housing Unit Characteristics by County<sup>66</sup>

	Vacancy Rates					Percent of Households moved in last 12 months		Housing Stock by Year Constructed			
	2018	2017	2016	2015	2014	At or above FPL	Below FPL	1939 or earlier	1940-1969	1970-1999	2000 or later
Culpeper	8.6%	8.0%	6.8%	8.2%	8.0%	11.1%	13.7%	8.6%	19.0%	45.1%	27.3%
Fauquier	8.6%	9.2%	9.0%	9.4%	10.6%	10.6%	13.7%	11.7%	13.3%	55.7%	19.3%
Rappahannock	24.8%	20.6%	17.8%	16.8%	16.3%	5.1%	22.5%	23.2%	22.0%	45.7%	9.1%
<b>Northern Piedmont</b>	9.9%	9.7%	8.9%	9.6%	10.1%	10.5%	14.3%	11.5%	16.2%	50.9%	21.4%
Manassas	6.1%	6.8%	7.1%	6.4%	7.2%	14.7%	24.9%	2.6%	17.1%	71.9%	8.3%
Manassas Park	3.6%	2.4%	3.3%	3.5%	7.5%	16.6%	32.0%	0.2%	31.9%	41.0%	26.8%
Prince William	4.8%	4.6%	4.3%	4.1%	4.4%	12.5%	24.2%	1.4%	12.4%	54.5%	31.8%
<b>Greater Prince William</b>	4.8%	4.7%	4.5%	4.4%	4.8%	12.8%	24.6%	1.5%	13.4%	55.5%	29.6%
Clarke	10.7%	11.4%	11.0%	11.7%	10.2%	7.5%	14.9%	16.8%	23.4%	41.9%	17.9%
Frederick	7.8%	7.8%	8.0%	8.4%	8.4%	9.9%	17.1%	5.4%	13.0%	55.6%	26.1%
Page	20.3%	19.1%	18.2%	19.4%	18.0%	11.4%	19.5%	16.6%	21.8%	49.6%	12.0%
Shenandoah	18.2%	18.3%	18.2%	18.7%	17.8%	12.4%	26.4%	18.0%	17.0%	46.3%	18.6%
Warren	11.7%	12.3%	12.2%	10.8%	10.7%	10.4%	16.1%	9.4%	25.1%	48.1%	17.3%
<b>Northern Shenandoah Valley</b>	12.8%	12.9%	12.8%	13.0%	12.5%	10.5%	19.5%	11.5%	18.2%	50.2%	20.2%
Bristol	15.3%	15.3%	13.0%	12.7%	12.1%	13.6%	29.8%	13.8%	42.0%	34.7%	9.5%
Buchanan	23.4%	22.1%	20.3%	17.8%	18.3%	7.0%	12.3%	8.3%	25.0%	54.5%	12.2%
Dickenson	23.0%	19.7%	19.4%	17.5%	17.9%	3.4%	9.8%	9.6%	24.9%	51.3%	14.2%
Russell	19.0%	18.0%	18.4%	17.7%	17.9%	5.2%	16.0%	9.9%	22.4%	54.0%	13.8%
Washington	13.9%	13.6%	12.5%	11.8%	11.1%	10.7%	20.9%	9.5%	22.2%	51.4%	16.9%
<b>Southwest Virginia</b>	17.8%	16.8%	15.9%	14.8%	14.6%	8.6%	17.7%	9.9%	25.6%	50.3%	14.2%
<b>Virginia</b>	10.4%	10.4%	10.3%	10.5%	10.6%						

<sup>66</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Tables DP04, B07012, and B25119

## Appendix K. Educational Attainment by County (percent of population 25+)<sup>67</sup>

	Less than 9 <sup>th</sup> grade	9-12 <sup>th</sup> Grade – No Diploma	High School Graduate	Some college	Associate's Degree	Bachelor's Degree	Graduate or Professional Degree
Culpeper	5.7%	9.1%	30.2%	22.4%	7.9%	15.2%	9.6%
Fauquier	3.0%	4.8%	26.8%	21.1%	8.4%	22.6%	13.3%
Rappahannock	5.7%	5.4%	28.7%	20.5%	6.8%	19.0%	13.8%
<b>Northern Piedmont</b>	4.2%	6.5%	28.2%	21.6%	8.1%	19.5%	11.9%
Manassas	10.2%	6.9%	26.5%	18.5%	8.1%	18.6%	11.1%
Manassas Park	8.5%	11.3%	23.7%	17.8%	9.4%	18.9%	10.3%
Prince William	6.0%	5.5%	20.7%	19.8%	7.9%	23.9%	16.3%
<b>Greater Prince William</b>	6.4%	5.8%	21.3%	19.6%	8.0%	23.3%	15.7%
Clarke	4.8%	6.5%	28.9%	19.0%	8.6%	16.4%	15.8%
Frederick	4.4%	7.0%	32.6%	19.3%	8.7%	16.5%	11.6%
Page	6.7%	11.9%	44.3%	18.3%	4.9%	9.0%	4.9%
Shenandoah	4.9%	8.2%	38.0%	21.2%	7.6%	13.5%	6.6%
Warren	3.0%	10.7%	36.0%	21.7%	7.5%	14.6%	6.6%
<b>Northern Shenandoah Valley</b>	4.6%	8.5%	35.5%	20.0%	7.8%	14.6%	9.0%
Bristol	3.8%	12.5%	30.4%	21.9%	7.3%	14.9%	9.2%
Buchanan	13.4%	16.3%	36.1%	17.4%	6.2%	6.7%	3.9%
Dickenson	11.7%	12.8%	37.1%	19.5%	8.9%	6.4%	3.6%
Russell	11.5%	9.2%	36.1%	19.8%	9.9%	9.6%	3.9%
Washington	6.2%	8.8%	33.1%	19.6%	9.8%	13.7%	8.8%
<b>Southwest Virginia</b>	8.8%	11.0%	34.3%	19.5%	8.8%	11.0%	6.5%
<b>Virginia</b>	4.3%	6.4%	24.1%	19.4%	7.6%	21.7%	16.4%

<sup>67</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table S1501.

## Appendix L. Four-Year Graduation Rates by County<sup>68</sup>

	All Students	Economically Disadvantaged (anytime)	Students with Disabilities (anytime)	Female	Male
Culpeper	89.8%	83.8%	84.2%	92.4%	87.5%
Fauquier	95.9%	91.3%	91.4%	98.1%	94.2%
Rappahannock	97.4%	96.9%	94.1%	97.3%	97.5%
<b>Northern Piedmont</b>	93.7%	87.9%	89.6%	95.9%	91.8%
Manassas	79.1%	72.6%	82.5%	81.6%	76.8%
Manassas Park	89.6%	86.1%	88.9%	90.2%	89.0%
Prince William	92.8%	87.2%	91.1%	95.0%	90.7%
<b>Greater Prince William</b>	91.7%	85.7%	90.3%	93.8%	89.6%
Clarke	99.4%	100%	100%	100%	98.8%
Frederick	93.6%	87.3%	88.4%	95.4%	92.1%
Page	98.2%	97.4%	88.9%	99.3%	97.0%
Shenandoah	96.0%	93.9%	95.1%	96.6%	95.5%
Warren	95.0%	90.7%	92.4%	94.9%	95.1%
<b>Northern Shenandoah Valley</b>	95.3%	91.5%	91.7%	96.4%	94.4%
Bristol	84.6%	78.0%	100%	89.7%	80.2%
Buchanan	90.1%	89.0%	76.9%	93.6%	87.5%
Dickenson	95.2%	93.4%	92.0%	96.8%	95.2%
Russell	92.8%	91.0%	80.9%	93.6%	91.9%
Washington	95.8%	93.6%	96.2%	95.3%	96.3%
<b>Southwest Virginia</b>	92.7%	89.9%	89.9%	94.1%	91.7%
<b>Virginia</b>	92.7%	87.2%	87.8%	93.7%	89.5%

<sup>68</sup> Virginia Department of Education, Class of 2019 4-Year Cohort Report

# Appendix M. 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 Health and the U.S. Census Bureau.

We began by estimating the Head Start aged population in each locality by looking at total live births by place of residence for the years that would make children 3-4 years old in 2020.

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 poverty rate for children under 5 in the county as estimated by the American Community Survey. Head Start Regulation allow for children up to 130% of the FPL, so additional 30% is added to number of Head Start aged children below the FPL.

## Appendix N. Childcare Characteristics by County<sup>69</sup>

	Licensed		Full Time		Religious Exempt		Serve Infants	Accept Subsidies	TOTAL Child Day Care		Fall 2019 Pre K Enrollment <sup>70</sup>
	<i>Providers</i>	<i>Slots</i>	<i>Providers</i>	<i>Slots</i>	<i>Providers</i>	<i>Slots</i>	<i>Providers</i>	<i>Providers</i>	<i>Providers</i>	<i>Slots</i>	
Culpeper	13	2,082	12	1,217	4	235	8	17	24	2,967	161
Fauquier	40	3,299	39	2,508	15	870	18	20	58	4,169	165
Rappahannock	5	186	3	114	0	0	3	2	5	186	22
<b>Northern Piedmont</b>	58	5,567	54	3,839	19	1,105	29	39	87	7,322	348
Manassas	24	3,350	18	2,800	2	267	17	20	29	3,617	261
Manassas Park	6	873	4	498	0	0	4	4	6	873	135
Prince William	272	18,998	265	14,760	38	3,459	177	169	366	22,669	1,637
<b>Greater Prince William</b>	302	23,221	292	18,325	40	3,726	198	193	401	27,159	2,033
Clarke	8	398	6	310	1	30	4	2	10	428	36
Frederick	13	939	19	1,931	12	1,261	12	3	25	2,200	121
Page	4	136	5	188	4	140	2	3	8	276	98
Shenandoah	14	464	15	787	9	508	8	7	27	972	145
Warren	9	774	10	920	4	321	7	7	13	1,095	132
<b>Northern Shenandoah Valley</b>	48	2,711	55	4,136	30	2,260	33	22	83	4,971	532
Bristol	9	927	7	438	5	330	7	7	15	1,257	109
Buchanan	10	202	10	202	1	20	2	2	11	222	132
Dickenson	3	124	4	124	0	0	1	2	4	124	101
Russell	6	145	6	145	3	77	5	3	9	222	183
Washington	16	754	12	507	8	262	7	7	24	1,016	216
<b>Southwest Virginia</b>	44	2,152	39	1,416	17	689	22	21	63	2,841	741

<sup>69</sup> Virginia Department of Social Services. Registered Child Day Care Search. Accessed November 2019.

<sup>70</sup> Virginia Department of Education. Fall 2019 Membership Report.

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

	Overdose Emergency Department Visits (rate per 10,000 ED visits) <sup>71</sup>	All drug overdose deaths (rate per 100,000) <sup>71</sup>	Opioid overdose deaths (rate per 100,000) <sup>71</sup>	Neonatal Abstinence Syndrome (rate per 1,000 births) <sup>72</sup>	Number of Mental Health Providers <sup>73</sup>	Ratio of Residents Per 1 Mental Health Provider <sup>73</sup>
Culpeper	43.4	27.0	23.1	15.6	72	710
Fauquier	54.5	21.2	21.2	12.4	51	1,360
Rappahannock	34.7	0.0	0.0	0.0	6	1,220
<b>Northern Piedmont</b>		22.3	20.8	13.4	129	1,006
Manassas	38.0	19.2	0.0	8.6	503	920
Manassas Park	38.0	0.0	14.4	0.0	111	370
Prince William	38.0	11.3	9.4	3.9	0	-
<b>Greater Prince William</b>		11.6	9.5	4.4	614	858
Clarke	28.9	6.9	6.9	9.1	9	1,610
Frederick	44.7	18.1	17.0	27.4	42	2,060
Page	30.9	12.5	8.4	24.7	8	2,970
Shenandoah	33.5	13.8	11.5	13.5	21	2,060
Warren	46.4	25.0	25.0	17.5	33	1,200
<b>Northern Shenandoah Valley</b>		17.1	15.7	21.2	113	1,861
Bristol	34.0	24.3	18.2	90.9	10	1,680
Buchanan	31.7	42.4	37.7	56.0	6	3,590
Dickenson	32.2	27.5	27.5	29.9	7	2,110
Russell	29.5	3.7	3.7	72.7	23	1,180
Washington	34.0	11.0	7.4	76.9	80	680
<b>Southwest Virginia</b>		17.9	15.0	64.2	126	1,069
<b>Virginia</b>	42.1	15.0	12.4	7.4		630

<sup>71</sup> Virginia Department of Health. Opioid Addiction Indicators Dashboard. 2018.

<sup>72</sup> Virginia Department of Health. Opioid Addiction Indicators Dashboard. 2017

<sup>73</sup> County Health Rankings and Roadmaps. NPI Registry. 2018

## Appendix P. Health Characteristics by County

	Residents per primary care physician <sup>74</sup>	Residents per dentist <sup>74</sup>	Adult Obesity Rate <sup>75</sup>	Food Insecurity Rate <sup>76</sup>	% of Households Receiving SNAP Benefits <sup>77</sup>	Health Insurance Coverage <sup>78</sup>			
						% Uninsured	% of Children Uninsured	% Uninsured – Income below \$25,000	% Uninsured – Income above \$25,000
Culpeper	2,380	2,700	32%	8.4%	9.5%	9.4%	4.3%	16.7%	8.6%
Fauquier	1,970	1,830	26%	5.9%	4.2%	7.9%	5.1%	21.2%	7.0%
Rappahannock	3,690	3,660	30%	8.0%	4.8%	13.3%	6.4%	30.3%	11.4%
<b>Northern Piedmont</b>	<b>2,209</b>	<b>2,172</b>		<b>7.0%</b>	<b>6.3%</b>	<b>8.8%</b>	<b>4.8%</b>	<b>19.9%</b>	<b>7.9%</b>
Manassas	370	810	31%	5.0%	9.5%	15.6%	9.4%	20.9%	15.2%
Manassas Park	N/A	N/A	33%	4.6%	7.4%	18.7%	10.3%	33.6%	17.3%
Prince William	920	1,890	30%	5.8%	5.3%	11.4%	7.1%	25.3%	10.6%
<b>Greater Prince William</b>	<b>2,099</b>	<b>1,780</b>		<b>5.7%</b>	<b>5.7%</b>	<b>12.0%</b>	<b>7.4%</b>	<b>25.2%</b>	<b>11.2%</b>
Clarke	2,050	2,900	27%	7.9%	4.2%	14.2%	15.1%	28.5%	12.7%
Frederick	2,350	7,860	30%	5.9%	4.5%	9.9%	4.6%	17.1%	9.3%
Page	2,960	5,930	28%	11.7%	13.8%	12.5%	6.4%	20.7%	10.6%
Shenandoah	2,270	3,330	31%	8.2%	10.4%	9.2%	3.9%	17.8%	7.7%
Warren	1,860	3,960	28%	8.0%	10.0%	11.5%	6.2%	18.2%	10.7%
<b>Northern Shenandoah Valley</b>	<b>2,311</b>	<b>4,891</b>		<b>7.6%</b>	<b>7.9%</b>	<b>10.7%</b>	<b>5.6%</b>	<b>18.9%</b>	<b>9.6%</b>
Bristol	1,880	2,800	29%	14.5%	21.2%	11.5%	4.9%	16.7%	9.8%
Buchanan	3,700	5,380	33%	15.1%	19.9%	13.6%	7.2%	15.0%	12.9%
Dickenson	3,740	14,780	36%	14.1%	22.1%	9.6%	4.7%	16.2%	6.1%
Russell	3,040	9,020	32%	11.4%	16.5%	10.1%	3.3%	12.8%	9.4%
Washington	1,470	1,810	30%	10.0%	11.9%	9.1%	3.5%	14.9%	7.9%
<b>Southwest Virginia</b>	<b>2,090</b>	<b>3,056</b>		<b>12.1%</b>	<b>16.4%</b>	<b>10.4%</b>	<b>4.3%</b>	<b>15.0%</b>	<b>9.0%</b>
<b>Virginia</b>	<b>1,310</b>	<b>1,470</b>	<b>29%</b>	<b>10.2%</b>	<b>8.7%</b>	<b>9.2%</b>	<b>5.2%</b>	<b>16.9%</b>	<b>9.9%</b>

<sup>74</sup> County Health Rankings and Roadmaps: NPI Registry

<sup>75</sup> Centers for Disease Control and Prevention. Diabetes Atlas. 2015 Obesity Rates.

<sup>76</sup> Feeding America. Map the Meal. 2017

<sup>77</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table DP03

<sup>78</sup> US Census Bureau. American Community Survey. 2014-2018 5-Year Estimates. Table S2701

# Appendix Q. Staff Survey Summary

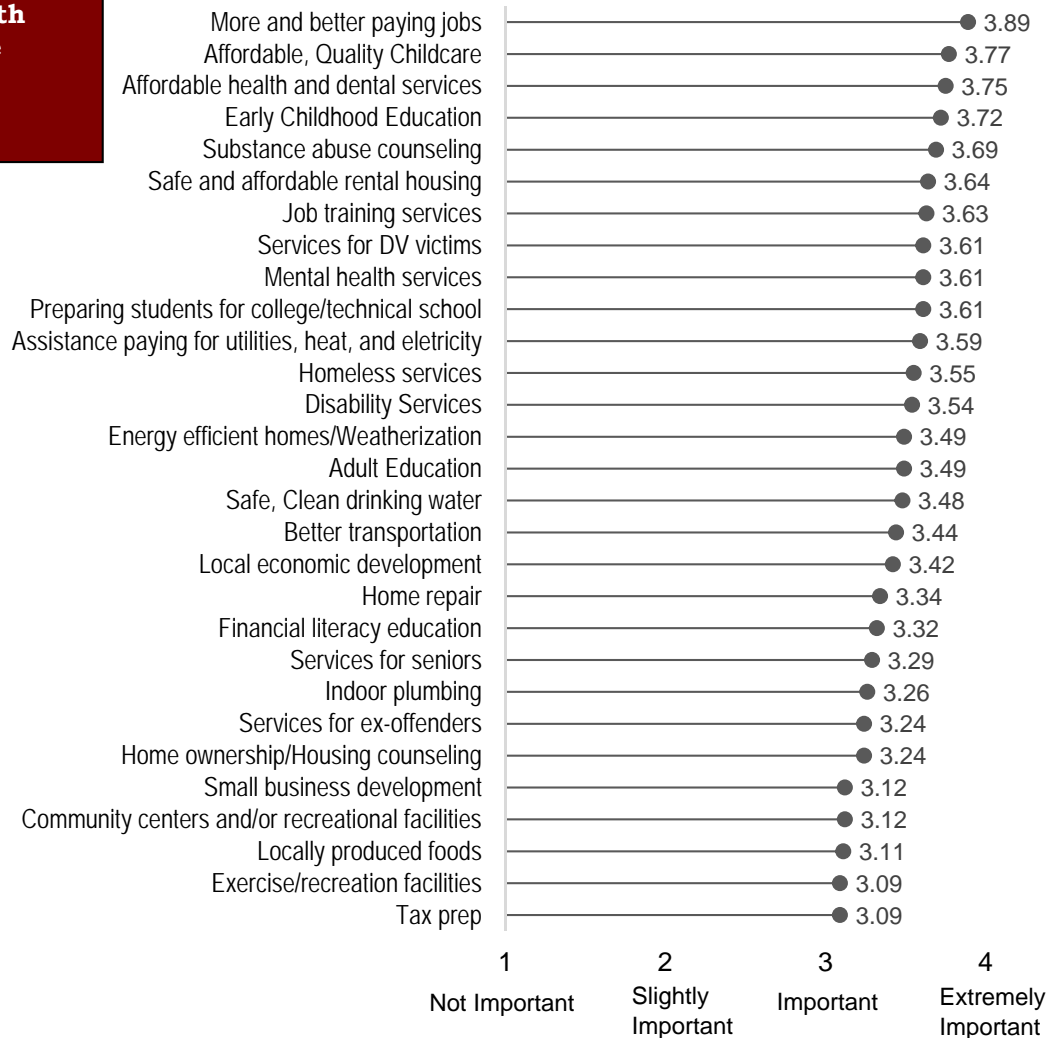
## Greatest Needs in Staff Members' Communities:

1. Quantity and quality of jobs
2. Housing
3. Transportation
4. Substance abuse services
5. Workforce skills
6. Basic needs (food & clothing)
7. Parenting and family supports
8. Childcare
9. Home repair
10. Affordable health and dental care
11. Education
12. Youth services

All employees at People Incorporated were given the opportunity to provide input for the Needs Assessment through a short, electronic survey in September 2017. Ninety staff who work in Southwest Virginia responded.

When asked about the greatest need in their community, staff overwhelmingly indicated the **quantity and quality of jobs** and **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 more and better paying jobs, affordable quality childcare, and affordable health and dental services as the highest.**



# Appendix R. Board Survey Summary

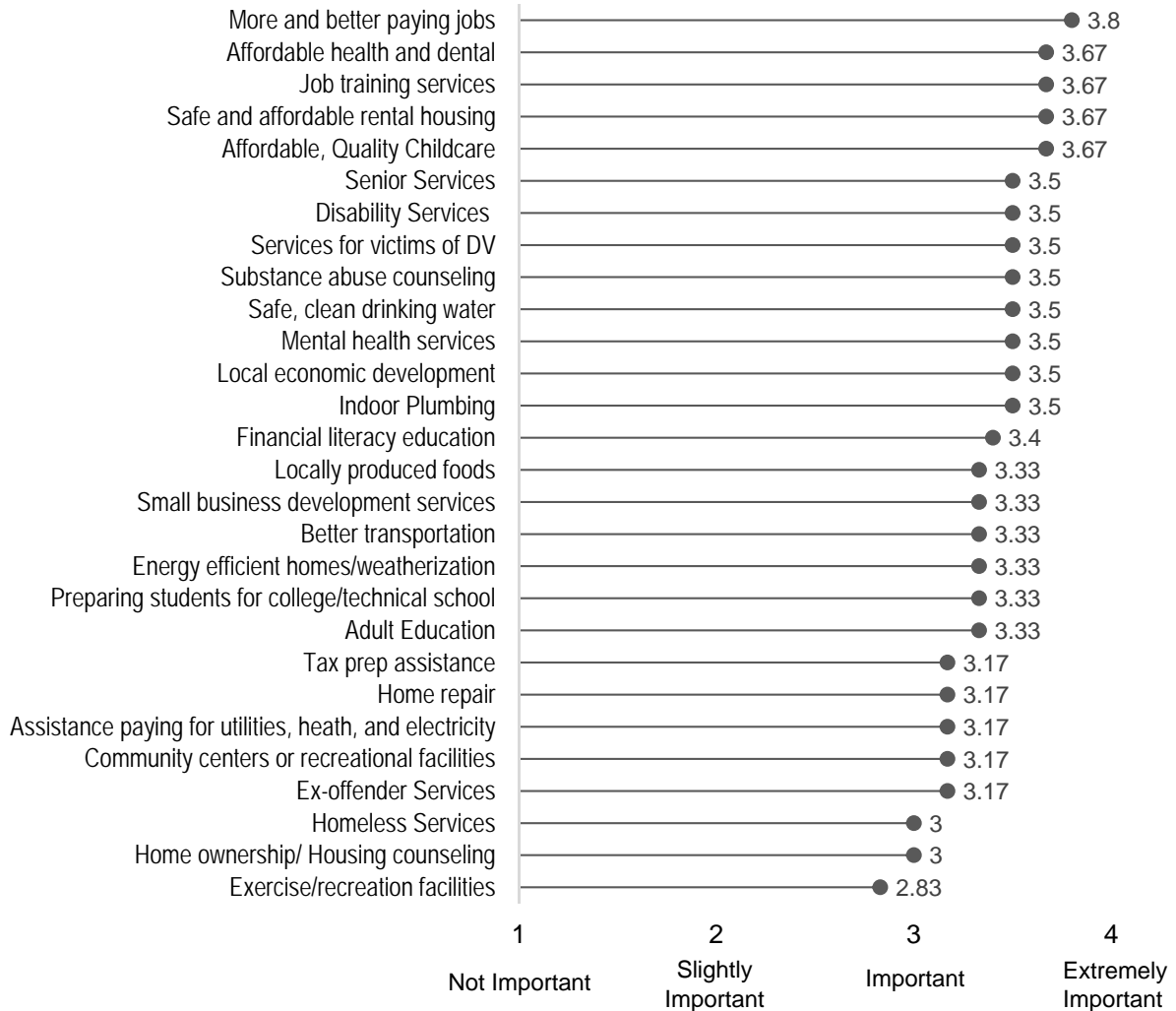
## Greatest Needs in Board Members' Communities:

1. Job and the economy
2. Housing
3. Education
4. Food

Similar to the staff survey, a short electronic survey was administered to the People Incorporated Board of Directors in September 2017. Eight board members from Southwest Virginia responded.

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

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 more and better paying jobs, affordable health and dental, job training services, and affordable, quality childcare as most important.**



**Greatest Needs in Partners' Communities:**

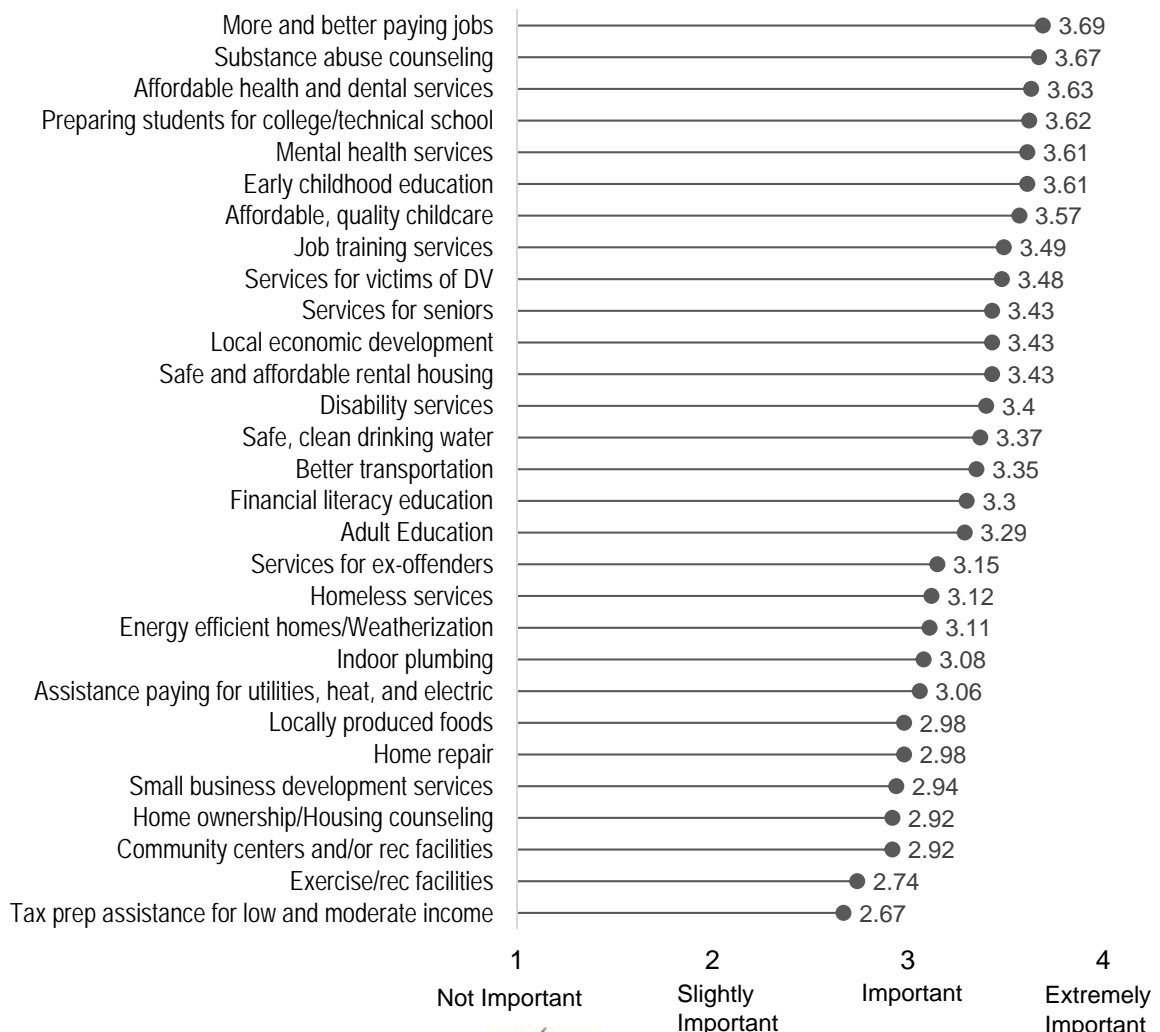
1. **Quantity and quality of jobs**
2. **Substance abuse services**
3. **Housing**
4. **Transportation**
5. **Workforce skills**
6. **Economic development**

## Appendix S. Partner Survey Summary

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 86 partner surveys were completed from Southwest Virginia.

When asked about the greatest need in their community, partners overwhelmingly indicated **the quality and quantity of jobs**, with almost twice as many partners listing it 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 more and better paying jobs and substance abuse counseling as most important.**



# Appendix T. 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 329 valid surveys were returned from the Southwest Virginia region.

## Respondent Demographics

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

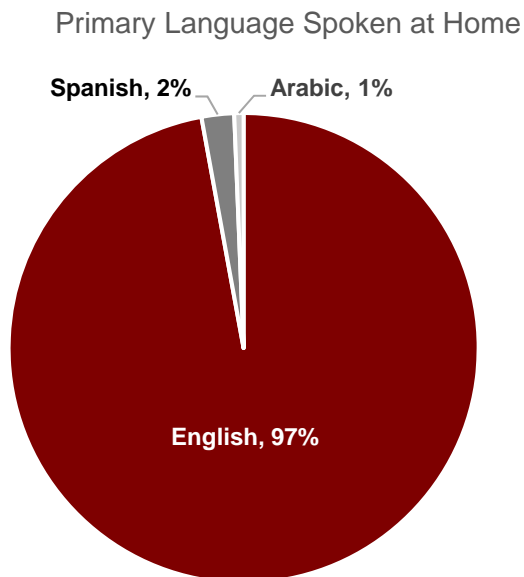
Annual Income



The average household size was 3.3, larger than the average household size in Virginia, which is 2.6<sup>79</sup>.

7.6% of respondents were either veterans or active duty military.

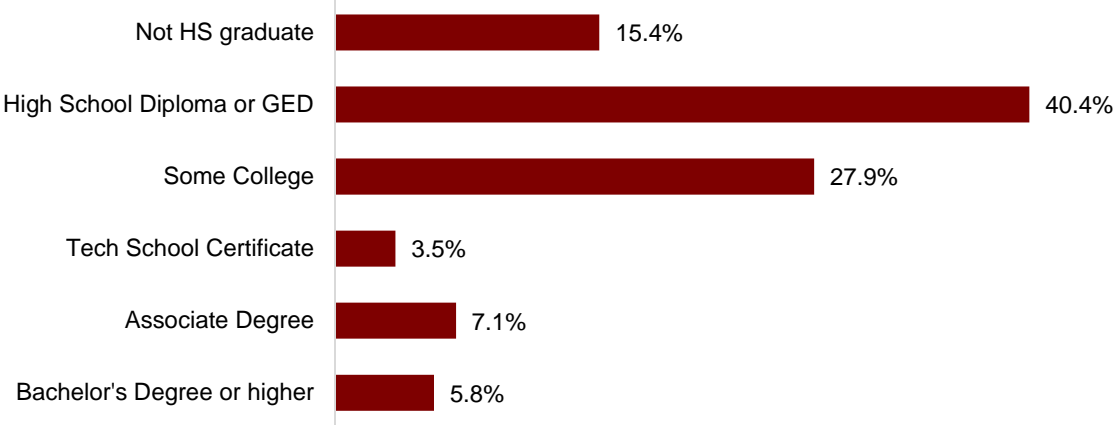
The vast majority of respondents spoke primarily English at home, but 2% spoke Spanish and 1% Arabic.



<sup>79</sup> US Census Bureau. American Community Survey. 2012-2016 5-year Estimates. Table DP02.

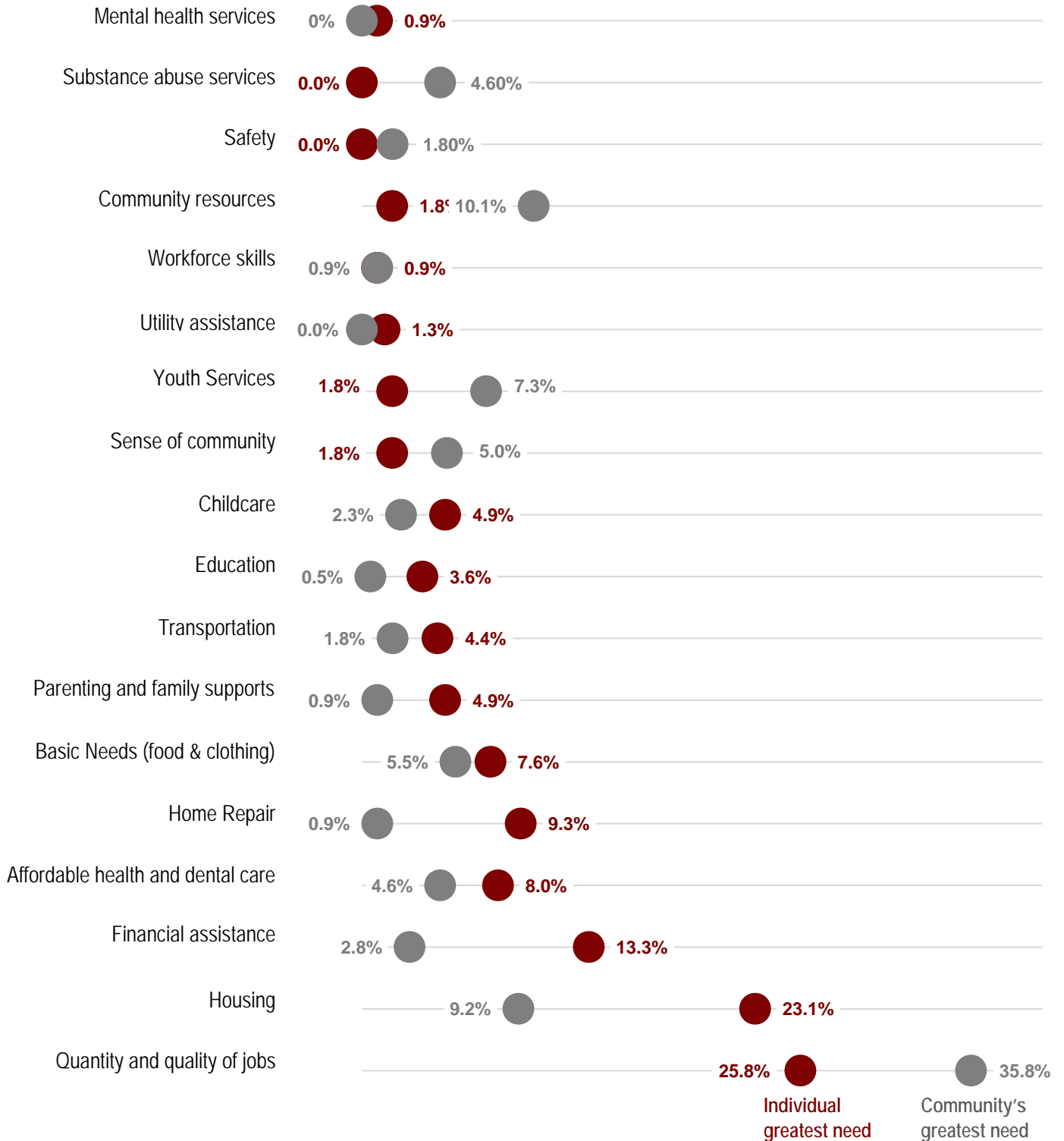
Most respondents had at least a high school diploma or GED, and 13% had earned a college degree.

### Educational Attainment



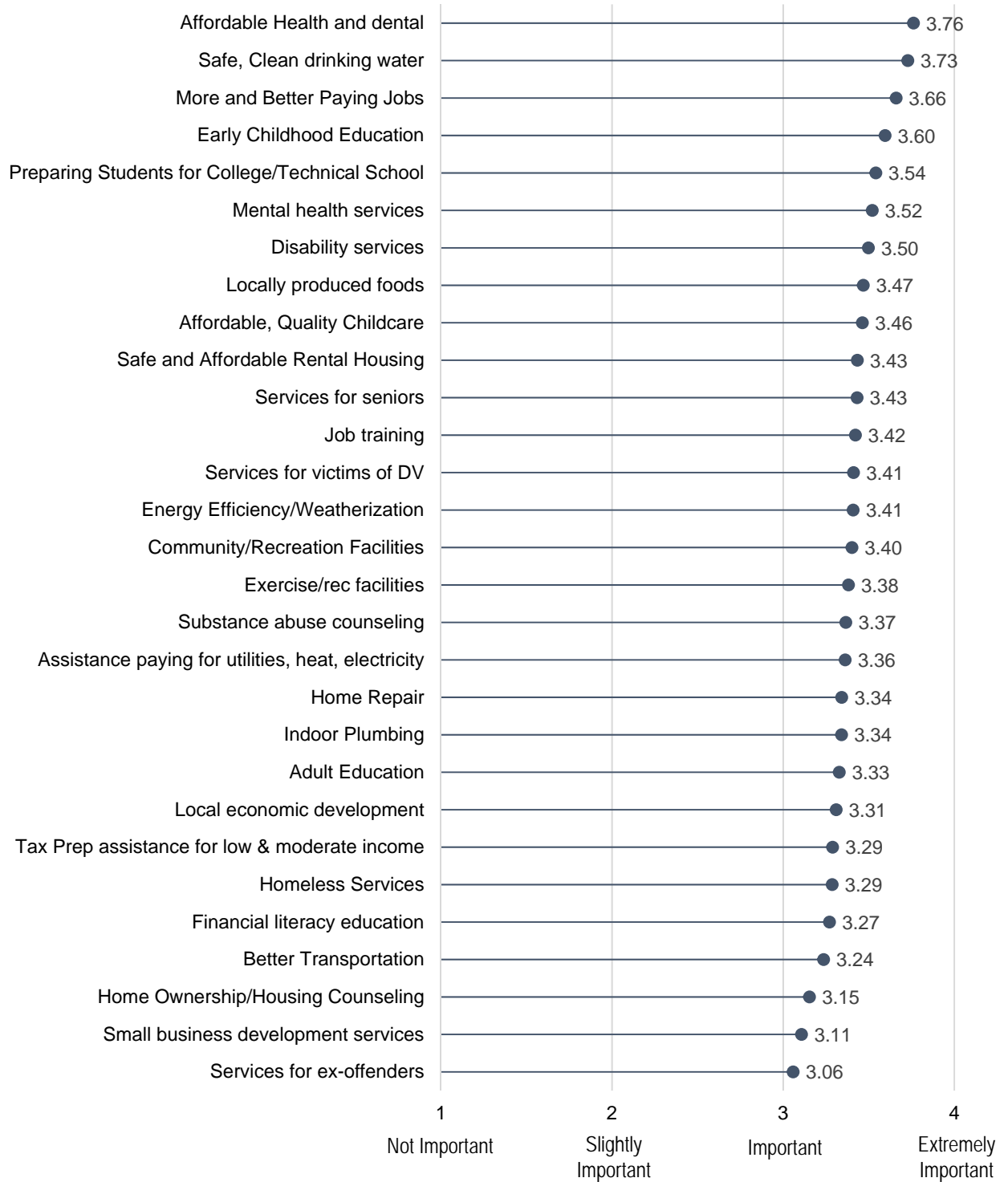
## Needs

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



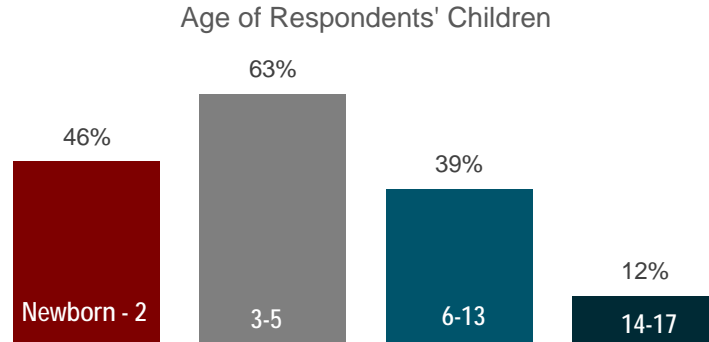
Respondents also scored the importance of 29 different needs. The graphic below displays the average importance score (1-4) for each need.

### Southwest Virginia



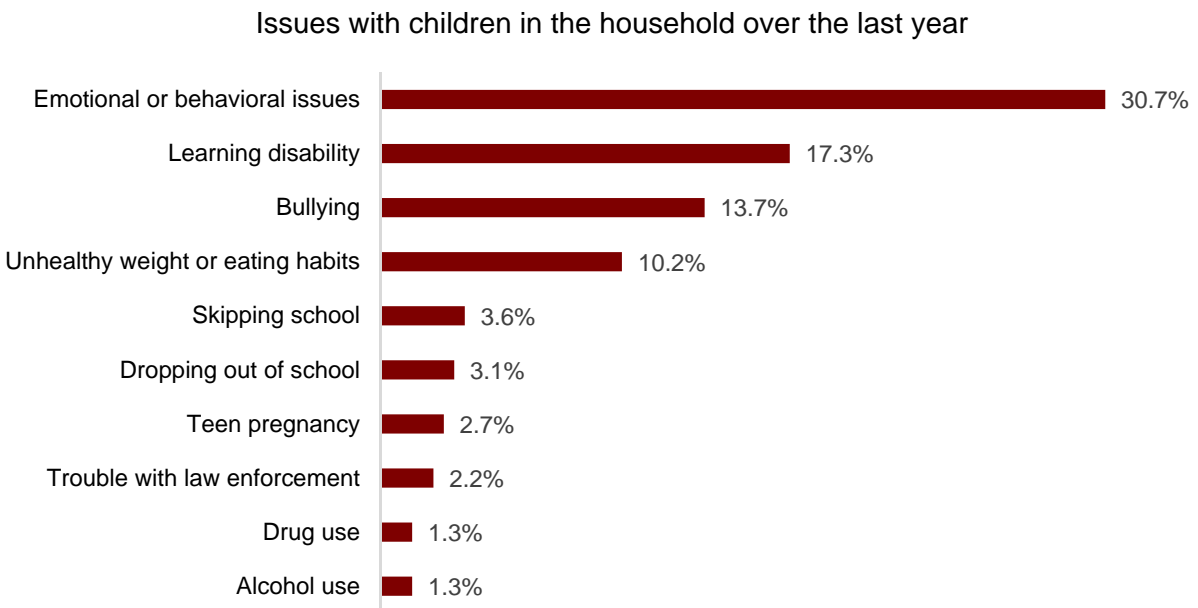
## Children

82% of respondents indicated that children under 18 lived in their household. Most children were under 5 years old.



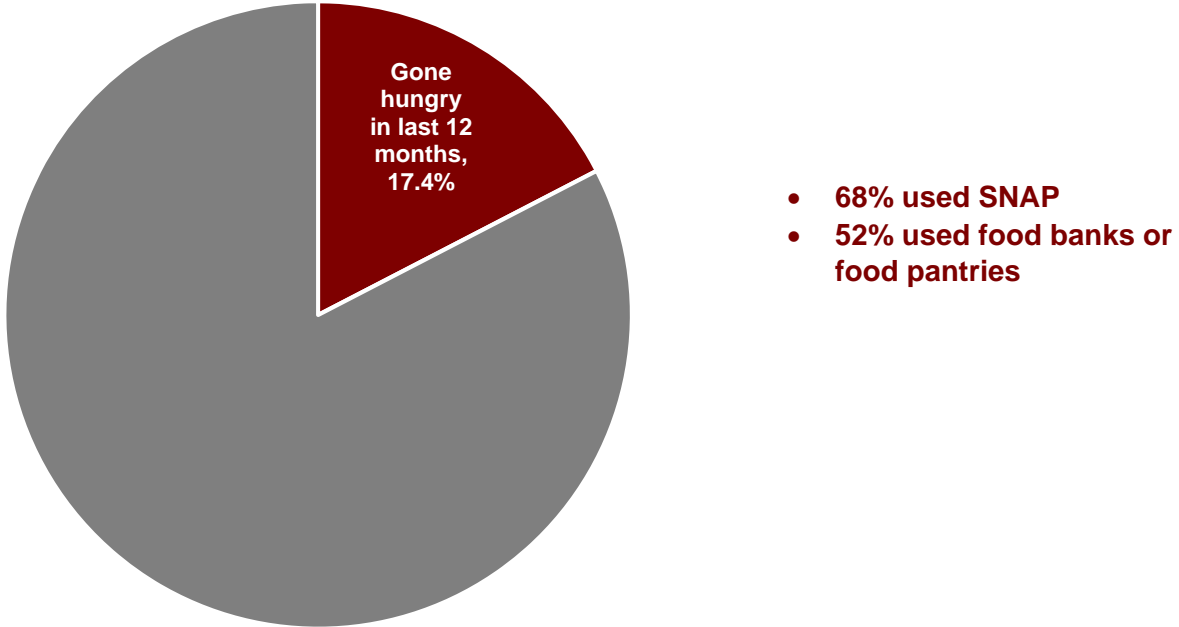
Most of the children in respondents' households were their own children, but some households also included grandchildren, foster children, and other related children.

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



## Food Security

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



## Employment and Financial Health

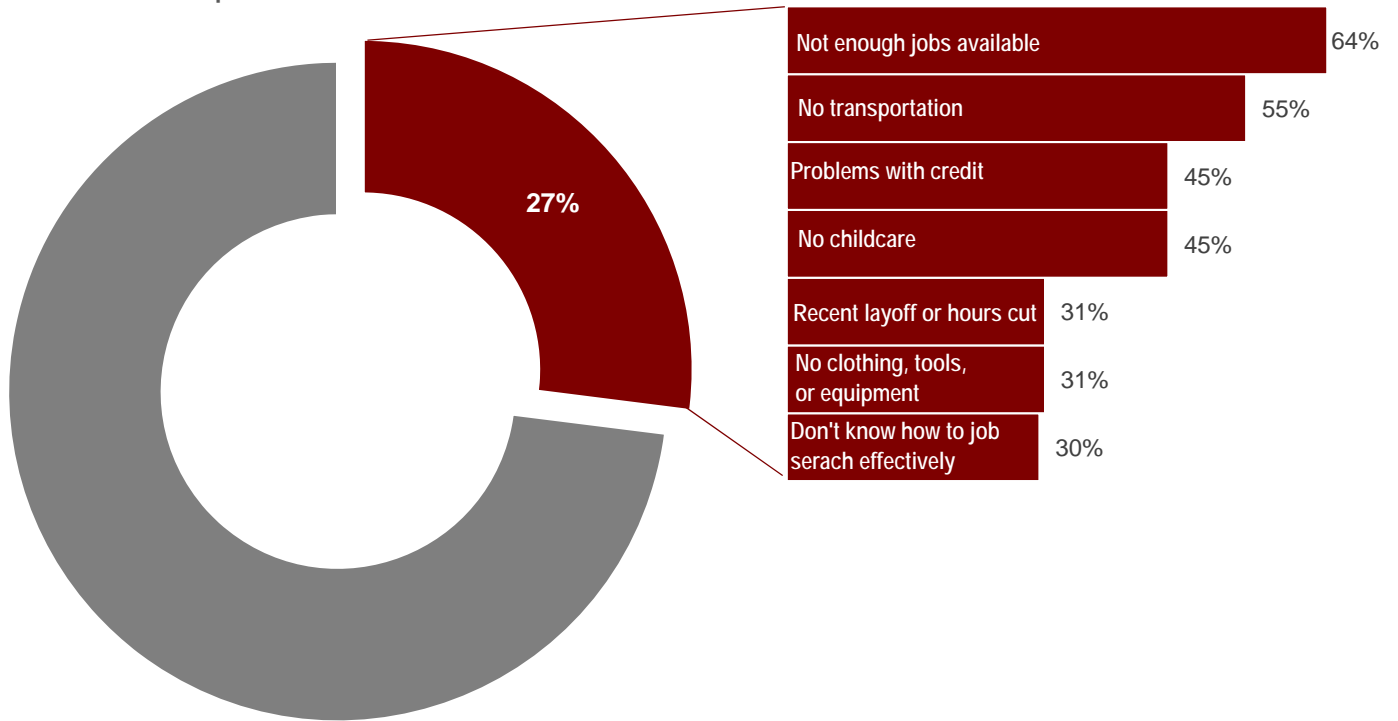
Almost half of respondents were employed.

### Employment Status

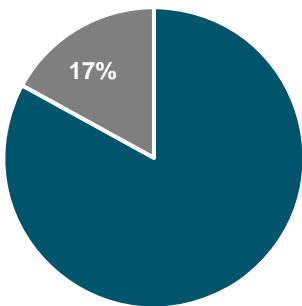


Twenty-seven percent of survey respondents indicated they'd had problems getting or keeping a job in the last twelve months. Of those who had had trouble, the most common issue was not enough jobs available.

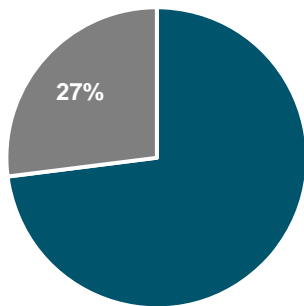
Problem getting or keeping a job in the past 12 months



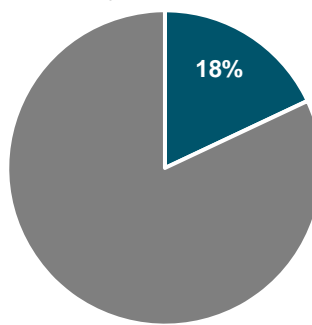
17% of respondents do not have reliable transportation.



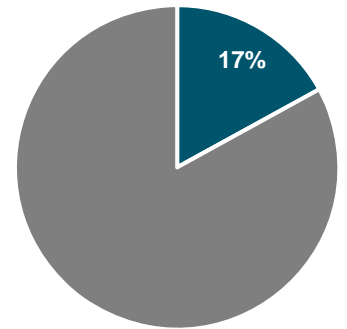
27% of respondents do not have a bank account.



18% of respondents used payday loans, title loans, or check advance in the last year.



17% 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, 17% were in other living situations like a shelter or living with family or friends.

### 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?

