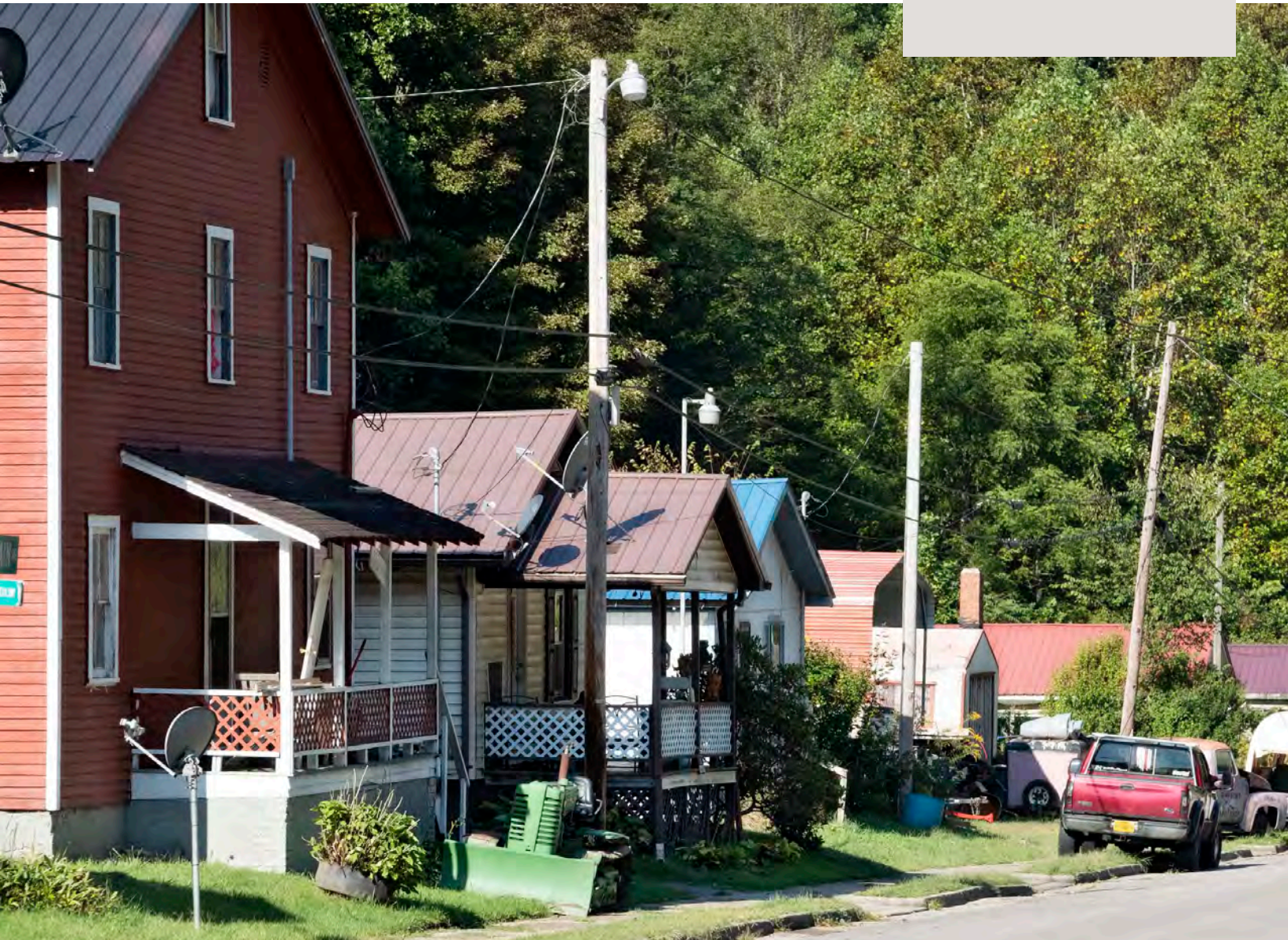


# 2021 COMMUNITY NEEDS ASSESSMENT



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## Executive Summary

People Incorporated is the Community Action Agency for 13 counties and 3 cities in Virginia. As a 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. 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 state:

1. Quality Jobs
2. Safe, affordable rental housing
3. Affordable Healthcare
4. Childcare

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

## Top Regional Needs

### Greater Prince William

1. Affordable housing
2. Affordable healthcare
3. Higher paying job opportunities

### Northern Piedmont

1. Affordable Rental Housing
2. Quality, accessible jobs
3. Affordable healthcare

### Northern Shenandoah Valley

1. Family supporting wages
2. Affordability of housing, including affording associated utility costs
3. Affordable, quality childcare

### Southwest Virginia

1. Higher wage, accessible jobs
2. Quality, affordable housing
3. Quality, affordable childcare and early education

#### *Regional needs assessments*

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



## Methodology

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

### Surveys

People Incorporated staff administered surveys to four distinct groups in the fall of 2020 to gather data for the needs assessment. Detailed results summaries for each survey are in the appendices.

#### Staff Survey

All employees at People Incorporated were given an opportunity to provide input through a short, electronic survey in October 2020. Of the 281 staff, 152 responded (response rate of 54%).

#### Board Survey

Similar to the staff survey, a short electronic survey was administered to the People Incorporated Board of Directors in October 2020. Of the 47 board members, 23 completed the survey (response rate of 49%). Even with only about half of board members responding, all of the People Incorporated service regions were represented.

#### Partner Survey

Collecting input from others who serve the low-income community throughout People Incorporated's four regions was an important strategy for developing a comprehensive picture of current community needs. A short, electronic survey was emailed directly to partners in communities served by People Incorporated. A total of 65 partners, representing all regions, completed the survey.

#### Community Survey

The most important stakeholder group for the community needs assessment was individual members of the community, particularly low-income community members. The community member survey was a longer survey, including detailed questions on multiple areas of need. The survey was administered electronically through various avenues. The survey was emailed directly to all current and former clients for whom People Incorporated had a valid email address. The survey link was also shared on social media channels by People Incorporated and partners. Finally, survey responses were incentivized by offering respondents a chance to win one of three \$100 Walmart giftcards. The survey was offered in both English and Spanish. A total of 678 community members completed the survey.

## Focus Groups

To better understand how each need manifests in the community and the lives of families, People Incorporated also conducted focus groups with partners and community members in November 2020, December 2020, and January 2021.

## Secondary Data

Primary data collected by People Incorporated is supplemented with publicly available secondary data throughout the report, including data from the US Census Bureau, Bureau of Labor Statistics, Virginia Department of Education, and many other sources. These data, along with reports and assessments by other community organizations and governmental 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.





## Overview of People Incorporated Regions

People Incorporated is the designated Community Action agency for local government jurisdictions in four distinct regions of Virginia. These regions are geographically, socially, and economically diverse. As a result, the needs of each region are diverse. Throughout this report, descriptions will focus on the following regions:

### Greater Prince William:

- Prince William County
- Manassas City
- Manassas Park City

### Northern Piedmont

- Culpeper County
- Fauquier County
- Rappahannock County

### Northern Shenandoah Valley

- Clarke County
- Frederick County
- Page County
- Shenandoah County
- Warren County

### Southwest Virginia

- Bristol City
- Buchanan County
- Dickenson County
- Russell County
- Washington County

In graphs and charts throughout the report, each region is color coded. For your reference, here's the scheme:

Greater Prince William – **Brown**

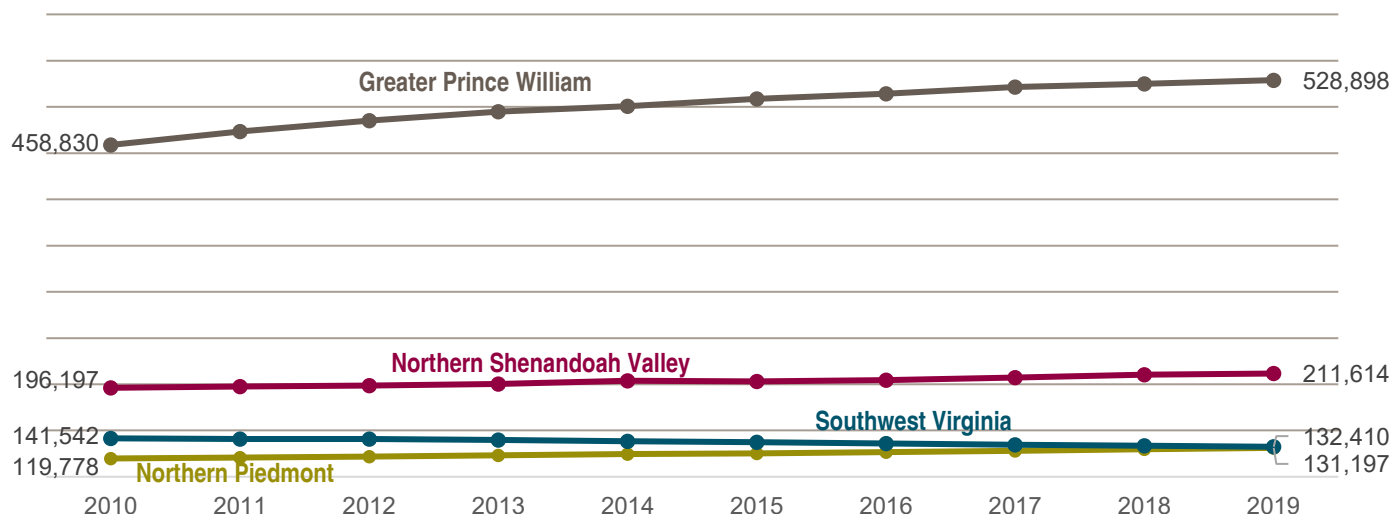
Northern Piedmont – **Yellow**

Northern Shenandoah Valley – **Red**

Southwest Virginia - **Teal**

Over the last ten years, the Greater Prince William, Northern Piedmont, and Northern Shenandoah Valley regions have seen significant population growth.<sup>1</sup> Rural, Appalachian Southwest Virginia has seen a steady decline over the same time period. UVA's Weldon Cooper Center estimates the population will continue to grow for the northeastern service regions, while Southwest Virginia will continue to see a decline.<sup>2</sup>

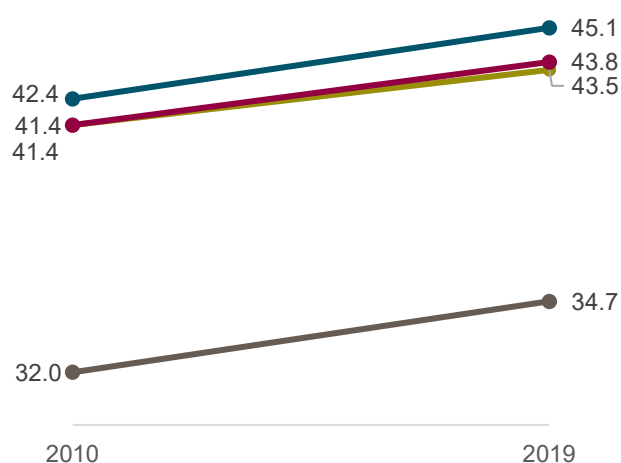
### 1. Population trend by region



The growing population, particularly in Greater Prince William, is affected by the large demand on housing and extensive employment market of the Washington DC metro area. Continued population growth will put increased demand on already stressed housing and transportation systems. Like many rural places, Southwest Virginia is facing outmigration as younger generations move to more urban areas.

Even as Virginia's population is growing, mostly by migration into the state from other states, the state's population, and the population of the regions served by People Incorporated, is aging. From 2010 to 2019, the median age in every region has increased. The Greater Prince William region remains the youngest and Southwest Virginia the oldest.<sup>3</sup>

### 2. Median Age



<sup>1</sup> US Census Bureau, American Community Survey, Annual Population Estimates, 2019. Table PEPANNRES

<sup>2</sup> Demographics Research Group of Weldon Cooper Center for Public Service. 2017 Projections.

<sup>3</sup> US Census Bureau, American Community Survey, 2019 5 Year Estimates. Table S0101.

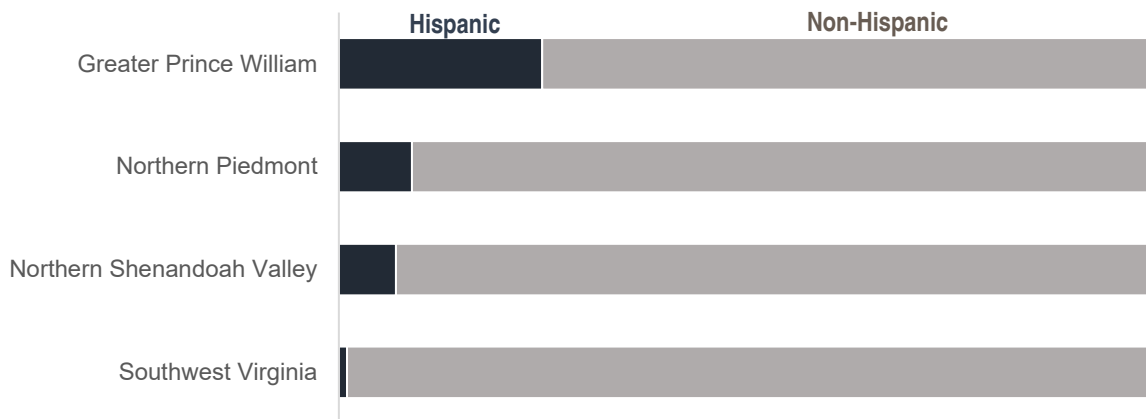
### 3. Racial Composition by Region



All of People Incorporated's service regions are predominantly white, with Greater Prince William having the most racial diversity and Southwest Virginia the least.<sup>4</sup>

Like many cities and states across the country, the communities served by People Incorporated saw collective action and protests in response to the violence against people of color, particularly black Americans. In June, Governor Ralph Northam expanded the scope and extended the term of the state Commission to Examine Racial Inequity in Virginia Law. Similarly, the Prince William County Board of supervisors authorized the creation of a Racial and Social Justice Commission to "examine the state of racial and social justice for people of color in the County."<sup>5</sup>

### 4. Hispanic Ethnicity by Region



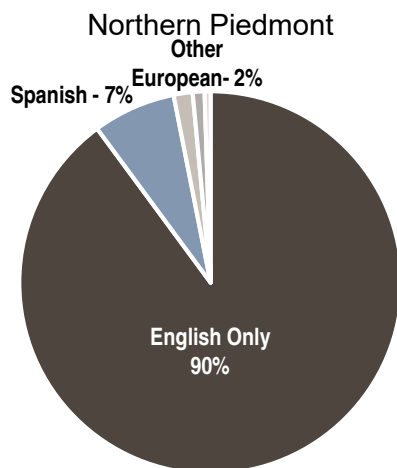
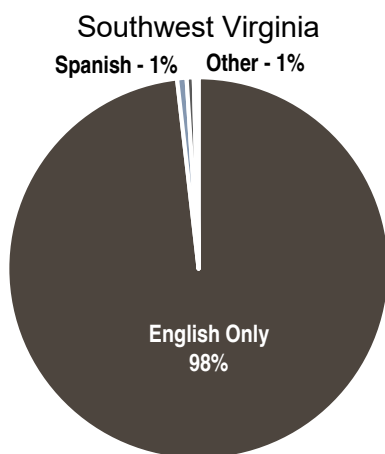
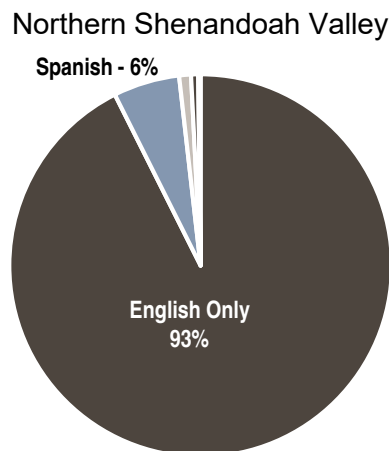
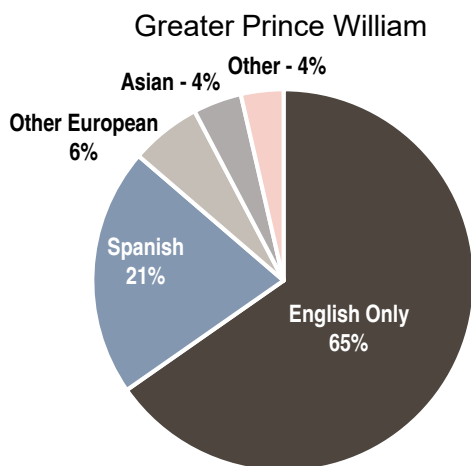
Similar to racial diversity, Prince William has the largest population of Hispanic residents and Southwest Virginia the smallest.

<sup>4</sup> US Census Bureau, American Community Survey, 2019 5 Year Estimates. Table DP05.

<sup>5</sup> Prince William County. October 21 2020. <https://www.pwcgov.org/news/pages/Board-Creates-Racial-and-Social-Justice-Commission.aspx>

Closely tied to racial and ethnic identity is the language spoken at home by residents. In every region, most individuals speak only English at home. However, a large number of individuals in the Greater Prince William, Northern Piedmont, and Northern Shenandoah Valley regions speak other languages at home, predominantly Spanish.

## 5. Language Spoken at Home



Some respondents to the Community Member Survey indicated that an issue they face when accessing healthcare is that providers do not speak their language. While English is predominant, Census data and survey data indicated a need for medical personnel, and likely other service provision staff, that speak a variety of languages.



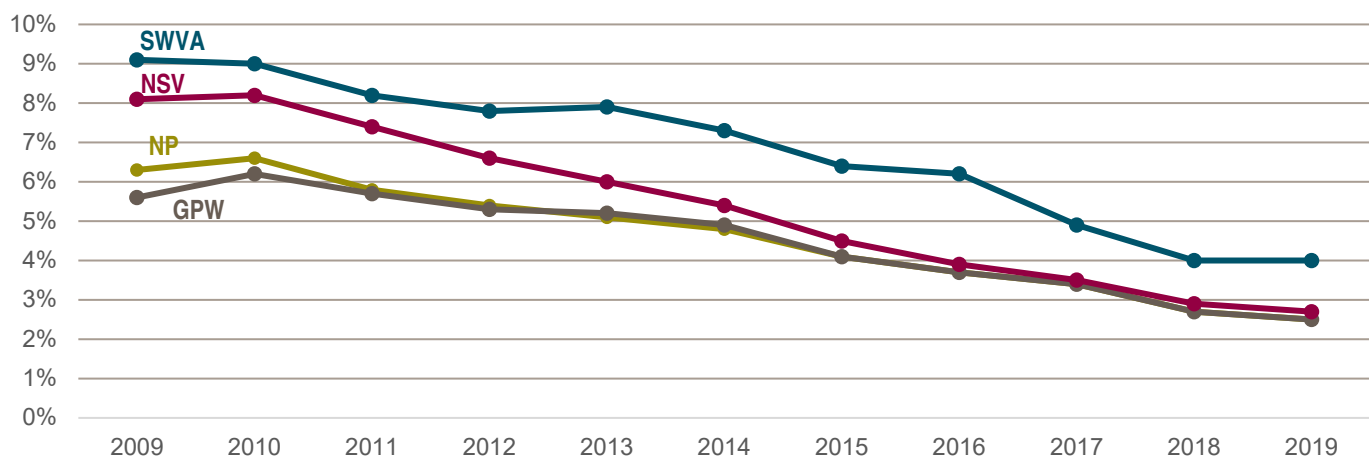


## Jobs and Income

Across all regions, the largest individual need identified by community members was the ability to earn more income. This need was emphasized in focus groups and other surveys with all stakeholder groups indicating, living-wage, fulfilling employment for community members as a top need.

Before the COVID-19 pandemic hit the state in March 2020, unemployment rates in each region had been on a steady decline, reaching levels that were even lower than before the 2008 recession<sup>6,7</sup>.

6. Annual Unemployment Rate by Region



<sup>6</sup> Bureau of Labor Statistics. Local Area Unemployment Statistics. Annual.

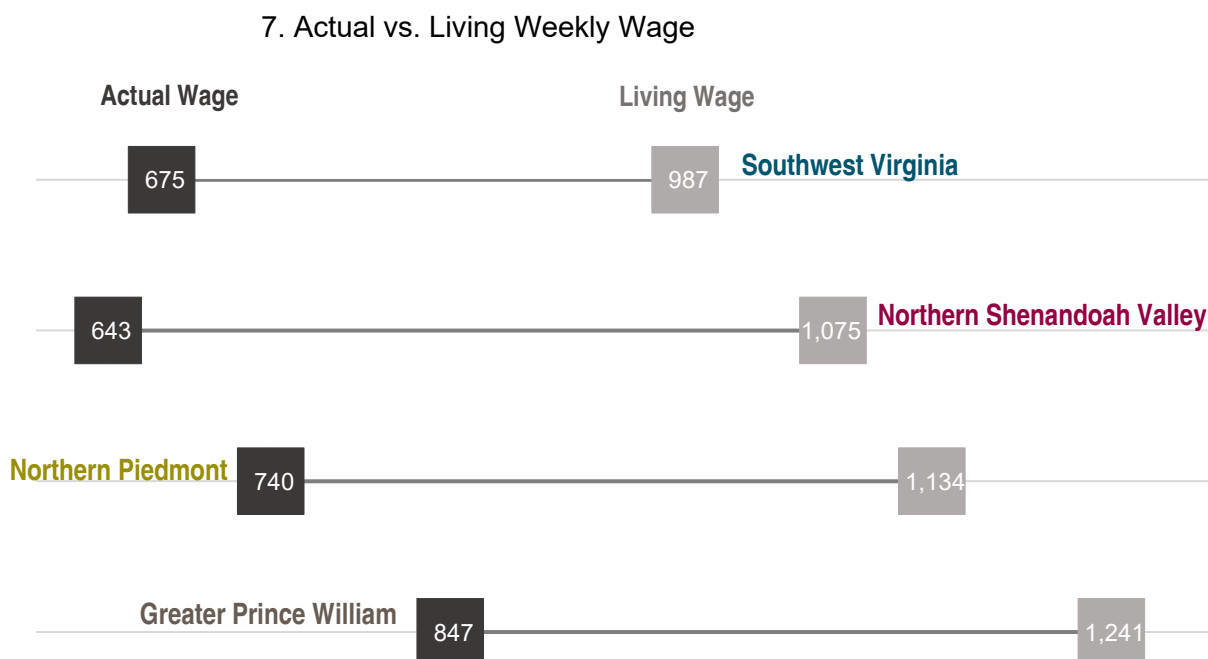
<sup>7</sup> To see how recent unemployment rates have been impact by COVID-19, please refer to the COVID-19 section.

Feedback from stakeholders focused on two aspects of unemployment: quality of jobs and availability of jobs.

### Quality Jobs/Wages

One of the most important factors contributing to a quality job is living-wage pay. Some of our focus group participants also described this as a “family-supporting” wage. In essence, living wage employment provides enough income from employment for a family to meet all of their basic needs like housing, childcare, and food. Unemployment steadily decreased in the last decade, but many of the jobs gained in the regions served by People Incorporated do not pay a living wage to their employees.

The table below compares the average weekly wage in each region to the living wage weekly wage needed for a single parent with one child in each region.<sup>8</sup> In every region, the average weekly wage is significantly less than a living wage, highlighting the discrepancy between wages and the actual cost of living.



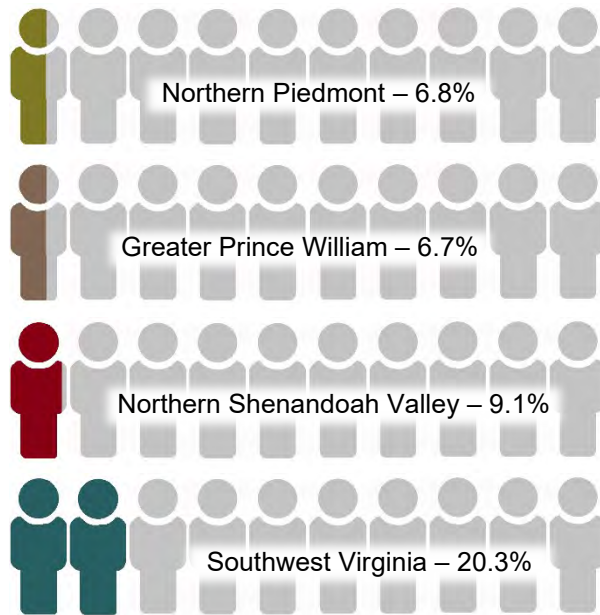
Without a living wage, many families in the communities served by People Incorporated end up living in poverty. Research shows that living in poverty can have life-long impacts on individuals' health and well-being. Those growing up in poverty have higher rates of asthma, obesity, injury, and are less prepared for learning. In adulthood, those who faced poverty have higher mortality rates and poorer health in areas of physical disability, clinical depression, and premature death.<sup>9</sup>

<sup>8</sup> 2020 MIT Living Wage Calculator. Retrieved December 2020.

Virginia Employment Commission. Quarterly Census of Employment and Wages. Annual Averages 2019.

<sup>9</sup> Gupta, Rita Paul-Sen, Margaret deWit, and David McKeown. 2007. "The impact of poverty on the current and future health status of children." *Paediatrics and Child Health* 12(8): 667-672.

## 8. Poverty Rates by Region



In People Incorporated's regions, Northern Piedmont and Greater Prince William have the lowest poverty rates, around 6.7%, but the large population means that over 40,000 individuals in these regions live in poverty. Southwest Virginia has the highest poverty rate, with 20% of all people in the region living below the poverty line.<sup>10</sup>

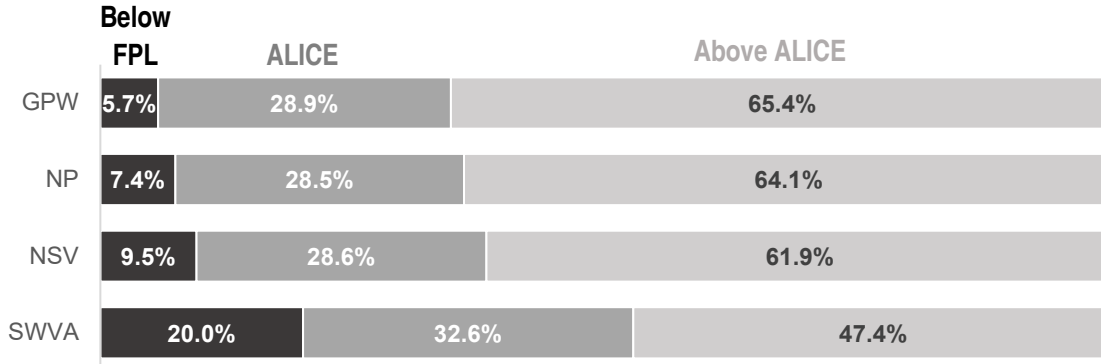
Survey responses from partners and community members specifically list "poverty" as the greatest need facing their community.

Across communities, poverty rates are higher for children, women, and non-white individuals.

An alternative definition of "living wage" is provided through the ALICE model – asset limited, income constrained, employed. ALICE

households live above the federal poverty guidelines, but still struggle to make ends meet. ALICE families have income from employment, but still don't have enough income to cover all of their expenses.<sup>11</sup>

## 9. ALICE Households by Region



One of the largest barriers that individuals face in obtaining living wage employment is a lack of skills and/or education. For example, in Fauquier County, median annual earnings for someone with a high school diploma are only \$44,210, but they rise to \$73,996 for someone with a bachelor's degree. Among regions served by People Incorporated, Greater Prince William has the largest proportion of individual with a bachelor's degree or higher (39.8%) and Southwest Virginia the least (17.8%)<sup>12</sup>. Accordingly, median household income is the highest in Greater Prince William and lowest in Southwest Virginia.<sup>13</sup>

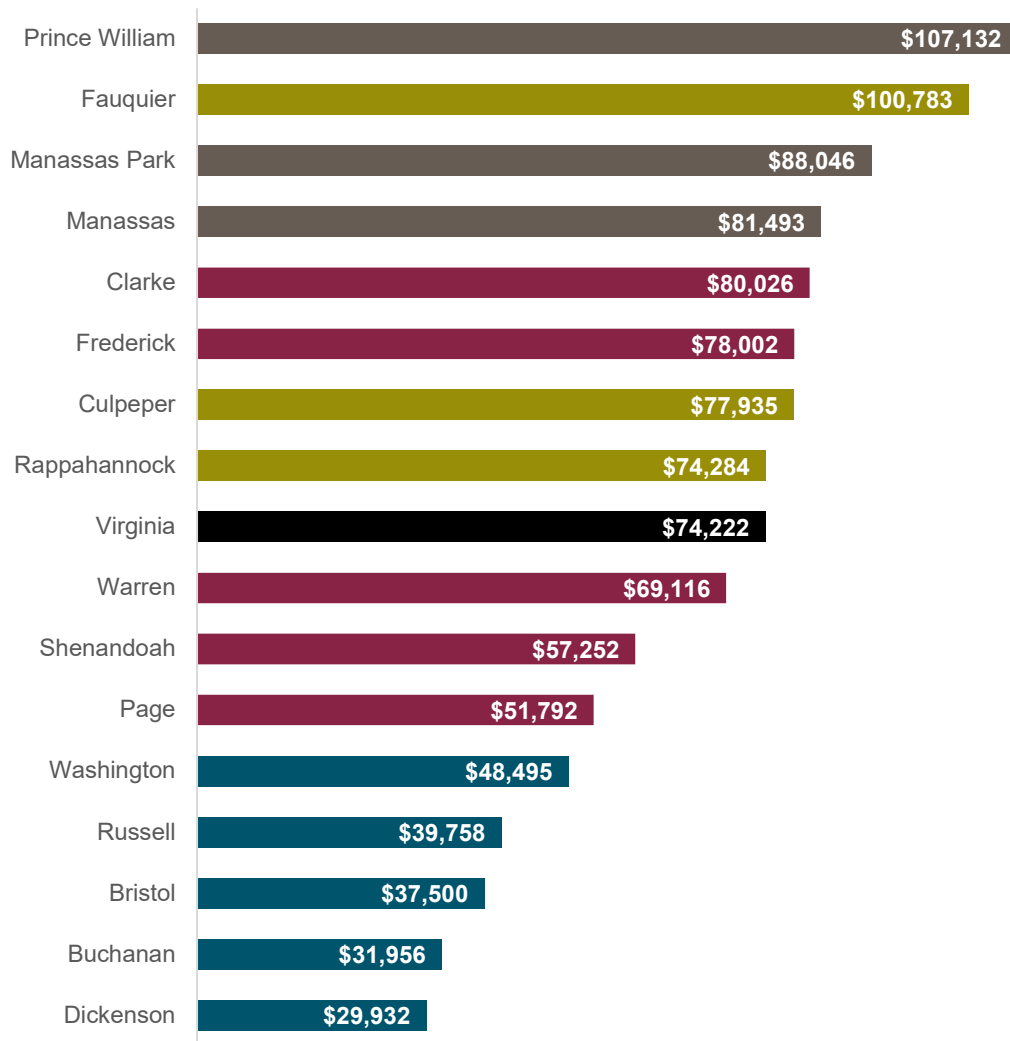
<sup>10</sup> US Census Bureau. American Community Survey. 2019 5-year estimates. Table S1701.

<sup>11</sup> 2018 County-level data. UnitedforALICE.org

<sup>12</sup> US Census Bureau, American Community Survey, 2019 5 Year Estimates. Table S1501.

<sup>13</sup> US Census Bureau, American Community Survey, 2019 5 Year Estimates. Table B25119.

#### 10. Median Annual Household Income by County



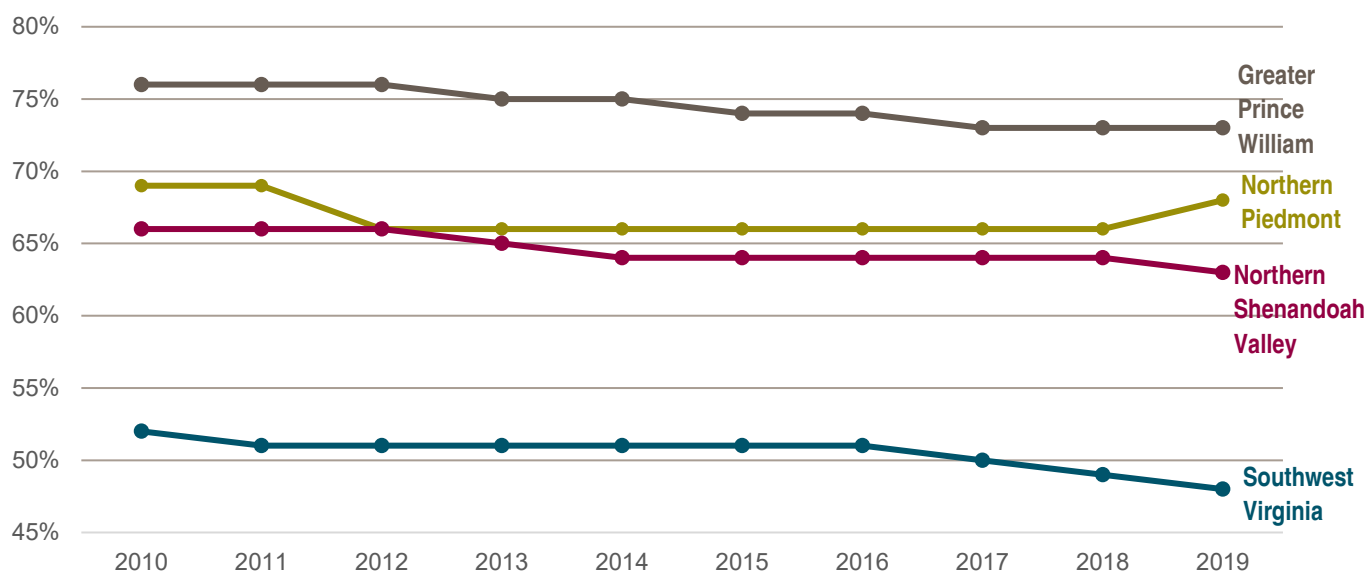
In focus groups, stakeholders also described that quality jobs include a career pathway and additional industry opportunities for employees.



## Employment Opportunities

While unemployment rates are a key indicator of economic health, another important aspect of the labor market and employment in our communities is labor force participation. The labor force participation rate is the proportion of civilian adults over 16 who are working or actively looking for work. When someone who isn't working stops looking for work altogether, they move from the "unemployed" category to totally outside the labor force. In the last ten years, labor force participation has decreased in all regions, with the largest drop in Southwest Virginia, where less than half of the adult population is currently working or looking for work.<sup>14</sup> While some of this is likely due to the aging population, with individuals leaving the workforce as they retire, some may also be attributable to the inability to find jobs that meet a person's skill level, interests, or that are attractive jobs in general.

11. Labor Force Participation by Region



Survey respondents and focus groups participants described that in addition to community members wanting “good jobs,” they also described a need for more job opportunities, particularly those accessible to low-income individuals. The need for more jobs available was of particular concern in the Southwest Virginia and Northern Shenandoah Valley regions.

Industries that have typically paid well for those with little education or training, like manufacturing in the Northern Shenandoah Valley and coal mining in Southwest Virginia, have seen vast fluctuations in the past decade, with some years adding many new employees, only to experience layoffs the following year.<sup>15</sup>

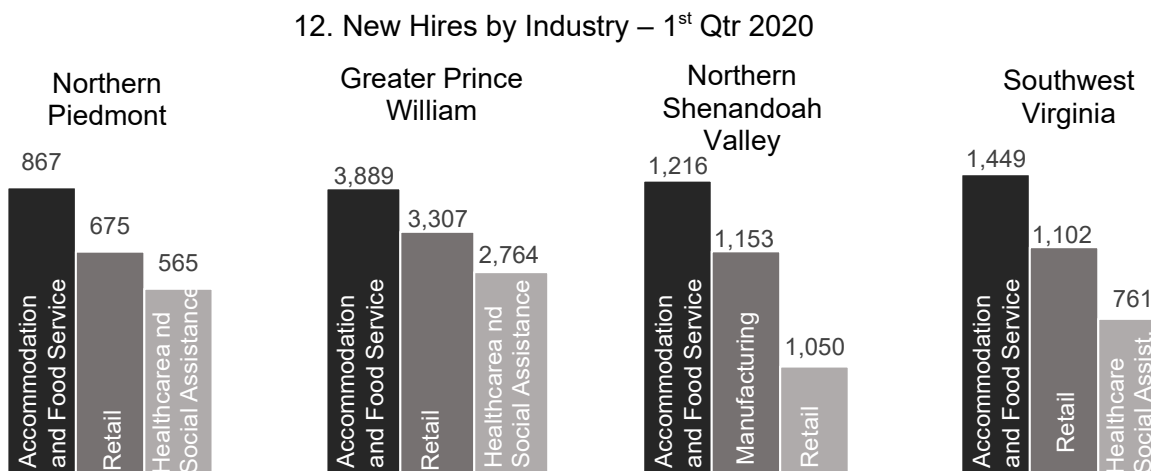
“...when my children grow up, they will mostly have to move away to decent jobs and opportunities.”

-Southwest Virginia Community Member

<sup>14</sup> US Census Bureau. American Community Survey 2019 5-year Estimates. Table DP05.

<sup>15</sup> BLS. Quarterly Census of Employment and Wages.

Figure 12 displays the top three industries with the most hires in the first quarter of 2020 (pre-pandemic).<sup>16</sup> The low-paying industries of “accommodation and food service” and “retail” are some of the fastest growing in each region. So, while job opportunities may have been increasing in 2020, most of these jobs were not the high-quality opportunities desired by the community.



In our community member survey, 32% of respondents indicated that getting or keeping a job had been a problem for someone in their household in the last year. But, among families making less than \$30,000 per year, 52% said they’d had trouble getting or keeping a job. For this group of lower-income individuals, half said that one of the major issues in getting a job is the number available.

## Community Resources

While needs related to jobs and employment remain, many community organizations have already stepped up and begun responding to these needs.

Throughout Virginia, local workforce development boards invest time and funding to provide training and career support programs for residents, build employer networks to ensure jobs are available, and provide overall coordination for the workforce system by bringing together stakeholders.

In community member focus groups, individuals emphasized the need to align training programs with jobs that are available and industries that offer living wage work. Many of the workforce programs throughout our service regions are attempting to do just this. They are watching industry trends to guide individuals in careers where they are likely to find long-term employment.

Another theme throughout focus groups was that supports outside of traditional workforce training are needed to help with employment. Things like: quality, affordable, reliable childcare; transportation; and quality, affordable healthcare to ensure individuals are well enough to work.

<sup>16</sup> US Census Bureau, Local Employment Dynamics. 1<sup>st</sup> Quarter 2020. Retrieved from Virginia Works Community Profiles.



## Childcare

While quality, affordable childcare has long been a community need, underpinning other issues like employment and education, the remote schooling and dramatic closure of many childcare providers this year has brought this need to the forefront.

While respondents to the community member survey gave “affordable, quality childcare” an importance rating of 4.9/10, parents of children aged 0-5 gave it a rating of 7.6/10. Finding quality childcare that fits within a family’s budget is a major need, especially for families where all adults are working.

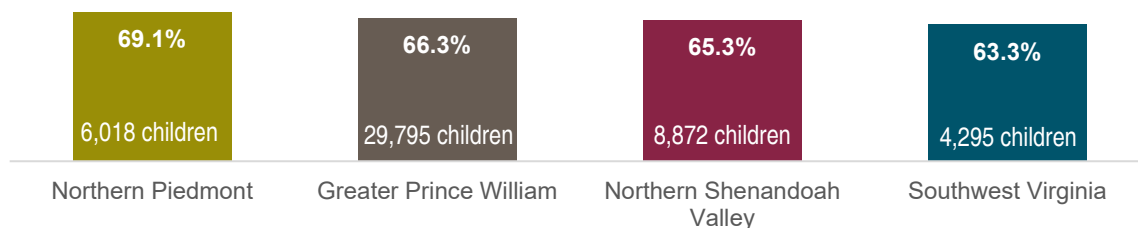
## Availability

The availability of childcare, at convenient locations and during all working hours, remains a struggle in many of the communities served by People Incorporated. As the number of individuals working has increased, so has the need for a safe place for their children to be.

From 2015-2019, the total number of individuals employed in People Incorporated’s service area increased by over 5%. But, from 2015-2020, the number of childcare slots registered with the Department of Social Services only increased by 1.7%. The supply of childcare providers has not risen at the same rate as the demand in the communities served by People Incorporated.

By 2019, 66% of children under 6 in the communities served by People Incorporated had all of their parents in the labor force.<sup>17</sup>

13. Proportion of Children Under 6 with all Parents in the Labor Force



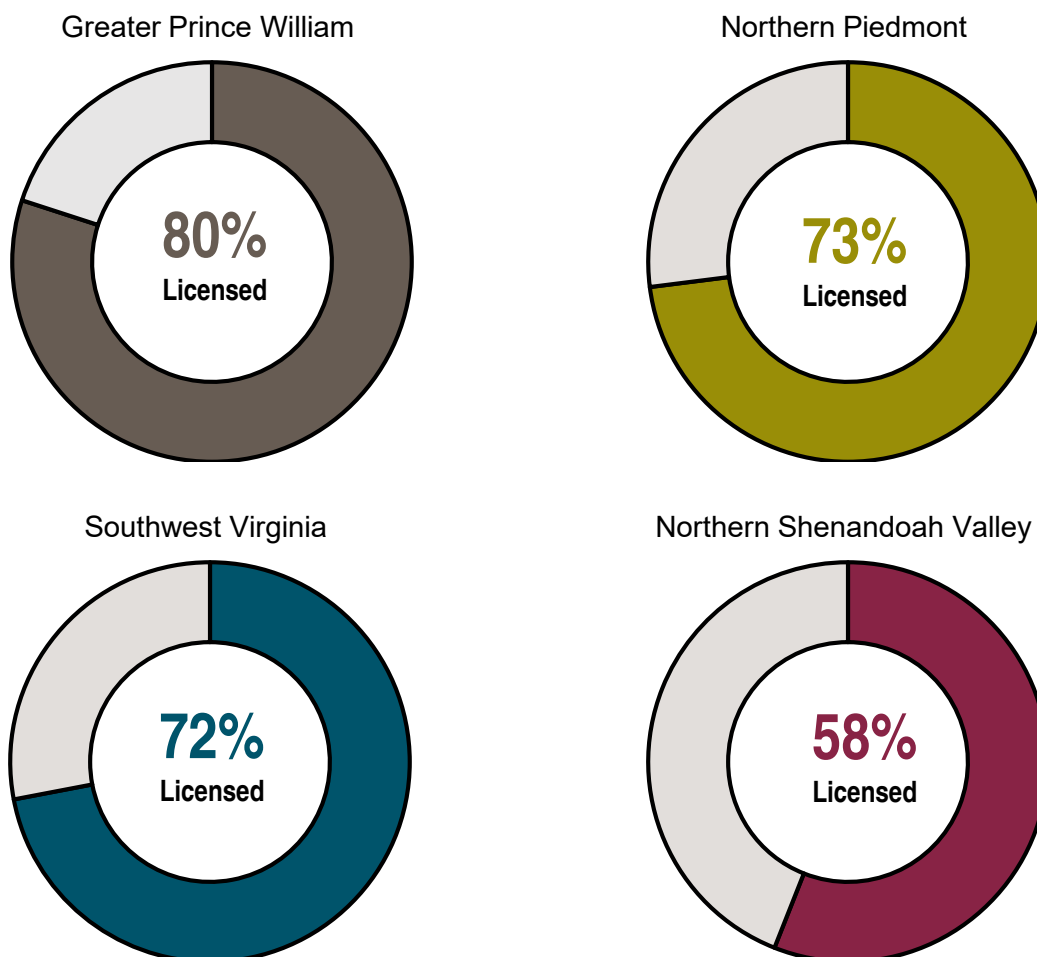
<sup>17</sup> US Census Bureau. American Community Survey 2019 5-Year Estimates. Table B23008.

## Quality

While having enough childcare available is important, having childcare options that provide a safe environment and promote early childhood development is equally important. According to the American Academy of Pediatrics, “high-quality early education and child care for young children improves physical and cognitive outcomes for children and can result in enhanced school readiness.” High quality care in the early years can have a lasting impact on children.<sup>18</sup>

The first step in ensuring quality for childcare in Virginia is the licensing process. Currently, the Virginia Department of Social Services provides monitoring and oversight for licensed providers, and some groups of regulated unlicensed providers. Licensing ensures that providers are adhering to policy and regulations ensuring the safety of children. While many of the childcare providers in the communities served by People Incorporated are licensed, many family-day-home and religious based providers are not.<sup>19</sup>

14. Proportion of Registered Childcare Providers that are Licensed.



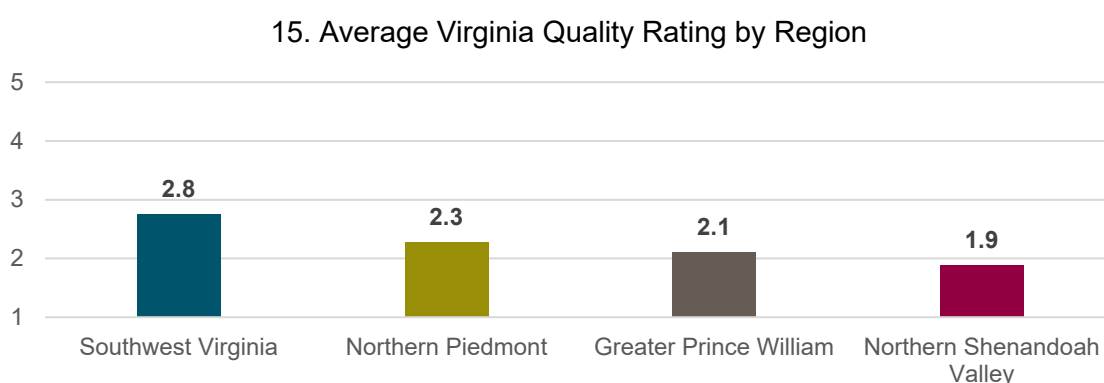
<sup>18</sup> Donoghue, Elaine A. and Council on Early Childhood. 2017. “Quality Early Education and Child Care from Birth to Kindergarten.”

<sup>19</sup> Virginia Department of Social Services. Child Day Care Search. Accessed January 2021.



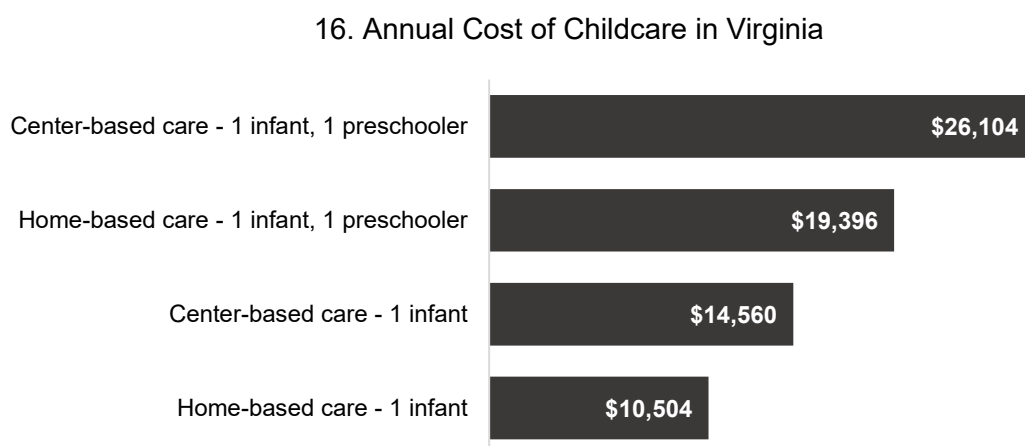
Over the last decade, Virginia has made a concerted effort to improve the quality of child care and early childhood education programs through the Virginia Quality program. Virginia Quality is a continuous quality improvement and rating system focused on quality rating standards, regulating authority, and professional development. The system has five levels (1-5) with specific criteria for providers. While Virginia Quality has been implemented statewide, not all providers participate in the system. In Northern Piedmont, Greater Prince William, and Northern Shenandoah Valley, only about 1% of registered providers participate in the Virginia Quality rating system. In Southwest Virginia, it's 3%.

Even with the low participation overall, almost all Head Start centers throughout the region participate and have high ratings. The figure below shows the average Virginia Quality rating among participating providers in each region.<sup>20</sup>



## Affordability

Even in areas that have a sufficient supply of high-quality childcare, affordability remains an issue for many families. In Virginia, the average annual cost for childcare is higher than that for tuition at a public four-year university institution.<sup>21</sup>

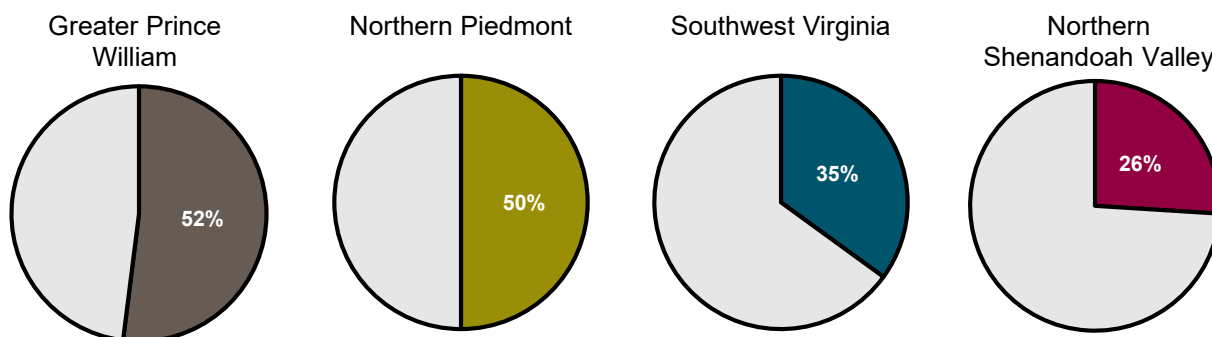


<sup>20</sup> Virginia Department of Social Services. Child Day Care Search. Accessed January 2021.

<sup>21</sup> ChildCare Aware of America. *The US and the High Price of Child Care: 2019*.

In Virginia, someone working full-time at \$10/hour would only make \$20,800 a year, and would have to spend about half of their income on childcare given current costs in the state. Luckily, many childcare providers in People Incorporated's communities accept childcare subsidies, a program administered by the state Department of Social Services to offset the cost of childcare for lower-income families. Even so, some communities don't have enough subsidies available for the families that qualify, and some of the providers that accept subsidies don't provide all-day care.<sup>22</sup>

#### 17. Proportion of Registered Childcare Providers who Accept Subsidies

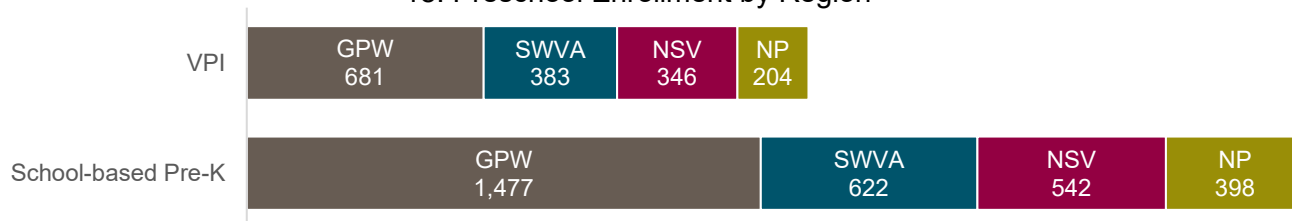


### Public Support for Early Childhood Education

Title I and the Virginia Preschool Initiative have greatly expanded access to preschool for at-risk children, particularly 4-year-olds. Each locality provides publicly funded preschool and/or VPI slots for children at local elementary schools.<sup>23</sup>

The Virginia Department of Education and Virginia Early Childhood Foundation have worked to promote quality early childhood education for economically disadvantaged children through programs like their Mixed-Delivery and Preschool Development Grant programs, which support increasing the number of slots available and improving quality for disadvantaged groups.

#### 18. Preschool Enrollment by Region



In addition to programs operated through local schools, Head Start also plays an important role throughout People Incorporated's service area in preparing children with disabilities and/or economic disadvantage to enter school ready to succeed. Head Start programs are offered in all communities, with People Incorporated administering the programs in Southwest Virginia and some of the Northern Shenandoah Valley.

<sup>22</sup> Virginia Department of Social Services. Child Day Care Search. Accessed January 2021.

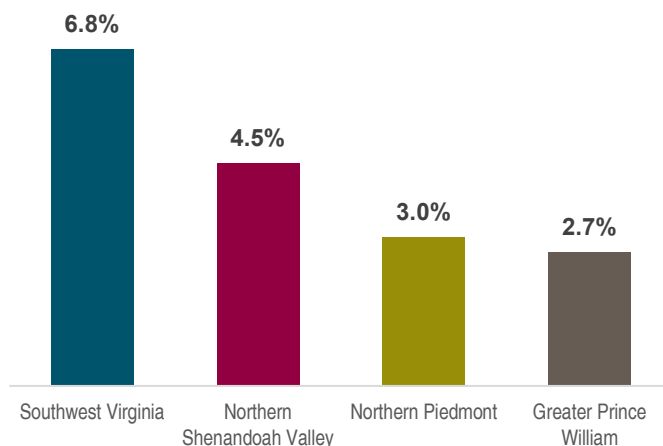
<sup>23</sup> Kids Count 2019-2020 VPI 4-year-old enrollment and VDOE 2020-2021 Fall Membership Report.



## Transportation

In focus groups, partners noted that transportation remains a major need for low-income people in the community. Having reliable transportation impacts individuals' abilities to attend education, get to work, and generally access services.

19. Proportion of Households with No Vehicle Available



While some regions have urbanized areas with public transportation, much of the geography served by People Incorporated is predominantly rural and a personal vehicle is the only means of transit.<sup>24</sup>

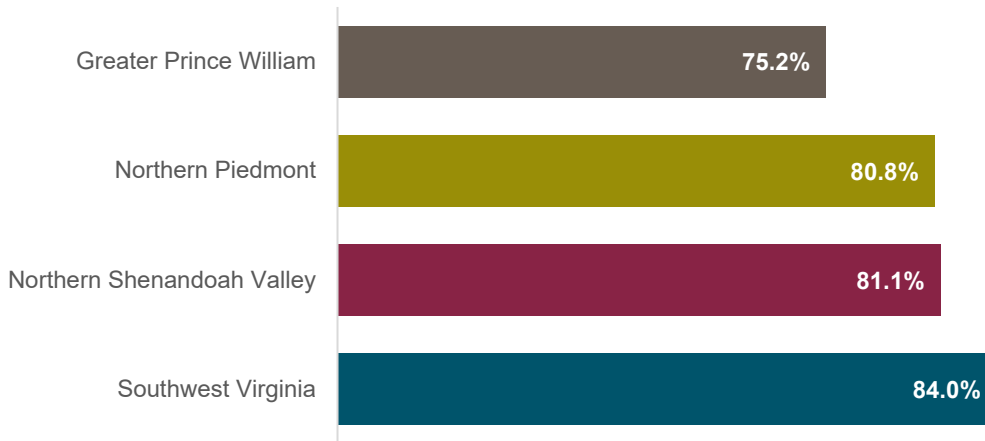
Few programs and supports exist to help families with acquiring and maintaining a personal vehicle. In our community member survey, respondents specifically noted that, even if they have a vehicle, they can't afford the cost of maintenance and repairs. Furthermore, vehicles that are more affordable for low-income families are older and less reliable.

Reliable transportation is particularly important to maintain employment. While some individuals rely on public transportation or carpooling, the majority of workers in every region served by People Incorporated drive alone in their own vehicle to work.<sup>25</sup>

<sup>24</sup> US Census Bureau. American Community Survey 2019 5-Year Estimates. Table B08201.

<sup>25</sup> US Census Bureau. American Community Survey 2019 5-Year Estimates. Table DP03.

## 20. Proportion of workers who drive alone to work



While personal transportation remains the primary means for most families, many still rely on public transportation systems, particularly in more urbanized areas like Greater Prince William. In the Greater Prince William region, over 13,000 individuals commute to work using public transportation. Community members expressed frustration about the inadequacy of the transportation systems' connections with the Washington DC area transit, particularly metro service.

In more rural areas, focus group participants discussed how minimal public transit systems don't adequately meet the community's need. In much of Southwest Virginia, existing public transit systems require you to book ahead, or have very limited routes that don't reach large portions of the region. In areas that have more regular routes, like parts of the Northern Shenandoah Valley, public transit systems don't meet all needs because they are closed on weekends or holidays. Many low-wage workers need transportation outside of traditional working hours, so these transit systems fail to meet their needs.





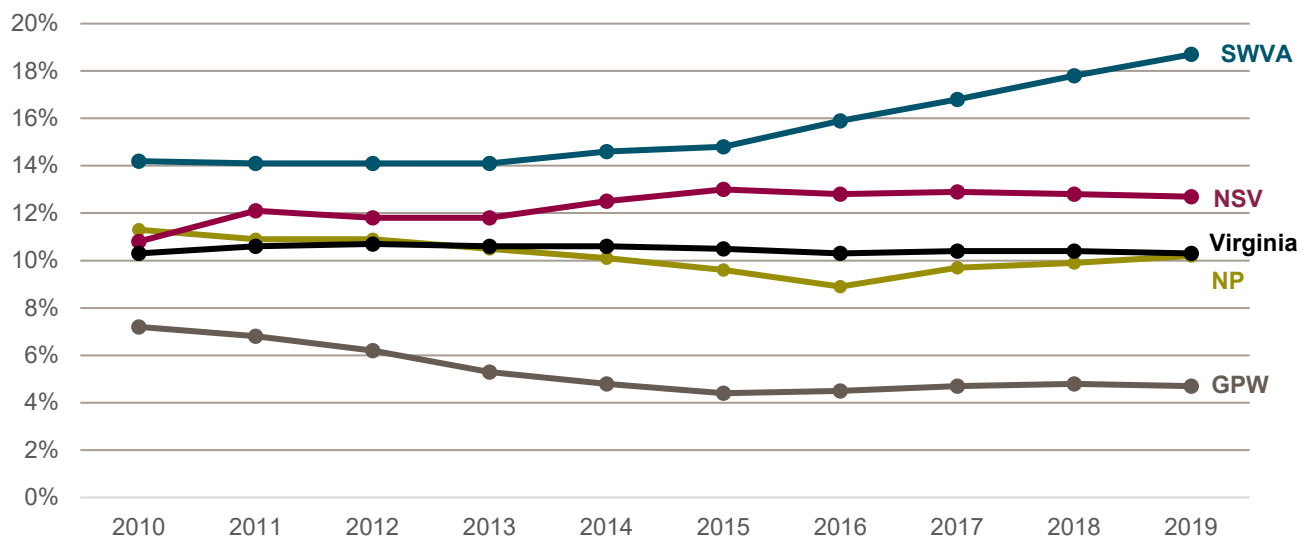
## Housing and Homelessness

Looking back at People Incorporated's history of needs assessments, the need for quality, affordable housing has remained consistently as a top need in all communities.

### Availability

In the last decade, housing vacancy rates have decreased in the Greater Prince William and Northern Piedmont regions, while increasing slightly in the Northern Shenandoah Valley and substantially in Southwest Virginia.<sup>26</sup>

21. Vacancy Rates by Region



Decreasing vacancy rates in Greater Prince William and Northern Piedmont are likely a result of the growing metro-DC region. These regions have housing costs lower than communities closer to the city, but are still within commuting distance for many workers. This urban spread, and

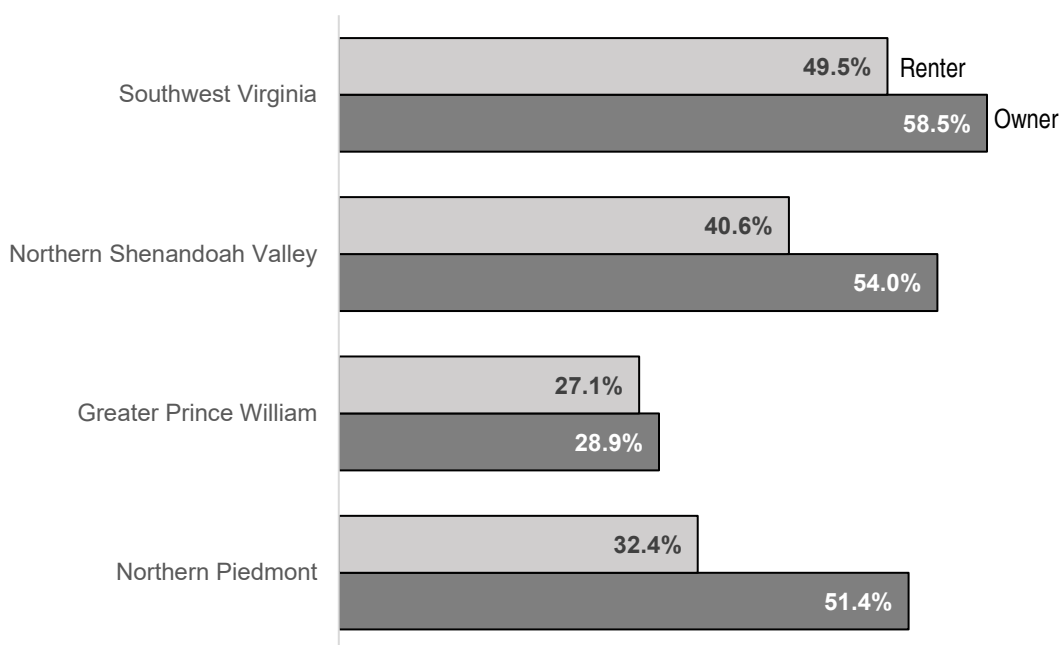
<sup>26</sup> US Census Bureau. American Community Survey. 2019 5-year Estimates. Table DP04.

growing population, put increased stress on an already tight housing market, driving up housing costs and often displacing lower-income community members.

Multiple respondents to our community member survey wrote that they need larger homes for their growing families, but can't find anything available in their price range. Others noted that they may have to move to a different area to be able to find affordable housing.

In addition to a limited quantity of homes available to community members with lower-income, quality is also an issue. In People Incorporated's footprint, 35% of units occupied by homeowners were built before 1980, but 42% of those occupied by renters were built before 1980.<sup>27</sup> Older homes, are more likely to face quality issues like inadequate weatherization or outdated plumbing and electrical systems. These issues can increase utility costs and even be safety hazards.

## 22. Proportion of Homes Built Before 1980 by Ownership Type



## Affordability

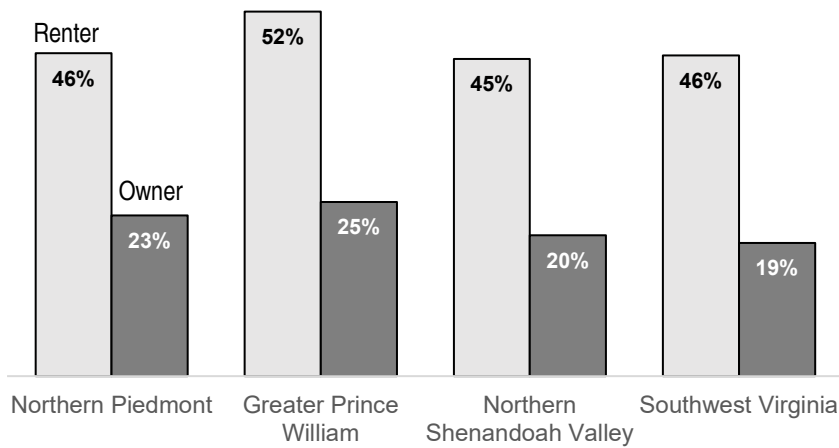
Housing is often one of the largest expenses in a family's budget. Almost one-third of all households in the localities served by People Incorporated are financially burdened by paying for housing (paying more than 30% of monthly income to housing).<sup>28</sup> Across all of People Incorporated's communities, twice the percentage of rental households are burdened than homeowner households. According to the National Low Income Housing Coalition, Virginia has a large shortage of rental homes that are affordable to extremely low-income renters.<sup>29</sup>

<sup>27</sup> US Census Bureau. American Community Survey 2019 5-Year Estimates. Table S2504.

<sup>28</sup> US Census Bureau. American Community Survey 2019 5-Year Estimates. Table DP04.

<sup>29</sup> National Low Income Housing Coalition. Housing Needs by State – Virginia. <https://nlihc.org/housing-needs-by-state/virginia>. Accessed January 2021.

### 23. Housing Cost Burdened Household by Type



When asked to identify the greatest need for their family, many community member survey respondents indicated safe and affordable housing. Respondents from all regions indicated this need, though it was particularly prevalent in the Greater Prince William Region.

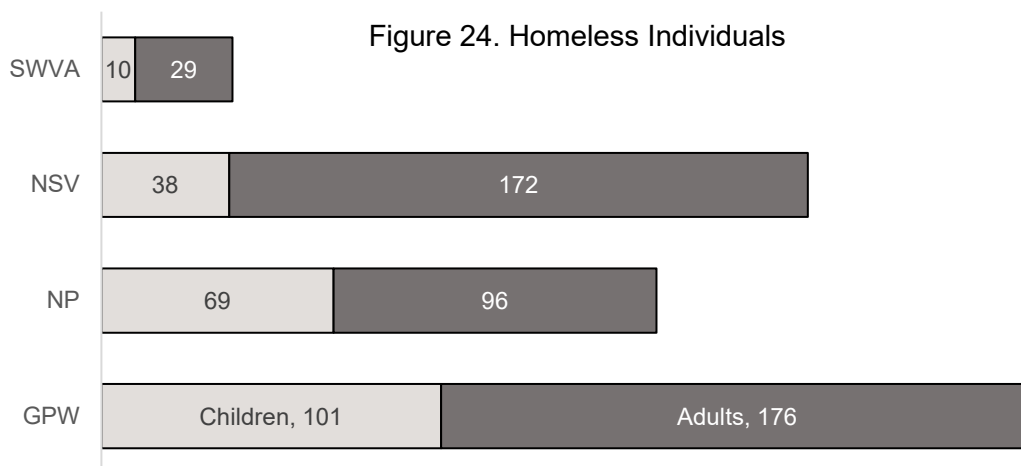
Among a list of fourteen different programs and services that could be

important to a community, partners ranked “safe and affordable housing” as the third most important, with an average importance score of 8.66/10. One partner said that the greatest need facing her community was “affordable housing that is actually affordable,” accentuating that even housing that may meet governmental definitions of affordable, may not be accessible to the lowest-income households.

In our community member survey, 80% of respondents said they had chosen between paying for housing and paying for other basic needs in the last month. Another 28% said they had shared housing with another family to avoid being homeless.

### 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 shelters, transitional housing, or unsheltered on a single night each January.





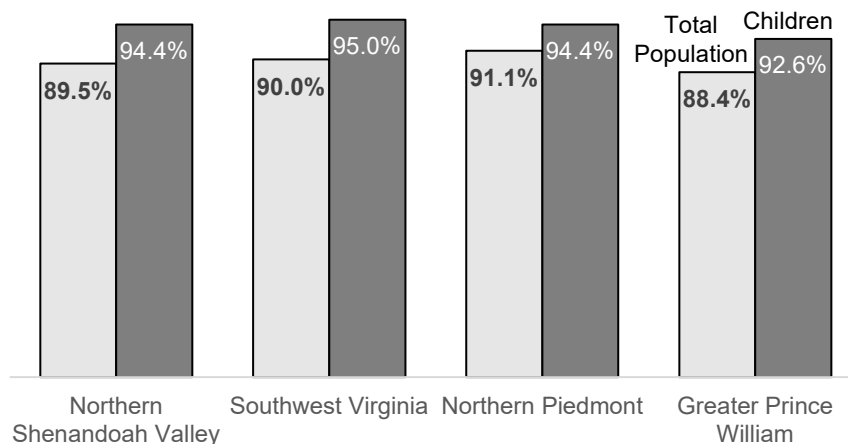
## Health

When asked to name the single greatest need in their community, many partners listed health related needs including affordable healthcare, substance abuse, and access to medical care. Input from staff, board members, and community members also show that health needs rank at the top for individuals and communities.

### Access to Affordable Healthcare

Multiple community members and partners stated that access of affordable healthcare is the top need facing the community. 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.

25. Insurance Coverage Rates



While insurance coverage rates for children remain high across all regions, just over 10% of adults in the communities served by People Incorporated have no insurance. Additionally, coverage for those with low incomes (less than \$25,000) are almost 10% lower than those with incomes above \$25,000 in Virginia.<sup>30</sup>

In 2019, Virginia expanded its Medicaid program, making over 400,000 more people eligible to be covered. By late 2020, likely as a result of the economic and health issues related to COVID-19, almost 500,000 people had become eligible. The expansion of Medicaid also made health insurance much more affordable for those who had previously made too much to qualify, but too little to afford premiums through other insurance.<sup>31</sup>

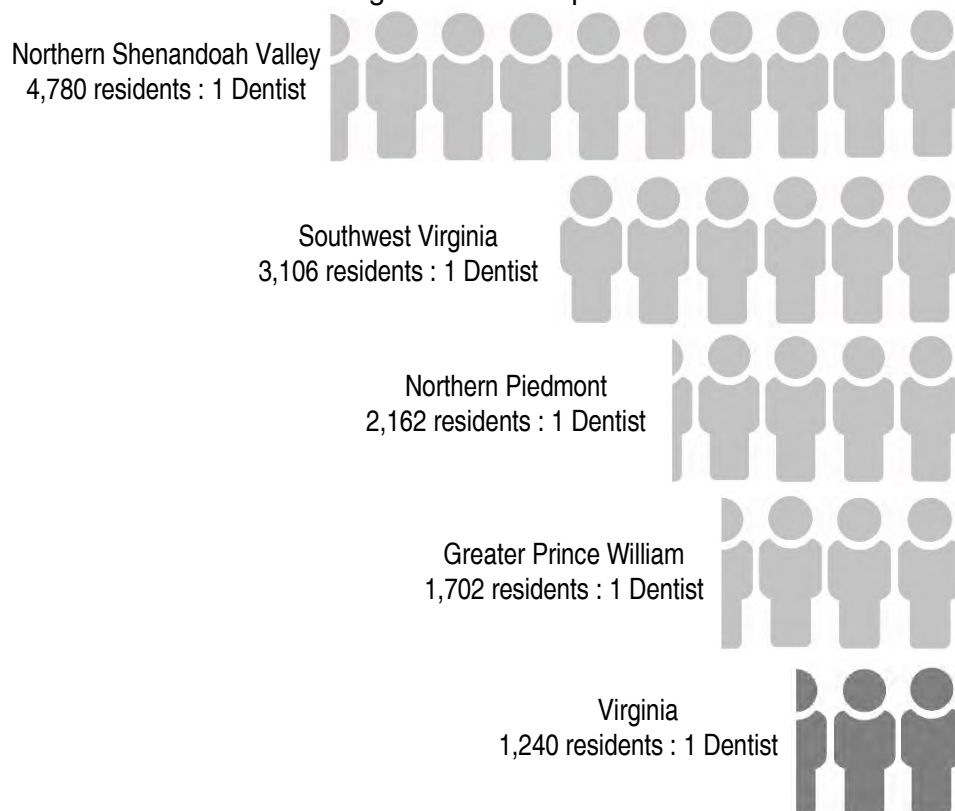
<sup>30</sup> American Community Survey 2019 5-year Estimates. Table S2701

<sup>31</sup> Healthinsurance.org, "Virginia and the ACA's Medicaid Expansion." December 2, 2020.

Even with this additional coverage, 45% of respondents to the community member survey said that health insurance premiums are too expensive, and another 66% said that out-of-pocket health care costs are too high.

Many of the communities served by People Incorporated also lack sufficient providers for both primary care and dental care. All of People Incorporated's regions have fewer providers per resident than the state overall. And 30% of community member survey respondents said they have difficulty finding medical providers and getting appointments. For dental providers, every region served by People Incorporated has fewer providers per person than Virginia overall.<sup>32</sup>

## 26. Region Residents per Dental Provider



The situation is similar for both primary care physicians and mental health providers. For primary care, again, each People Incorporated region has more residents per provider than Virginia overall, emphasizing the shortage of care providers.

Research from the NIH supports the need for robust primary care systems. Stronger primary care systems are associated with better population health outcomes including reduced mortality rates, lower rates of premature death and hospitalization for ambulatory care conditions, higher birth weights, and improved satisfaction with the health care system.<sup>33</sup>

Those areas hardest hit by provider shortages are usually rural. People Incorporated's communities in rural Southwest Virginia and the Northern Shenandoah Valley face long distances to reach medical and dental care, particularly if an individual needs specialized care beyond what is locally available.

Even with these barriers, partners and low-income community members indicated a wide variety of resources available to help with health and dental care. For those that aren't covered by Medicaid, local free/affordable clinics, like the Fauquier Free Clinic and Shenandoah Community Health Clinic, are essential for affordable, quality care.

<sup>32</sup> County Health Rankings and Roadmaps. NPI Registry.

<sup>33</sup> Shi, Leiyu. 2012. "The Impact of Primary Care: A Focused Review." *Scientifica*.

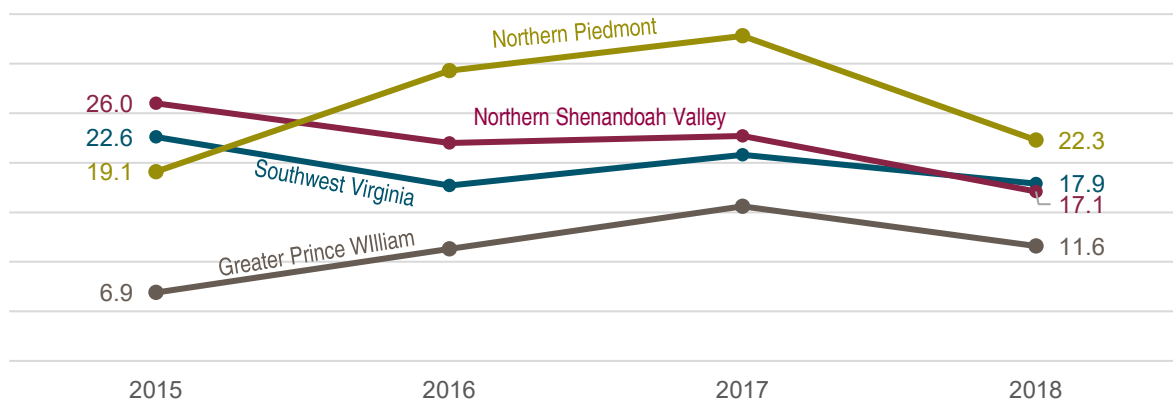


## Substance Abuse and Mental Health

In surveys and focus groups, community members, partners, and staff said that mental health and substance abuse issues are some of the greatest needs facing the community right now. Specific issues they mentioned included a need for more mental health providers, crime resulting from drug use, rehabilitation services for those in recovery, and deaths from drug overdose.

While drug overdose rates have fallen in the past few years in each region, rates still remain higher than Virginia's rate of 15.0 in all regions except Greater Prince William.<sup>34</sup>

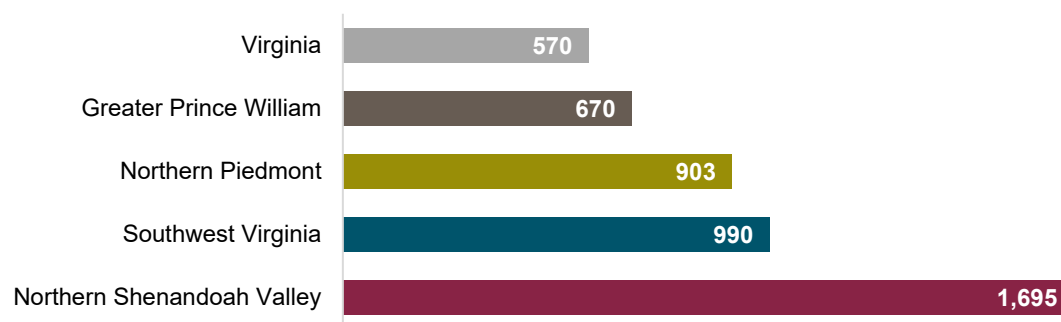
27. Drug Overdose Death Rates (per 100,000)



Most feedback from surveys and focus groups centered on the need for increased mental health services, particularly in-patient services, that are affordable and accessible for low-income individuals. In rural areas, the few mental health services that are available may not have enough providers to serve the population, and individuals do not have the resources to access services farther away or those that are private pay.

Much like the dental and primary care provider shortage described above, People Incorporated's communities face a shortage of mental health providers. For Virginia, there are 570 residents per mental health provider. But, our more rural communities, particularly in Southwest Virginia and the Northern Shenandoah Valley, have far fewer providers.<sup>35</sup>

28. Residents per Mental Health Provider



<sup>34</sup> Virginia Department of Health. Opioid Indicators Dashboard.

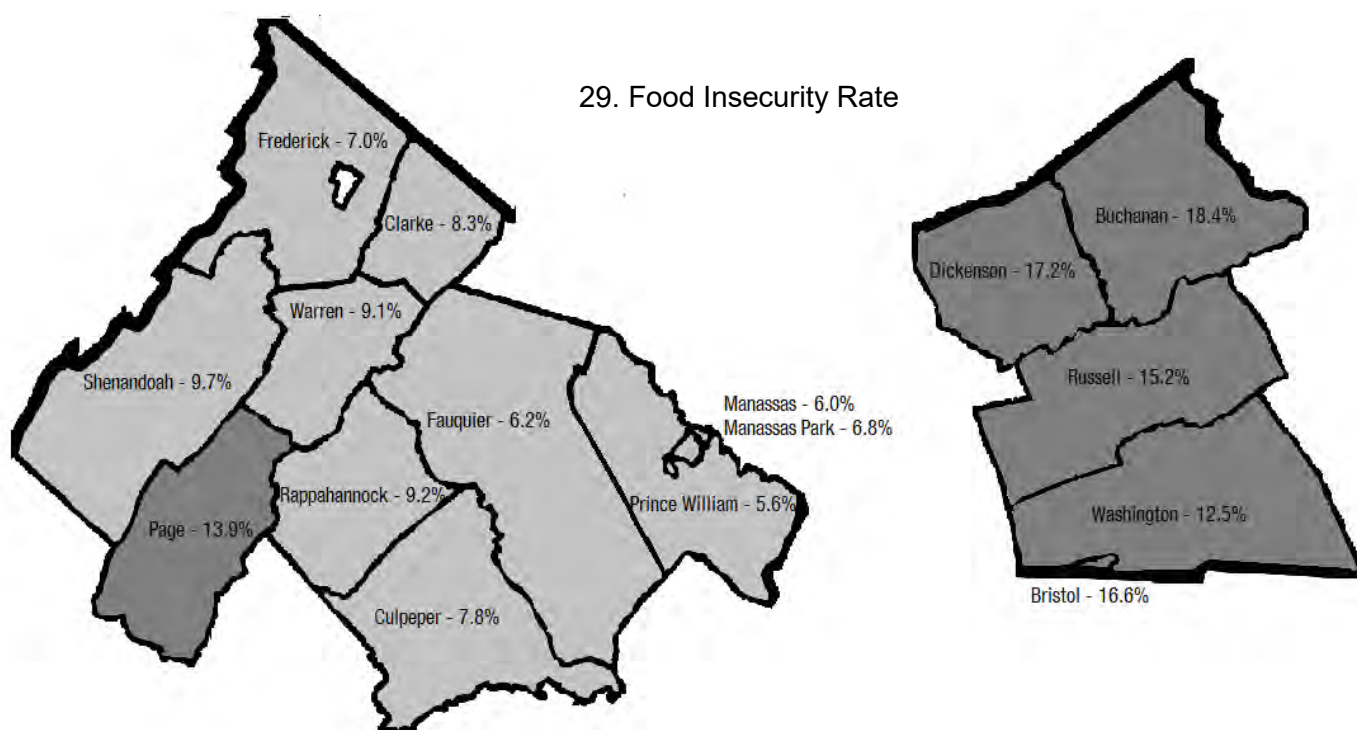
<sup>35</sup> County Health Rankings and Roadmaps. NPI Registry.

Throughout Virginia, and in each community served by People Incorporated, local Community Services Board serves as the community mental health provider, often serving as the primary mental health and substance abuse service provider for those with publicly funded insurance. In focus groups, partners noted that the CSBs are overwhelmed with the demand for services. Partners also discussed the ripple effects that substance abuse can have on the entire family and community of the affected individual.

Some of the communities served by People Inc. have been proactive in addressing substance abuse issues by implementing innovative solutions. Each Southwest Virginia locality, and some localities in the Northern Shenandoah Valley, are served by Drug Courts. Drug Courts offer an alternative to traditional jail time, promoting recovery with treatment and many supportive services.<sup>36</sup> In Culpeper, a local church is leading the push for the construction of the area's first long-term drug treatment center, with a permit already approved by the Board of Supervisors.<sup>37</sup> Local communities are coming together across People Incorporated's footprint to address the needs of those impacted by substance abuse.

### Food and Nutrition

In our community member survey, 29% of respondents with household incomes below \$30,000 a year responded that someone in their household had gone hungry in the last year because they were not able to get enough food. Many families are food insecure, meaning they do not have access to enough food for an active, healthy lifestyle for all household members or limited or uncertain availability of nutritionally adequate foods.



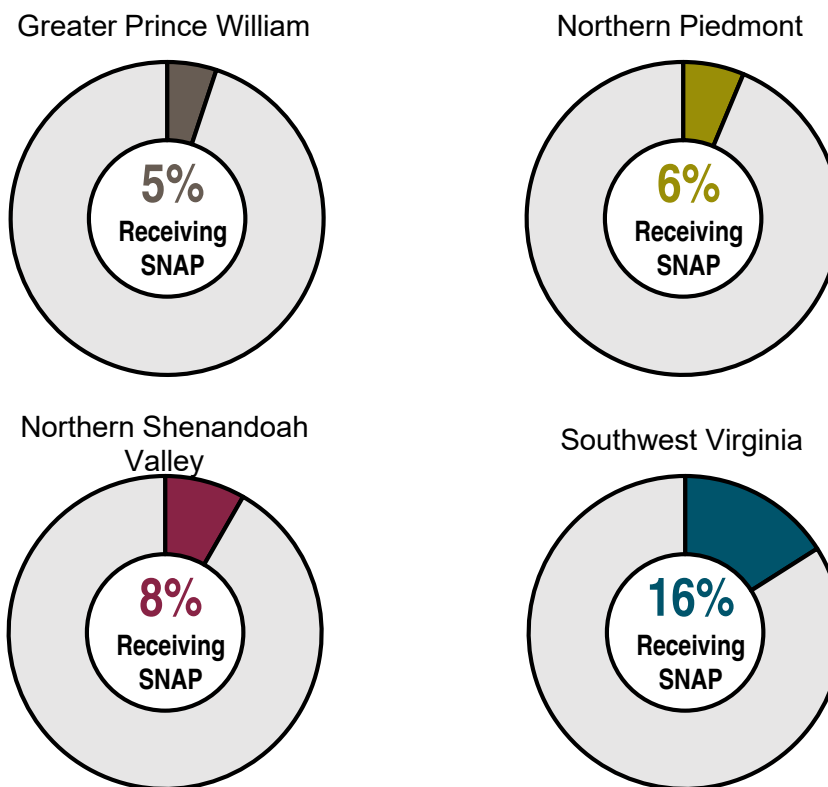
<sup>36</sup> Virginia Court System, Drug Treatment Courts.

<http://www.courts.state.va.us/courtadmin/aoc/djs/programs/sds/programs/dtc/home.html>. Accessed 3/16/2021.

<sup>37</sup> Culpeper Overdose Awareness. "Addiction Resources make Top 10 local stories of 2019." Retrieved 3/16/2021. <https://www.culpeperoverdoseawareness.org/top-10-stories-of-2019/#more-2018>

Eighty-nine percent of respondents to the community member survey with incomes below \$30,000 said they had used the Supplemental Nutrition Assistance Program (SNAP) to help with food costs in the past year. Many families across People Incorporated's communities rely on this program, as well as local food banks, to have adequate food.

### 30. Proportion of Households Receiving SNAP



Across the communities served by People Incorporated, 7.7% of households receive SNAP benefits.<sup>38</sup> Respondents to the community member survey specifically noted that changes in SNAP income limits have made it difficult to access food benefits.

<sup>38</sup> US Census Bureau. American Community Survey. 2019 -Year Estimates. Table S2201.



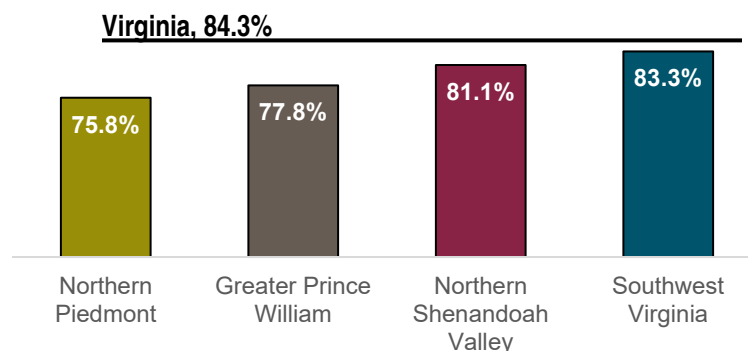
## Education

Education from early childhood through adulthood plays a large role in the socio-economic success and well-being of families. Education impacts earnings, relationships, and life trajectory for many individuals. Many community members said that education was the single greatest need for their family, and focused on specific issues like affording college for their children and quality public school education.

### Kindergarten Readiness

Entering school ready to learn can have significant long-term benefits for children on future education, employment, earnings, marriage, and health.<sup>39</sup> For the 2019-2020 academic year, 84% of children in Virginia entered kindergarten with appropriate ready levels. All of the regions served by People Incorporated had readiness levels lower than the state.<sup>40</sup>

31. 2020 Kindergarten Readiness Rates



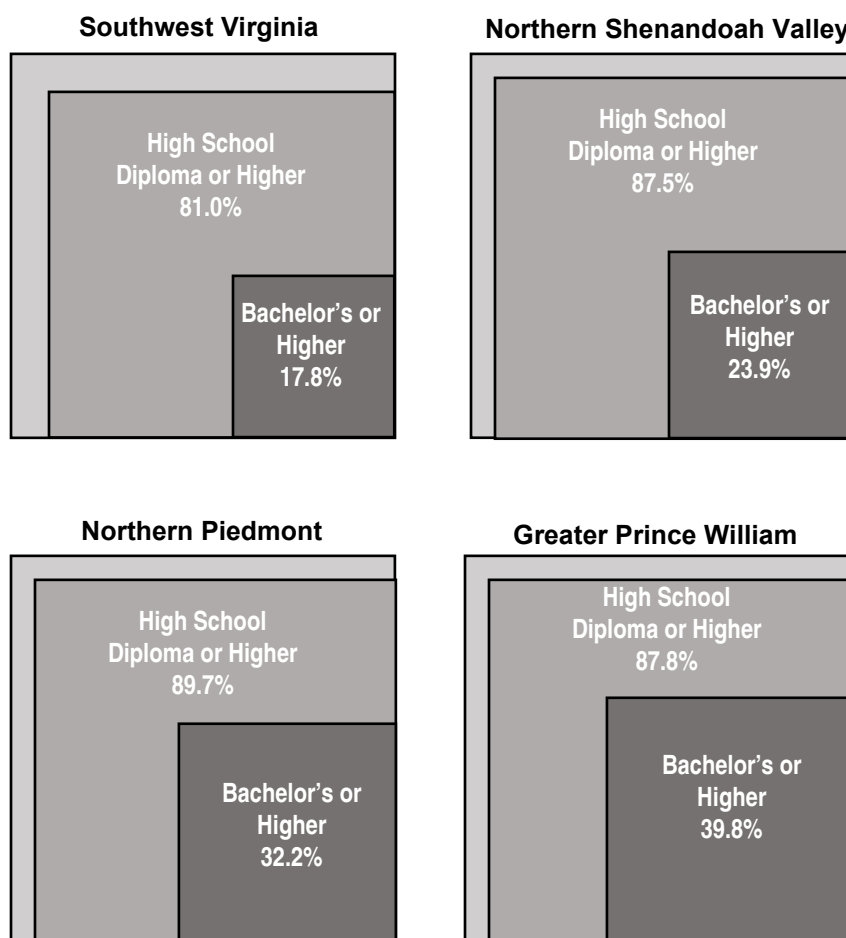
<sup>39</sup> Heckman, James, Rodrigo Pinto, and Peter Svlyev. 2013 "Understanding the Mechanisms Through Which an Influential Early Childhood Program Boosted Adult Outcomes. *American Economic Review* 103 (6).

<sup>40</sup> Fall 2019 PALS-K. Annie E. Casey Kids Count Data Center.

## Educational Attainment

Educational attainment varies across each region, with Fauquier and Rappahannock counties having some of the highest levels of education, and Buchanan and Dickenson County the least.<sup>41</sup>

32. Educational Attainment by Region



Educational attainment has large impacts on earnings in all localities. For example, in Clarke County, median annual earnings for someone with a high school diploma are \$35,694, but are almost double (\$70,726) for someone with a graduate or professional degree.

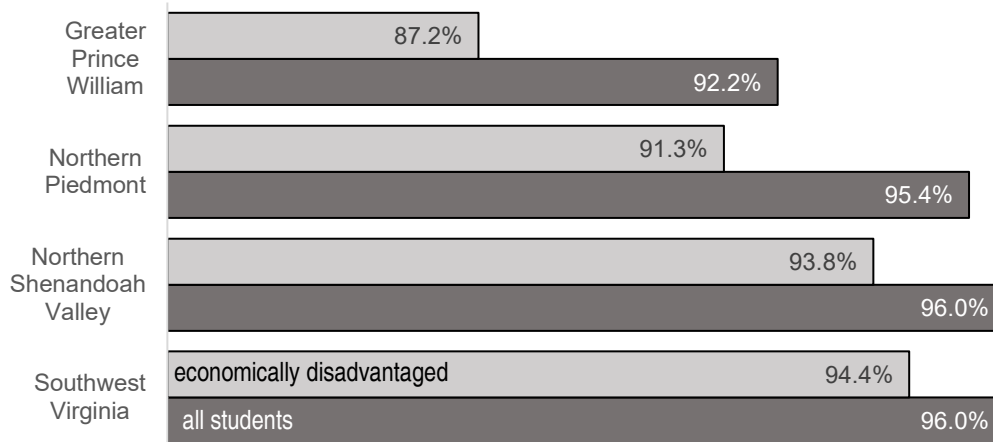
While a college level education greatly increases earning potential, community members expressed concern over the cost of higher education. For example, one community member from Greater Prince William states: “As my children are graduating [and] enter into college, the cost of attendance to participate in higher education is high.”

<sup>41</sup> US Census Bureau. American Community Survey 2019 5-Year Estimates. Table S1501.



While college degrees greatly increase income, even having a high school diploma increases income. For example, in Buchanan County an individual with a high school diploma or equivalent has median annual earnings of \$30,127, while those without only make \$21,310 a year.<sup>42</sup>

### 33. Four-year High School Completion Rates



Though extremely important, earning a high school diploma on time remains more difficult for economically disadvantaged students, who graduate on-time at lower rates than the general student body in every region served by People Incorporated. Virginia's overall 4-year completion rate is 93.4%, and all regions exceed this except Greater Prince William.

### Quality Public Education

Some respondents indicated a need for improved school quality for their children. They state that they'd like to see better teachers and more diversity among school personnel. Other survey respondents noted that insufficient funding is affecting the quality of public schools in their community.

In the United States, as well as the communities served by People Incorporated, funding for local school systems, which greatly affects quality, is dependent on local economies and tax revenues. Those communities where higher income families live often have greater financial resources at the local government level that they can invest in school systems. A recent study by the US Department of Education also found that many high-poverty schools receive less than their fair share of state and local funding.<sup>43</sup> Concern about school quality seemed of particular concern for parents in the Greater Prince William region.

<sup>42</sup> US Census Bureau. American Community Survey 2019 5-Year Estimates. Table S1501.

<sup>43</sup> Press Office, U.S. Department of Education. 2011. "More than 40% of low-income schools don't get fair share of local funds, Department of Education Research Finds."

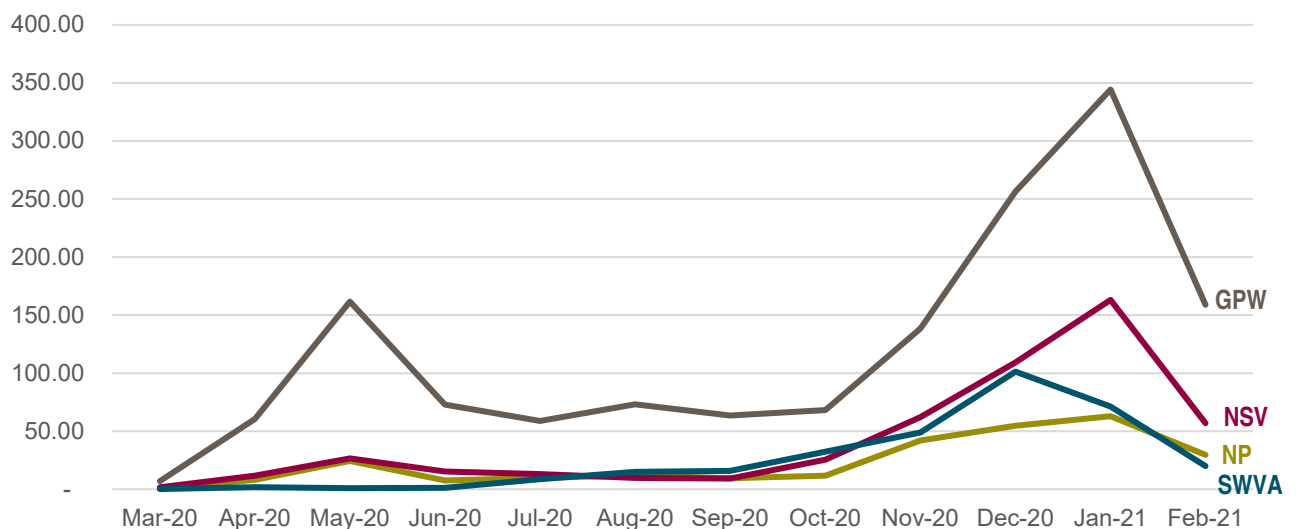


## COVID-19

In January 2020, the first case of novel coronavirus disease 2019 (COVID-19) in the US was confirmed by the Centers for Disease Control and Prevention (CDC). In the last year, almost 25 million people in the United States have had the disease and over 500,000 have died.<sup>44</sup> Social restrictions put in place to prevent disease spread have stressed the US economy. Likewise, healthcare, education, and social service systems have had to rapidly adapt to a constantly changing environment.

Cases in People Incorporated's communities first peaked in late spring 2020, before dropping throughout the summer. However, the real surge came in late 2020/early 2021 with daily new cases far exceeding their previous levels.<sup>45</sup> With vaccinations becoming more widely available, new cases are beginning to decrease once again.

34. Average Daily New Cases by Month and Region



<sup>44</sup> US Centers for Disease Control and Prevention. Total Cases and Deaths as of February 2021.

<sup>45</sup> Virginia Department of Health. VDH Public Use Dataset. Cases at locality level. Retrieved March 2021.

Even so, the impacts of COVID-19 continue. Throughout focus groups and surveys conducted in late 2020 and early 2021, stakeholders from across People Incorporated's service regions mentioned the impact of COVID-19 over and over. COVID-19, and the subsequent changes to economies and systems, have impacted housing, employment, education, childcare, health, transportation, and just about every aspect of the individuals' lives. The findings below highlight how the communities served by People Incorporated have been most heavily impacted.

## Health and Mental Health

Sixty-four percent of community members responding to our Needs Assessment survey indicated feelings of increased concern for their health and the health of their family due to COVID-19. Understandably, much of this concern is likely due to high rates of infection across communities and the severity of symptoms possible if COVID-19 is contracted. Nationwide, data suggest that adults of any age with conditions like cancer, kidney disease, obesity, diabetes, and many others are at an increased risk of severe illness because of COVID-19. Additionally, older adults are at a greater risk of requiring hospitalization or dying if they are diagnosed with COVID-19; eight out of ten COVID-19 deaths in the US have been in adults 65 years old and older.<sup>46</sup>

The table below displays prevalence of some of these risk factors in the communities served by People Incorporated.

<b>35. COVID-19 Risk Factor Prevalence by County</b>			
	<b>% Population 65+<sup>47</sup></b>	<b>Adult Smoking Prevalence<sup>48</sup></b>	<b>Adult Obesity Rate</b>
Culpeper	15.4%	16%	30%
Fauquier	16.2%	14%	29%
Rappahannock	25.8%	13%	39%
Prince William	9.5%	13%	30%
Manassas	9.7%	15%	31%
Manassas Park	8.5%	16%	41%
Clarke	20.7%	15%	26%
Frederick	16.8%	14%	31%
Page	20.9%	18%	36%
Shenandoah	21.2%	16%	33%
Warren	15.6%	16%	32%
Bristol	20.4%	19%	29%
Buchanan	21.4%	20%	34%
Dickenson	21.4%	21%	37%
Russell	20.7%	19%	38%
Washington	22.2%	18%	30%
Virginia	16.5%	16%	30%

<sup>46</sup> US Centers for Disease Control and Prevention. COVID-19 People at Increased Risk. Accessed January 19, 2021.

<sup>47</sup> US Census Bureau. American Community Survey: 2019 5-year estimates. Table S0101

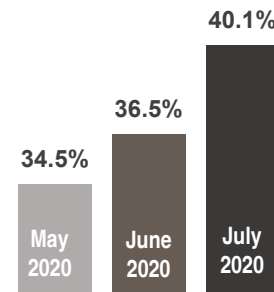
<sup>48</sup> County Health Ranking and Roadmaps. Retrieved January 19, 2020.

While COVID-19 has a very obvious impact on physical health, the pandemic has also impacted individuals' mental health. In our community member survey, 59% of respondents indicated that they feel more alone and isolated because of COVID-19. Similarly, a survey conducted by the United Ways in the Shenandoah Valley showed 46% of households indicating that mental health issues were a concern during the COVID-19 pandemic.<sup>49</sup>

Recent research from the Kaiser Family Foundation showed that many adults reported negative impacts on health and wellbeing because of coronavirus, including difficulty sleeping or eating, increases in alcohol consumption or substance abuse, and worsening chronic conditions. Isolation and increased economic stress due to job loss can exacerbate these mental health issues.<sup>50</sup>

Even while the instance of mental health issues is on the rise, focus group participants noted that accessing services is more difficult. Many services are only available through telemedicine, creating a barrier for those without internet access.

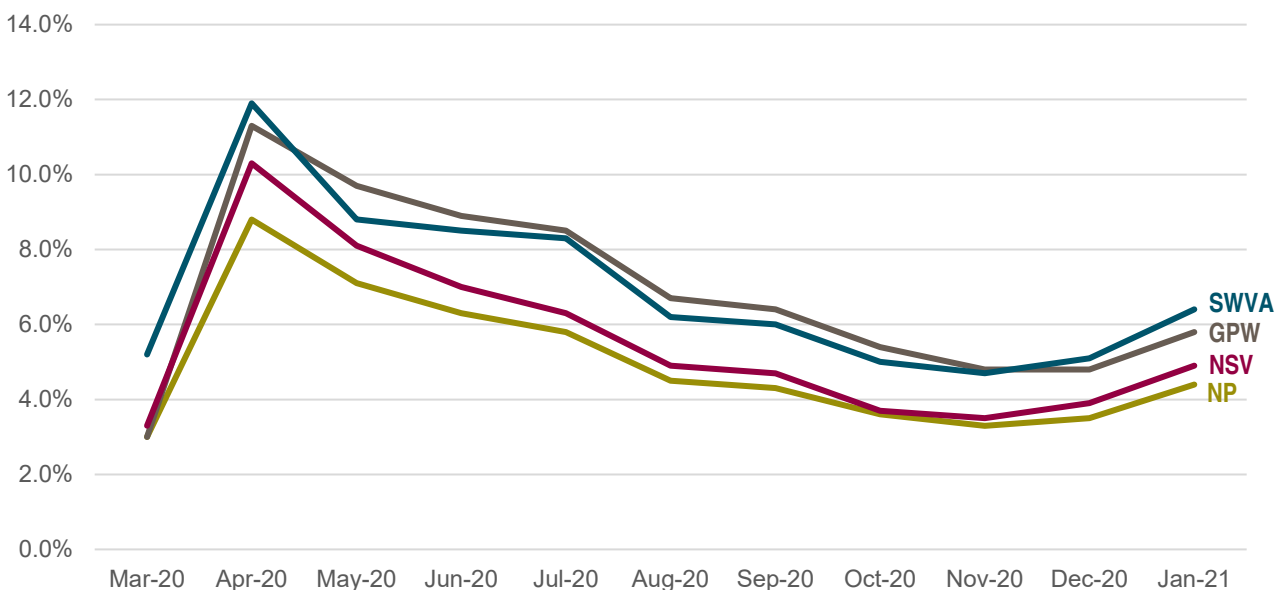
36. Average Share of Adults Reporting Symptoms of Anxiety or Depression



## Employment

Unemployment in all of People Incorporated's regions jumped in April of 2020, following a long trend of increased employment. While unemployment rates have dropped in the subsequent months, they still remain much higher than pre-COVID 19 rates.<sup>51</sup>

37. Monthly Unemployment by Region



<sup>49</sup> United Way. *COVID-19 Impact Survey: 2020 Shenandoah Valley, Virginia Results Report*. December 2020.

<sup>50</sup> Panchal, Nirmita, Rabah Kamal, Kendal Orgera, Cynthia Cox, Rachel Garfield, Liz Hamel, Cailey Munana, and Priya Chidambaram. August 21, 2020. *The Implications of COVID-19 for Mental Health and Substance Abuse*. Kaiser Family Foundation.

<sup>51</sup> Virginianworks.com. Local Area Unemployment Statistics. Monthly unadjusted.

In People Incorporated's community member survey, 30% of respondents indicated they had experienced a layoff or furlough from a job because of COVID-19. Workers in industries like hospitality and food service, who are typically lower income, were especially hard hit.

In addition, COVID-19 is an obstacle as people continue to look for a working environment where they will feel safe. For survey respondents with household incomes below \$30,000 a year, 57% said that health concerns due to COVID-19 have been a major issue in getting or keeping a job in the last year.

While increased unemployment benefits have helped many, families with limited technology skills and access have had difficulty accessing benefits or applying for new jobs electronically.

On a larger scale, many of the communities in People Incorporated's service area are scenic, rural areas that depend on tourism as a key economic driver. The Virginia Governor's stay-at-home order that was in effect for much of the spring and summer of 2020 negatively impacted revenues for businesses and localities. The Virginia Tourism Corporation, estimates that total tourism spending in Virginia is likely down at least 34% in 2020 compared with 2019, with over 50,000 jobs supported by tourism spending lost in the state.<sup>52</sup>

## Education

When the pandemic hit in March 2020, Virginia's Governor quickly moved to close K-12 schools to in-person instruction for the remainder of the academic year. This closure had an immediate impact on children's learning. Children with less access to resources (broadband internet, computers, language barriers, etc.) are most at risk for suffering learning loss during a protracted period of school closure. Multiple respondents to our community member survey said that the greatest need facing their family was being able to get kids back to school in-person. Parents said that virtual schooling was impacting the mental health of their children, and that they are generally struggling academically with this format.

By December 2020, almost all schools in the communities served by People Incorporated had resumed in-person instruction to some degree, with many also offering an all-virtual option. With significant roll-out of vaccines to educators, full time in-person instruction is now resuming in many districts.

## Housing

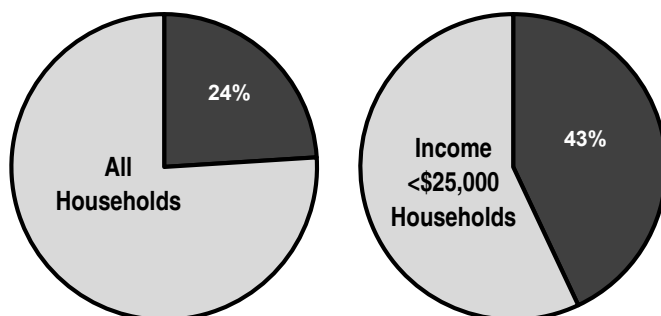
In our community member survey, 34% of respondents said that they have been unable to pay for housing costs because of the COVID-19 pandemic. In focus groups, partners said that COVID-19 has impacted the housing market in many ways. For some families, job loss means that they are unable to pay their rent or mortgage. And, with eviction moratoriums in place well into 2021, there isn't much turnover in rental properties. This means that it's difficult to find homes for families who need housing, and that there is little to no movement on waitlists for affordable housing.

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<sup>52</sup> Virginia Tourism Commission. *COVID-19's Impact on Virginia's Visitor Economy*. September 10, 2020.



### 38. Virginia Households with Slight or No Confidence in Ability to Pay Rent



According to the Census Household Pulse Survey, a survey designed to quickly assess the impact of COVID-19 in the US, almost one quarter of Virginia households had no or only slight confidence in their ability to pay next month's rent, as of March 2021. But, for households with income under \$25,000, 43% have slight or no confidence in ability to pay next month's rent.<sup>53</sup>

Virginia has expended hundreds of millions of dollars to cover housing costs

for those impacted by the pandemic through its Rent and Mortgage Relief Program. While the program is now focused solely on renters, both landlords or tenants can request these funds. The program is jointly administered by the Virginia Department of Housing and Community Development and Virginia Housing.

## Food Security

When the pandemic hit full force in the communities served by People Incorporated in March 2020, many families were hit with a reduction in income and reduced access to food at the same time. With children at home, some families no longer had easy access to affordable meals for children, and job loss meant that less money was available to meet household needs. Eighteen percent of respondents to our community member survey said they didn't have enough food available because of the pandemic. By July 2020, 8% of Virginia households said they did not have enough to eat in the last week. For families with incomes under \$25,000, it was 20%.<sup>54</sup>

The communities served by People Incorporated mobilized rapidly to address food insecurity. In the Greater Prince William region, a Community Feeding Taskforce worked to coordinate food distribution. The task force, a partnership between Prince William County, ACTS, the cities of Manassas and Manassas Park, and the Prince William County Community Foundation, set up a warehouse to distribute food to charities and partners across the county and many distribution sites. In Culpeper, People Incorporated doubled the number of distribution dates for Empowering Culpeper, and moved distribution to drive-through, outdoor locations to make the process easier and safer.

## Internet Connectivity

Multiple respondents to the community member survey highlighted the role of internet connectivity, particularly in relation to handling the pandemic. They noted the need for high speed internet access in rural areas to be able to handle virtual learning for children and access telework jobs. Community members and partners also noted that even if internet is available, the cost can be prohibitive. Lack of internet access, for whatever reason, has put families at a great disadvantage when jobs and schooling moved virtual, making it harder to earn and living and ensure children stay on track academically.

<sup>53</sup> US Census Bureau. Household Pulse Survey Week 26. Housing Table 2b.

<sup>54</sup> US Census Bureau. Household Pulse Survey Week 10. Food Table 2b.



## Conclusion

While many of the needs expressed by staff, board, partners, and community members are similar to previous years, the COVID-19 pandemic has had a significant impact on how these needs effect our communities. Individual and community experiences with the pandemic are visible throughout the survey comments and focus groups discussions. For now, it's hard to extricate needs like affordable healthcare, housing, and employment from the effects the COVID-19 pandemic has had.

The pandemic's effect has also highlighted, once again, how interconnected needs are for individuals and communities. For example, the reduced capacity of public transportation impacted individuals' abilities to get to work. The move to remote work wasn't an option for households in rural areas without broadband connectivity, further widening the rural-urban income gap.

Focus group discussions often focused on how the community needs weren't new, but just more pressing than ever as a result of the pandemic. For example, a shortage of affordable childcare has long been an issue, but it rose much closer to the top this year as parents faced school and daycare closures. And, while the pandemic has had a wide-reaching impact in all communities, low-income families are facing some of the biggest impacts. They are more likely to work in jobs that faced layoffs, more likely to be renters who face housing instability, less likely to have access to the healthcare needed to treat co-morbidities, and many other factors. This year, the most vulnerable in our communities are bearing the largest burdens of the pandemic.

And while these needs are brought to the forefront by current circumstances, families and communities are also working together to find innovative ways to address them. The rapid shift in how traditional systems such as work and education are organized, has forced community leaders to think differently about solutions. This switch in thinking may just result in new services, approaches, and collaborations that can better address community needs long into the future.

## Appendix 1: Total Population by Locality

Total Population										
	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
Culpeper	52,605	51,795	51,235	50,319	49,551	49,237	48,606	47,844	47,345	46,838
Fauquier	71,222	70,642	69,547	68,805	68,423	68,116	67,139	66,561	66,032	65,440
Rappahannock	7,370	7,345	7,393	7,380	7,400	7,336	7,428	7,409	7,476	7,500
<b>Northern Piedmont Total</b>	<b>131,197</b>	<b>129,782</b>	<b>128,175</b>	<b>126,504</b>	<b>125,374</b>	<b>124,689</b>	<b>123,173</b>	<b>121,814</b>	<b>120,853</b>	<b>119,778</b>
Manassas	41,085	41,046	41,141	41,189	41,409	41,142	41,082	40,284	39,101	38,212
Manassas Park	17,478	17,718	17,149	16,456	16,129	15,916	15,896	15,397	15,067	14,449
Prince William	470,335	466,235	463,069	456,496	450,978	443,782	437,735	429,616	419,094	406,169
<b>Greater Prince William Total</b>	<b>528,898</b>	<b>524,999</b>	<b>521,359</b>	<b>514,141</b>	<b>508,516</b>	<b>500,840</b>	<b>494,713</b>	<b>485,297</b>	<b>473,262</b>	<b>458,830</b>
Clarke	14,619	14,511	14,454	14,294	14,239	14,315	14,253	14,245	14,190	14,012
Frederick	89,313	88,173	86,456	84,638	83,493	82,714	81,474	80,229	79,512	78,550
Page	23,902	23,972	23,784	23,619	23,662	23,784	23,723	23,841	23,957	24,065
Shenandoah	43,616	43,743	43,276	42,907	42,848	42,729	42,506	42,530	42,266	42,052
Warren	40,164	40,006	39,409	39,165	38,716	40,126	38,500	37,887	37,646	37,518
<b>Northern Shenandoah Valley Total</b>	<b>211,614</b>	<b>210,405</b>	<b>207,379</b>	<b>204,623</b>	<b>202,958</b>	<b>203,668</b>	<b>200,456</b>	<b>198,732</b>	<b>197,571</b>	<b>196,197</b>
Bristol	16,762	16,685	16,880	17,088	17,146	17,191	17,386	17,692	17,717	17,766
Buchanan	21,004	21,369	21,604	22,212	22,752	23,152	23,625	23,822	23,824	24,084
Dickenson	14,318	14,526	14,722	15,014	15,201	15,344	15,526	15,707	15,779	15,847
Russell	26,586	26,795	27,046	27,422	27,854	28,077	28,336	28,427	28,683	28,878
Washington	53,740	54,067	54,179	54,100	54,268	54,603	54,776	55,095	54,831	54,967
<b>Southwest Virginia Total</b>	<b>132,410</b>	<b>133,442</b>	<b>134,431</b>	<b>135,836</b>	<b>137,221</b>	<b>138,367</b>	<b>139,649</b>	<b>140,743</b>	<b>140,834</b>	<b>141,542</b>
<b>People Inc. Total</b>	<b>1,004,119</b>	<b>998,628</b>	<b>991,344</b>	<b>981,104</b>	<b>974,069</b>	<b>967,564</b>	<b>957,991</b>	<b>946,586</b>	<b>932,520</b>	<b>916,347</b>

American Community Survey: Annual Population Estimates. Table PEPANNRES

## Appendix 2: Racial and Ethnic Composition by Locality

	% White Alone	% Black Alone	% Native Alone	% Asian Alone	% Pacific Islander Alone	% Other Race Alone	% Two or More Races	% Hispanic or Latino
Culpeper	75.7%	14.5%	0.4%	1.7%	0.1%	4.2%	3.4%	10.7%
Fauquier	86.6%	7.4%	0.4%	1.7%	0.0%	0.7%	3.2%	8.3%
Rappahannock	90.3%	4.5%	1.2%	0.5%	0.0%	1.1%	2.3%	3.9%
<b>Northern Piedmont Total</b>	<b>82.5%</b>	<b>10.1%</b>	<b>0.4%</b>	<b>1.6%</b>	<b>0.1%</b>	<b>2.1%</b>	<b>3.2%</b>	<b>9.0%</b>
Manassas	66.1%	13.6%	0.8%	5.2%	0.2%	8.9%	5.2%	36.6%
Manassas Park	62.3%	15.3%	0.1%	11.1%	0.0%	7.2%	3.9%	39.7%
Prince William	56.6%	21.0%	0.4%	8.4%	0.1%	7.9%	5.6%	23.5%
<b>Greater Prince William Total</b>	<b>57.6%</b>	<b>20.2%</b>	<b>0.4%</b>	<b>8.2%</b>	<b>0.1%</b>	<b>8.0%</b>	<b>5.5%</b>	<b>25.1%</b>
Clarke	89.8%	5.4%	0.0%	0.7%	0.0%	1.5%	2.6%	5.6%
Frederick	90.7%	3.9%	0.3%	1.4%	0.1%	0.8%	2.8%	8.6%
Page	95.3%	1.4%	0.1%	0.4%	0.0%	0.7%	2.1%	2.0%
Shenandoah	93.4%	1.9%	0.1%	1.0%	0.0%	1.0%	2.6%	7.2%
Warren	89.0%	4.3%	0.2%	1.1%	0.0%	1.9%	3.5%	4.6%
<b>Northern Shenandoah Valley Total</b>	<b>91.4%</b>	<b>3.4%</b>	<b>0.2%</b>	<b>1.1%</b>	<b>0.0%</b>	<b>1.1%</b>	<b>2.8%</b>	<b>6.6%</b>
Bristol	90.5%	5.7%	0.0%	0.2%	0.0%	0.0%	3.2%	2.3%
Buchanan	94.9%	2.7%	0.2%	1.0%	0.0%	0.0%	0.6%	0.5%
Dickenson	98.1%	0.6%	0.1%	0.1%	0.0%	0.0%	1.1%	0.9%
Russell	97.7%	1.0%	0.2%	0.0%	0.0%	0.0%	1.0%	1.2%
Washington	96.1%	1.4%	0.1%	0.6%	0.0%	0.0%	1.4%	1.5%
<b>Southwest Virginia Total</b>	<b>95.8%</b>	<b>2.0%</b>	<b>0.2%</b>	<b>0.4%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1.4%</b>	<b>1.3%</b>
<b>People Inc. Total</b>	<b>73.1%</b>	<b>12.9%</b>	<b>0.4%</b>	<b>4.8%</b>	<b>0.1%</b>	<b>4.7%</b>	<b>4.1%</b>	<b>15.9%</b>
<b>Virginia</b>	<b>67.6%</b>	<b>19.2%</b>	<b>0.3%</b>	<b>6.4%</b>	<b>0.1%</b>	<b>2.6%</b>	<b>3.8%</b>	<b>9.4%</b>

American Community Survey: 2019 5-year Estimates. Table DP05.

## Appendix 3: Age and Sex by Locality

	Sex		Age			
	% Female	% Male	Median Age	Population under 18	Population under 5	Population over 65
Culpeper	50.0%	50.0%	39.2	12,641	3,288	7,862
Fauquier	50.5%	49.5%	41.3	16,317	3,993	11,284
Rappahannock	49.3%	50.7%	50.1	1,288	352	1,907
<b>Northern Piedmont Total</b>	<b>50.2%</b>	<b>49.8%</b>		<b>30,246</b>	<b>7,633</b>	<b>21,053</b>
Manassas	49.8%	50.2%	34.2	11,059	3,444	4,003
Manassas Park	47.7%	52.3%	35.2	4,348	1,098	1,437
Prince William	50.0%	50.0%	34.7	125,851	34,118	44,009
<b>Greater Prince William Total</b>	<b>50.0%</b>	<b>50.0%</b>		<b>141,258</b>	<b>38,660</b>	<b>49,449</b>
Clarke	49.2%	50.8%	47	2,980	638	2,990
Frederick	50.2%	49.8%	40.7	19,941	5,148	14,514
Page	50.6%	49.4%	45.4	4,827	1,152	4,966
Shenandoah	50.7%	49.3%	44.5	9,180	2,339	9,158
Warren	50.2%	49.8%	41.3	8,743	2,325	6,170
<b>Northern Shenandoah Valley Total</b>	<b>50.3%</b>	<b>49.7%</b>		<b>45,671</b>	<b>11,602</b>	<b>37,798</b>
Bristol	52.9%	47.1%	42.2	3,604	936	3,456
Buchanan	49.7%	50.3%	46.8	3,930	864	4,669
Dickenson	49.4%	50.6%	44.7	2,887	727	3,160
Russell	51.0%	49.0%	45.7	5,181	1,264	5,610
Washington	50.8%	49.2%	46.3	9,906	2,216	12,004
<b>Southwest Virginia Total</b>	<b>50.8%</b>	<b>49.2%</b>		<b>25,508</b>	<b>6,007</b>	<b>28,899</b>
<b>People Inc. Total</b>	<b>50.2%</b>	<b>49.8%</b>		<b>242,683</b>	<b>63,902</b>	<b>137,199</b>

American Community Survey: 2019 5-year Estimates. Table DP05.



## Appendix 4: Language Spoken at Home

	English Only	Spanish	Other European	Asian Languages	Other Languages
Culpeper	87.6%	9.0%	1.8%	0.8%	0.8%
Fauquier	90.9%	6.2%	1.6%	1.1%	0.3%
Rappahannock	94.7%	3.1%	1.2%	0.9%	0.1%
<b>Northern Piedmont Total</b>	<b>89.8%</b>	<b>7.1%</b>	<b>1.6%</b>	<b>1.0%</b>	<b>0.5%</b>
Manassas	59.6%	32.0%	3.6%	3.1%	1.7%
Manassas Park	51.9%	33.0%	7.7%	5.9%	1.4%
Prince William	66.3%	19.6%	6.2%	4.1%	3.9%
<b>Greater Prince William Total</b>	<b>65.3%</b>	<b>21.0%</b>	<b>6.0%</b>	<b>4.1%</b>	<b>3.6%</b>
Clarke	93.9%	4.0%	1.1%	0.8%	0.2%
Frederick	90.3%	8.0%	0.9%	0.6%	0.2%
Page	97.7%	1.2%	0.8%	0.3%	0.1%
Shenandoah	92.6%	5.9%	1.0%	0.4%	0.2%
Warren	93.9%	3.5%	1.2%	1.0%	0.4%
<b>Northern Shenandoah Valley Total</b>	<b>92.6%</b>	<b>5.6%</b>	<b>1.0%</b>	<b>0.6%</b>	<b>0.2%</b>
Bristol	97.5%	0.6%	1.7%	0.1%	0.1%
Buchanan	98.0%	0.3%	0.4%	0.3%	1.0%
Dickenson	99.6%	0.3%	0.1%	0.0%	0.0%
Russell	98.0%	1.2%	0.5%	0.2%	0.0%
Washington	98.1%	1.1%	0.5%	0.2%	0.1%
<b>Southwest Virginia Total</b>	<b>98.1%</b>	<b>0.8%</b>	<b>0.6%</b>	<b>0.2%</b>	<b>0.2%</b>
<b>People Inc. Total</b>	<b>78.8%</b>	<b>13.1%</b>	<b>3.6%</b>	<b>2.4%</b>	<b>2.0%</b>
<b>Virginia</b>	<b>83.7%</b>	<b>7.3%</b>	<b>3.6%</b>	<b>3.8%</b>	<b>1.6%</b>

American Community Survey: 2019 5-year Estimates. Table S1601.

## Appendix 5: Annual Unemployment Rates by Locality

Annual Unemployment Rate											
	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009
Culpeper	2.6	2.9	3.6	3.9	4.3	5	5.4	5.7	6.4	7.2	7.9
Fauquier	2.4	2.6	3.3	3.5	3.9	4.6	4.9	5.1	5.5	6.2	5.5
Rappahannock	2.5	2.8	3.5	3.6	4.2	4.8	5.1	5.4	5.6	6.3	5.8
<b>Northern Piedmont Total</b>	<b>2.5</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>
Manassas	2.5	2.7	3.4	3.6	4.2	5	5.4	5.6	6.1	7	7.3
Manassas Park	2.5	2.7	3.3	3.7	4.2	4.8	5.1	5.3	5.6	6.2	6
Prince William	2.5	2.8	3.4	3.7	4.1	4.9	5.2	5.3	5.7	6.1	5.4
<b>Greater Prince William Total</b>	<b>2.5</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>
Clarke	2.5	2.9	3.4	3.6	4	4.4	4.7	5.2	5.7	6.7	6.3
Frederick	2.4	2.6	3.2	3.5	4	4.7	5.3	5.8	6.5	7.5	7.5
Page	3.8	4.2	5.1	5.6	6.9	8.1	9.2	10.2	11.1	11.6	11.8
Shenandoah	2.5	2.8	3.4	3.8	4.3	5	5.6	6.4	7.1	8.2	8.2
Warren	2.8	3.1	3.7	4.1	4.8	5.6	6.1	6.7	7.4	8.1	7.5
<b>Northern Shenandoah Valley Total</b>	<b>2.7</b>	<b>2.9</b>	<b>3.5</b>	<b>3.9</b>	<b>4.5</b>	<b>5.4</b>	<b>6</b>	<b>6.6</b>	<b>7.4</b>	<b>8.2</b>	<b>8.1</b>
Bristol	3.8	3.7	4.5	5.1	5.4	6.4	7	7.3	8.3	8.8	10
Buchanan	5.6	5.5	7.1	10.8	10.8	10.5	11	9.1	8.6	10	8.5
Dickenson	4.9	5.2	6.8	10	10.1	10.2	11.2	10.7	9.9	10.5	8.7
Russell	4.2	4.3	5.2	6.5	6.6	7.9	8.5	8.7	9.5	10.2	10.5
Washington	3.3	3.4	4.1	4.6	4.8	5.8	6.4	6.7	7.1	7.9	8.5
<b>Southwest Virginia Total</b>	<b>4.0</b>	<b>4</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</b>	<b>9.1</b>
<b>Virginia</b>	<b>2.8</b>	<b>3</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>

Local Area Unemployment Statistics. Annual Averages.

## Appendix 6: Living Wage by Family Type and Locality

MIT Living Wage												
	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	\$12.70	\$26.65	\$31.27	\$38.89	\$19.43	\$24.37	\$26.85	\$31.15	\$9.71	\$14.63	\$16.93	\$20.14
Fauquier	\$16.84	\$31.03	\$35.65	\$43.82	\$23.80	\$28.76	\$31.23	\$36.08	\$11.90	\$16.83	\$19.12	\$22.60
Rappahannock	\$13.00	\$27.36	\$31.98	\$38.86	\$19.74	\$25.08	\$27.56	\$31.12	\$9.87	\$14.99	\$17.28	\$20.12
<b>Northern Piedmont Total</b>	<b>\$14.18</b>	<b>\$28.35</b>	<b>\$32.97</b>	<b>\$40.52</b>	<b>\$20.99</b>	<b>\$26.07</b>	<b>\$28.55</b>	<b>\$32.78</b>	<b>\$10.49</b>	<b>\$15.48</b>	<b>\$17.78</b>	<b>\$20.95</b>
Manassas	\$16.84	\$31.03	\$35.65	\$43.82	\$23.80	\$28.76	\$31.23	\$36.08	\$11.90	\$16.83	\$19.12	\$22.60
Manassas Park	\$16.84	\$31.03	\$35.65	\$43.82	\$23.80	\$28.76	\$31.23	\$36.08	\$11.90	\$16.83	\$19.12	\$22.60
Prince William	\$16.84	\$31.03	\$35.65	\$43.82	\$23.80	\$28.76	\$31.23	\$36.08	\$11.90	\$16.83	\$19.12	\$22.60
<b>Greater Prince William Total</b>	<b>\$16.84</b>	<b>\$31.03</b>	<b>\$35.65</b>	<b>\$43.82</b>	<b>\$23.80</b>	<b>\$28.76</b>	<b>\$31.23</b>	<b>\$36.08</b>	<b>\$11.90</b>	<b>\$16.83</b>	<b>\$19.12</b>	<b>\$22.60</b>
Clarke	\$16.84	\$31.03	\$35.65	\$43.82	\$23.80	\$28.76	\$31.23	\$36.08	\$11.90	\$16.83	\$19.12	\$22.60
Frederick	\$12.27	\$26.38	\$31.00	\$38.13	\$19.00	\$24.11	\$26.58	\$30.38	\$9.50	\$14.50	\$16.80	\$19.75
Page	\$10.75	\$24.86	\$29.48	\$36.02	\$18.20	\$22.58	\$25.06	\$28.28	\$9.10	\$13.74	\$16.03	\$18.70
Shenandoah	\$11.02	\$25.50	\$30.12	\$37.18	\$18.34	\$23.23	\$25.70	\$29.44	\$9.17	\$14.06	\$16.35	\$19.28
Warren	\$12.24	\$26.66	\$31.28	\$38.99	\$19.21	\$24.38	\$26.86	\$31.25	\$9.61	\$14.64	\$16.93	\$20.18
<b>Northern Shenandoah Valley Total</b>	<b>\$12.62</b>	<b>\$26.89</b>	<b>\$31.51</b>	<b>\$38.83</b>	<b>\$19.71</b>	<b>\$24.61</b>	<b>\$27.09</b>	<b>\$31.09</b>	<b>\$9.86</b>	<b>\$14.75</b>	<b>\$17.05</b>	<b>\$20.10</b>
Bristol	\$10.93	\$24.69	\$29.31	\$35.59	\$17.72	\$22.41	\$24.89	\$27.85	\$8.86	\$13.66	\$15.95	\$18.48
Buchanan	\$10.63	\$24.69	\$29.31	\$35.28	\$18.26	\$22.41	\$24.89	\$27.54	\$9.13	\$13.66	\$15.95	\$18.33
Dickenson	\$10.63	\$24.69	\$29.31	\$35.38	\$18.26	\$22.41	\$24.89	\$27.64	\$9.13	\$13.66	\$15.95	\$18.38
Russell	\$10.63	\$24.69	\$29.31	\$35.28	\$18.06	\$22.41	\$24.89	\$27.54	\$9.03	\$13.66	\$15.95	\$18.33
Washington	\$10.93	\$24.69	\$29.31	\$35.59	\$17.72	\$22.41	\$24.89	\$27.85	\$8.86	\$13.66	\$15.95	\$18.48
<b>Southwest Virginia Total</b>	<b>\$10.75</b>	<b>\$24.69</b>	<b>\$29.31</b>	<b>\$35.42</b>	<b>\$18.00</b>	<b>\$22.41</b>	<b>\$24.89</b>	<b>\$27.68</b>	<b>\$9.00</b>	<b>\$13.66</b>	<b>\$15.95</b>	<b>\$18.40</b>
<b>Virginia</b>	<b>\$14.00</b>	<b>\$28.04</b>	<b>\$32.66</b>	<b>\$40.12</b>	<b>\$21.01</b>	<b>\$25.76</b>	<b>\$28.23</b>	<b>\$32.38</b>	<b>\$10.51</b>	<b>\$15.33</b>	<b>\$17.62</b>	<b>\$20.75</b>

2020 MIT Living Wage Calculator. Retrieved December 2020.

## Appendix 7: Average Weekly Wage by Locality

	Average Weekly Wage Across All Industries
Culpeper	\$848
Fauquier	\$975
Rappahannock	\$749
<b>Northern Piedmont Total</b>	<b>\$916</b>
Manassas	\$1,270
Manassas Park	\$946
Prince William	\$966
<b>Greater Prince William Total</b>	<b>\$1,010</b>
Clarke	\$846
Frederick	\$916
Page	\$651
Shenandoah	\$746
Warren	\$785
<b>Northern Shenandoah Valley Total</b>	<b>\$832</b>
Bristol	\$687
Buchanan	\$966
Dickenson	\$778
Russell	\$790
Washington	\$715
<b>Southwest Virginia Total</b>	<b>\$761</b>
<b>People Inc. Total</b>	<b>\$923</b>
<b>Virginia</b>	<b>\$1,158</b>

Quarterly Census of Employment and Wages. Annual Averages. 2019

## Appendix 8: Poverty Rates by Characteristic

Proportion of Population below Federal Poverty Line											
	Total Pop.	Children (under 18)	White Alone	Black Alone	Native Alone	Asian Alone	Other Race Alone	Two or More Races	Hispanic or Latino	Female	Male
Culpeper	7.8%	7.6%	7.0%	8.1%	12.4%	4.7%	14.3%	7.6%	14.5%	9.0%	6.5%
Fauquier	5.8%	7.2%	5.5%	6.8%	6.9%	7.4%	13.1%	8.3%	18.0%	6.6%	5.0%
Rappahannock	8.8%	8.3%	7.7%	10.6%	0.0%	55.3%	0.0%	50.3%	55.7%	11.4%	6.2%
<b>Northern Piedmont Total</b>	<b>6.8%</b>	<b>7.4%</b>	<b>6.6%</b>	<b>9.0%</b>	<b>7.7%</b>	<b>7.2%</b>	<b>13.7%</b>	<b>9.8%</b>	<b>17.4%</b>	<b>7.8%</b>	<b>5.6%</b>
Manassas	8.0%	11.5%	5.3%	10.7%	1.3%	8.1%	26.0%	5.6%	11.9%	9.0%	7.0%
Manassas Park	6.4%	9.9%	5.6%	7.8%	0.0%	0.5%	19.0%	5.8%	7.6%	6.1%	6.6%
Prince William	6.6%	9.0%	5.0%	7.1%	5.6%	5.9%	17.1%	8.2%	12.1%	7.2%	6.1%
<b>Greater Prince William Total</b>	<b>6.7%</b>	<b>9.3%</b>	<b>5.1%</b>	<b>7.3%</b>	<b>5.0%</b>	<b>5.7%</b>	<b>18.0%</b>	<b>8.0%</b>	<b>11.8%</b>	<b>7.3%</b>	<b>6.2%</b>
Clarke	7.6%	10.5%	6.4%	8.0%	0.0%	32.7%	35.8%	24.9%	9.9%	9.5%	5.8%
Frederick	6.2%	7.7%	6.2%	9.1%	0.0%	4.4%	10.2%	2.3%	15.0%	6.8%	5.5%
Page	15.1%	22.7%	15.3%	7.1%	0.0%	36.9%	27.6%	0.0%	15.3%	16.2%	14.0%
Shenandoah	11.5%	15.8%	11.0%	23.6%	26.3%	31.8%	33.9%	4.4%	22.8%	13.9%	9.1%
Warren	9.9%	15.5%	9.3%	15.2%	45.1%	23.0%	23.1%	7.1%	13.4%	10.5%	9.4%
<b>Northern Shenandoah Valley Total</b>	<b>9.1%</b>	<b>12.6%</b>	<b>8.9%</b>	<b>12.2%</b>	<b>36.7%</b>	<b>16.0%</b>	<b>22.6%</b>	<b>5.1%</b>	<b>16.2%</b>	<b>10.3%</b>	<b>8.0%</b>
Bristol	22.6%	37.8%	20.4%	37.3%	0.0%	27.0%	100.0%	48.8%	18.7%	23.8%	21.3%
Buchanan	28.4%	42.5%	28.4%	84.9%	10.0%	0.0%	16.1%	0.0%	20.9%	29.1%	27.6%
Dickenson	25.7%	36.9%	25.5%	9.4%	100.0%	100.0%	0.0%	32.0%	69.3%	28.6%	22.8%
Russell	21.1%	22.9%	21.1%	60.2%	0.0%	0.0%	0.0%	0.0%	33.2%	22.2%	20.0%
Washington	14.6%	21.3%	14.0%	32.8%	15.0%	2.7%	70.8%	35.7%	33.1%	14.2%	15.0%
<b>Southwest Virginia Total</b>	<b>20.3%</b>	<b>29.0%</b>	<b>19.6%</b>	<b>42.5%</b>	<b>12.6%</b>	<b>6.3%</b>	<b>61.7%</b>	<b>31.8%</b>	<b>31.8%</b>	<b>21.0%</b>	<b>19.7%</b>
<b>People Inc. Total</b>	<b>8.8%</b>	<b>11.7%</b>	<b>8.8%</b>	<b>8.2%</b>	<b>7.2%</b>	<b>6.3%</b>	<b>18.3%</b>	<b>8.8%</b>	<b>12.8%</b>	<b>9.9%</b>	<b>8.3%</b>
<b>Virginia</b>	<b>10.6%</b>	<b>13.9%</b>	<b>8.5%</b>	<b>17.6%</b>	<b>13.0%</b>	<b>7.3%</b>	<b>16.5%</b>	<b>12.7%</b>	<b>14.0%</b>	<b>11.6%</b>	<b>9.5%</b>

American Community Survey. 2019 5-Year Estimates. Table S1701.



## Appendix 9: ALICE Status

	# of ALICE Households	% of households ALICE	# of household in Poverty	% in poverty	# struggling (ALICE + Poverty)	% struggling
Culpeper	4,714	27.9%	1,521	9.0%	6,235	36.9%
Fauquier	7,190	29.5%	1,423	5.8%	8,613	35.4%
Rappahannock	708	23.8%	313	10.5%	1,021	34.3%
<b>Northern Piedmont Total</b>	<b>12,612</b>	<b>28.5%</b>	<b>3,257</b>	<b>7.4%</b>	<b>15,869</b>	<b>35.9%</b>
Manassas	4,868	38.2%	1,089	8.5%	5,957	46.7%
Manassas Park	2,618	55.6%	338	7.2%	2,956	62.8%
Prince William	39,116	27.2%	7,744	5.4%	46,860	32.6%
<b>Greater Prince William Total</b>	<b>46,602</b>	<b>28.9%</b>	<b>9,171</b>	<b>5.7%</b>	<b>55,773</b>	<b>34.6%</b>
Clarke	1,732	30.7%	585	10.4%	2,317	41.1%
Frederick	9,211	29.7%	1,963	6.3%	11,174	36.1%
Page	3,083	33.0%	1,439	15.4%	4,522	48.4%
Shenandoah	4,802	27.7%	2,005	11.6%	6,807	39.3%
Warren	3,415	23.7%	1,351	9.4%	4,766	33.1%
<b>Northern Shenandoah Valley Total</b>	<b>22,243</b>	<b>28.6%</b>	<b>7,343</b>	<b>9.5%</b>	<b>29,586</b>	<b>38.1%</b>
Bristol	2,258	30.5%	1,475	19.9%	3,733	50.4%
Buchanan	3,003	33.9%	2,432	27.4%	5,435	61.3%
Dickenson	2,216	37.9%	1,550	26.5%	3,766	64.5%
Russell	3,544	32.3%	2,329	21.2%	5,873	53.6%
Washington	7,015	31.4%	3,295	14.8%	10,310	46.2%
<b>Southwest Virginia Total</b>	<b>18,036</b>	<b>32.6%</b>	<b>11,081</b>	<b>20.0%</b>	<b>29,117</b>	<b>52.5%</b>
<b>People Inc. Total</b>	<b>99,493</b>	<b>29.4%</b>	<b>30,852</b>	<b>9.1%</b>	<b>130,345</b>	<b>38.5%</b>
<b>Virginia</b>	<b>934,929</b>	<b>29.5%</b>	<b>326,680</b>	<b>10.3%</b>	<b>1,261,609</b>	<b>39.8%</b>

2018 Data – UnitedforALICE.org

## Appendix 10: Median Annual Household Income by Housing Status

	All Households	Renter Households	Owner Households
Culpeper	\$77,935	\$44,600	\$91,223
Fauquier	\$100,783	\$60,237	\$116,441
Rappahannock	\$74,284	\$37,228	\$88,779
<b>Northern Piedmont Total</b>			
Manassas	\$81,493	\$50,333	\$99,838
Manassas Park	\$88,046	\$68,426	\$99,625
Prince William	\$107,132	\$65,975	\$124,712
<b>Greater Prince William Total</b>			
Clarke	\$80,026	\$41,888	\$100,826
Frederick	\$78,002	\$53,232	\$85,599
Page	\$51,792	\$32,627	\$58,765
Shenandoah	\$57,252	\$36,444	\$66,501
Warren	\$69,116	\$42,434	\$81,966
<b>Northern Shenandoah Valley Total</b>			
Bristol	\$37,500	\$23,994	\$49,178
Buchanan	\$31,956	\$23,269	\$34,484
Dickenson	\$29,932	\$17,310	\$34,880
Russell	\$39,758	\$22,813	\$44,533
Washington	\$48,495	\$30,200	\$55,625
<b>Southwest Virginia Total</b>			
<b>Virginia</b>	<b>\$74,222</b>	<b>\$48,085</b>	<b>\$91,110</b>

US Census Bureau. American Community Survey. 2019 5-Year Estimates Table B25119

## Appendix 11: Labor Force Participation Rate by Locality

Annual Labor Force Participation Rate										
	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
Culpeper	65%	65%	65%	64%	64%	64%	64%	64%	66%	67%
Fauquier	67%	67%	67%	68%	69%	69%	69%	70%	71%	71%
Rappahannock	60%	58%	59%	58%	59%	58%	61%	60%	65%	63%
<b>Northern Piedmont Total</b>	68%	66%	66%	66%	66%	66%	66%	67%	69%	69%
Manassas	74%	75%	75%	75%	76%	75%	74%	74%	75%	76%
Manassas Park	75%	73%	73%	72%	72%	73%	75%	76%	76%	77%
Prince William	73%	73%	73%	74%	74%	75%	75%	76%	76%	76%
<b>Greater Prince William Total</b>	73%	73%	73%	74%	74%	75%	75%	76%	76%	76%
Clarke	64%	63%	62%	63%	63%	65%	66%	67%	66%	67%
Frederick	65%	66%	67%	68%	68%	67%	67%	68%	69%	68%
Page	60%	59%	59%	59%	58%	58%	59%	60%	61%	61%
Shenandoah	61%	62%	62%	61%	62%	61%	62%	62%	62%	63%
Warren	65%	64%	64%	64%	66%	67%	68%	68%	70%	70%
<b>Northern Shenandoah Valley Total</b>	63%	64%	64%	64%	64%	64%	65%	66%	66%	66%
Bristol	54%	56%	56%	59%	58%	57%	56%	55%	55%	57%
Buchanan	38%	37%	38%	39%	40%	41%	41%	40%	41%	41%
Dickenson	38%	38%	39%	43%	44%	43%	44%	44%	41%	40%
Russell	44%	45%	47%	49%	48%	48%	49%	50%	50%	52%
Washington	55%	56%	56%	57%	58%	58%	58%	58%	58%	58%
<b>Southwest Virginia Total</b>	48%	49%	50%	51%	51%	51%	51%	51%	51%	52%
<b>People Inc. Total</b>	66%	67%	67%	67%	67%	68%	68%	68%	69%	69%
<b>Virginia</b>	66%	66%	66%	66%	66%	66%	67%	67%	67%	67%

## Appendix 12: New Hires by Industry – 1<sup>st</sup> Quarter 2020

	Ag, Forest, Fishing, Hunting	Mining Quarry Oil, Gas	Util.	Constr.	Manu- facture	Whole -sale	Retail	Transp . Ware house	Info.	Finance and Insur.	Real Estate and Rental	Prof. Scient. and Tech.	Man. of Comp anies	Admin. and Waste Man.	Educat ion	Health and Social Assist.	Arts Ent. and Rec.	Accom. and Food Service	Other	Public Admin.
Culpeper	30	9	2	151	102	105	286	18	9	12	19	78	4	223	58	241	33	394	119	62
Fauquier	35	9	4	330	48	55	383	68	27	37	26	210	21	84	95	313	28	430	128	62
Rappahannock	5	0	0	33	6	0	6	0	18	0	0	7	0	13	15	11	6	43	10	5
<b>Northern Piedmont Total</b>	<b>70</b>	<b>18</b>	<b>6</b>	<b>514</b>	<b>156</b>	<b>160</b>	<b>675</b>	<b>86</b>	<b>54</b>	<b>49</b>	<b>45</b>	<b>295</b>	<b>25</b>	<b>320</b>	<b>168</b>	<b>565</b>	<b>67</b>	<b>867</b>	<b>257</b>	<b>129</b>
Manassas	0	0	0	247	71	26	359	35	4	32	22	655	18	261	65	495	37	405	146	13
Manassas Park	0	0	0	150	18	22	46	0	0	0	7	17	0	205	22	24	0	17	21	0
Prince William	30	26	27	1,999	396	364	2,902	504	182	162	208	1,412	153	1,684	1,320	2,245	442	3,467	681	186
<b>Greater Prince William Total</b>	<b>30</b>	<b>26</b>	<b>27</b>	<b>2,396</b>	<b>485</b>	<b>412</b>	<b>3,307</b>	<b>539</b>	<b>186</b>	<b>194</b>	<b>237</b>	<b>2,084</b>	<b>171</b>	<b>2,150</b>	<b>1,407</b>	<b>2,764</b>	<b>479</b>	<b>3,889</b>	<b>848</b>	<b>199</b>
Clarke	25	0	0	44	59	16	46	2	0	5	0	38	0	27	34	43	0	62	9	23
Frederick	15	0	10	272	428	107	457	558	37	114	29	117	114	510	72	237	47	570	89	26
Page	0	0	0	19	75	5	89	4	0	39	0	47	0	67	26	85	24	77	16	32
Shenandoah	10	0	5	78	457	29	244	82	36	11	11	42	8	51	57	191	43	263	33	30
Warren	0	0	3	155	134	11	214	199	9	23	6	19	45	117	63	163	28	244	53	39
<b>Northern Shenandoah Valley Total</b>	<b>50</b>	<b>0</b>	<b>18</b>	<b>568</b>	<b>1,153</b>	<b>168</b>	<b>1,050</b>	<b>845</b>	<b>82</b>	<b>192</b>	<b>46</b>	<b>263</b>	<b>167</b>	<b>772</b>	<b>252</b>	<b>719</b>	<b>142</b>	<b>1,216</b>	<b>200</b>	<b>150</b>
Bristol	0	0	0	38	63	30	303	7	18	23	7	189	0	143	34	204	11	522	24	30
Buchanan	0	48	0	25	4	16	102	17	0	9	4	62	5	31	27	63	0	80	10	39
Dickenson	0	25	0	6	0	3	59	15	0	3	0	71	0	12	0	66	0	44	5	33
Russell	11	19	4	46	19	9	105	62	0	10	0	66	0	49	39	83	0	143	19	30
Washington	19	3	7	94	130	58	533	121	13	24	8	60	71	275	102	345	19	660	134	78
<b>Southwest Virginia Total</b>	<b>30</b>	<b>95</b>	<b>11</b>	<b>209</b>	<b>216</b>	<b>116</b>	<b>1,102</b>	<b>222</b>	<b>31</b>	<b>69</b>	<b>19</b>	<b>448</b>	<b>76</b>	<b>510</b>	<b>202</b>	<b>761</b>	<b>30</b>	<b>1,449</b>	<b>192</b>	<b>210</b>

US Census Bureau, Local Employment Dynamics Program, 1<sup>st</sup> Quarter 2020. Retrieved from Virginia Works Community Profiles

## Appendix 13: Children Under 6 with All Parents in Labor Force

	# of children in two parent HHs with both parents in labor force	# children in single father HH with parent in labor force	# children in single mother HH with parent in labor force	% of children under 6 with all parents in labor force
Culpeper	1,305	336	984	71.1%
Fauquier	2,205	163	844	68.5%
Rappahannock	104	24	53	54.2%
<b>Northern Piedmont Total</b>	<b>3,614</b>	<b>523</b>	<b>1,881</b>	<b>69.1%</b>
Manassas	1,465	250	684	64.0%
Manassas Park	470	143	306	70.3%
Prince William	18,795	2,072	5,610	66.4%
<b>Greater Prince William Total</b>	<b>20,730</b>	<b>2,465</b>	<b>6,600</b>	<b>66.3%</b>
Clarke	258	5	119	50.3%
Frederick	2,548	414	855	63.4%
Page	582	83	402	75.9%
Shenandoah	1,196	253	397	71.2%
Warren	988	377	395	62.6%
<b>Northern Shenandoah Valley Total</b>	<b>5,572</b>	<b>1,132</b>	<b>2,168</b>	<b>65.3%</b>
Bristol	360	52	291	65.0%
Buchanan	127	62	238	45.7%
Dickenson	126	72	213	51.2%
Russell	479	140	208	58.9%
Washington	1,329	151	447	75.4%
<b>Southwest Virginia Total</b>	<b>2,421</b>	<b>477</b>	<b>1,397</b>	<b>63.3%</b>
<b>People Inc. Total</b>	<b>32,337</b>	<b>4,597</b>	<b>12,046</b>	<b>66.2%</b>
<b>Virginia</b>	<b>8,972,444</b>	<b>1,671,406</b>	<b>4,361,754</b>	<b>67.5%</b>

US Census Bureau. American Community Survey 2019 5-Year Estimates. Table 23008.



## Appendix 14: Childcare Characteristics by County

Childcare Providers Registered with Virginia Department of Social Services										
	Licensed		Full Time		Religious Exempt		Serve Infants	Accept Subsidies	Total Child Day Care	
	Providers	Slots	Providers	Slots	Providers	Slots	Providers	Providers	Providers	Slots
Culpeper	16	2,732	16	1,233	4	235	8	17	24	2,983
Fauquier	37	3,238	43	3,657	13	768	15	21	51	4,010
Rappahannock	5	209	3	137	0	0	2	2	5	209
<b>Northern Piedmont Total</b>	<b>58</b>	<b>6,179</b>	<b>62</b>	<b>5,027</b>	<b>17</b>	<b>1,003</b>	<b>25</b>	<b>40</b>	<b>80</b>	<b>7,202</b>
Manassas	24	3,408	23	3,153	2	267	17	19	28	3,683
Manassas Park	6	873	5	798	0	0	4	4	6	873
Prince William	277	19,161	262	15,219	30	2,743	176	174	348	22,147
<b>Greater Prince William Total</b>	<b>307</b>	<b>23,442</b>	<b>290</b>	<b>19,170</b>	<b>32</b>	<b>3,010</b>	<b>197</b>	<b>197</b>	<b>382</b>	<b>26,703</b>
Clarke	6	444	8	338	2	90	5	1	9	538
Frederick	14	1,074	22	2,139	10	1,137	15	3	25	2,226
Page	4	137	6	239	4	150	2	2	8	287
Shenandoah	14	458	21	1,038	11	683	11	9	26	1,145
Warren	8	649	11	895	4	296	5	6	12	945
<b>Northern Shenandoah Valley Total</b>	<b>46</b>	<b>2,762</b>	<b>68</b>	<b>4,649</b>	<b>31</b>	<b>2,356</b>	<b>38</b>	<b>21</b>	<b>80</b>	<b>5,141</b>
Bristol	10	1,002	11	973	4	285	7	7	15	1,287
Buchanan	9	196	7	146	1	18	2	2	10	214
Dickenson	3	124	3	124	0	0	1	1	3	124
Russell	5	165	6	194	3	96	5	3	8	261
Washington	15	748	11	540	7	224	5	7	22	972
<b>Southwest Virginia Total</b>	<b>42</b>	<b>2,235</b>	<b>38</b>	<b>1,977</b>	<b>15</b>	<b>623</b>	<b>20</b>	<b>20</b>	<b>58</b>	<b>2,858</b>

Virginia Department of Social Services. Child Day Care Search. Accessed January 2021.

## Appendix 15: Public Pre-Kindergarten Enrollment

	# of children in pre-K at public schools*	# of 4 year-olds enrolled in the Virginia Preschool Initiative
Culpeper	256	122
Fauquier	111	82
Rappahannock	31	*
<b>Northern Piedmont Total</b>	<b>398</b>	<b>204</b>
Manassas	19	236
Manassas Park	85	70
Prince William	1,373	375
<b>Greater Prince William Total</b>	<b>1,477</b>	<b>681</b>
Clarke	19	5
Frederick	118	54
Page	84	60
Shenandoah	154	136
Warren	167	91
<b>Northern Shenandoah Valley Total</b>	<b>542</b>	<b>346</b>
Bristol	89	71
Buchanan	97	45
Dickenson	66	44
Russell	161	98
Washington	209	125
<b>Southwest Virginia Total</b>	<b>622</b>	<b>383</b>
<b>People Inc. Total</b>	<b>3,039</b>	<b>1,614</b>
<b>Virginia</b>	<b>27,986</b>	<b>18,459</b>

\*Virginia Department of Education. 2020-2021 Fall Membership Report

\*\*Kids Count Data Center. 2019-2020 VPI 4-year-old enrollment

## Appendix 16: Transportation to Work

	Means of Transportation to Work											
	Drove Alone		Carpooled		Public Transit		Walked		Worked from home		Other	
	#	%	#	%	#	%	#	%	#	%	#	%
Culpeper	19,413	81.0%	2,677	11.2%	188	0.8%	308	1.3%	1,062	4.4%	332	1.4%
Fauquier	28,639	81.3%	2,694	7.7%	431	1.2%	355	1.0%	2,814	8.0%	279	0.8%
Rappahannock	2,612	74.7%	448	12.8%	16	0.5%	119	3.4%	277	7.9%	23	0.7%
<b>Northern Piedmont Total</b>	<b>50,664</b>	<b>80.8%</b>	<b>5,819</b>	<b>9.3%</b>	<b>635</b>	<b>1.0%</b>	<b>782</b>	<b>1.2%</b>	<b>4,153</b>	<b>6.6%</b>	<b>634</b>	<b>1.0%</b>
Manassas	16,360	76.2%	2,799	13.0%	730	3.4%	439	2.0%	851	4.0%	285	1.3%
Manassas Park	6,497	70.5%	1,389	15.1%	670	7.3%	45	0.5%	519	5.6%	101	1.1%
Prince William	179,801	75.3%	27,454	11.5%	11,803	4.9%	2,677	1.1%	11,493	4.8%	5,510	2.3%
<b>Greater Prince William Total</b>	<b>202,658</b>	<b>75.2%</b>	<b>31,642</b>	<b>11.7%</b>	<b>13,203</b>	<b>4.9%</b>	<b>3,161</b>	<b>1.2%</b>	<b>12,863</b>	<b>4.8%</b>	<b>5,896</b>	<b>2.2%</b>
Clarke	5,670	80.1%	729	10.3%	37	0.5%	108	1.5%	478	6.7%	60	0.8%
Frederick	35,717	84.1%	3,970	9.3%	87	0.2%	413	1.0%	2,033	4.8%	255	0.6%
Page	8,383	78.1%	1,552	14.5%	30	0.3%	190	1.8%	517	4.8%	59	0.5%
Shenandoah	16,628	82.3%	2,193	10.9%	50	0.2%	285	1.4%	945	4.7%	93	0.5%
Warren	14,316	75.1%	2,846	14.9%	32	0.2%	408	21.0%	1,311	6.9%	152	0.8%
<b>Northern Shenandoah Valley Total</b>	<b>80,714</b>	<b>81.1%</b>	<b>11,290</b>	<b>11.3%</b>	<b>236</b>	<b>0.2%</b>	<b>1,404</b>	<b>1.4%</b>	<b>5,284</b>	<b>5.3%</b>	<b>619</b>	<b>0.6%</b>
Bristol	5,349	77.7%	740	10.7%	59	0.9%	337	4.9%	287	4.2%	114	1.7%
Buchanan	5,328	85.2%	461	7.4%	58	0.9%	151	2.4%	85	1.4%	169	2.7%
Dickenson	3,832	88.9%	292	6.8%	7	0.2%	26	0.6%	59	1.4%	94	2.2%
Russell	7,761	85.5%	803	8.8%	1	0.0%	143	1.6%	315	3.5%	57	0.6%
Washington	19,660	84.1%	2,265	9.7%	47	0.2%	313	1.3%	830	3.5%	271	1.2%
<b>Southwest Virginia Total</b>	<b>41,930</b>	<b>84.0%</b>	<b>4,561</b>	<b>9.1%</b>	<b>172</b>	<b>0.3%</b>	<b>970</b>	<b>1.9%</b>	<b>1,576</b>	<b>3.2%</b>	<b>705</b>	<b>1.4%</b>
<b>People Inc. Total</b>	<b>375,966</b>	<b>78.1%</b>	<b>53,312</b>	<b>11.1%</b>	<b>14,246</b>	<b>3.0%</b>	<b>6,317</b>	<b>1.3%</b>	<b>23,876</b>	<b>5.0%</b>	<b>7,854</b>	<b>1.6%</b>
<b>Virginia</b>	<b>3,230,271</b>	<b>77.0%</b>	<b>384,172</b>	<b>9.2%</b>	<b>184,534</b>	<b>4.4%</b>	<b>102,121</b>	<b>2.4%</b>	<b>221,092</b>	<b>5.3%</b>	<b>75,372</b>	<b>1.8%</b>

\*US Census Bureau. 2019 5-Year Estimates. Table DP03

## Appendix 17: Vacancy Rates by Locality

Annual Vacancy Rate										
	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
Culpeper	8.9%	8.6%	8.0%	6.8%	8.2%	8.0%	9.8%	10.9%	10.7%	9.2%
Fauquier	8.7%	8.6%	9.2%	9.0%	9.4%	10.6%	10.1%	10.3%	10.6%	12.0%
Rappahannock	26.8%	24.8%	20.6%	17.8%	16.8%	16.3%	16.0%	15.4%	13.7%	16.1%
<b>Northern Piedmont Total</b>	<b>10.2%</b>	<b>9.9%</b>	<b>9.7%</b>	<b>8.9%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>10.5%</b>	<b>10.9%</b>	<b>10.9%</b>	<b>11.3%</b>
Manassas	5.8%	6.1%	6.8%	7.1%	6.4%	7.2%	8.4%	8.5%	9.3%	9.9%
Manassas Park	4.9%	3.6%	2.4%	3.3%	3.5%	7.5%	9.2%	12.2%	13.0%	12.5%
Prince William	4.6%	4.8%	4.6%	4.3%	4.2%	4.4%	4.9%	5.8%	6.3%	6.7%
<b>Greater Prince William Total</b>	<b>4.7%</b>	<b>4.8%</b>	<b>4.7%</b>	<b>4.5%</b>	<b>4.4%</b>	<b>4.8%</b>	<b>5.3%</b>	<b>6.2%</b>	<b>6.8%</b>	<b>7.2%</b>
Clarke	11.6%	10.7%	11.4%	11.0%	11.7%	10.2%	10.7%	10.4%	10.5%	10.5%
Frederick	7.8%	7.8%	7.8%	8.0%	8.4%	8.4%	7.6%	7.0%	7.7%	6.3%
Page	21.0%	20.3%	19.1%	18.2%	19.5%	18.0%	17.0%	18.2%	17.4%	16.3%
Shenandoah	18.0%	18.2%	18.3%	18.2%	18.7%	17.8%	16.8%	17.1%	17.2%	15.2%
Warren	10.6%	11.7%	12.3%	12.2%	10.8%	10.7%	10.1%	10.1%	10.7%	10.1%
<b>Northern Shenandoah Valley Total</b>	<b>12.7%</b>	<b>12.8%</b>	<b>12.9%</b>	<b>12.8%</b>	<b>13.0%</b>	<b>12.5%</b>	<b>11.8%</b>	<b>11.8%</b>	<b>12.1%</b>	<b>10.8%</b>
Bristol	16.0%	15.3%	15.3%	13.0%	12.7%	12.1%	13.0%	12.1%	10.8%	9.9%
Buchanan	26.0%	23.4%	22.1%	20.3%	17.8%	18.3%	17.5%	19.1%	21.4%	21.9%
Dickenson	23.7%	23.0%	19.7%	19.4%	17.5%	17.9%	15.9%	15.6%	18.7%	19.3%
Russell	20.2%	19.0%	18.0%	18.4%	17.7%	17.9%	16.7%	17.4%	16.3%	14.7%
Washington	14.0%	13.9%	13.6%	12.5%	11.8%	11.1%	11.1%	10.4%	9.5%	10.4%
<b>Southwest Virginia Total</b>	<b>18.7%</b>	<b>17.8%</b>	<b>16.8%</b>	<b>15.9%</b>	<b>14.8%</b>	<b>14.6%</b>	<b>14.1%</b>	<b>14.1%</b>	<b>14.1%</b>	<b>14.2%</b>
<b>People Inc. Total</b>	<b>9.9%</b>	<b>9.8%</b>	<b>9.5%</b>	<b>9.2%</b>	<b>9.1%</b>	<b>9.2%</b>	<b>9.2%</b>	<b>9.7%</b>	<b>10.0%</b>	<b>9.9%</b>
<b>Virginia</b>	<b>10.3%</b>	<b>10.4%</b>	<b>10.4%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>10.7%</b>	<b>10.6%</b>	<b>10.3%</b>

American Community Survey: 2019 5-Year Estimates Table DP04

## Appendix 18: Age of Housing Stock by Ownership Status

	% of Total Housing Units by Year Constructed and Ownership Status											
	1939 or Earlier			1940-1979			1980-1999			2000 or Later		
	All HH	Renter	Owner	All HH	Renter	Owner	All HH	Renter	Owner	All HH	Renter	Owner
Culpeper	6.4%	6.3%	6.4%	27.1%	40.4%	22.1%	32.1%	29.8%	32.9%	34.5%	23.5%	38.6%
Fauquier	10.1%	17.5%	8.0%	27.3%	35.3%	25.1%	36.6%	33.4%	37.4%	26.0%	13.8%	29.4%
Rappahannock	24.0%	34.9%	20.2%	29.6%	35.6%	27.5%	27.0%	20.9%	29.1%	19.5%	8.7%	23.2%
<b>Northern Piedmont Total</b>	<b>9.6%</b>	<b>13.9%</b>	<b>8.2%</b>	<b>27.4%</b>	<b>37.5%</b>	<b>24.1%</b>	<b>34.2%</b>	<b>31.0%</b>	<b>35.3%</b>	<b>28.8%</b>	<b>17.6%</b>	<b>32.4%</b>
Manassas	2.3%	3.7%	1.6%	33.8%	32.7%	34.4%	49.5%	46.6%	51.0%	14.4%	17.0%	13.0%
Manassas Park	0.5%	0.9%	0.2%	32.1%	18.5%	39.2%	31.9%	29.4%	33.1%	35.5%	51.2%	27.4%
Prince William	0.9%	1.4%	0.8%	25.7%	26.9%	25.3%	37.5%	41.3%	36.1%	35.8%	30.3%	37.8%
<b>Greater Prince William Total</b>	<b>1.0%</b>	<b>1.7%</b>	<b>0.8%</b>	<b>26.6%</b>	<b>27.2%</b>	<b>26.3%</b>	<b>38.3%</b>	<b>41.4%</b>	<b>37.1%</b>	<b>34.1%</b>	<b>29.7%</b>	<b>35.7%</b>
Clarke	18.4%	21.6%	17.3%	34.4%	40.6%	32.3%	27.3%	27.9%	27.0%	20.0%	9.9%	23.3%
Frederick	5.2%	7.6%	4.5%	26.1%	30.0%	25.0%	37.0%	38.9%	36.5%	31.7%	23.5%	34.0%
Page	17.9%	23.5%	15.7%	44.0%	42.6%	44.6%	24.9%	24.1%	25.2%	13.1%	9.8%	14.5%
Shenandoah	18.7%	19.8%	18.2%	33.2%	40.3%	30.2%	26.7%	26.9%	26.6%	21.5%	13.0%	25.0%
Warren	9.5%	17.0%	7.2%	37.3%	49.0%	33.7%	33.0%	26.7%	34.8%	20.2%	7.2%	24.2%
<b>Northern Shenandoah Valley Total</b>	<b>11.4%</b>	<b>15.6%</b>	<b>10.1%</b>	<b>32.5%</b>	<b>38.5%</b>	<b>30.5%</b>	<b>31.8%</b>	<b>30.9%</b>	<b>32.2%</b>	<b>24.2%</b>	<b>15.1%</b>	<b>27.3%</b>
Bristol	16.0%	16.8%	15.6%	40.6%	62.8%	26.0%	12.0%	11.7%	12.2%	9.5%	8.7%	10.0%
Buchanan	5.9%	8.3%	5.2%	48.5%	47.4%	48.8%	33.5%	35.0%	33.1%	12.1%	9.3%	12.9%
Dickenson	8.9%	8.9%	8.9%	41.5%	47.2%	39.6%	31.8%	36.6%	30.3%	17.8%	7.3%	21.2%
Russell	7.3%	9.1%	6.7%	46.1%	43.6%	46.8%	34.2%	41.2%	32.0%	12.4%	6.0%	14.4%
Washington	8.0%	8.8%	7.8%	40.9%	42.9%	40.3%	33.1%	35.8%	32.3%	17.9%	12.6%	19.7%
<b>Southwest Virginia Total</b>	<b>8.7%</b>	<b>10.4%</b>	<b>8.1%</b>	<b>43.1%</b>	<b>48.1%</b>	<b>41.4%</b>	<b>30.5%</b>	<b>31.9%</b>	<b>30.0%</b>	<b>14.8%</b>	<b>9.7%</b>	<b>16.6%</b>
<b>People Inc. Total</b>	<b>5.8%</b>	<b>7.6%</b>	<b>5.2%</b>	<b>30.7%</b>	<b>34.3%</b>	<b>29.5%</b>	<b>35.0%</b>	<b>36.3%</b>	<b>34.5%</b>	<b>28.0%</b>	<b>21.8%</b>	<b>30.2%</b>
<b>Virginia</b>	<b>6.7%</b>	<b>7.5%</b>	<b>6.1%</b>	<b>39.1%</b>	<b>41.6%</b>	<b>37.2%</b>	<b>32.8%</b>	<b>31.6%</b>	<b>33.0%</b>	<b>21.4%</b>	<b>19.3%</b>	<b>23.8%</b>

\*US Census Bureau. 2019 5-Year Estimates. Table S2504



## Appendix 19: Housing Cost Burden by Ownership Status

	Households Paying 30% or More of Household Income on Housing Costs					
	All Households		Renter Households		Owner Households	
	# burdened	% burdened	# burdened	% burdened	# burdened	% burdened
Culpeper	4,778	28.7%	2,195	50.8%	2,583	20.9%
Fauquier	6,504	27.3%	1,871	40.3%	4,633	24.2%
Rappahannock	785	28.4%	315	51.3%	470	21.9%
<b>Northern Piedmont Total</b>	<b>12,067</b>	<b>27.9%</b>	<b>4,381</b>	<b>45.8%</b>	<b>7,686</b>	<b>22.8%</b>
Manassas	4,812	38.0%	2,379	57.2%	2,433	28.7%
Manassas Park	1,726	37.4%	779	50.1%	947	31.0%
Prince William	43,620	31.2%	18,583	51.1%	25,037	24.2%
<b>Greater Prince William Total</b>	<b>50,158</b>	<b>31.9%</b>	<b>21,741</b>	<b>51.7%</b>	<b>28,417</b>	<b>24.7%</b>
Clarke	1,597	29.6%	708	59.3%	889	21.2%
Frederick	6,915	22.5%	2,509	39.3%	4,406	18.1%
Page	2,384	27.5%	1,025	48.3%	1,359	20.7%
Shenandoah	5,039	29.5%	2,249	47.4%	2,790	22.6%
Warren	3,652	25.8%	1,399	45.2%	2,253	20.4%
<b>Northern Shenandoah Valley Total</b>	<b>19,587</b>	<b>25.8%</b>	<b>7,890</b>	<b>45.0%</b>	<b>11,697</b>	<b>20.0%</b>
Bristol	2,159	31.0%	1,303	50.6%	856	19.5%
Buchanan	2,031	25.0%	612	40.0%	1,419	21.6%
Dickenson	1,552	29.2%	623	58.2%	929	21.9%
Russell	2,369	24.0%	812	46.6%	1,557	19.2%
Washington	4,673	22.0%	1,863	41.0%	2,810	16.9%
<b>Southwest Virginia Total</b>	<b>12,784</b>	<b>24.8%</b>	<b>5,213</b>	<b>45.5%</b>	<b>7,571</b>	<b>18.9%</b>
<b>People Inc. Total</b>	<b>94,596</b>	<b>28.9%</b>	<b>39,225</b>	<b>48.7%</b>	<b>55,371</b>	<b>22.4%</b>
<b>Virginia</b>	<b>916,399</b>	<b>29.9%</b>	<b>473,294</b>	<b>47.8%</b>	<b>443,105</b>	<b>21.4%</b>

\*US Census Bureau. 2019 5-Year Estimates. Table DP04

## Appendix 20: Insurance Coverage

Individuals <u>Not</u> Covered by Health Insurance								
	All Individuals		Children (<18)		Income below \$25,000		Income at or above \$25,000	
	# of individuals	% of individuals	# of individuals	% of individuals	# of individuals	% of individuals	# of individuals	% of individuals
Culpeper	5,035	10.1%	884	6.6%	606	16.8%	4,369	9.5%
Fauquier	5,240	7.6%	842	4.9%	772	18.7%	4,450	6.8%
Rappahannock	990	13.4%	76	5.4%	214	31.2%	772	11.6%
<b>Northern Piedmont Total</b>	<b>11,265</b>	<b>8.9%</b>	<b>1,802</b>	<b>5.6%</b>	<b>1,592</b>	<b>18.9%</b>	<b>9,591</b>	<b>8.1%</b>
Manassas	6,265	15.2%	1,166	10.1%	644	20.8%	5,594	14.8%
Manassas Park	2,895	17.1%	383	8.4%	5,334	23.6%	2,631	16.3%
Prince William	50,360	11.1%	9,360	7.1%	264	32.7%	44,941	10.4%
<b>Greater Prince William Total</b>	<b>59,520</b>	<b>11.6%</b>	<b>10,909</b>	<b>7.4%</b>	<b>6,242</b>	<b>23.6%</b>	<b>53,166</b>	<b>11.0%</b>
Clarke	1,805	12.7%	358	11.6%	294	27.3%	1,501	11.4%
Frederick	7,235	8.5%	991	4.7%	870	15.1%	6,323	8.0%
Page	2,868	12.2%	345	6.8%	729	19.2%	2,134	10.8%
Shenandoah	3,512	8.2%	404	4.2%	980	16.4%	2,498	6.8%
Warren	4,120	10.5%	601	6.4%	469	12.5%	3,570	10.2%
<b>Northern Shenandoah Valley Total</b>	<b>19,540</b>	<b>9.5%</b>	<b>2,699</b>	<b>5.6%</b>	<b>3,342</b>	<b>16.4%</b>	<b>16,026</b>	<b>8.7%</b>
Bristol	1,714	10.2%	110	2.8%	518	12.3%	1,193	9.7%
Buchanan	2,600	12.4%	253	6.5%	1,098	15.3%	1,499	10.9%
Dickenson	1,303	9.1%	125	4.2%	650	13.6%	652	6.9%
Russell	2,618	9.7%	250	4.6%	774	11.7%	1,843	9.2%
Washington	4,947	9.3%	610	5.7%	1,264	14.1%	3,653	8.4%
<b>Southwest Virginia Total</b>	<b>13,182</b>	<b>10.0%</b>	<b>1,348</b>	<b>5.0%</b>	<b>4,304</b>	<b>13.6%</b>	<b>8,840</b>	<b>8.9%</b>
<b>People Inc. Total</b>	<b>103,507</b>	<b>10.6%</b>	<b>16,758</b>	<b>6.6%</b>	<b>15,480</b>	<b>17.8%</b>	<b>87,623</b>	<b>9.9%</b>
<b>Virginia</b>	<b>707,960</b>	<b>8.6%</b>	<b>99,819</b>	<b>5.0%</b>	<b>137,819</b>	<b>15.2%</b>	<b>560,350</b>	<b>7.8%</b>

\*US Census Bureau. 2019 5-Year Estimates. Table S2701

## Appendix 21: Healthcare Providers and Capacity

	Mental Health Providers		Primary Care Providers		Dental Providers	
	Total # of Providers	Residents per Provider	Total # of Providers	Residents per Provider	Total # of Providers	Residents per Provider
Culpeper	81	640	20	2,560	20	2,590
Fauquier	55	1,290	36	1,930	38	1,860
Rappahannock	8	910	3	2,440	2	3,630
<b>Northern Piedmont Total</b>	<b>144</b>	<b>903</b>	<b>59</b>	<b>2,169</b>	<b>60</b>	<b>2,162</b>
Manassas	126	330	42	990	48	870
Manassas Park	-	n/a	-	n/a	-	N/A
Prince William	544	860	206	2,250	252	1,860
<b>Greater Prince William Total</b>	<b>670</b>	<b>760</b>	<b>248</b>	<b>2,037</b>	<b>300</b>	<b>1,702</b>
Clarke	8	1,820	7	2,070	5	2,900
Frederick	49	1,800	37	2,340	11	8,030
Page	9	2,660	8	2,970	4	5,980
Shenandoah	22	1,980	21	2,060	13	3,350
Warren	36	1,110	21	1,880	11	3,640
<b>Northern Shenandoah Valley Total</b>	<b>124</b>	<b>1,695</b>	<b>94</b>	<b>2,208</b>	<b>44</b>	<b>4,780</b>
Bristol	10	1,650	9	1,870	6	2,750
Buchanan	6	3,540	6	3,590	4	5,310
Dickenson	9	1,610	4	3,700	1	14,520
Russell	22	1,220	7	3,860	3	8,920
Washington	88	620	37	1,470	29	1,880
<b>Southwest Virginia Total</b>	<b>135</b>	<b>990</b>	<b>63</b>	<b>2,136</b>	<b>43</b>	<b>3,106</b>
<b>People Inc. Total</b>	<b>1,073</b>	<b>916</b>	<b>464</b>	<b>2,102</b>	<b>447</b>	<b>2,202</b>
<b>Virginia</b>		<b>570</b>		<b>1,320</b>		<b>1,240</b>

County Health Rankings and Roadmaps. NPI Registry.

## Appendix 22: Substance Abuse Indicators

	Drug Overdose Deaths (rate per 100,000)				Neonatal Abstinence Syndrome (rate per 1,000 births)				
	2018	2017	2016	2015	2017	2016	2015	2014	2013
Culpeper	27	46.8	24	24.3	15.6	18.3	4.7	4.7	13.7
Fauquier	21.2	25.9	36.2	17.4	12.4	13.8	20.7	14.1	14.8
Rappahannock	0	0	27.1	27.1	0	0	0	0	0
<b>Northern Piedmont Total</b>	<b>22.3</b>	<b>32.8</b>	<b>29.3</b>	<b>19.1</b>	<b>13.4</b>	<b>15.2</b>	<b>12.7</b>	<b>9.3</b>	<b>13.8</b>
Manassas	19.2	21.7	14.5	7.2	8.6	8.1	5.5	4.1	3
Manassas Park	0	24.1	6.3	0	0	0	0	0	5.7
Prince William	11.3	14.7	11.2	7.1	3.9	4.6	2.1	2.8	2
<b>Greater Prince William Total</b>	<b>11.6</b>	<b>15.6</b>	<b>11.3</b>	<b>6.9</b>	<b>4.4</b>	<b>4.8</b>	<b>2.4</b>	<b>2.9</b>	<b>2.2</b>
Clarke	6.9	13.8	27.8	20.9	9.1	16.8	7.8	16.3	0
Frederick	18.1	19.7	23.7	26.4	27.4	21.6	14.9	14.2	15
Page	12.5	12.6	21.1	8.4	24.7	29.8	18.3	22.8	21.1
Shenandoah	13.8	23.1	16.2	30.1	13.5	13	20.5	2.3	9.6
Warren	25	37.9	23	33.3	17.5	28	19.3	22.1	12.2
<b>Northern Shenandoah Valley Total</b>	<b>17.1</b>	<b>22.7</b>	<b>22.0</b>	<b>26.0</b>	<b>21.2</b>	<b>21.8</b>	<b>16.8</b>	<b>14.5</b>	<b>14.0</b>
Bristol	24.3	6	11.8	11.7	90.9	47.6	93.8	50	0
Buchanan	42.4	27.9	22.5	43.9	56	27.5	59.7	39.7	24.6
Dickenson	27.5	33.8	33.4	39.7	29.9	14.5	26.7	47.1	58.8
Russell	3.7	18.5	25.6	17.9	72.7	22.4	56	46.2	31.3
Washington	11	20.2	9.2	14.7	76.9	52.4	51.5	27	24.8
<b>Southwest Virginia Total</b>	<b>17.9</b>	<b>20.8</b>	<b>17.7</b>	<b>22.6</b>	<b>64.2</b>	<b>34.4</b>	<b>53.6</b>	<b>38.5</b>	<b>31.7</b>
<b>Virginia</b>	<b>15.0</b>	<b>17.4</b>	<b>15.7</b>	<b>12.1</b>	<b>7.4</b>	<b>6.4</b>	<b>5.5</b>	<b>5.0</b>	<b>4.5</b>

Virginia Department of Health, Opioid Indicators Dashboard

## Appendix 23: Food and Nutrition Indicators

	Food Insecurity*		SNAP Recipients**	
	# food insecure individuals	% of population food insecure	# of households receiving SNAP	% of households receiving SNAP
Culpeper	3,930	7.8%	1,707	10.0%
Fauquier	4,300	6.2%	957	3.9%
Rappahannock	670	9.2%	149	5.1%
<b>Northern Piedmont Total</b>	<b>8,900</b>	<b>7.0%</b>	<b>2,813</b>	<b>6.3%</b>
Manassas	2,490	6.0%	1,222	9.5%
Manassas Park	1,120	6.8%	291	6.3%
Prince William	25,620	5.6%	6,596	4.6%
<b>Greater Prince William Total</b>	<b>29,230</b>	<b>5.7%</b>	<b>8,109</b>	<b>5.1%</b>
Clarke	1,190	8.3%	263	4.7%
Frederick	5,920	7.0%	1,394	4.4%
Page	3,310	13.9%	1,180	12.7%
Shenandoah	4,160	9.7%	1,920	11.0%
Warren	3,600	9.1%	1,341	9.2%
<b>Northern Shenandoah Valley Total</b>	<b>18,180</b>	<b>8.9%</b>	<b>6,098</b>	<b>7.8%</b>
Bristol	2,800	16.6%	1,416	19.3%
Buchanan	4,080	18.4%	1,689	19.7%
Dickenson	2,570	17.2%	1,242	21.5%
Russell	4,170	15.2%	1,615	14.9%
Washington	6,780	12.5%	2,826	12.7%
<b>Southwest Virginia Total</b>	<b>20,400</b>	<b>15.0%</b>	<b>8,788</b>	<b>16.0%</b>
<b>People Inc. Total</b>	<b>76,710</b>		<b>25,808</b>	<b>7.7%</b>
<b>Virginia</b>	<b>842,870</b>	<b>9.90%</b>	<b>259,639</b>	<b>8.2%</b>

\*Feeding America. Map the Meal Gap. 2018

\*\*US Census Bureau. American Community Survey 2019 5-Year Estimates Table S2201



## Appendix 24: Kindergarten Readiness

	PALS-K Kindergarten Readiness Levels		
	# of children below readiness	% children below readiness	% of children ready
Culpeper	176	27.7%	72.30%
Fauquier	149	20.1%	79.90%
Rappahannock	21	39.6%	60.40%
<b>Northern Piedmont Total</b>	<b>346</b>	<b>24.2%</b>	<b>75.80%</b>
Manassas	229	40.5%	59.50%
Manassas Park	76	32.2%	67.80%
Prince William	1251	20.2%	79.80%
<b>Greater Prince William Total</b>	<b>1,556</b>	<b>22.2%</b>	<b>77.76%</b>
Clarke	19	18.1%	81.90%
Frederick	138	14.7%	85.30%
Page	54	23.6%	76.40%
Shenandoah	87	22.6%	77.40%
Warren	89	22.5%	77.50%
<b>Northern Shenandoah Valley Total</b>	<b>387</b>	<b>18.9%</b>	<b>81.15%</b>
Bristol	29	15.6%	84.40%
Buchanan	30	18.4%	81.60%
Dickenson	27	18.9%	81.10%
Russell	60	20.3%	79.70%
Washington	58	13.3%	86.70%
<b>Southwest Virginia Total</b>	<b>204</b>	<b>16.7%</b>	<b>83.32%</b>
<b>People Inc. Total</b>	<b>2,493</b>	<b>21.3%</b>	<b>78.69%</b>
<b>Virginia</b>	<b>12,289</b>	<b>15.7%</b>	<b>84.30%</b>

\*Falls PALS-K. FY2019-2020. Annie E Casey Kids Count Data Center

## Appendix 25: Educational Attainment

Proportion of Population 25+ by Highest Level of Education							
	Less than 9 <sup>th</sup> Grade	9-12 <sup>th</sup> grade, no diploma	High School graduate or equivalent	Some college	Associates Degree	Bachelors Degree	Graduate or Professional Degree
Culpeper	4.6%	9.3%	31.2%	21.4%	7.8%	15.8%	9.9%
Fauquier	2.7%	4.8%	26.6%	20.9%	8.6%	23.3%	13.0%
Rappahannock	5.6%	6.0%	27.6%	18.7%	6.3%	18.3%	17.4%
<b>Northern Piedmont Total</b>	<b>3.6%</b>	<b>6.7%</b>	<b>28.4%</b>	<b>21.0%</b>	<b>8.2%</b>	<b>20.1%</b>	<b>12.1%</b>
Manassas	9.1%	8.2%	25.8%	18.4%	8.9%	18.3%	11.3%
Manassas Park	8.2%	9.1%	26.4%	17.3%	11.1%	18.9%	9.0%
Prince William	6.0%	5.5%	20.0%	19.5%	7.8%	24.3%	16.8%
<b>Greater Prince William Total</b>	<b>6.3%</b>	<b>5.9%</b>	<b>20.7%</b>	<b>19.4%</b>	<b>8.0%</b>	<b>23.7%</b>	<b>16.1%</b>
Clarke	4.8%	6.1%	29.6%	18.0%	9.3%	17.3%	14.8%
Frederick	4.0%	6.8%	32.4%	19.7%	8.9%	16.2%	12.0%
Page	6.6%	10.7%	45.5%	17.9%	5.6%	9.0%	4.7%
Shenandoah	4.9%	8.1%	37.9%	20.3%	8.3%	14.0%	6.6%
Warren	3.3%	9.8%	35.9%	22.1%	7.2%	15.1%	6.7%
<b>Northern Shenandoah Valley Total</b>	<b>4.4%</b>	<b>8.0%</b>	<b>35.6%</b>	<b>19.9%</b>	<b>8.1%</b>	<b>14.7%</b>	<b>9.2%</b>
Bristol	3.2%	12.1%	29.7%	21.7%	7.9%	15.0%	10.4%
Buchanan	12.6%	17.4%	35.1%	16.9%	6.3%	6.7%	5.0%
Dickenson	10.7%	11.9%	38.5%	19.9%	8.2%	7.4%	3.4%
Russell	10.6%	9.1%	38.0%	20.5%	9.5%	9.1%	3.1%
Washington	6.1%	8.2%	34.3%	18.8%	9.9%	13.7%	9.1%
<b>Southwest Virginia Total</b>	<b>8.2%</b>	<b>10.8%</b>	<b>35.1%</b>	<b>19.3%</b>	<b>8.8%</b>	<b>11.1%</b>	<b>6.7%</b>
<b>People Inc. Total</b>	<b>5.8%</b>	<b>7.2%</b>	<b>27.1%</b>	<b>19.7%</b>	<b>8.2%</b>	<b>19.4%</b>	<b>12.6%</b>
<b>Virginia</b>	<b>4.1%</b>	<b>6.2%</b>	<b>24.0%</b>	<b>19.2%</b>	<b>7.8%</b>	<b>22.0%</b>	<b>16.8%</b>

US Census Bureau. American Community Survey. 2019 5-Year Estimates. Table S1501.

## Appendix 26: High School Completion Rates

Four-Year Completion Rates by Student Characteristics					
	All Students	Economically Disadvantaged	Disability	Male	Female
Culpeper	91.9%	86.6%	91.4%	90.6%	93.3%
Fauquier	97.8%	95.9%	96.9%	96.3%	99.2%
Rappahannock	96.5%	95.5%	*	90.5%	100.0%
<b>Northern Piedmont Total</b>	<b>95.4%</b>	<b>91.3%</b>	<b>95.5%</b>	<b>93.9%</b>	<b>97.0%</b>
Manassas	79.3%	75.2%	70.9%	75.3%	84.0%
Manassas Park	86.1%	84.7%	96.8%	83.0%	89.9%
Prince William	93.5%	88.7%	93.4%	92.2%	94.8%
<b>Greater Prince William Total</b>	<b>92.2%</b>	<b>87.2%</b>	<b>91.7%</b>	<b>90.6%</b>	<b>93.9%</b>
Clarke	97.0%	92.7%	88.2%	93.8%	100.0%
Frederick	86.1%	80.0%	88.1%	88.1%	84.1%
Page	99.2%	99.4%	100.0%	98.6%	100.0%
Shenandoah	98.1%	97.1%	96.4%	97.2%	98.9%
Warren	97.9%	97.1%	100.0%	98.1%	97.7%
<b>Northern Shenandoah Valley Total</b>	<b>96.0%</b>	<b>93.8%</b>	<b>95.6%</b>	<b>95.8%</b>	<b>96.3%</b>
Bristol	95.4%	93.2%	100.0%	93.0%	97.7%
Buchanan	93.7%	94.1%	84.4%	92.8%	94.6%
Dickenson	96.6%	95.8%	95.8%	97.1%	96.0%
Russell	93.8%	90.8%	85.4%	92.6%	95.1%
Washington	98.1%	96.7%	97.0%	98.6%	97.6%
<b>Southwest Virginia Total</b>	<b>96.0%</b>	<b>94.4%</b>	<b>93.4%</b>	<b>95.6%</b>	<b>96.4%</b>
<b>People Inc. Total</b>	<b>93.5%</b>	<b>89.5%</b>	<b>93.0%</b>	<b>92.2%</b>	<b>94.9%</b>
<b>Virginia</b>	<b>93.4%</b>	<b>88.7%</b>	<b>90.9%</b>	<b>91.8%</b>	<b>95.0%</b>

Virginia Department of Education – Class of 2020 Four-Year Cohort Report

## Appendix 27: Daily New COVID-19 Cases

Average Daily New COVID-19 Cases by Month and Locality												
	March 2020	April 2020	May 2020	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021
Culpeper	0.2	4.6	17.7	3.9	4.3	5.6	3.1	5.9	28.2	24.5	24.0	11.5
Fauquier	0.5	3.5	6.6	3.5	4.9	6.0	5.9	5.7	13.0	27.8	35.7	16.8
Rappahannock	-	0.2	0.3	0.2	0.7	0.4	0.4	0.2	0.8	2.3	3.2	1.3
<b>Northern Piedmont Total</b>	<b>0.7</b>	<b>8.2</b>	<b>24.5</b>	<b>7.6</b>	<b>9.8</b>	<b>12.0</b>	<b>9.4</b>	<b>11.8</b>	<b>42.0</b>	<b>54.6</b>	<b>62.9</b>	<b>29.6</b>
Manassas	0.6	6.9	28.3	10.2	6.7	6.5	4.2	4.1	8.4	18.6	26.1	10.9
Manassas Park	0.1	2.0	7.9	4.2	2.1	2.2	1.6	1.4	2.3	6.6	4.5	1.9
Prince William	6.4	51.7	125.4	58.4	50.1	64.5	57.7	62.8	128.0	231.2	313.7	146.0
<b>Greater Prince William Total</b>	<b>7.0</b>	<b>60.6</b>	<b>161.5</b>	<b>72.8</b>	<b>58.9</b>	<b>73.2</b>	<b>63.5</b>	<b>68.3</b>	<b>138.6</b>	<b>256.4</b>	<b>344.3</b>	<b>158.8</b>
Clarke	0.1	0.2	0.6	0.7	0.7	0.4	0.5	0.9	2.9	5.8	9.2	3.0
Frederick	0.9	3.1	7.9	4.8	5.1	3.7	4.5	9.9	34.0	48.5	73.2	26.8
Page	0.1	3.3	3.9	1.6	2.0	1.0	1.4	2.7	3.5	13.9	20.3	6.1
Shenandoah	0.5	3.4	11.0	3.8	3.4	3.3	1.3	6.1	13.6	25.8	38.8	10.6
Warren	0.2	1.6	3.4	4.2	2.1	1.4	1.6	5.8	8.0	15.2	21.6	10.5
<b>Northern Shenandoah Valley Total</b>	<b>1.7</b>	<b>11.6</b>	<b>26.7</b>	<b>15.2</b>	<b>13.2</b>	<b>9.7</b>	<b>9.3</b>	<b>25.4</b>	<b>62.0</b>	<b>109.2</b>	<b>163.1</b>	<b>57.0</b>
Bristol	0.1	-	0.1	-	1.7	2.1	2.2	4.1	7.3	12.4	8.6	1.3
Buchanan	-	0.5	0.1	0.4	1.3	0.9	1.9	3.8	4.9	14.4	9.4	4.8
Dickenson	-	-	-	0.1	0.6	1.5	1.2	1.7	3.8	12.1	5.7	2.0
Russell	-	0.1	0.2	0.1	1.6	4.1	2.9	7.9	9.4	23.2	12.5	4.3
Washington	0.1	1.1	0.5	0.4	3.4	6.4	7.5	14.9	23.4	39.2	35.1	7.6
<b>Southwest Virginia Total</b>	<b>0.2</b>	<b>1.7</b>	<b>0.8</b>	<b>1.1</b>	<b>8.6</b>	<b>14.9</b>	<b>15.7</b>	<b>32.4</b>	<b>48.8</b>	<b>101.3</b>	<b>71.2</b>	<b>20.0</b>

Virginia Department of Health

## Appendix 28: COVID-19 Risk Factor Prevalence

	Adult Smokers*		Adult Obesity**		Population over 65***	
	%	#	%	#	%	#
Culpeper	16%	6,154	30%	11,538	15%	7,862
Fauquier	14%	7,478	29%	15,489	16%	11,284
Rappahannock	13%	792	39%	2,375	26%	1,907
<b>Northern Piedmont Total</b>	<b>15%</b>	<b>14,423</b>	<b>30%</b>	<b>29,402</b>	<b>16%</b>	<b>21,053</b>
Manassas	15%	4,517	31%	9,336	10%	4,003
Manassas Park	16%	2,022	41%	5,182	8%	1,437
Prince William	13%	43,624	30%	100,672	10%	44,009
<b>Greater Prince William Total</b>	<b>13%</b>	<b>50,164</b>	<b>30%</b>	<b>115,189</b>	<b>10%</b>	<b>49,449</b>
Clarke	15%	1,716	26%	2,975	21%	2,990
Frederick	14%	9,306	31%	20,607	17%	14,514
Page	18%	3,413	36%	6,826	21%	4,966
Shenandoah	16%	5,447	33%	11,235	21%	9,158
Warren	16%	4,920	32%	9,840	16%	6,170
<b>Northern Shenandoah Valley Total</b>	<b>15%</b>	<b>24,803</b>	<b>32%</b>	<b>51,482</b>	<b>18%</b>	<b>37,798</b>
Bristol	19%	2,529	29%	3,859	20%	3,456
Buchanan	20%	3,572	34%	6,072	21%	4,669
Dickenson	21%	2,492	37%	4,392	21%	3,160
Russell	19%	4,172	38%	8,345	21%	5,610
Washington	18%	7,950	30%	13,250	22%	12,004
<b>Southwest Virginia Total</b>	<b>19%</b>	<b>20,715</b>	<b>33%</b>	<b>35,917</b>	<b>21%</b>	<b>28,899</b>
<b>People Inc. Total</b>	<b>15%</b>	<b>110,104</b>	<b>31%</b>	<b>231,990</b>	<b>14%</b>	<b>137,199</b>
<b>Virginia</b>	<b>16%</b>	<b>1,054,202</b>	<b>30%</b>	<b>1,976,629</b>	<b>16%</b>	<b>1,271,946</b>

\*County Health Rankings and Roadmaps. Retrieved January 2021.

\*\*CDC Diabetes Atlas. 2016. County Health Rankins and Roadmaps

\*\*\*US Census Bureau. American Community Survey 2019 5-Year Estimates. Table S0101



## Appendix 29: Monthly Unemployment Rate – COVID-19 Time Period

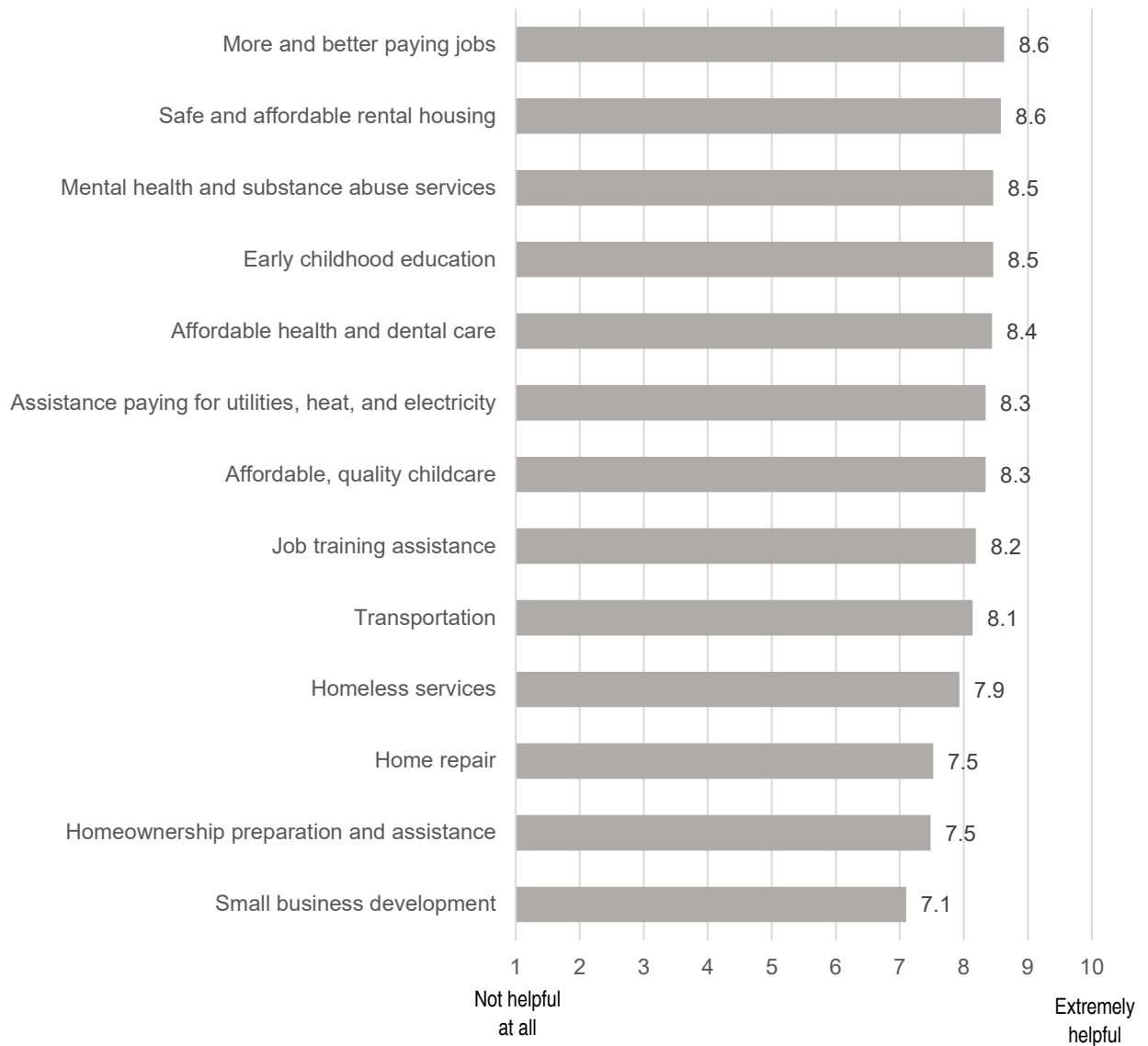
Monthly Unemployment Rate											
	March 2020	April 2020	May 2020	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021
Culpeper	3.2%	9.0%	7.4%	6.5%	6.0%	4.7%	4.4%	3.7%	3.4%	3.6%	4.7%
Fauquier	2.9%	8.7%	6.9%	6.2%	5.7%	4.4%	4.2%	3.5%	3.3%	3.5%	4.2%
Rappahannock	2.9%	8.4%	6.4%	5.8%	5.3%	4.4%	4.3%	3.4%	3.3%	3.5%	4.0%
<b>Northern Piedmont Total</b>	<b>3.0%</b>	<b>8.8%</b>	<b>7.1%</b>	<b>6.3%</b>	<b>5.8%</b>	<b>4.5%</b>	<b>4.3%</b>	<b>3.6%</b>	<b>3.3%</b>	<b>3.5%</b>	<b>4.4%</b>
Manassas	3.0%	10.9%	9.5%	8.8%	8.5%	6.6%	6.3%	5.3%	4.5%	4.5%	5.7%
Manassas Park	2.9%	11.6%	10.1%	9.7%	9.0%	7.1%	6.9%	5.7%	5.0%	4.9%	5.8%
Prince William	3.0%	11.3%	9.8%	8.9%	8.5%	6.7%	6.4%	5.4%	4.8%	4.8%	5.8%
<b>Greater Prince William Total</b>	<b>3.0%</b>	<b>11.3%</b>	<b>9.7%</b>	<b>8.9%</b>	<b>8.5%</b>	<b>6.7%</b>	<b>6.4%</b>	<b>5.4%</b>	<b>4.8%</b>	<b>4.8%</b>	<b>5.8%</b>
Clarke	2.8%	8.1%	6.8%	6.8%	5.6%	4.2%	4.2%	3.3%	3.2%	3.5%	4.1%
Frederick	2.8%	9.5%	7.4%	6.5%	5.7%	4.4%	4.3%	3.4%	3.2%	3.4%	4.1%
Page	5.9%	14.1%	11.2%	9.0%	7.5%	5.8%	5.5%	4.4%	4.2%	5.6%	7.6%
Shenandoah	3.1%	9.7%	7.8%	6.9%	6.2%	4.9%	4.8%	3.8%	3.6%	3.9%	5.2%
Warren	3.3%	11.0%	8.7%	7.6%	7.0%	5.6%	5.3%	4.2%	4.0%	4.3%	5.3%
<b>Northern Shenandoah Valley Total</b>	<b>3.3%</b>	<b>10.3%</b>	<b>8.1%</b>	<b>7.0%</b>	<b>6.3%</b>	<b>4.9%</b>	<b>4.7%</b>	<b>3.7%</b>	<b>3.5%</b>	<b>3.9%</b>	<b>4.9%</b>
Bristol	4.5%	15.3%	10.7%	9.8%	9.7%	6.7%	6.8%	6.2%	5.5%	5.7%	6.8%
Buchanan	8.2%	14.4%	10.4%	10.4%	11.3%	8.9%	8.7%	7.3%	7.1%	7.9%	9.9%
Dickenson	7.3%	12.3%	9.1%	9.0%	9.4%	7.7%	7.4%	6.1%	5.9%	6.3%	7.6%
Russell	5.8%	10.9%	8.3%	8.1%	8.0%	6.2%	5.8%	4.8%	4.5%	5.2%	6.4%
Washington	4.0%	10.7%	8.0%	7.7%	7.0%	5.1%	4.8%	4.0%	3.7%	4.1%	5.2%
<b>Southwest Virginia Total</b>	<b>5.2%</b>	<b>11.9%</b>	<b>8.8%</b>	<b>8.5%</b>	<b>8.3%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>5.0%</b>	<b>4.7%</b>	<b>5.1%</b>	<b>6.4%</b>
<b>Virginia</b>	<b>3.3%</b>	<b>10.8%</b>	<b>8.9%</b>	<b>8.2%</b>	<b>8.0%</b>	<b>6.3%</b>	<b>6.1%</b>	<b>5.1%</b>	<b>4.5%</b>	<b>4.7%</b>	<b>5.7%</b>

Virginia Works. Local Area Unemployment Statistics.

## Appendix 30: Staff Survey Summary

All People Incorporated staff were given the opportunity to provide input on community needs through a short, electronic survey in October 2020. Of the 281 staff, 152 responded, giving a response rate of 54%. Staff were asked to rank specific needs, and were also given the opportunity to describe what they saw as the greatest need in the communities they served.

*How helpful are the following services for the communities you work in?  
(average score)*



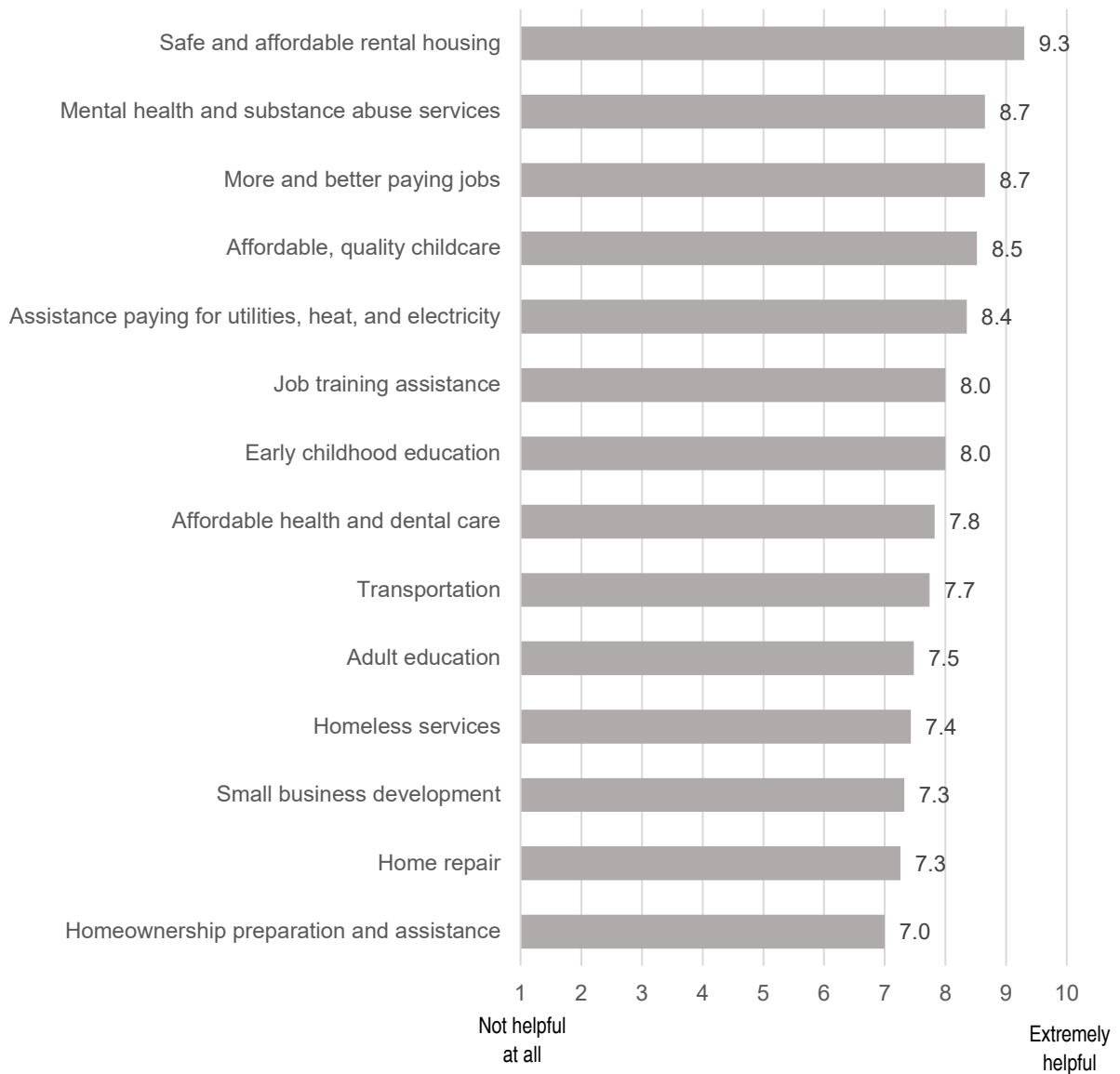
What is the single greatest need facing your community?

1. Jobs/Employment
  - Jobs that pay a living wage
  - Job training programs
  - Employment opportunities in diverse industries
2. Housing
  - Safe and affordable housing
  - Assistance with paying for housing
  - Elderly housing
  - Quality housing
3. Mental Health and Substance Abuse
  - Affordable treatment
  - More providers
  - Drug rehabilitation
4. Childcare
  - Affordable childcare
  - High quality programs
5. COVID-19
  - Families facing isolation
  - Extra resources for families during this time
6. Transportation
7. Internet/Technology
  - Internet for virtual education and work
  - Better internet connectivity
  - Computer skills
  - Devices for internet access
8. Utilities
  - Assistance paying for utilities
9. Healthcare
  - Affordable healthcare
  - Access to healthcare
10. Homelessness
  - More shelters for homeless
11. Education

## Appendix 31: Board Survey Summary

All People Incorporated board members were given the opportunity to provide input on community needs through a short, electronic survey in October 2020. Of the 48 board members, 23 responded, giving a response rate of 48%. Board members were asked to rank specific needs, and were also given the opportunity to describe what they saw as the greatest need in the communities they represented.

*How helpful are the following services for the communities you work in?  
(average score)*



What is the single greatest need facing your community?

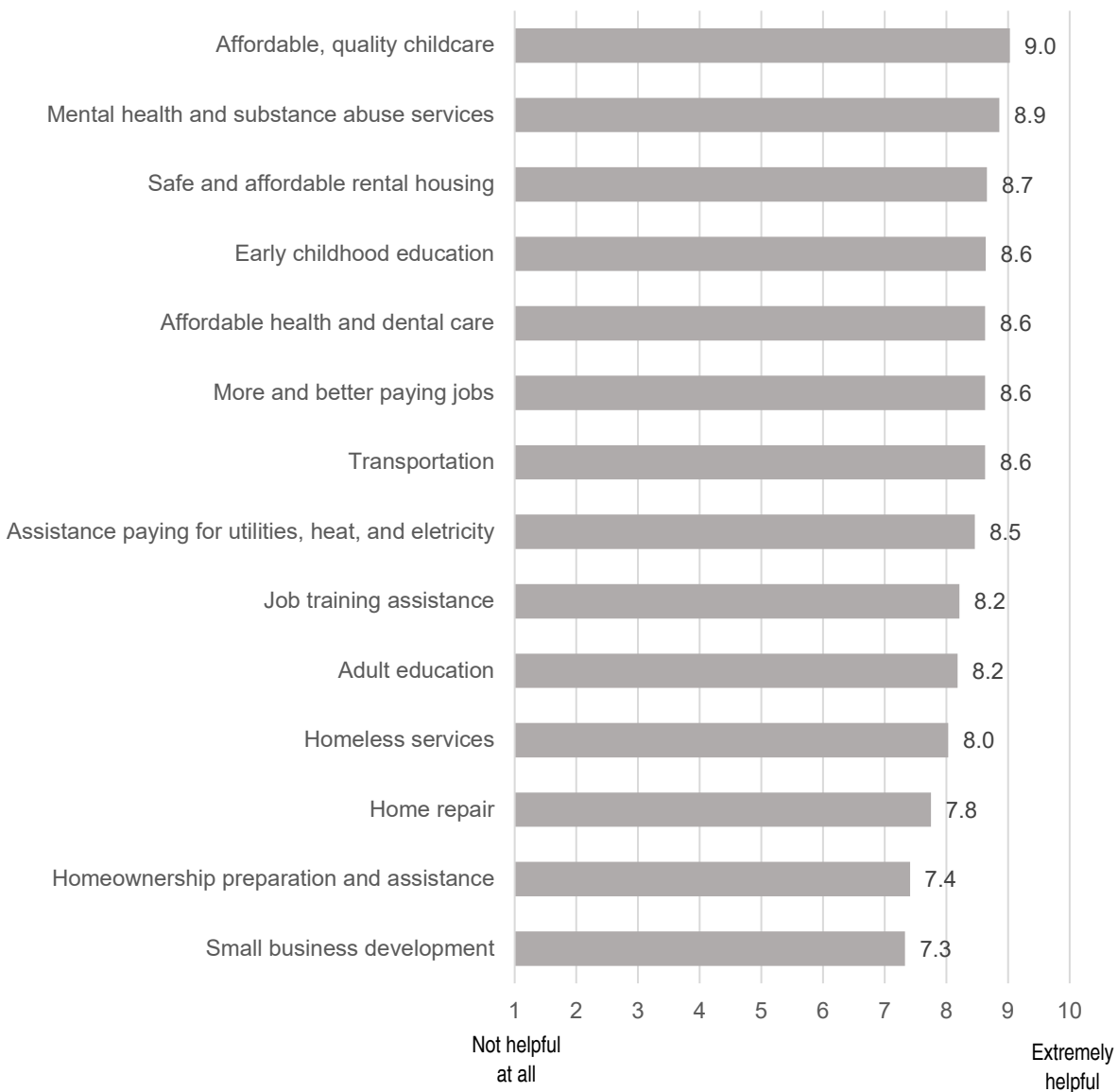
1. Affordable Housing
  - Lack of affordable housing stock
  - Housing for extremely low-income households
  - Multi-family housing
2. Childcare
  - Affordable childcare
3. Jobs
  - Jobs availability
  - Job training
4. Business Development
  - Financial assistance for businesses
5. Substance Abuse
6. Transportation
7. Homelessness
  - Long-term solutions to homelessness
8. Basic Needs
  - Food and clothing



## Appendix 32: Partner Survey Summary

All People Incorporated maintains a list of partner organizations from across the communities served by the agency. All partners were given the opportunity to provide input on community needs through a short, electronic survey in November 2020. Of the 319 partners invited, 65 responded, giving a response rate of 20%. Partners were asked to rank specific needs, and were also given the opportunity to describe what they saw as the greatest need in the communities they served.

*How helpful are the following services for the communities you work in?  
(average score)*



What is the single greatest need facing your community?

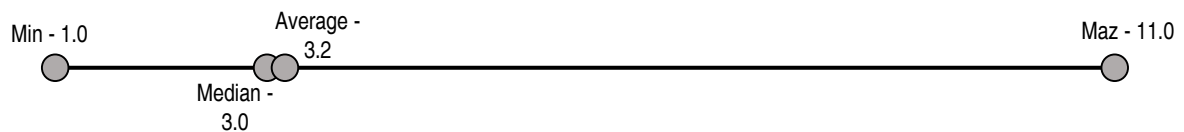
1. Jobs
  - Living wage jobs
  - More job opportunities
  - Job training
  - Meaningful employment
2. Affordable Housing
  - Housing affordable for low-income families
  - Assistance with paying for housing
  - Lack of affordable housing availability
  - Current affordable housing is often sub-standard
3. Mental Health/Substance Abuse
  - Lack of providers/treatment facilities
  - More in-patient options
  - Access to behavioral health services
4. Healthcare
  - Access to medical care
  - Affordable healthcare
5. Technology
  - Availability of high-speed internet
  - Affordability of services and devices
6. Homelessness
  - Permanent housing
  - Transitional housing
7. Food
  - Food security
  - Hunger
8. Small business support
9. Childcare and Early Childhood Education
10. Immigration services

## Appendix 33: Community Member Survey Summary

The primary group for the needs assessment is community members, particularly those that are low-income. People Incorporated used multiple methods to solicit input from individuals living in all communities served. An electronic version of the survey was emailed directly to all individuals in People Incorporated's client database, empowOR, who had a valid email address. The survey was also distributed through an electronic link on People Inc.'s social media channels and through partners. Valid responses were received from 678 community members.

### Respondent Demographics

- How many people live in your household?



- What is your current annual income for your entire household?

<b>Less than \$20k</b> 24.4%	<b>\$20k-\$40k</b> 18.6%	<b>\$40k-\$60k</b> 15.8%	<b>Over \$60k</b> 41.1%
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- Is anyone in your household a veteran or active duty military?

<b>Yes</b> 14.3%	<b>No</b> 85.7%
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- What language do you speak at home?

<b>English</b> 96.6%	<b>Spanish</b> 2.9%	<b>Other, 0.4%</b>
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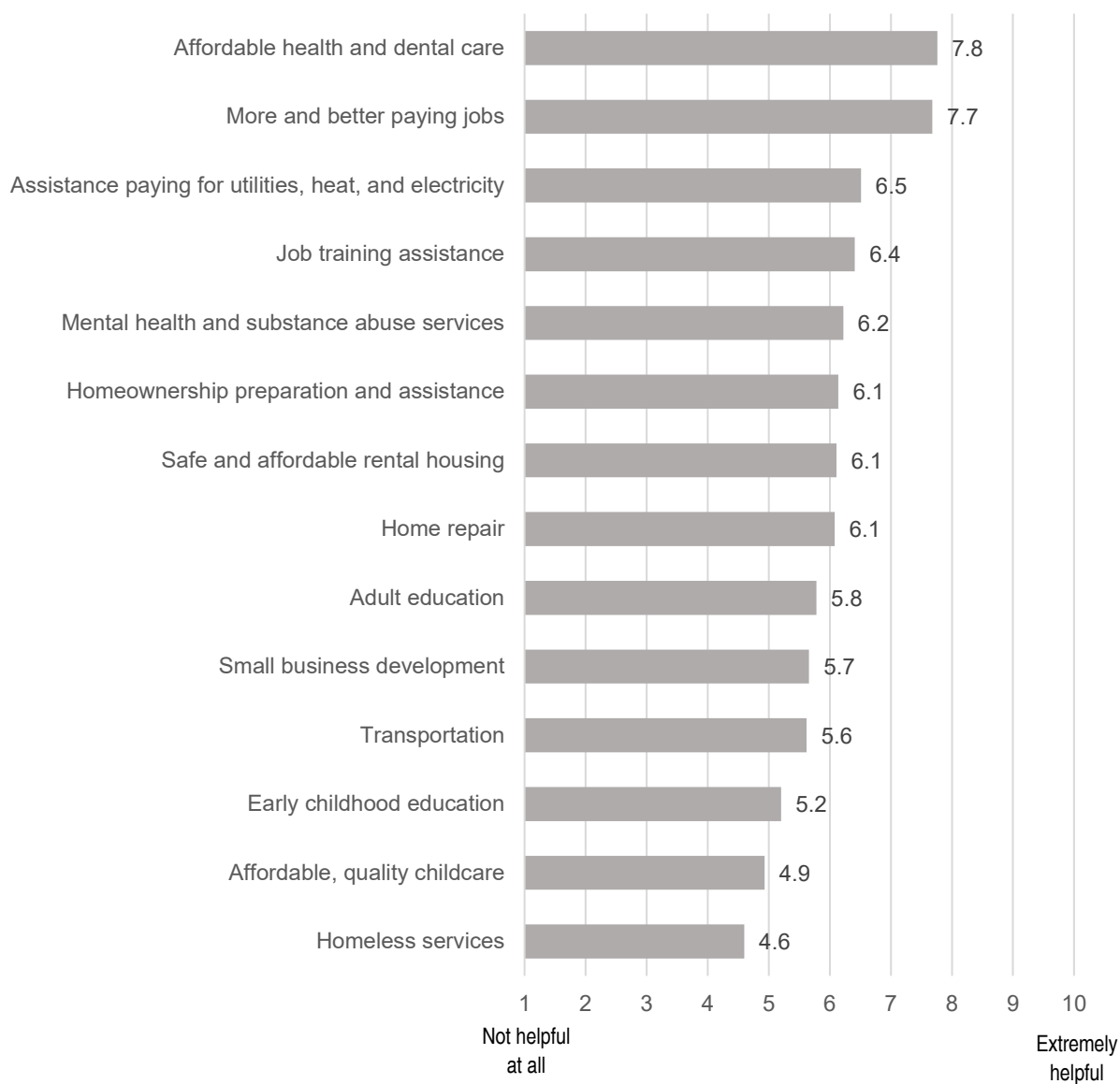
- What is your highest level of education?

<b>Less than HS</b> 4.0%	<b>High School Diploma or GED</b> 42.0%	<b>Associate or Technical Cert</b> 17.3%	<b>Bachelor's or Higher</b> 36.8%
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## Top Needs

- How helpful might the following services be to you or your family?

*How helpful are the following services for the communities you work in?  
(average score)*



What is the single greatest need facing your family?

1. Employment and Jobs
  - Higher paying jobs/ability to earn more income
  - More employment opportunities
  - COVID-19 impacts on jobs
2. Housing Support
  - Safe and affordable housing
  - Home repair
  - Homebuyer assistance
  - Rental and utility assistance
3. Healthcare
  - Affordable healthcare
  - Health insurance
  - Accessible healthcare
  - Affordable dental care
4. Education and Support for Children
  - Better education/schools
  - Child/youth programs
5. Pandemic Recovery
  - COVID-19 loss of income
  - Help for children learning virtually
6. Food
  - Being able to afford food
  - Affordable, healthy food
7. Local government/community improvements
  - Lower taxes
  - Better transportation systems
  - Infrastructure improvements

What is the single greatest need facing your community?

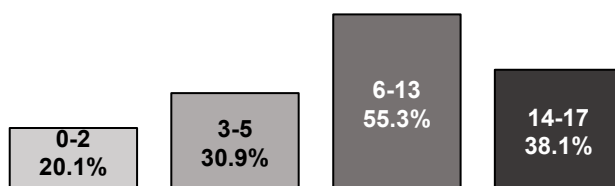
1. Employment and Jobs
  - Higher paying jobs
  - More employment opportunities
2. Housing
  - Safe and Affordable Housing
  - Homeless Services
  - Rent/utility assistance
3. Pandemic Recovery
  - Recovery from pandemic economy
  - Help for virtual learning
4. Children and Youth
  - Better public education
  - Programs for children and youth
  - Affordable childcare
5. Healthcare
  - Affordable healthcare
6. Food
  - Foodbanks
  - Changes to SNAP income limits
  - Food insecurity
7. Local government/community Improvements
  - Better planning/local government
  - Infrastructure improvements
  - Lower taxes
8. Community Collaboration
  - Better access to and coordination of existing resources
  - Improved sense of community

## Children

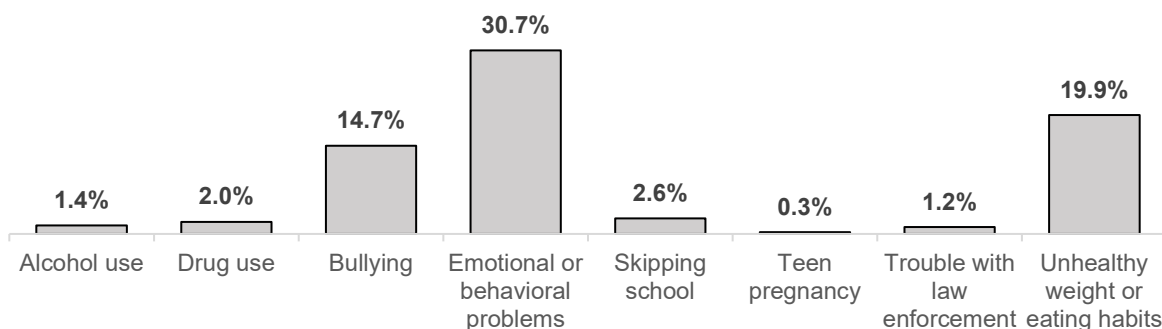
- Do any children under 18 live in your household?

<b>Yes</b> <b>58.8%</b>	<b>No</b> <b>41.2%</b>
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- In which of the following age groups do the children in your household fall?



- Have you experienced any of the following issues with children in your household over the last 12 months?

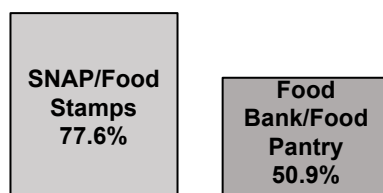


## Food Security

- In the last 12 months, have you or anyone in your household gone hungry because you were not able to get enough food?

<b>Yes</b> <b>12.9%</b>	<b>No</b> <b>87.1%</b>
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- In the last 12 months, have you or anyone in your family used any of these food assistance programs to help with food costs?



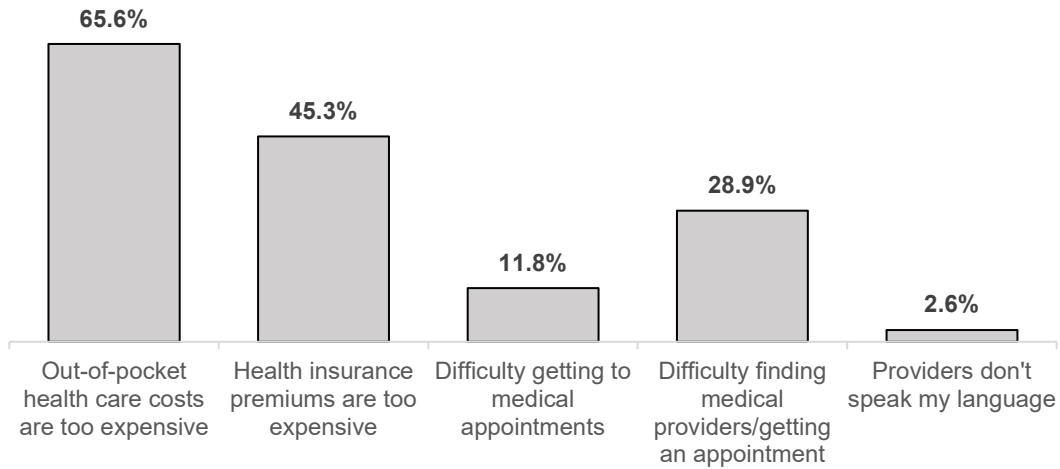


## Healthcare

- Are you and your family members currently covered by health insurance?

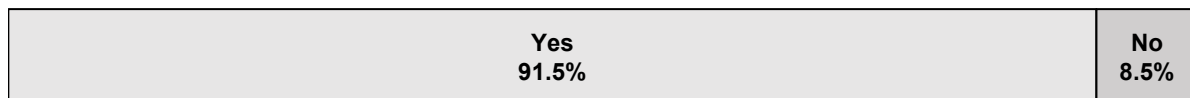


- Do you face any of the following issues when accessing healthcare?

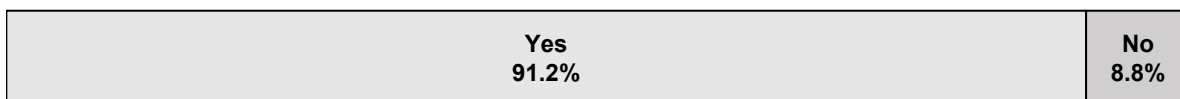


## Assets

- Do you have reliable transportation?



- Do you have a bank account?

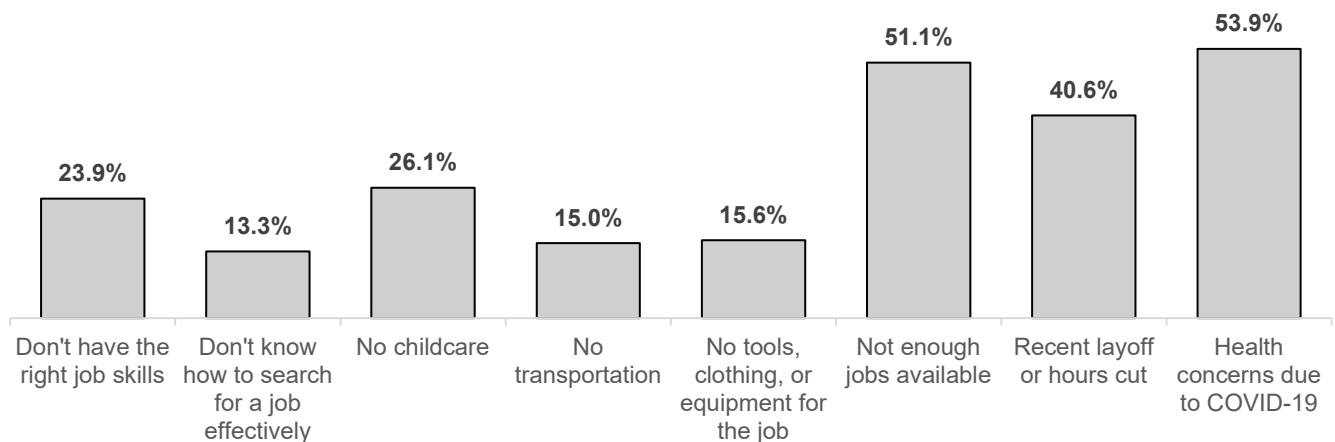


## Employment

- Has getting or keeping a job been a problem for you or anyone in your household in the last 12 months?

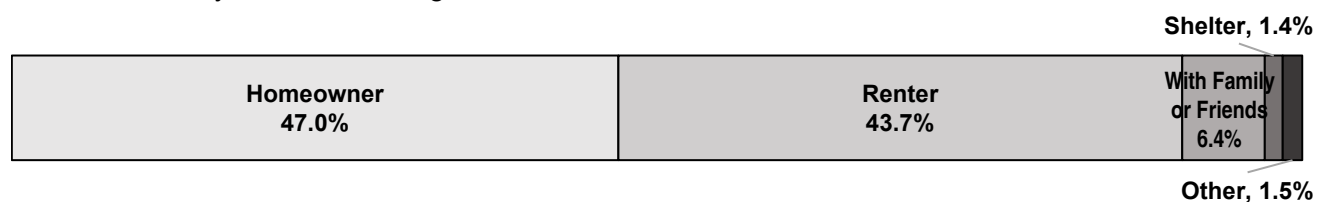


- Have any of issues below been a major concern in getting or keeping a job?

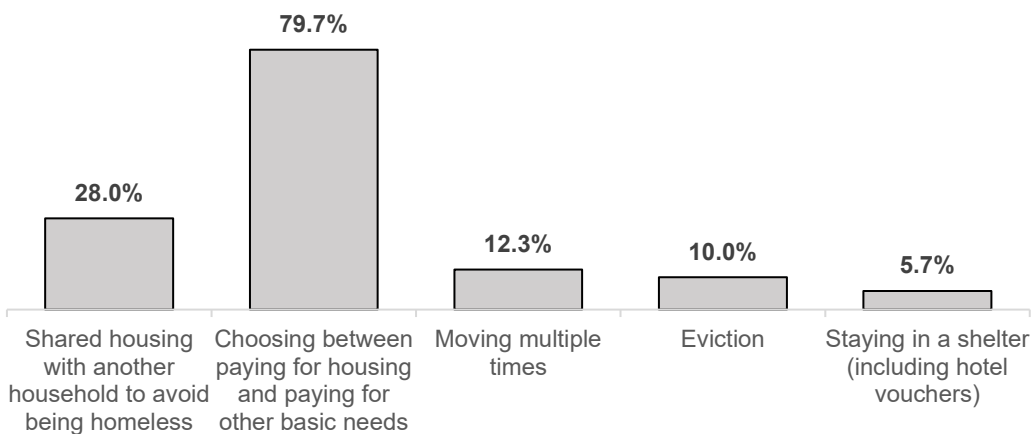


## Housing

- What is your current living situation?



- Have any of the following situations happened to you in the last 12 months?



## COVID-19

- Have you or your household members experienced any of the following situations because of COVID-19?

