

2021 COMMUNITY NEEDS ASSESSMENT



Northern Piedmont

Completed June 2021

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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 in the Northern Piedmont region:

1. Affordable Rental Housing
2. Quality, Accessible Jobs
3. Affordable Healthcare

Full Needs Assessment

The data in this report come from the three localities that comprise People Incorporated's Northern Piedmont service region: Culpeper, Fauquier, and Rappahannock Counties. The full 2021 Community Needs Assessment and regional reports for the Northern Shenandoah Valley, Southwest Virginia, and Greater Prince William regions are available on the People Incorporated website.



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%). For this

regional report, only responses from staff who work in the Northern Piedmont have been included (5 responses).

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. For this regional report, only responses from board members who represent Northern Piedmont have been included (5 responses).

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. For this regional report, only responses from partners who work in the Northern Piedmont region were included (8 responses).

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 80 responses were returned from the Northern Piedmont region.

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 organization and government 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 the People Incorporated Northern Piedmont Region

People Incorporated is the designated Community Action agency for county-level localities in four distinct regions of Virginia. These regions are geographically, socially, and economically diverse. As a result, the needs of each region are diverse. This report focuses exclusively on the Northern Piedmont region, consisting of:

- Culpeper County
- Fauquier County
- Rappahannock County

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

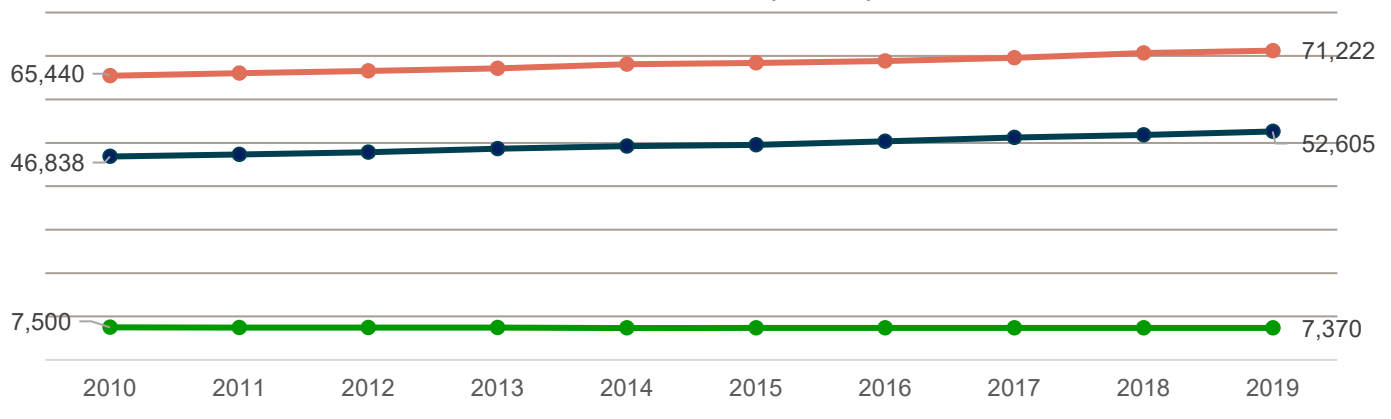
Culpeper – **Navy**
 Fauquier – **Orange**
 Rappahannock – **Green**

Over the last ten years, the Northern Piedmont region as a whole has seen significant population growth.

Culpeper and Fauquier Counties are responsible for this steady population growth, most likely do to their proximity to metropolitan areas in Charlottesville and Washington D.C.

Rappahannock County's small population has remained stable, with small fluctuations year-to-year.¹

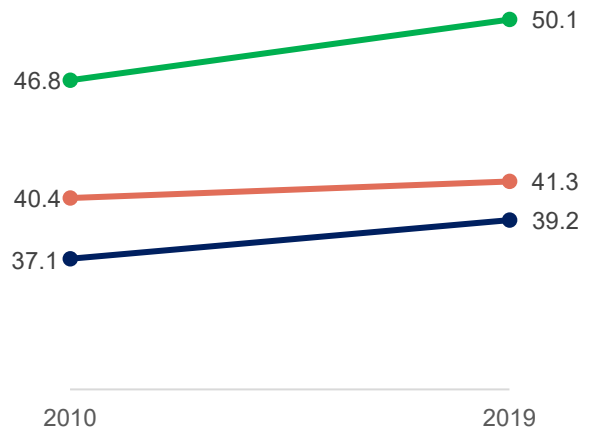
1. Population trend by county



¹ US Census Bureau. American Community Survey 2019 5-Year Estimates. Table PEANNRES

Even as Virginia’s population is growing, mostly by migration into the state from other states, the state’s population, and the population in the Northern Piedmont region, is aging. From 2010 to 2019, the median age in each county has increased. Rappahannock County has the oldest median age of any county served by People Incorporated.² The needs of an aging population were evident in comments from Northern Piedmont community members. Some mentioned that the elderly struggle to pay for housing costs like utilities and home repairs. The PATH Foundation is serving as a community leader in developing and funding programs to connect older adults to community services that allow them to stay healthy and independent.

2. Median Age



3. Racial Composition by County

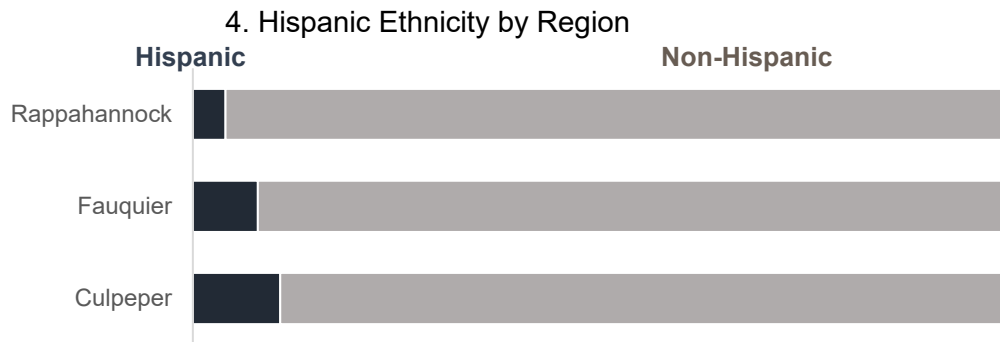


All counties in the Northern Piedmont region are predominantly white, with Culpeper County having the most racial diversity and Rappahannock County the least.³ Like many cities and states across the country, communities served by People Incorporated saw collective action and protests in response to the 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.

² US Census Bureau. American Community Survey 2019 5-Year Estimates. Table S0101.

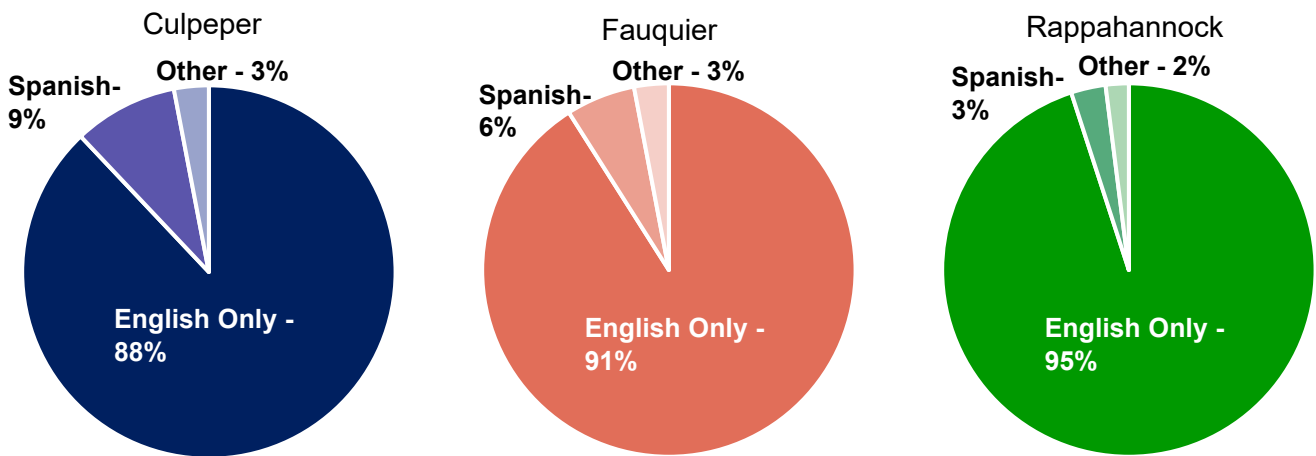
³ US Census Bureau. American Community Survey 2019 5-Year Estimates. Table DP05.

Similar to racial diversity, Culpeper has the largest Hispanic population and Rappahannock the smallest.



Closely tied to racial and ethnic identity is the language spoken at home by residents. In every county, most individuals speak only English at home. However, a large number of individuals in Culpeper and Fauquier Counties speak Spanish.⁴

5. Language Spoken at Home



While English is predominant, Census data and survey data indicated a need for service providers that speak a variety of languages.

⁴ US Census Bureau. American Community Survey 2019 5-Year Estimates. Table S1601.

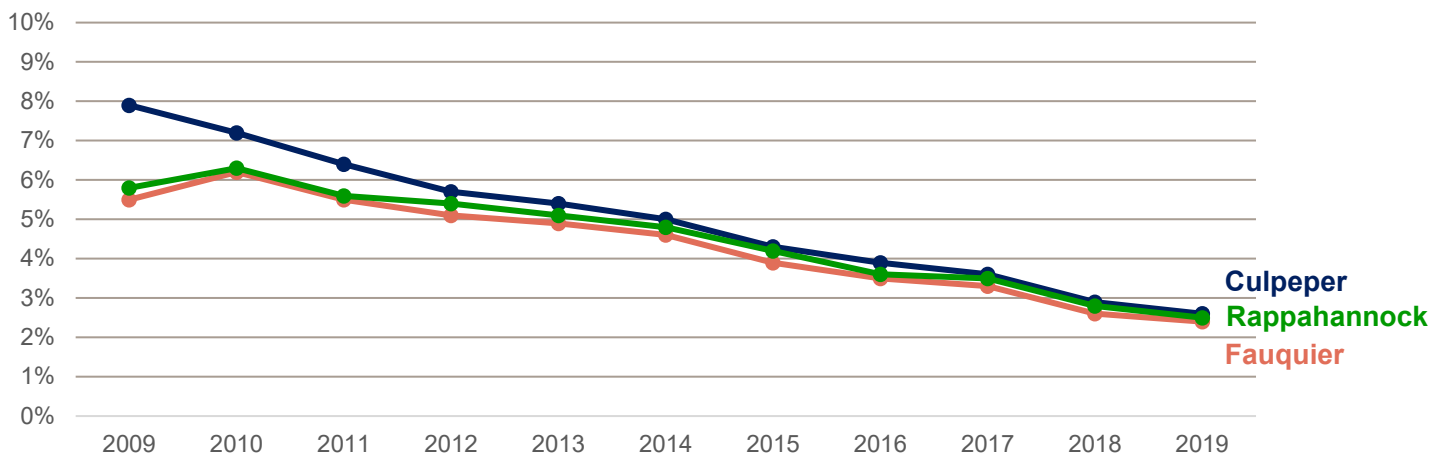


Jobs and Income

Across all localities, 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 the Northern Piedmont region had been on a steady decline, reaching levels that were even lower than before the 2008 recession^{5,6}

6. Annual Unemployment Rate by County



⁵ Bureau of Labor Statistics. Local Area Unemployment Statistics. Annual.

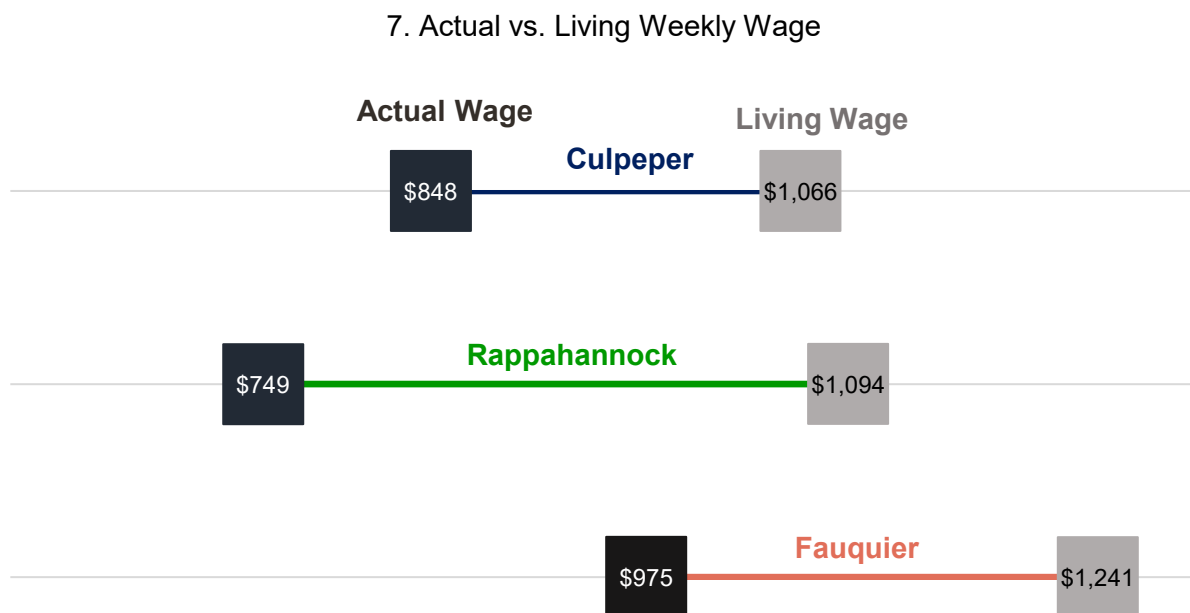
⁶ To see how recent unemployment rates have been impacted by COVID-19, please refer to the COVID-19 section.

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 Northern Piedmont region 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.⁷ 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.



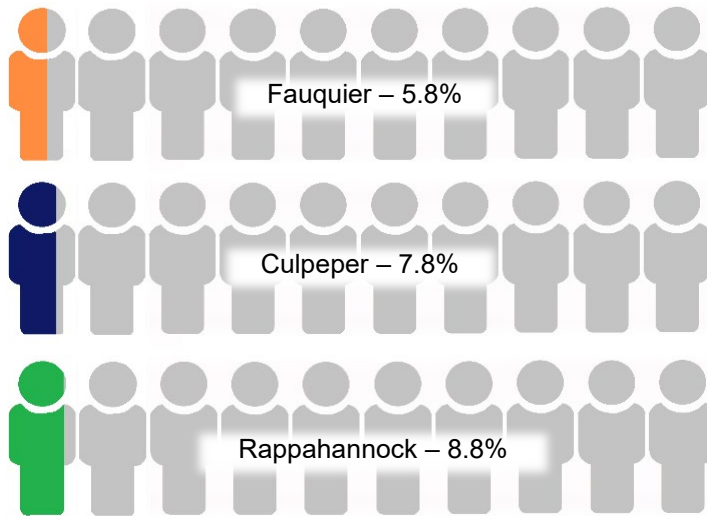
Without a living wage, many families in the communities served by People Incorporated end up living in poverty. Research shows that living in poverty can have life-long impacts on individuals' health and well-being. Those growing up in poverty have higher rates of asthma, obesity, injury, and are less 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.⁸

⁷ 2020 MIT Living Wage Calculator. Retrieved December 2020.

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

⁸ 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

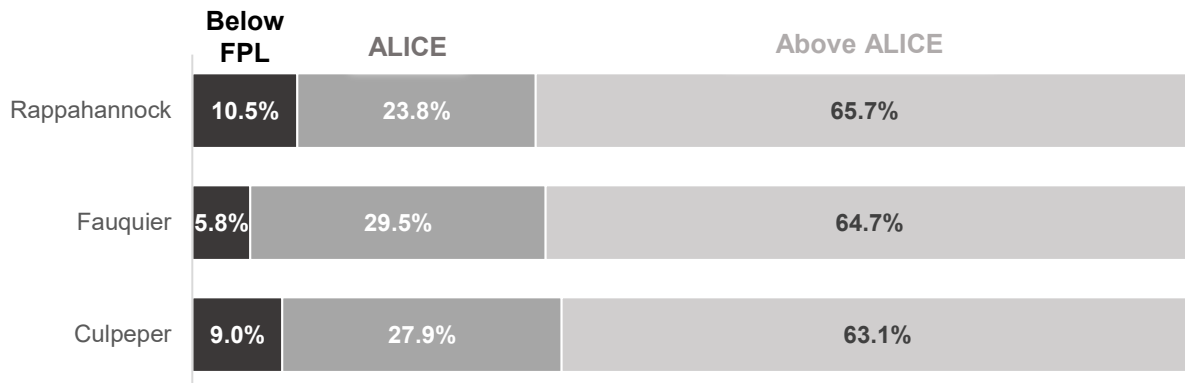


Poverty rates throughout the Northern Piedmont remain lower than Virginia’s overall rate of 10.6%, but vary between localities.⁹ Survey responses from partners and community members specifically list “poverty” as the greatest need facing their community.

In each of these localities, poverty rates are higher for women than men, higher for black and mixed-race residents than white residents, and higher for Hispanic residents than non-Hispanic residents.

An alternative definition of “living-wage” is provided through the ALICE concept – 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 to cover all of their expenses.¹⁰

9. ALICE Households by Region



⁹ US Census Bureau. American Community Survey. 2019 5-Year Estimates. Table S1701.

¹⁰ 2018 County-level data. UnitedforALICE.org

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. Within the Northern Piedmont region, Rappahannock has the largest proportion of individuals with a bachelor’s degree or higher (35.8%) and Culpeper the least (25.7%). However, median household income is highest Fauquier County and lowest in Rappahannock.¹¹

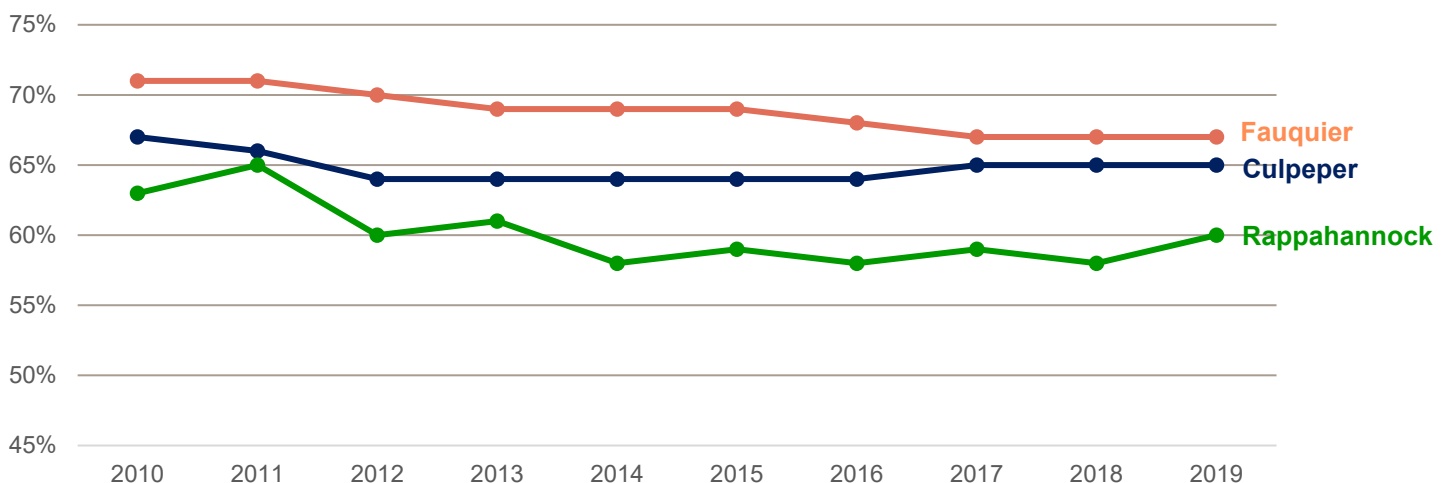
10. Median Annual Household Income by County



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. 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 each county, with the largest drop in Fauquier County, though Rappahannock has the lowest labor force participation rate overall.¹² 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



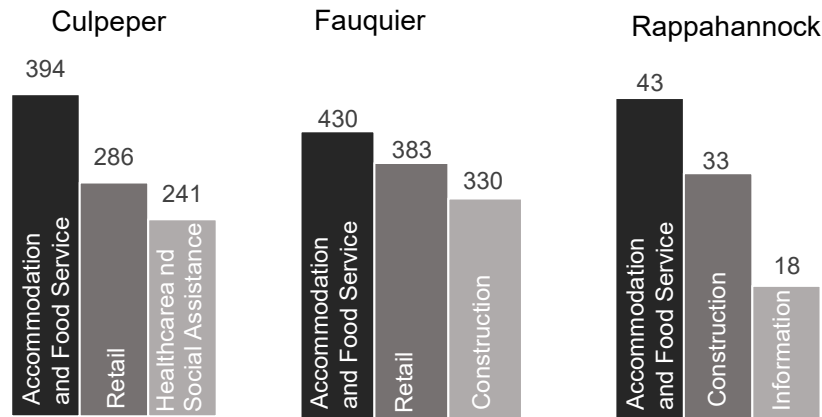
¹¹ US Census Bureau. American Community Survey. 2019 5-Year Estimates. Table B25119.

¹² US Census Bureau. American Community Survey 2019 5-year Estimates. Table DP05.

Survey respondents and focus groups participants described that in addition to community members wanting “good jobs,” they also talked about overall need for more job opportunities, particularly those accessible to low-income individuals.

Figure 12 displays the top three industries with the most hires in the first quarter of 2020 (pre-pandemic).¹³ 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.

12. New Hires by Industry – 1st Qtr 2020



In our community member survey, 37% of respondents from the Northern Piedmont region indicated that getting or keeping a job had been a problem for someone in their household in the last year.

Community Resources

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

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.

¹³ US Census Bureau, Local Employment Dynamics. 1st 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 in 2020 and 2021 has brought this need to the forefront.

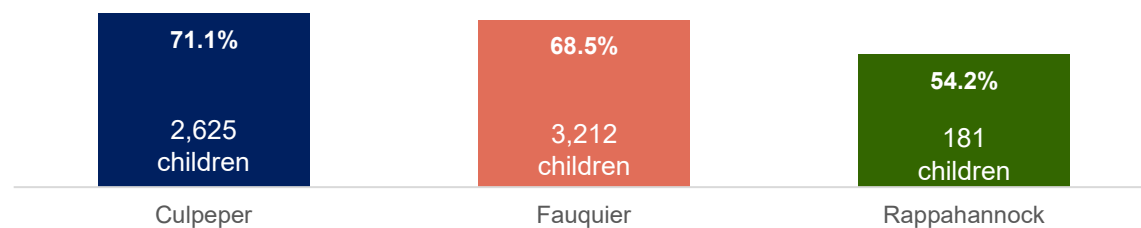
While Northern Piedmont respondents overall gave “affordable childcare” an importance rating of 5.1/10, parents of children aged 0-5 gave it a rating of 9.0/10. Finding quality childcare that fits within a family’s budget is a major need, especially for families where all adults are working.

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.

By 2019, 69% of children under 6 in the Northern Piedmont region had all of their parents in the labor force.¹⁴

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



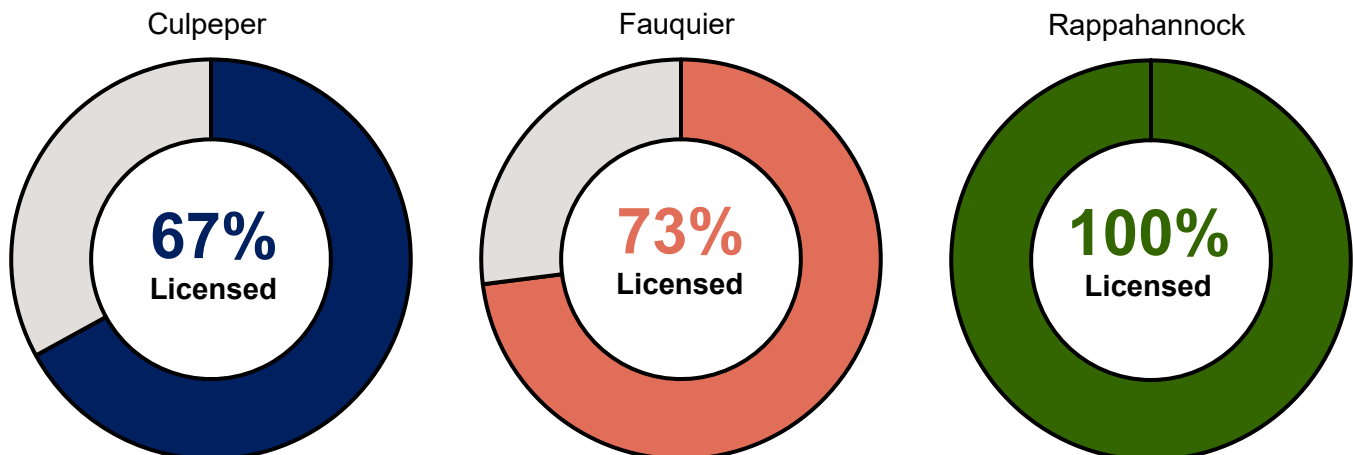
¹⁴ US Census Bureau. American Community Survey 2019 5-Year Estimates. Table B23008.

Quality

While having enough childcare available is important, having childcare options that provide a safe environment and promote 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.¹⁵

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 regulation 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.¹⁶

14. Proportion of Registered Childcare Providers that are Licensed.

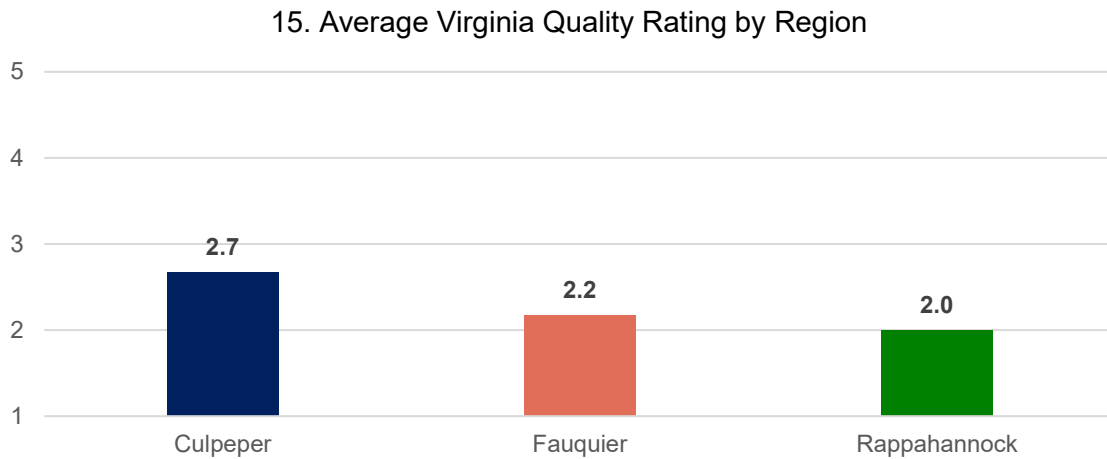


Over the last decade, Virginia has made a concerted effort to improve the quality of childcare and early childhood education programs through the Virginia Quality program. Virginia Quality is a continuous quality improvement and rating system focused on quality rating standards, regulating authority, 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, only about 1% of registered providers participate in the Virginia Quality rating system.

¹⁵ Donoghue, Elaine A. and Council on Early Childhood. 2017. “Quality Early Education and Child Care from Birth to Kindergarten.”

¹⁶ Virginia Department of Social Services. Child Day Care Search. Accessed January 2021.

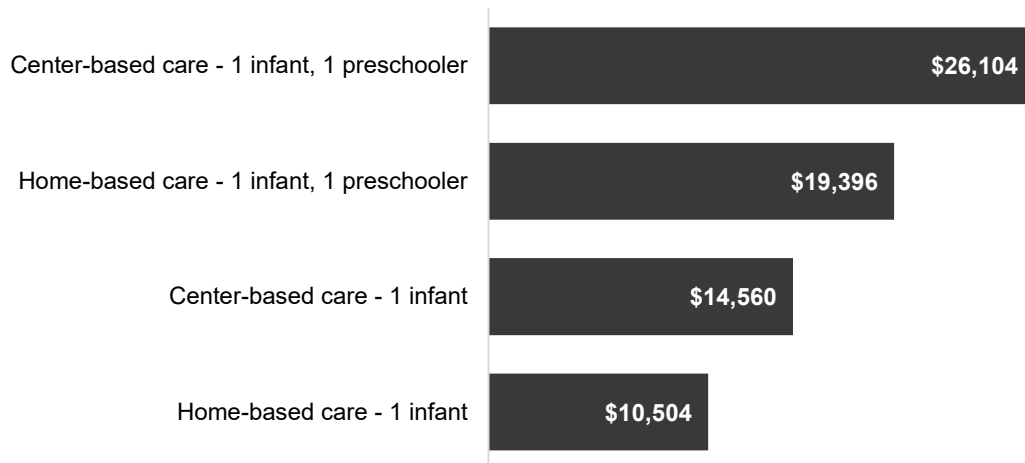
Even with the low participation overall, almost all Head Start centers throughout the region participate and have high ratings. The figure below shows the average Virginia Quality rating among participating providers in each county.¹⁷



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.¹⁸

16. Annual Cost of Childcare in Virginia

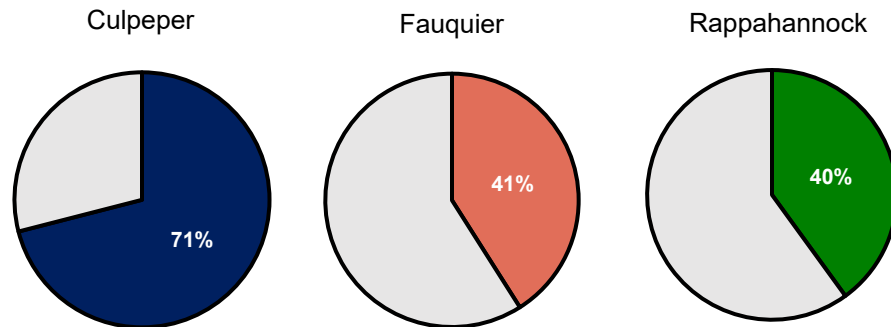


¹⁷ Virginia Department of Social Services. Child Day Care Search. Accessed January 2021.

¹⁸ 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.¹⁹

17. Proportion of Registered Childcare Providers who Accept Subsidies

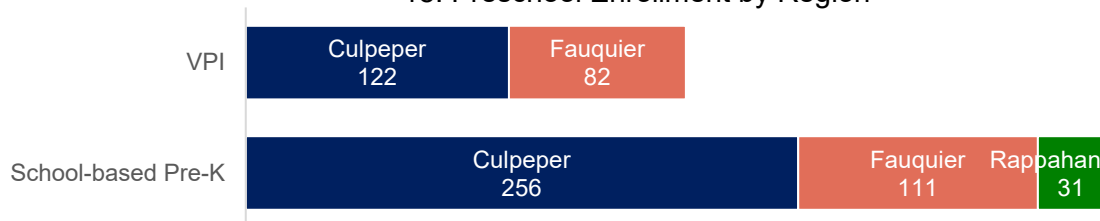


Public Support for Early Childhood Education

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.²⁰

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*



*VPI enrollment for Rappahannock County is not available because of the small # of students served

In addition to programs operated through local schools, Head Start also serves an important role throughout People Incorporated’s service area in preparing children with disabilities and/or economic disadvantage.

¹⁹ Virginia Department of Social Services. Child Day Care Search. Accessed January 2021.

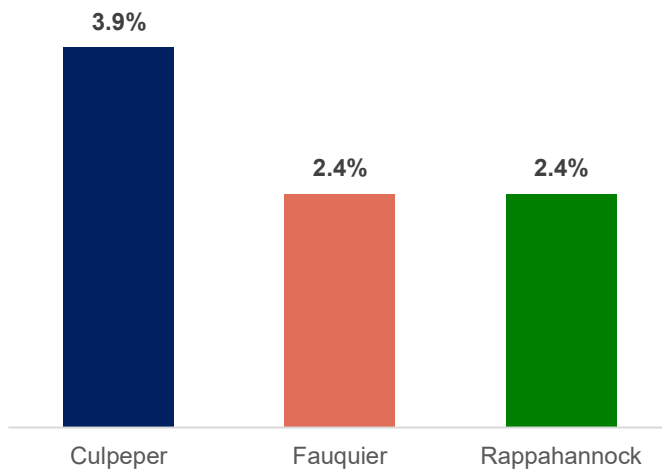
²⁰ Kids Count 2019-2020 VPI 4-year-old enrollment and VDOE 2020-2021 Fall Membership Report.



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, including communities in the Northern Piedmont, is rural and a personal vehicle is the only means of transit.²¹

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. And the vehicles that are more affordable for low-income families are older and less reliable.

Reliable transportation is particularly important for employment. While some individuals rely on public transportation or carpooling, the majority of workers in the Northern Piedmont region drive alone in their own vehicle to work.²²

²¹ US Census Bureau. American Community Survey 2019 5-Year Estimates. Table B08201.

²² 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. In the Northern Piedmont region, over 600 individuals commute to work using public transportation. Focus group participants noted that rideshare services like Uber are inefficient solutions to lack of public transportation because of cost.

In more rural areas, focus groups participants discussed that the minimal public transit systems don't adequately meet need. Various services in the region, like Foothills Express, offer options from population centers, like Culpeper, to larger cities. But, reservations are required and more rural, outlying areas aren't directly served. The Rappahannock-Rapidan Regional Commission offers commuter services, providing ride matching so that individuals can ride share, reducing transportation costs. Even with these services, options for mass transit remain limited in the rural communities.



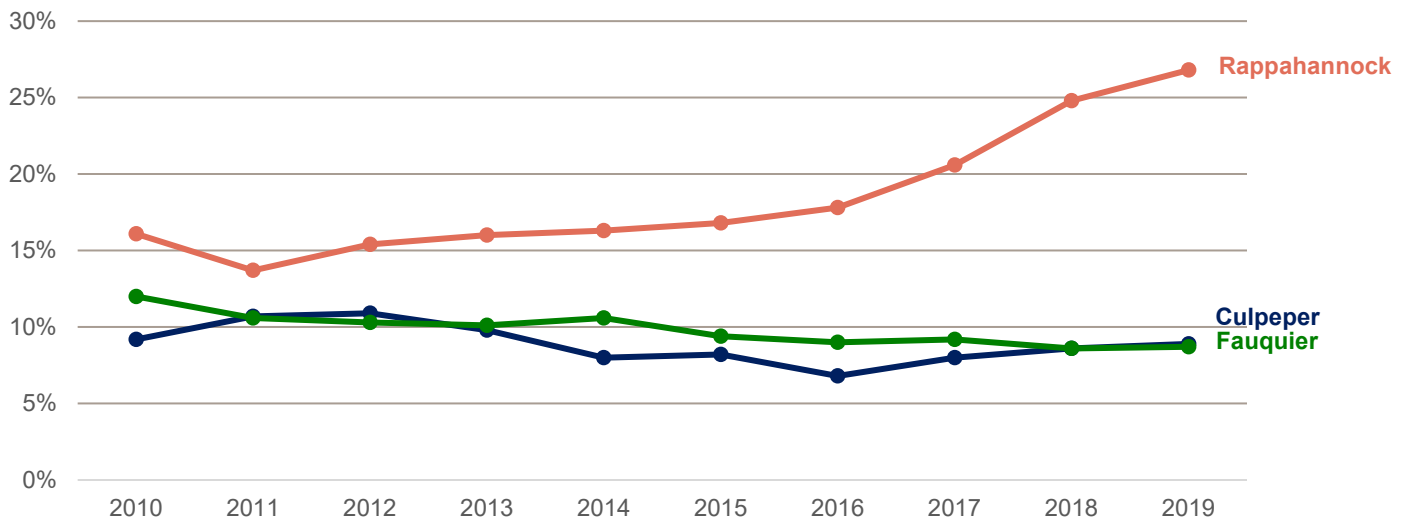
Housing and Homelessness

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, vacancy rates have decreased in Culpeper and Fauquier Counties, while increasing substantially in Rappahannock County.²³

21. Vacancy Rates by County



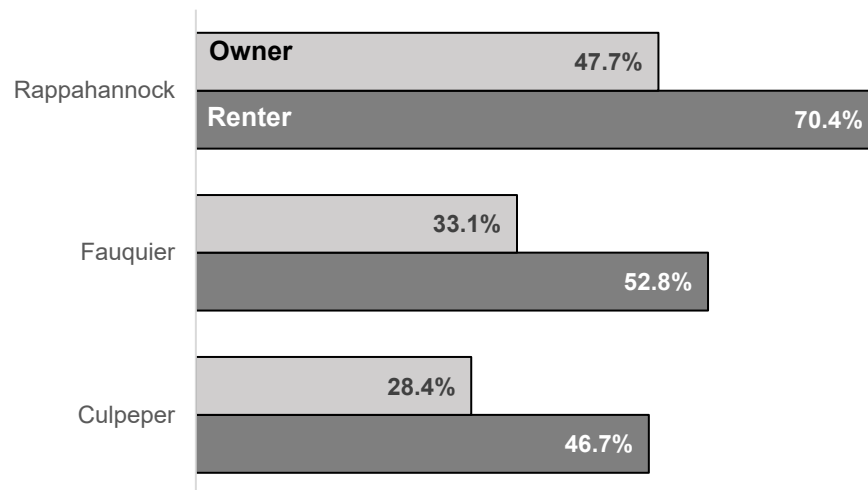
²³ US Census Bureau. American Community Survey. 2019 5-year Estimates. Table DP04.

Decreasing vacancy in Northern Piedmont is likely a result of the growing metro-DC region and Charlottesville metro area. Culpeper and Fauquier have housing costs lower than communities closer to these cities, but are still within commuting distance for many workers. This urban spread, and growing population, put increased stress on an already tight 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 incomes, quality is also an issue. In the Northern Piedmont region, 32% of units occupied by homeowners were built before 1980, but 51% of those occupied by renters were built before 1980.²⁴ Older homes, are more likely to face quality issues like inadequate weatherization or outdated plumbing and electrical. These issues can increase utility costs and even be safety hazards.

22. Proportion of Homes Built Before 1980 by Ownership Type



Affordability

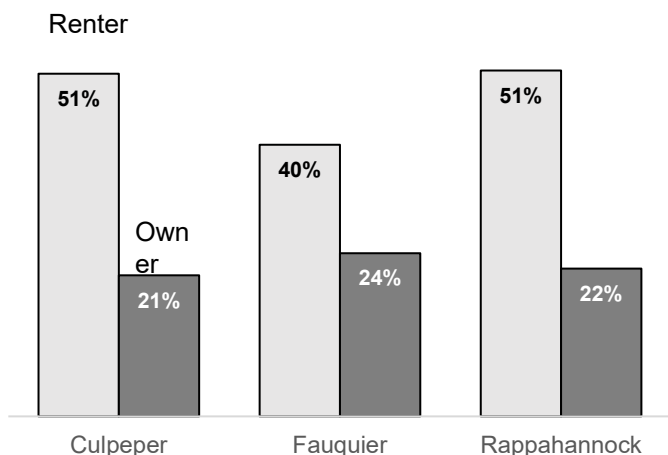
Housing is often one of the largest expenses in a family's budget. Almost one-third of all households in the Northern Piedmont region are financially burdened by paying for housing (paying more than 30% of monthly income to housing).²⁵ Across the region, twice the percentage of rental households are 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.²⁶

²⁴ US Census Bureau. American Community Survey 2019 5-Year Estimates. Table S2504.

²⁵ US Census Bureau. American Community Survey 2019 5-Year Estimates. Table DP04.

²⁶ 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 Northern Piedmont counties indicated this was a need.

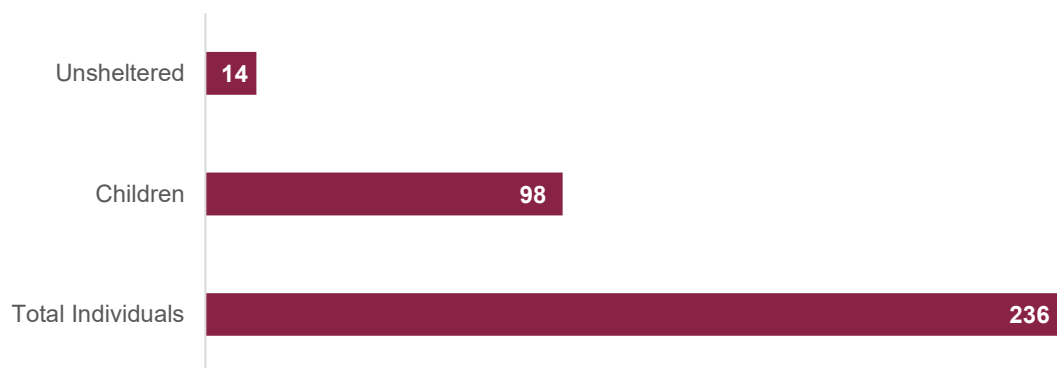
Among a list of fourteen different programs and services that could be important to a community, partners ranked “safe and affordable housing” as the third most important, with an average importance score of 7.57/10. This importance was reiterated by partners stating that “affordable housing” is the greatest need facing the communities they serve, particularly for low-income families.

In our community member survey, 83% of respondents from the Northern Piedmont region 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 shelter, transitional housing, or unsheltered on a single night each January.²⁷

24. Homeless Individuals



²⁷ Point in Time County January 2021. Foothills Housing Network. Retrieved from: <https://www.foothillshousing.org/about-us>



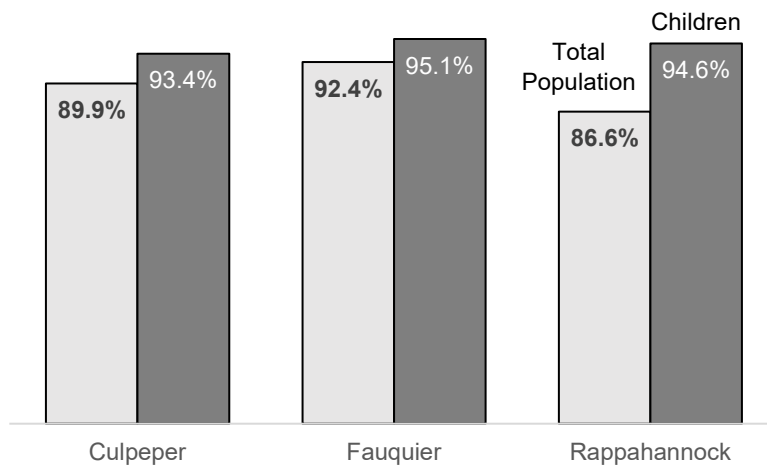
Health

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 localities, almost 9% of adults in the Northern Piedmont region 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.²⁸

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.²⁹

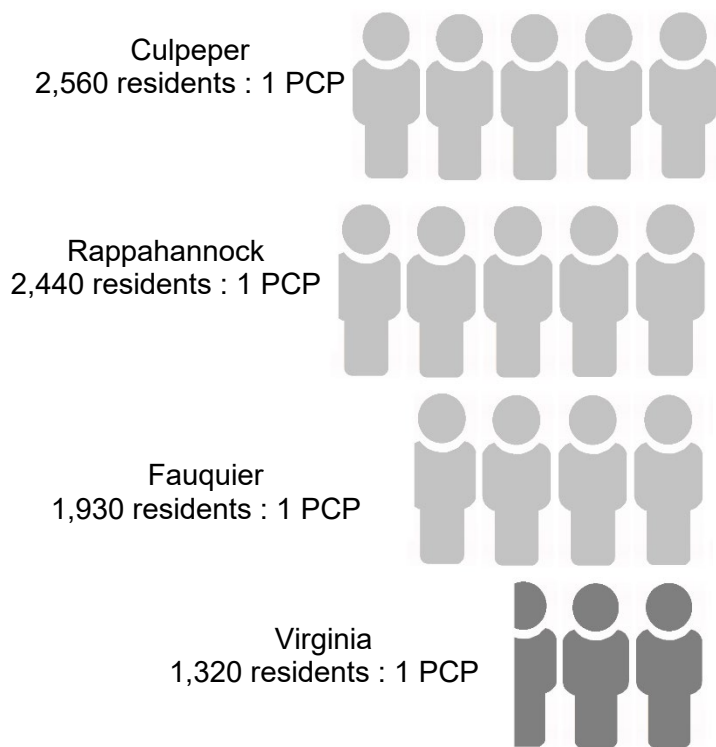
²⁸ American Community Survey 2019 5-year Estimates. Table S2701

²⁹ Healthinsurance.org, "Virginia and the ACA's Medicaid Expansion." December 2, 2020.

Even with this additional coverage, 48% of Northern Piedmont respondents to the community member survey said that health insurance premiums are too expensive, and another 78% 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 24% of Northern Piedmont community member survey respondents said they have difficulty finding medical providers and getting appointments. For dental providers, every county in the region has fewer providers per person than Virginia overall.

26. County Residents per Primary Care Provider



The situation is similar for both primary care physicians and mental health providers. For primary care, again, each Northern Piedmont locality has more residents per provider than Virginia overall, emphasizing the shortage of care providers.³⁰

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.³¹

Those areas hardest hit by provider shortages are usually rural. Rural communities across the region 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, are essential for affordable, quality care.

³⁰ County Health Rankings and Roadmaps. NPI Registry.

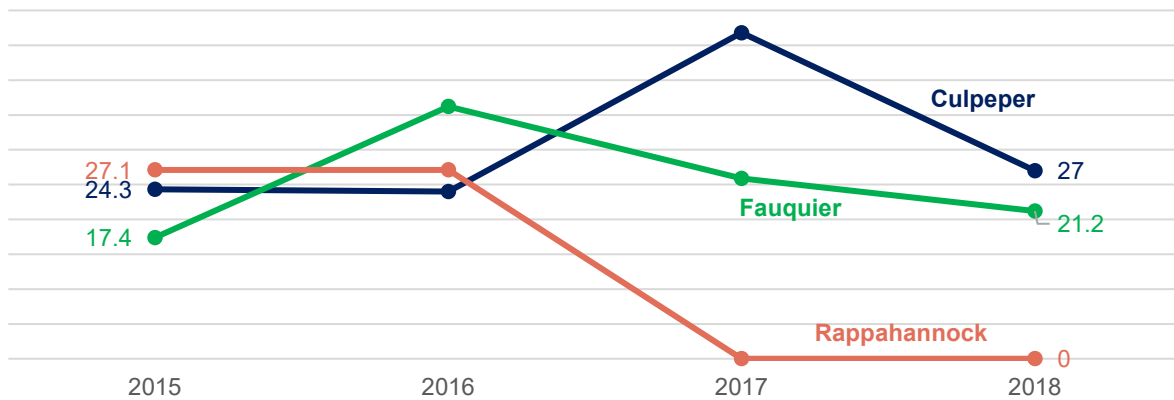
³¹ Shi, Leiyu. 2012. "The Impact of Primary Care: A Focused Review." *Scientifica*.

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 across the region, rates still remain higher than Virginia's rate of 15.0 in Culpeper and Fauquier counties.³²

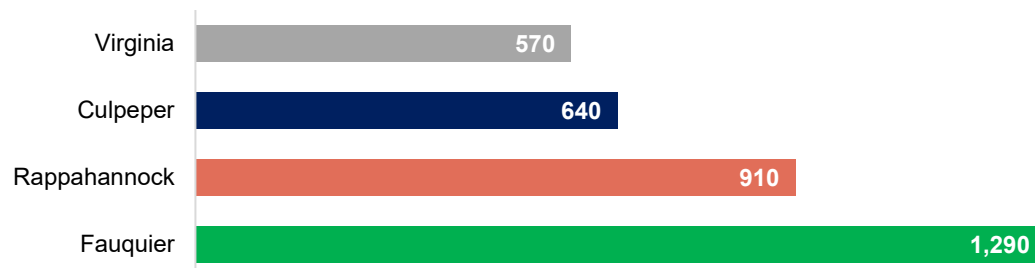
27. Drug Overdose Death Rates (per 100,000)



Most feedback from surveys and focus groups centered in 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, the region's communities also face a shortage of mental health providers. For Virginia, there are 570 residents per mental health provider. But, our Northern Piedmont communities, particularly Fauquier and Rappahannock, have much fewer providers.³³

28. Residents per Mental Health Provider



³² Virginia Department of Health. Opioid Indicators Dashboard.

³³ County Health Rankings and Roadmaps. NPI Registry.

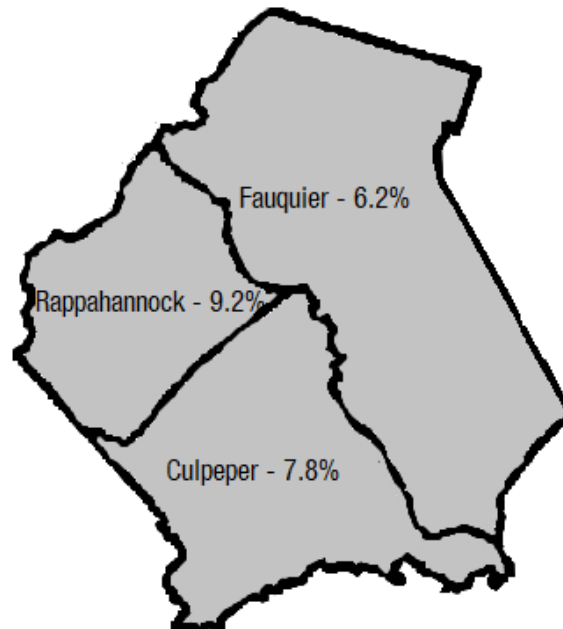
Throughout Virginia, and in each community served by People Inc., and local Community Services Board serves as the community mental health provider, often serving as the primary mental health and substance abuse service provide for those with publicly funded insurance. In focus groups, partners noted 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. Culpeper County recently applied for federal funding to help establish a Drug Court. Drug Courts offer an alternative to traditional jail time, promoting recovery with treatment and many supportive services.³⁴ In Fauquier and Rappahannock Counties, the Fauquier Mental Health Alliance works to get train school staff in mental health first aid.³⁵ 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, 19% of respondents in the region with household incomes below \$30,00 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.³⁶

29. Food Insecurity Rate



³⁴ Virginia Court System, Drug Treatment Courts.

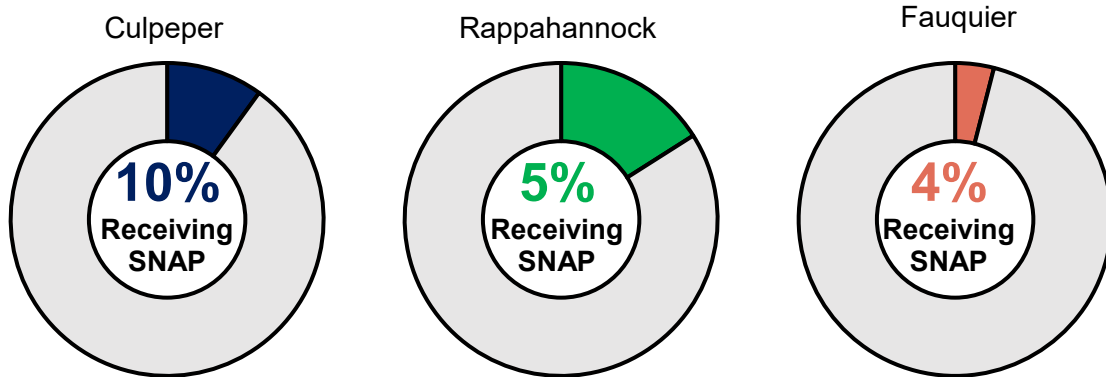
<http://www.courts.state.va.us/courtadmin/aoc/djs/programs/sds/programs/dtc/home.html>. Accessed 3/16/2021.

³⁵ The Mental Health Association of Fauquier County. <https://www.fauquier-mha.org/>

³⁶ Feeding America. Map the Meal Gap. 2018

Thirty percent of respondents to the community member survey said they had used SNAP to help with food costs in the past year, and 46% had used a food bank or food pantry. Many families across People Incorporated’s communities rely on this program, and local food banks, to have adequate food.

30. Proportion of Households Receiving SNAP



Across the Northern Piedmont region, 6.3% of households, over 2,800 households, receive SNAP benefits.³⁷ Respondents to the community member survey specifically noted that changes in SNAP income limits have made it difficult to access food benefits.

³⁷ US Census Bureau. American Community Survey. 2019 -Year Estimates. Table S2201.



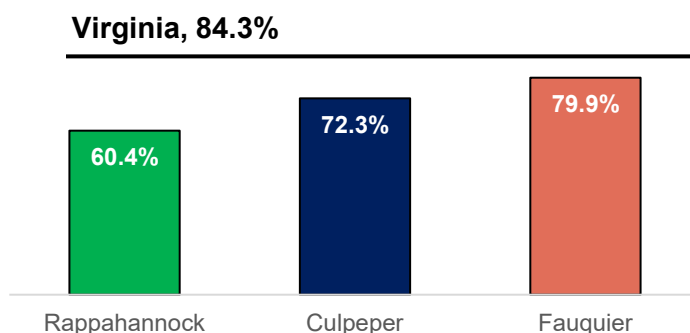
Education

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 workforce education, disability services in schools, and quality early childhood education.

Kindergarten Readiness

Entering school ready to learn can have significant long-term benefits for children on future education, employment, earnings, marriage, and health.³⁸ For the 2019-2020 academic year, 84% of children in Virginia entered kindergarten with appropriate ready levels. All of the counties in the Northern Piedmont region had readiness levels lower than the state.³⁹

31. 2020 Kindergarten Readiness Rates



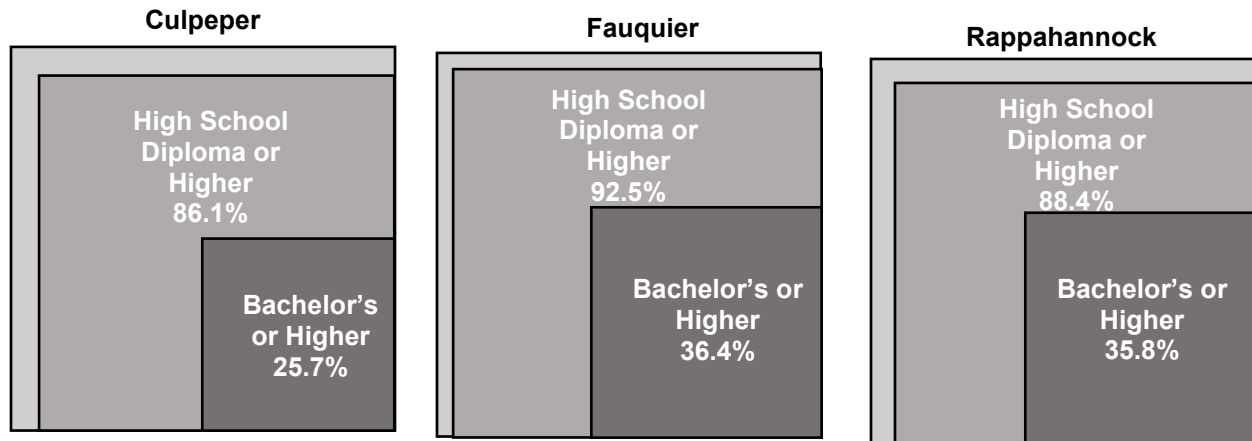
³⁸ Heckman, James, Rodrigo Pinto, and Peter Svlyev. 2013 "Understanding the Mechanisms Through Which an Influential Early Childhood Program Boosted Adult Outcomes. *American Economic Review* 103 (6).

³⁹ Fall 2019 PALS-K. Annie E. Casey Kids Count Data Center.

Educational Attainment

Educational attainment varies across each region, with Fauquier County having the highest proportion of residents over 25 with a high school diploma or a bachelor's degree.⁴⁰

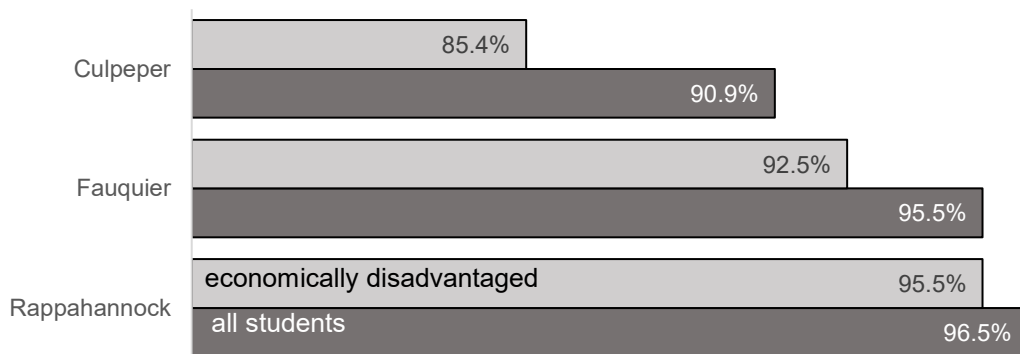
32. Educational Attainment by Region



Educational attainment has large impacts on earnings for in all localities. For example, in Culpeper County, median annual earnings for someone with a high school diploma are \$35,247 but are \$59,225 for someone with a bachelor's degree.

While college degrees greatly increase income, even having a high school diploma increases income. In Fauquier County an individual with a high school diploma or equivalent has median annual earnings of \$44,210, while those without only make \$31,131 a year.⁴¹

33. On-Time Graduation 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 county in the Northern Piedmont region.

⁴⁰ US Census Bureau. American Community Survey 2019 5-Year Estimates. Table S1501.

⁴¹ US Census Bureau. American Community Survey 2019 5-Year Estimates. Table S1501.

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 better services for children with disabilities. Other survey respondents noted that insufficient funding is affecting the quality of public schools in their community.

In the United States, and 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.⁴²

⁴² 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."

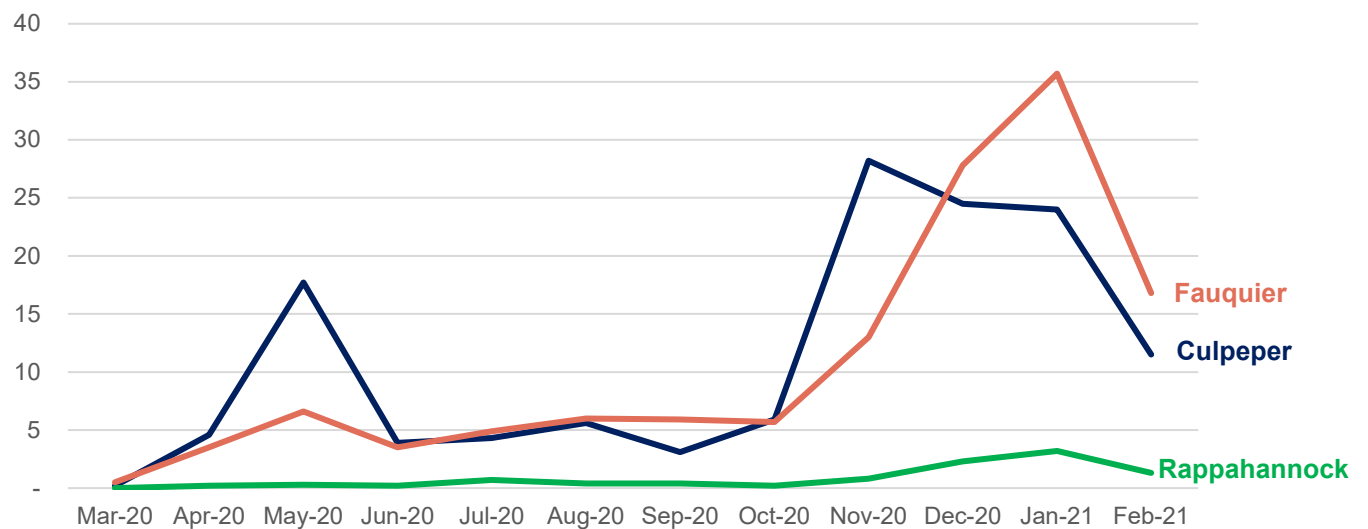


COVID-19

In January 2020, the first case of novel coronavirus disease 2019 (COVID-19) in the US was confirmed by the CDC. In the last year, almost 25 million people in the United States have had the disease and over 500,000 have died.⁴³ Social restrictions 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 Northern Piedmont 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.⁴⁴ With vaccinations becoming more widely available new cases are beginning to decrease once again.

34. Average Daily New Cases by Month and Region



⁴³ US Centers for Disease Control and Prevention. Total Cases and Deaths as of February 2021.

⁴⁴ 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-six percent of community members from Northern Piedmont 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.⁴⁵ The table below displays prevalence of some of these risk factors in the Northern Piedmont region.

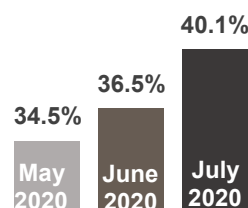
35. COVID-19 Risk Factor Prevalence by County			
	% Population 65+⁴⁶	Adult Smoking Prevalence⁴⁷	Adult Obesity Rate
Culpeper	15.4%	16%	30%
Fauquier	16.2%	14%	29%
Rappahannock	25.8%	13%	39%
Virginia	16.5%	16%	30%

While COVID-19 has a very obvious impact on physical health, the pandemic has also impacted individuals’ mental health. In our community member survey, 67% of Northern Piedmont respondents indicated that they feel more alone and isolated because of COVID-19.

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.⁴⁸

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



⁴⁵ US Centers for Disease Control and Prevention. COVID-19 People at Increased Risk. Accessed January 19, 2021.

⁴⁶ US Census Bureau. American Community Survey: 2019 5-year estimates. Table S0101

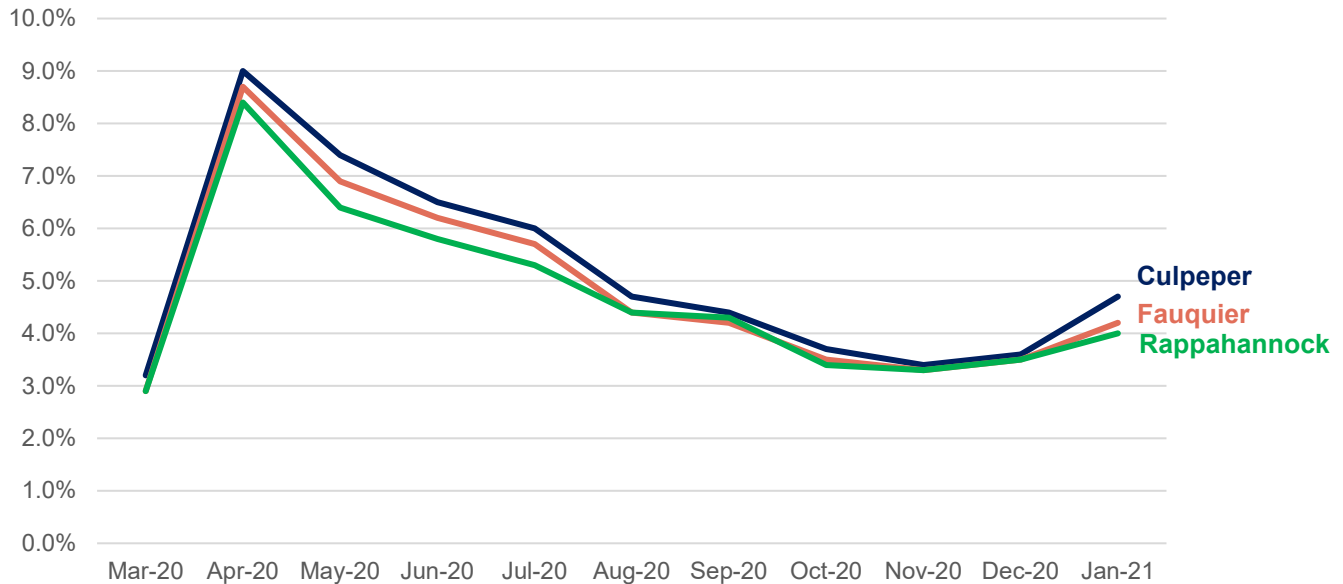
⁴⁷ County Health Ranking and Roadmaps. Retrieved January 19, 2020.

⁴⁸ 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.

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.⁴⁹

37. Monthly Unemployment by Region



In People Incorporated's community member survey, 34% of Northern Piedmont 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 be safe. Sixty-eight percent of Northern Piedmont survey respondents who said they'd had trouble getting a job in the last year said that health concerns due to COVID-19 have been a major issue in getting or keeping a job.

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 rural areas depend on tourism as a key economic driver. The 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.⁵⁰

⁴⁹ Virginiaworks.com. Local Area Unemployment Statistics. Monthly unadjusted.

⁵⁰ Virginia Tourism Commission. *COVID-19's Impact on Virginia's Visitor Economy*. September 10, 2020.

Education

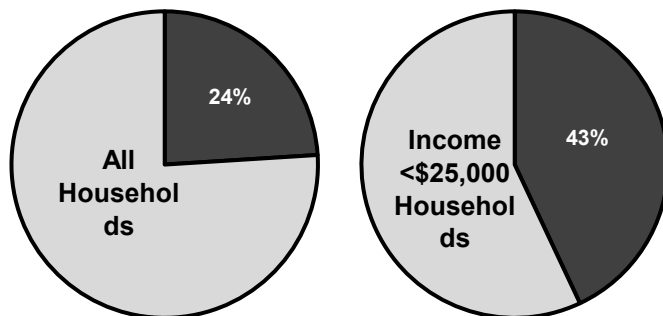
When the pandemic hit in March 2020, Virginia's Governor quickly moved to close K-12 schools to in-person instruction for the remainder of the academic year. This closure had an immediate impact on children's learning. Children with less access to resources (broadband internet, computers, language barriers, 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. And 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.

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 household with income under \$25,000, 43% have slight or no confidence in ability to pay next month's rent.⁵¹

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.

⁵¹ US Census Bureau. Household Pulse Survey Week 26. Housing Table 2b.

Food Security

When the pandemic hit full force in the communities served by People Inc. 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%.⁵²

The communities served by People Incorporated mobilized rapidly to address food insecurity. 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. Organizations like the Culpeper Wellness Foundation, PATH Foundation, and Northern Piedmont Community Foundation have made substantial contributions to ensure that families continue to have access to food.

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.

⁵² US Census Bureau. Household Pulse Survey Week 10. Food Table 2b.

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
Northern Piedmont Total	131,197	129,782	128,175	126,504	125,374	124,689	123,173	121,814	120,853	119,778

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%
Northern Piedmont Total	82.5%	10.1%	0.4%	1.6%	0.1%	2.1%	3.2%	9.0%
Virginia	67.6%	19.2%	0.3%	6.4%	0.1%	2.6%	3.8%	9.4%

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
Northern Piedmont Total	50.2%	49.8%		30,246	7,633	21,053
People Inc. Total	50.2%	49.8%		242,683	63,902	137,199

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%
Northern Piedmont Total	89.8%	7.1%	1.6%	1.0%	0.5%
Virginia	83.7%	7.3%	3.6%	3.8%	1.6%

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
Northern Piedmont Total	2.5	2.7	3.4	3.7	4.1	4.8	5.1	5.4	5.8	6.6	6.3
Virginia	2.8	3	3.7	4.1	4.5	5.2	5.7	6.1	6.6	7.1	6.7

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
Northern Piedmont Total	\$14.18	\$28.35	\$32.97	\$40.52	\$20.99	\$26.07	\$28.55	\$32.78	\$10.49	\$15.48	\$17.78	\$20.95
Virginia	\$14.00	\$28.04	\$32.66	\$40.12	\$21.01	\$25.76	\$28.23	\$32.38	\$10.51	\$15.33	\$17.62	\$20.75

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
Northern Piedmont Total	\$916
Virginia	\$1,158

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%
Northern Piedmont Total	6.8%	7.4%	6.6%	9.0%	7.7%	7.2%	13.7%	9.8%	17.4%	7.8%	5.6%
Virginia	10.6%	13.9%	8.5%	17.6%	13.0%	7.3%	16.5%	12.7%	14.0%	11.6%	9.5%

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%
Northern Piedmont Total	12,612	28.5%	3,257	7.4%	15,869	35.9%
Virginia	934,929	29.5%	326,680	10.3%	1,261,609	39.8%

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
Northern Piedmont Total			
Virginia	\$74,222	\$48,085	\$91,110

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%
Northern Piedmont Total	68%	66%	66%	66%	66%	66%	66%	67%	69%	69%
Virginia	66%	66%	66%	66%	66%	66%	67%	67%	67%	67%

Appendix 12: New Hires by Industry – 1st Quarter 2020

	Ag, Forest, Fishing, Hunting	Minin g Quarry Oil, Gas	Util.	Constr	Manu - factur e	Whol e-sale	Retail	Trans p. Warehous e	Info.	Financ e and Insur.	Real Estat e and Rent al	Prof. Scient. and Tech.	Man. of Companie s	Admi n. and Wast e Man.	Educ ation	Healt h and Socia l Assis t.	Arts Ent. and Rec	Accom . and Food Servic e	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
Rappahann ock	5	0	0	33	6	0	6	0	18	0	0	7	0	13	15	11	6	43	10	5
Northern Piedmont Total	70	18	6	514	156	160	675	86	54	49	45	295	25	320	168	565	67	867	257	129

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

Appendix 13: Childcare Characteristics by County

Childcare Providers Registered with Virginia Department of Social Services										
	Licensed		Full Time		Religious Exempt		Serve Infants	Accept Subsidie s	Total Child Day Care	
	<i>Providers</i>	<i>Slots</i>	<i>Providers</i>	<i>Slots</i>	<i>Providers</i>	<i>Slots</i>	<i>Providers</i>	<i>Providers</i>	<i>Providers</i>	<i>Slots</i>
Culpeper	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
Northern Piedmont Total	58	6,179	62	5,027	17	1,003	25	40	80	7,202

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

Appendix 14: 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%
Northern Piedmont Total	3,614	523	1,881	69.1%
Virginia	8,972,444	1,671,406	4,361,754	67.5%

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

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	*
Northern Piedmont Total	398	204
Virginia	27,986	18,459

*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%
Northern Piedmont Total	50,664	80.8%	5,819	9.3%	635	1.0%	782	1.2%	4,153	6.6%	634	1.0%
Virginia	3,230,271	77.0%	384,172	9.2%	184,534	4.4%	102,121	2.4%	221,092	5.3%	75,372	1.8%

*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%
Northern Piedmont Total	10.2%	9.9%	9.7%	8.9%	9.6%	10.1%	10.5%	10.9%	10.9%	11.3%
Virginia	10.3%	10.4%	10.4%	10.3%	10.5%	10.6%	10.6%	10.7%	10.6%	10.3%

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%
Northern Piedmont Total	9.6%	13.9%	8.2%	27.4%	37.5%	24.1%	34.2%	31.0%	35.3%	28.8%	17.6%	32.4%
Virginia	6.7%	7.5%	6.1%	39.1%	41.6%	37.2%	32.8%	31.6%	33.0%	21.4%	19.3%	23.8%

*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%
Northern Piedmont Total	12,067	27.9%	4,381	45.8%	7,686	22.8%
Virginia	916,399	29.9%	473,294	47.8%	443,105	21.4%

*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%
Northern Piedmont Total	11,265	8.9%	1,802	5.6%	1,592	18.9%	9,591	8.1%
Virginia	707,960	8.6%	99,819	5.0%	137,819	15.2%	560,350	7.8%

*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
Northern Piedmont Total	144	903	59	2,169	60	2,162
Virginia		570		1,320		1,240

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
Northern Piedmont Total	22.3	32.8	29.3	19.1	13.4	15.2	12.7	9.3	13.8
Virginia	15.0	17.4	15.7	12.1	7.4	6.4	5.5	5.0	4.5

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%
Northern Piedmont Total	8,900	7.0%	2,813	6.3%
Virginia	842,870	9.90%	259,639	8.2%

*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%
Northern Piedmont Total	346	24.2%	75.80%
Virginia	12,289	15.7%	84.30%

*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 th Grade	9-12 th grade, no diploma	High School graduate or equivalent	Some college	Associate's Degree	Bachelor's 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%
Northern Piedmont Total	3.6%	6.7%	28.4%	21.0%	8.2%	20.1%	12.1%
Virginia	4.1%	6.2%	24.0%	19.2%	7.8%	22.0%	16.8%

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%
Northern Piedmont Total	95.4%	91.3%	95.5%	93.9%	97.0%
Virginia	93.4%	88.7%	90.9%	91.8%	95.0%

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
Northern Piedmont Total	0.7	8.2	24.5	7.6	9.8	12.0	9.4	11.8	42.0	54.6	62.9	29.6

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
Northern Piedmont Total	15%	14,423	30%	29,402	16%	21,053
Virginia	16%	1,054,202	30%	1,976,629	16%	1,271,946

*County Health Rankings and Roadmaps. Retrieved January 2021.

**CDC Diabetes Atlas. 2016. County Health Rankings and Roadmaps

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

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

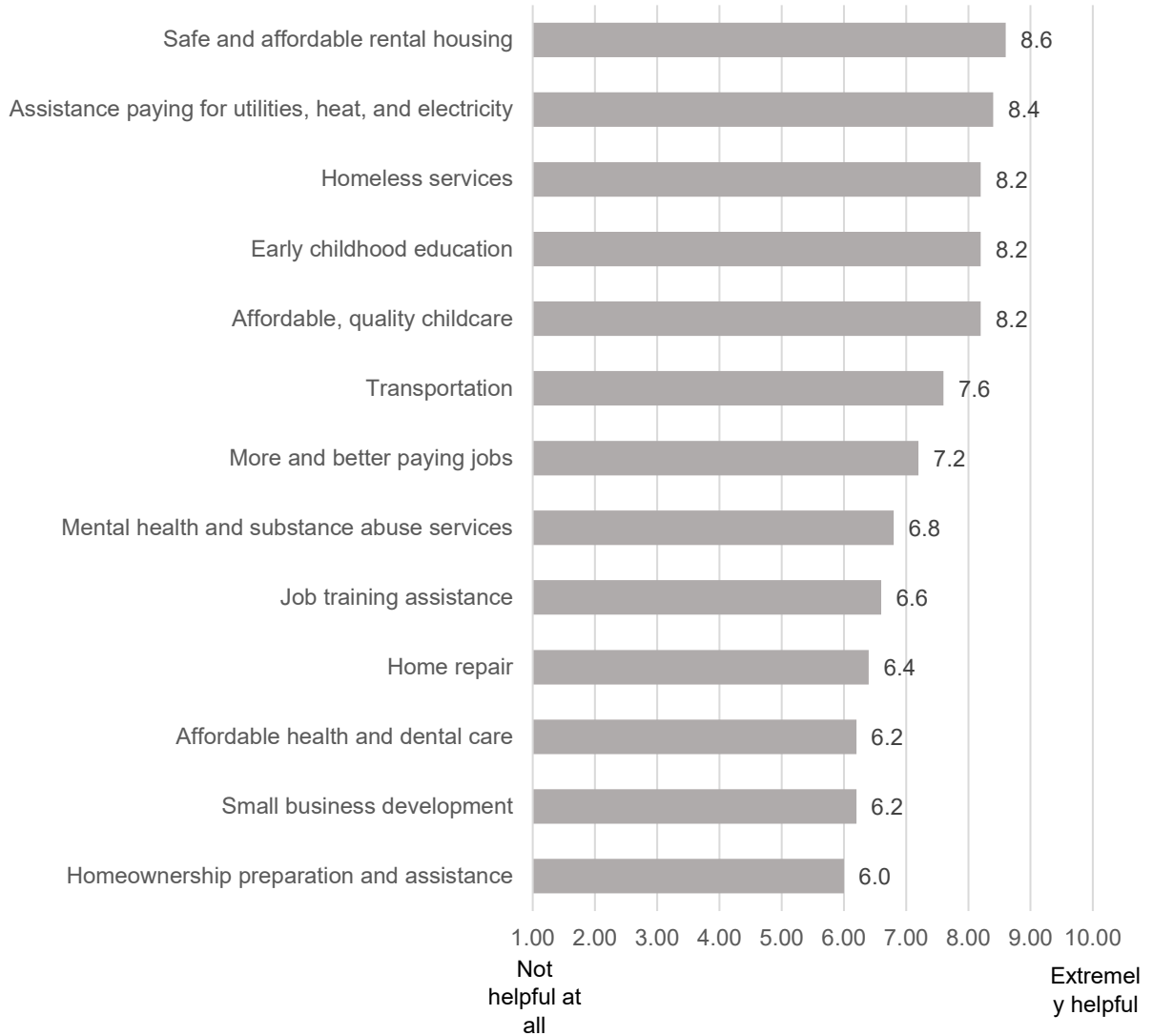
Monthly Unemployment Rate											
	March 2020	April 2020	May 2020	June 2020	July 2020	Aug. 2020	Sept 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021
Culpeper	3.2%	9.0%	7.4%	6.5%	6.0%	4.7%	4.4%	3.7%	3.4%	3.6%	4.7%
Fauquier	2.9%	8.7%	6.9%	6.2%	5.7%	4.4%	4.2%	3.5%	3.3%	3.5%	4.2%
Rappahannock	2.9%	8.4%	6.4%	5.8%	5.3%	4.4%	4.3%	3.4%	3.3%	3.5%	4.0%
Northern Piedmont Total	3.0%	8.8%	7.1%	6.3%	5.8%	4.5%	4.3%	3.6%	3.3%	3.5%	4.4%
Virginia	3.3%	10.8%	8.9%	8.2%	8.0%	6.3%	6.1%	5.1%	4.5%	4.7%	5.7%

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. Five staff who serve the Northern Piedmont region responded. 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)*



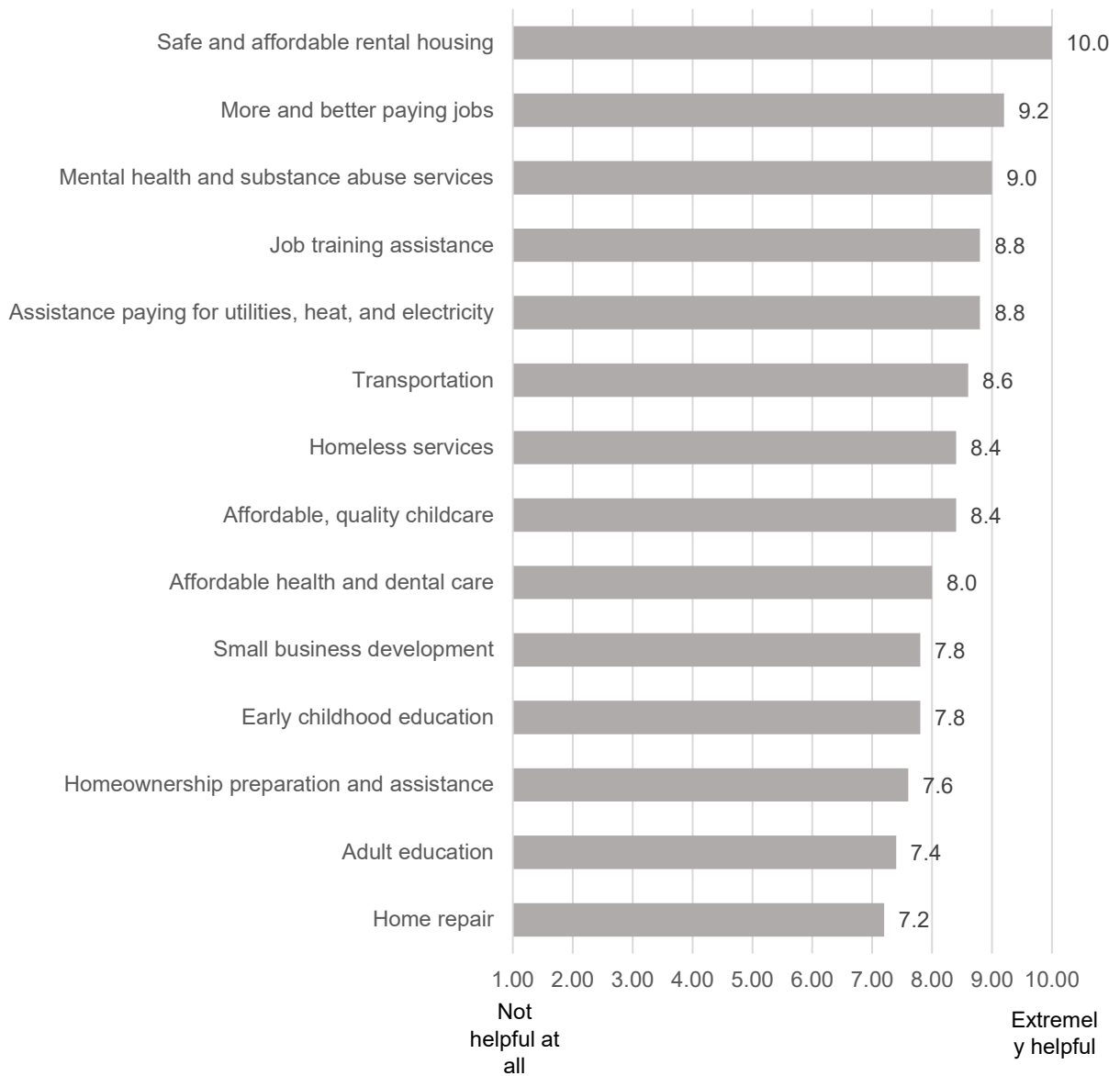
What is the single greatest need facing your community?

1. Affordable Housing
 - Rental Assistance
 - Lack of affordable housing
2. Childcare
 - Quality childcare
 - Availability of childcare and early childhood education programs
3. Collaboration
 - Ensuring organizations fill gaps and work together

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. Five board members from the Northern Piedmont region responded. 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?

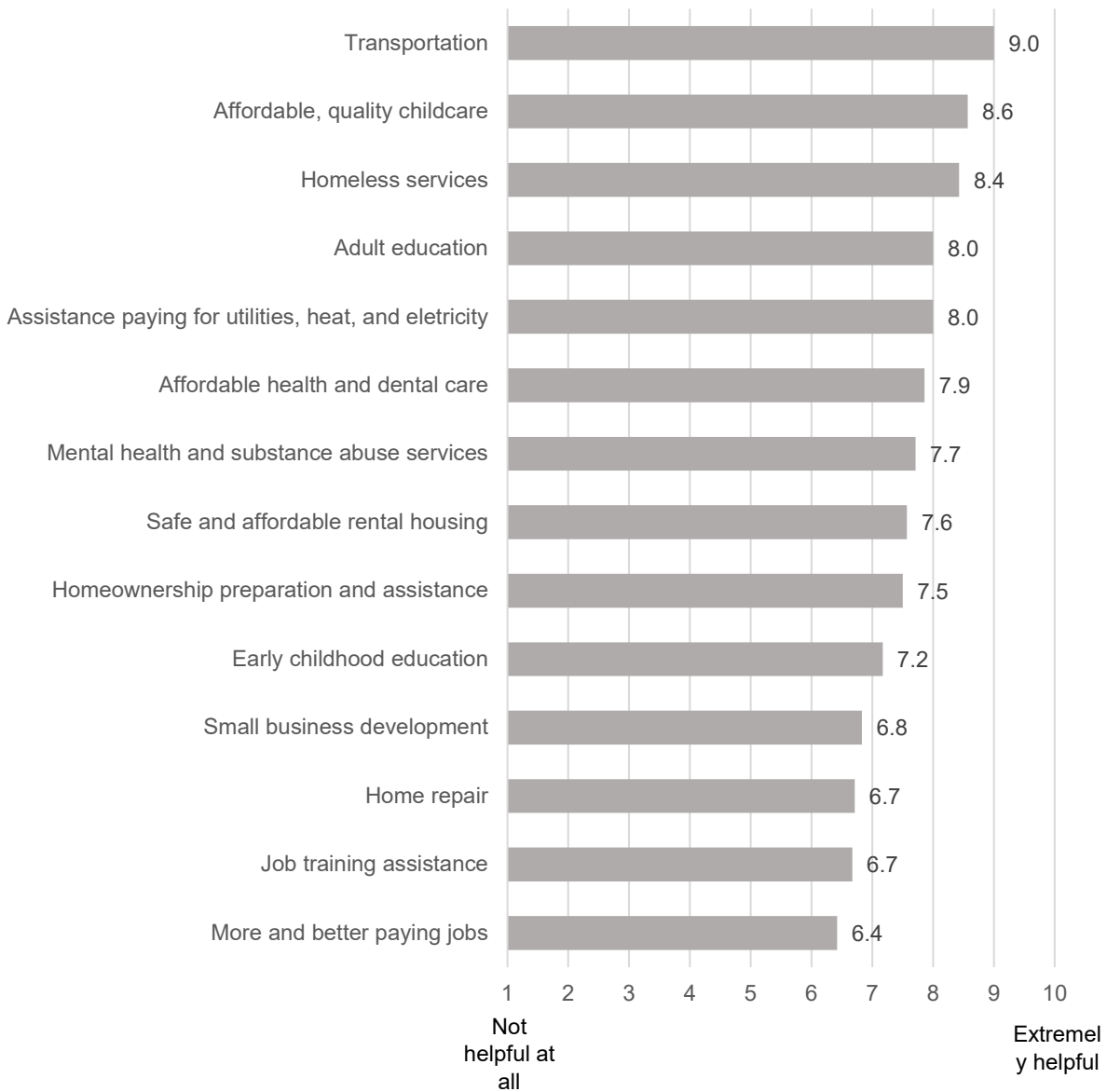
1. Affordable Housing

- Lack of multi-family affordable housing
- Lack of affordable housing for very low-income families
- Housing as a long-term solution to homelessness

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. Eight partners from the Northern Piedmont region responded. 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?

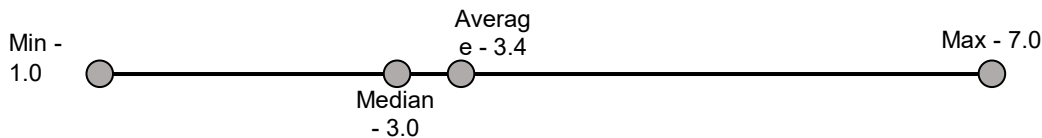
1. Affordable Housing
 - Affordable housing for low-income families
 - Permanent housing
2. Technology
 - Increased broadband access
 - More affordable internet
3. Mental Health/Substance Abuse
 - Increase access to behavioral health services
 - Response to the opioid epidemic

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 80 Northern Piedmont community members.

Respondent Demographics

- How many people live in your household?



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

Less than \$20k 7.6%	\$20k-\$40k 25.3%	\$40k-\$60k 20.3%	Over \$60k 36.7%
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- Is anyone in your household a veteran or active duty military?

Yes 10.0%	No 90.0%
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- What language do you speak at home?

English 92.5%	Spanish 6.3%	Other, 1.3%
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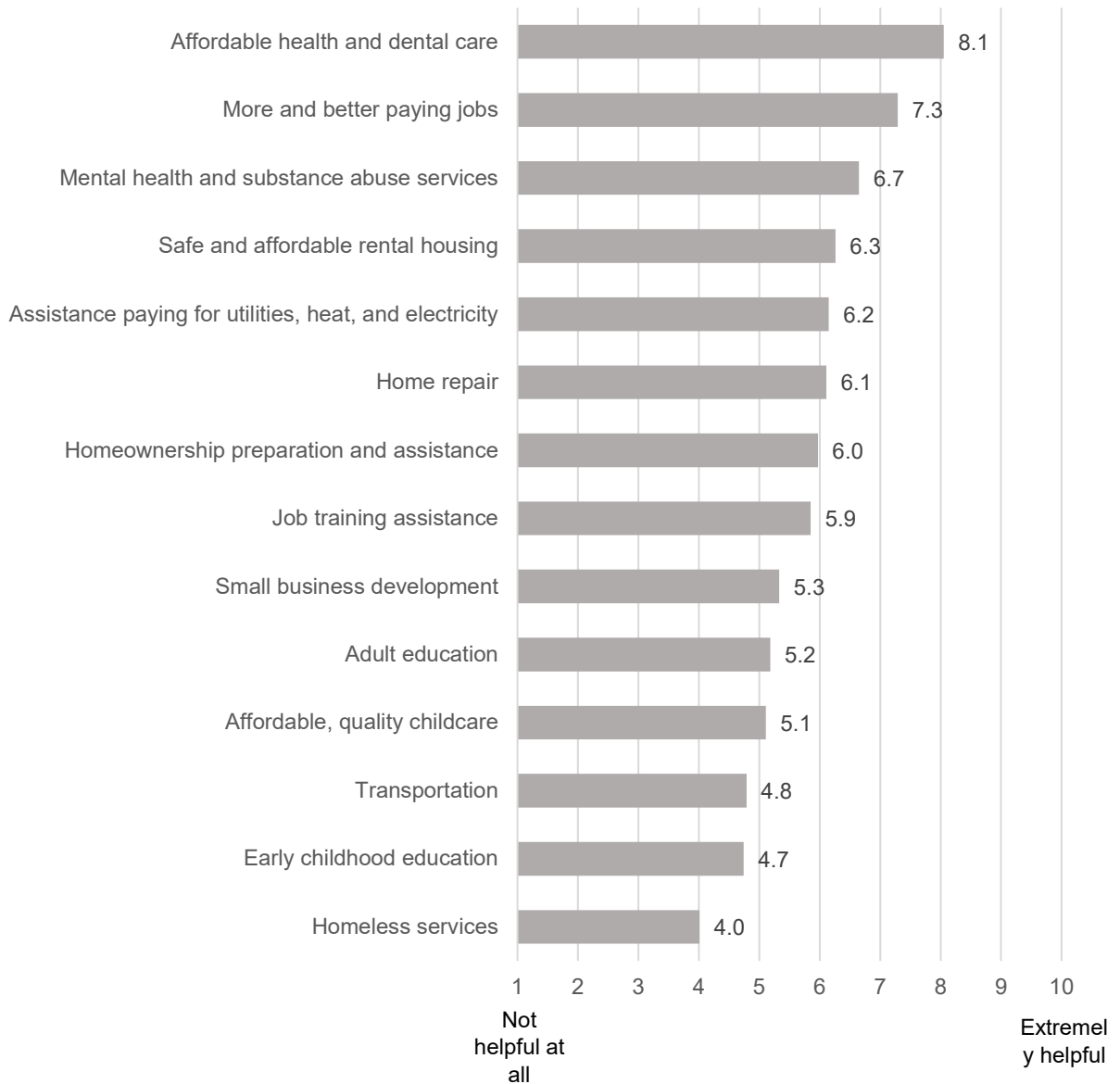
- What is your highest level of education?

Less than HS 10.1%	High School Diploma or GED 18.8%	Associate or Technical Cert 18.8%	Bachelor's or Higher 38.8%
-----------------------	-------------------------------------	--------------------------------------	-------------------------------

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. Income
 - Enough income to afford bills
 - Financial security
2. Healthcare
 - Affordable health insurance
 - Affordable healthcare
 - Local, accessible healthcare
3. Pandemic Recovery
 - Loss of work because of COVID-19
 - Vaccinations and staying healthy
4. Safe and Affordable Housing
 - Assistance with rent
 - Lack of affordable rental housing
 - Family sized homes that are affordable
5. Food Access
 - Being able to afford groceries

What is the single greatest need facing your community?

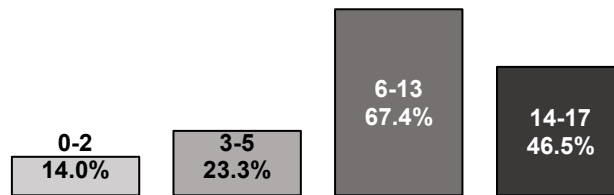
1. Safe and Affordable Rental Housing
 - Rental housing affordable to moderate and low-income families
2. Employment and Jobs
 - Higher paying jobs available
 - More employment opportunities
 - Jobs with benefits
3. Services for Children and Youth
 - Affordable and available childcare
 - Activities for children when not in school
4. Food Access
 - Food insecurity
5. Transportation
6. Sense of Community
 - Lack of community unity
 - Need for greater inclusion

Children

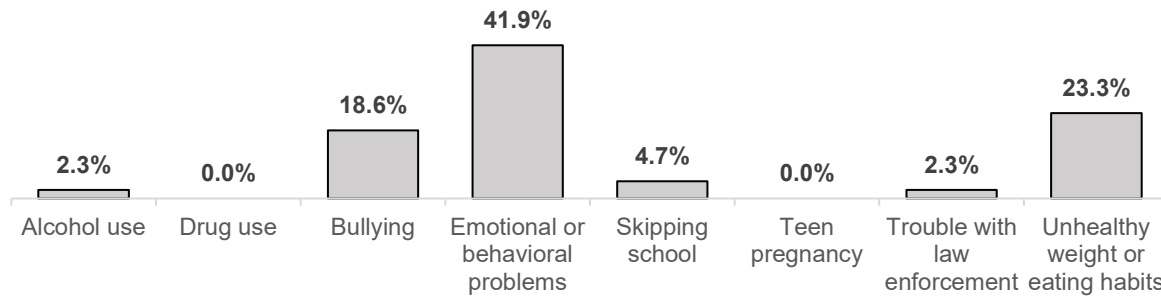
- Do any children under 18 live in your household?



- In which of the following age groups do the children in your household fall?

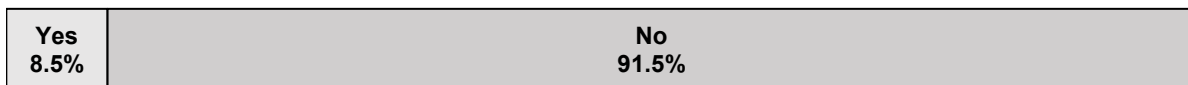


- Have you experienced any of the following issues with children in your household over the last 12 months?

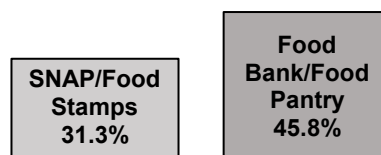


Food Security

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



- In the last 12 months, have you or anyone in your family used any of these food assistance programs to help with food costs?

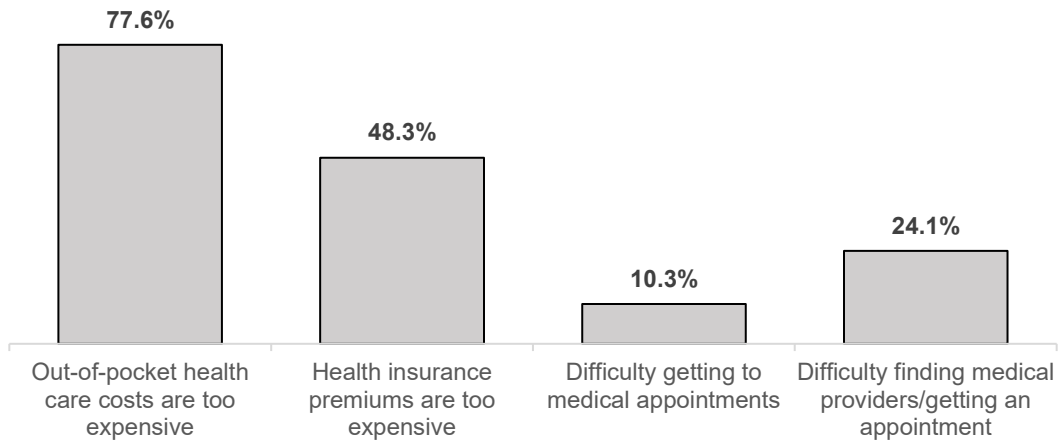


Healthcare

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

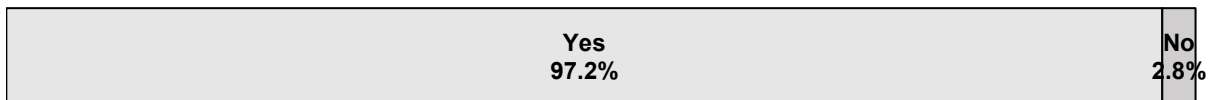


- Do you face any of the following issues when accessing healthcare?

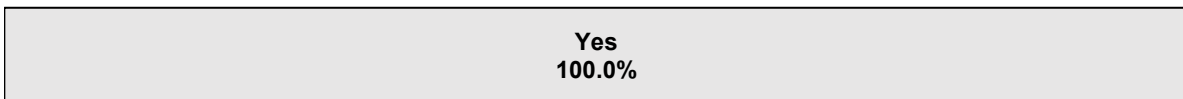


Assets

- Do you have reliable transportation?



- Do you have a bank account?

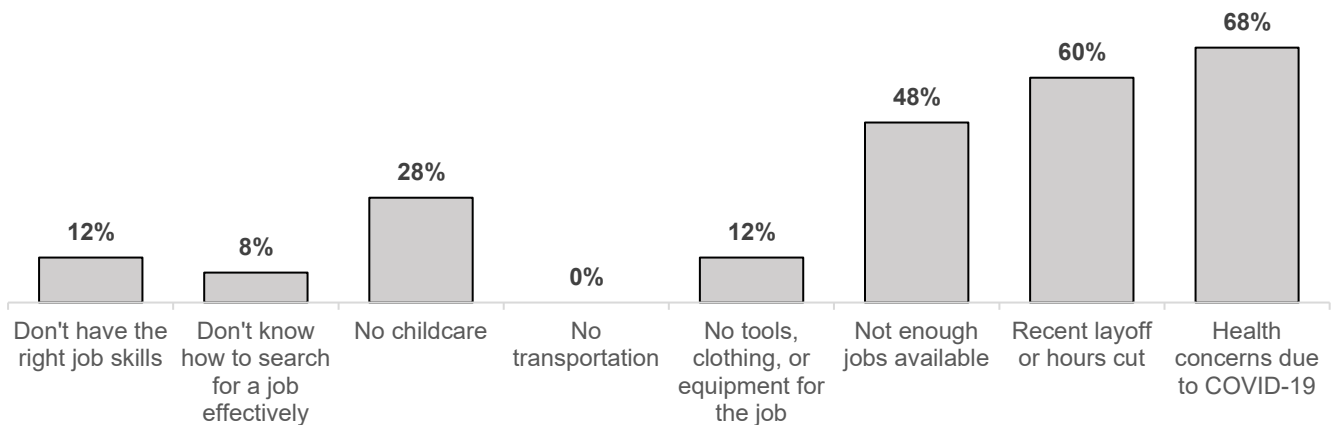


Employment

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

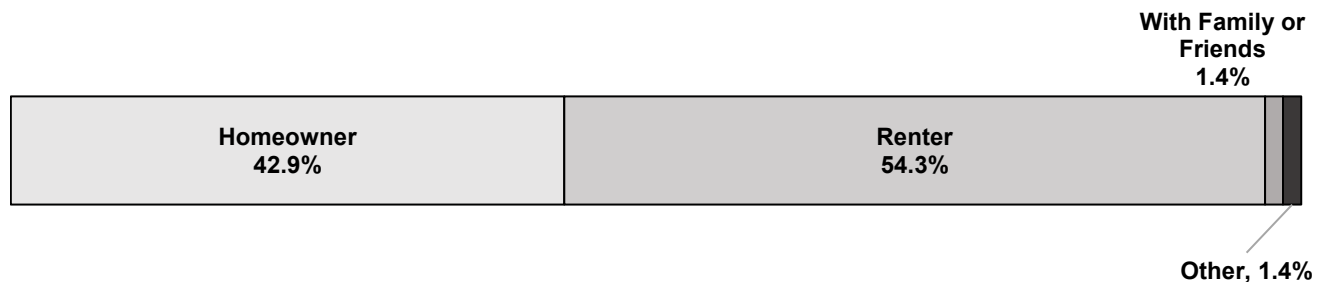


- Have any of the issues below been a major concern in getting or keeping a job?

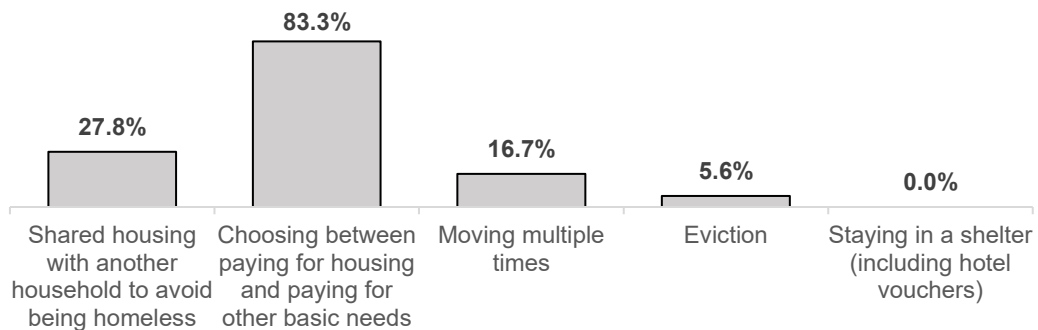


Housing

- What is your current living situation?

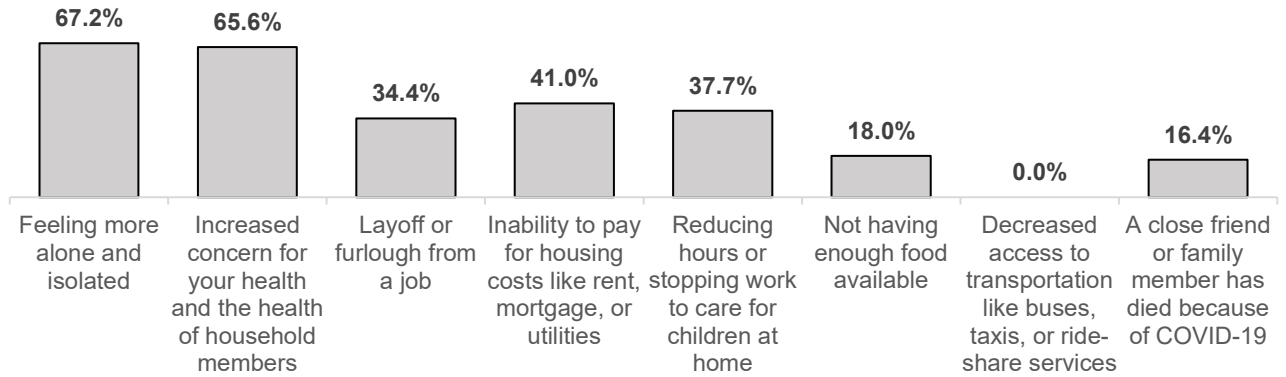


- Have any of the following situations happened to you in the last 12 months?



COVID-19

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



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