Effective Practices for Community Needs Assessment
Organizational Standards Center of Excellence
Peer-to-Peer Webinar Series

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The Results Oriented Management and Accountability Cycle

**Assessment**
Community needs and resources, agency data

**Evaluation**
Analyze data, compare with benchmarks

**Planning**
Use agency mission statement and assessment data to identify results and strategies

**Achievement of Results**
Observe and report progress

**Implementation**
Services and strategies produce results

ROMA
Organizational Standards

- Standard 3.1 • The organization conducted a Community Assessment and issued a report **within the past 3 years**.

- Standard 3.2 • As part of the Community Assessment, the organization **collects and includes current data specific to poverty** and its prevalence related to gender, age, and race/ethnicity for their service area(s).

- Standard 3.3 • The organization collects and analyzes both **qualitative and quantitative data** on its **geographic service area(s)** in the Community Assessment.
Organizational Standards

- Standard 3.4 • The community assessment includes key findings on the causes and conditions of poverty and the needs of the communities assessed.

- Standard 3.5 • The governing board formally accepts the completed Community Assessment.
5 Steps of the CNA

1. Plan for the Assessment
2. Collect Quantitative Data
3. Collect Qualitative Data
4. Analyze Data
5. Prepare and Communicate Report
Making a Community Assessment
More “Actionable”

How to add a little ROMA to the community assessment

Action for a Better Community, Inc.
The “cavalcade of data” resulted in a document that no one read and that made it difficult to use as a planning tool.

Example: Housing
- Age/condition of housing
- Homelessness (youth vs. families)
- Affordability
- Issues with landlords
- Location of housing options
- Public housing use/issues
- Foreclosure issues

“So what?”
CSBG–infused ROMA

- This approach uses a CSBG legislative foundation within a ROMA framework:
  - **CSBG** asks us to focus on the “causes and conditions” of poverty
  - **ROMA** asks us to identify the need in clear terms so that we can plan an effective response that will result in outcomes that reduce/eliminate the need
The Narrative

- Consists of 4 components
  - **Statement of cause and effect**: “Because of X (cause of poverty), Y occurs in the community (condition(s) of poverty)”
  - **Scope of the challenge**: who is disproportionately affected? How many people? What data demonstrate the causal relationship?
  - **Contributing factors**: What are the key drivers/leverage points of this phenomenon?
  - **Opportunities for Progress**: What resources exist? What programs/services? Who are key actors in this area?
The ROMA intuition

- ROMA drives the 4 components
  - **Statement of cause and effect**: Forces us to consider the level of the issue: Family, Agency or Community?
  - **Scope of the challenge**: Defines the need, quantifies the population affected
  - **Contributing factors**: Provides information to use in developing strategies – where should strategies focus?
  - **Opportunities for Progress**: KEY – identifies potential partnerships, resources, ensures CAA is fulfilling its catalyst role
How do we identify narratives?

- CSBG legislative focus areas (ex: education & cognitive development, income, infrastructure and asset building, etc)
- Existing programs/services
- Stakeholder feedback (Board, staff, customers, partners)

NOTE: Don’t expect others to provide the wording for the narrative – that requires some knowledge and experience
Narratives need to strike a balance:

- Specific enough that they clearly identify causality that relates to poverty conditions.

VS.

- Not so specific that they do not resonate with the typical person

Ex: Most people understand that “housing” is a multidimensional issue and would expect a few (5–10?) narratives regarding housing. Likewise they would expect that “health” also has multiple narratives – but not a unique one for each health issue.
Monroe County’s challenge 1.1: Many adults, including those with low incomes, face multiple barriers in finding or retaining jobs that would enable them to be self-sufficient.

Scope of challenge (including groups disproportionately affected): The unemployment rates for the last five years appear to be slowly declining, as shown in Table 3.1. The city of Rochester has the highest unemployment rates in the county, and surpasses the county, Rochester MSA, state and national rates....(lots more data)

Contributing Factors: ABC’s consumer/resident survey identified several barriers to attaining and retaining employment, with the top five barriers being:

◦ lack of childcare
◦ lack of reliable transportation
◦ lack of a high school diploma/high school equivalency
◦ lack of a driver’s license
◦ having a limited work history/experience

Opportunities for Progress:

<table>
<thead>
<tr>
<th>Organization/Initiative</th>
<th>Key Stakeholder or Leader</th>
<th>Potential role in addressing this challenge</th>
<th>More information</th>
</tr>
</thead>
<tbody>
<tr>
<td>RochesterWorks, Inc.</td>
<td>John Premo</td>
<td>Employment and training</td>
<td><a href="http://www.rochesterworks.org">www.rochesterworks.org</a></td>
</tr>
<tr>
<td>ABC FOCUS on Self Sufficiency Program (FSSP)</td>
<td>Shawn Futch</td>
<td>Employment training and placement</td>
<td><a href="http://www.abcinfo.org">www.abcinfo.org</a></td>
</tr>
</tbody>
</table>
Putting it all together

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About This Community Assessment
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Chapter 5: Goal 3: People with low incomes own a stake in their community
Chapter 6: Goal 4: Partnerships among supporters and providers of services to people with low incomes are achieved
Chapter 7: Goal 5: Agencies increase their capacity to achieve results
Chapter 8: Goal 6: Low-income people, especially vulnerable populations, achieve their potential by strengthening family and other supportive systems
Chapter 9: What’s ahead
Considerations for the future

- Align with ROMA NextGen by using the following to structure/connect to narratives:
  - Family NPI’s
  - Community NPI’s
  - Services codes (SRV)
  - Connect all “community initiatives” from your CSBG Annual Report to your Community Assessment. The CA should report on this explicitly and should also be the place to identify future community change initiatives
Effective Practices for CNA Webinar

November 14, 2018
Understanding Who We Are

- **3-County Core Counties Service Area**
- **13-County Expanded Service Area**
- **12-County Affordable Housing Services Only**
How We Want to Use the CNA Results

- Strategic Planning
- Grants
- Stakeholders
- Partners
In-house vs. Consultant

Things to Consider

- Resources
- Time
- Expertise
- Budget
National Resources and Guidance

NASCSP and National CAP

CHECKLIST FOR MONITORING COMMUNITY NEEDS ASSESSMENTS FOR STATE CSBG OFFICES

National Association for State Community Services Programs (NASCSP)
1111 19th St. N.W., Suite 300, Washington, DC 20036
(202) 777-2675
nascsp.org

COMMUNITY NEEDS ASSESSMENT Resource Guide

All photos are provided by NeighborWorks America. NeighborWorks America does not review or endorse any products or services. This page is intended for educational purposes only and is not a recommendation of a specific product or service.
1.2 The agency analyzes information collected directly from low-income individuals as part of the Community Assessment.

2.2 The agency utilizes information gathered from key sectors of the community, in assessing needs and resources. These sectors would indicate at a minimum: community-based organizations, faith-based organizations, private sector, public sector, and educational institutions.

3.1 The agency conducted a community assessment and issued a report within the past 3 years.

3.2 As part of the community assessment, the agency collects and includes current data specific to poverty and its prevalence related to gender, age, race/ethnicity for their service area(s).

3.3 The agency collects and analyzes both qualitative and quantitative data on its geographic service area(s) in their community assessment.

3.4 The community assessment includes key findings on the causes and conditions of poverty and the needs of the communities assessed.

3.5 The governing board formally accepts the completed community assessment.
A Community Needs Assessment definition: A systematic process for creating a profile of the needs and resources of a given community or target population.

B The agency defines its community – funded geographical location, neighborhood, county, jurisdiction, etc.

C The agency’s Community Needs Assessment includes resources found within the community.

D The agency’s Community Needs Assessment contains qualitative and quantitative data.

E The agency’s Community Needs Assessment gathers data from a variety of sources (surveys, community town halls, focus groups, etc.) and includes: Customer Satisfaction data and Agency data.

F The agency’s Community Needs Assessment is conducted as to identify three levels of need – F (family), A (agency), and C (community). Proper identification of the need sets the path for the solution whether in the agency or elsewhere in the community.
Methodology

- Committee Selection
- Reflecting on the 2014 Community Needs Assessment
- Designing process instruments (surveys, focus groups, data sources)
- Crafting the proposed timeline
Methodology

Instrument designs focused on components that included family and community needs and most valuable resources available to families and communities.

The Committee developed the process of the CNRA as a collective effort involving
• a cross-section of key staff;
• input from the Board, community partners, ROMA trainers and others;
• full use of the ROMA cycle;
• survey sampling that provided a valid sample of the community;
• acquisition of partner Community Needs Assessments for process validity and overall insight;
• publicly available community level data collected
Quantitative Data Sources

Primary Data Sources

- 2-1-1
- Alabama Department of Public Health
- CDC National Centers for Health Statistics
- Centers for Disease Control
- Childcare Aware of America
- Community Commons
- Department of Health and Human Services, Administration of Children & Families
- U.S. Census Bureau
- VOICES for Alabama’s Children, 2017 Kids Count Data Book
Timeline

January, February, March, Early April
- Relevant research and training
- Committee planning and design of qualitative data collection

June
- Qualitative data collections via electronic surveys
- Compilation and analysis of qualitative survey data

Late July, Early August
- Qualitative data collections via surveys

October
- Survey summary document presented to Board
- Lead Team and cross-section agency/partners/board review of draft document

December
- Summary to date presented to the Board

April
- Final summary update presented to the Board

August
- Final CNRA Report accepted by the Board

Mid-April, May
- Qualitative data collections via surveys

Late June, Early July
- Compilation and analysis of qualitative survey data
- Qualitative data collections via surveys

Mid-August, September
- Survey completion
- Compilation and analysis of quantitative data

November
- Focus Groups

February
- Preliminary Executive Report presented to the Board

June
- Final Report Draft presented to the Board
- Recommendation process
Audiences

- **Partners.** Individuals, organizations and/or businesses with whom we collaborate or have a referral relationship.
- **Community Members.** The Committee identified Community Members to include the following sectors: education institutions, community-based organizations, faith-based organizations, plus private-sector and public sector entities.
- **Clients.** Individuals and families who have been served through one or more of our agency's programs.
Surveys

The Committee’s initial methodology was agreed upon as 25 partner surveys/county and 100 community surveys/county.

Public and private sectors across 16 counties included:
- EMAs/VOAD
- School systems (with focus on homeless liaison)
- Interagency groups
- Clients
- Board/staff
- Hospitals/medical facilities
- Utilities
- Chambers of commerce
- Juvenile courts/SOS
Surveys

- Both the Partner Survey and the Community Survey were launched through a third-party online client.
- Responses were collected from May through August of 2017.
- Multiple strategies were developed to increase participation.
Partner Survey

16-County Service Area

TOTAL PARTNER SURVEYS

- Total Completed: 302
- Core County Area Average: 44
- Expanded County Area Average: 25

- Core County Area Average: 61.28%
- Expanded County Area Average: 59.40%
- Average: 41.35%
- Average: 40.98%
- Average: 39.47%
- Average: 30.45%
Community Survey
16-County Service Area

TOTAL COMMUNITY SURVEYS

- 1549

- 54.30%
- 54.09%
- 51.72%
- 48.28%
- 42.18%
- 35.44%

TOTAL COMPLETED: 1549
Core County Area Average: 211
Expanded County Area Average: 70

Core County Area
- Average: 54.30%

Expanded County Area
- Average: 54.09%

Average: 51.72%

Average: 48.28%

Average: 42.18%

Average: 35.44%

COMMUNITY ACTION
PARTNERSHIP OF NORTH ALABAMA
AMERICA'S POVERTY FIGHTING NETWORK

NeighborWorks®
CHARTERED MEMBER
## Community Survey

<table>
<thead>
<tr>
<th>Service Area</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>3-County Core Service Area</strong></td>
<td></td>
</tr>
<tr>
<td>Gas Access</td>
<td>61.47%</td>
</tr>
<tr>
<td>Job Access</td>
<td>53.60%</td>
</tr>
<tr>
<td>Food Access</td>
<td>49.66%</td>
</tr>
<tr>
<td>Health Access</td>
<td>47.95%</td>
</tr>
<tr>
<td>Social Services Access</td>
<td>37.16%</td>
</tr>
<tr>
<td>Housing Access</td>
<td>35.96%</td>
</tr>
<tr>
<td><strong>13-County Extended Service Area</strong></td>
<td></td>
</tr>
<tr>
<td>Gas Access</td>
<td>57.65%</td>
</tr>
<tr>
<td>Job Access</td>
<td>56.30%</td>
</tr>
<tr>
<td>Food Access</td>
<td>50.37%</td>
</tr>
<tr>
<td>Health Access</td>
<td>48.77%</td>
</tr>
<tr>
<td>Social Services Access</td>
<td>44.20%</td>
</tr>
<tr>
<td>Housing Access</td>
<td>39.38%</td>
</tr>
</tbody>
</table>
Resources
Most valuable resources as identified by the community, including governmental organizations:

### 3 Core County Service Area
- Alabama Career Center
- Alabama Department of Human Resources (DHR)
- Alabama Department of Public Health
- American Red Cross
- Boards of Education
- Calhoun Community College GED Program
- Commission on Aging
- **Community Action Partnership of North Alabama**
- Community Free Clinic (Decatur)
- Committee on Church Cooperation (Decatur)
- Decatur Youth Services
- Good Samaritan Health Clinic (Cullman)
- Habitat for Humanity
- Housing and Urban Development, U.S. Department of (HUD)
- Pleasant Grove Baptist Church (Moulton)
- Salvation Army
- The Link of Cullman County

### 13 Expanded County Service Area
- Alabama Career Center
- Alabama Department of Human Resources (DHR)
- Alabama Department of Public Health
- American Red Cross
- Athens-Limestone Family RC
- Boards of Education
- Care Assurance System of Aging (CASA)
- Catholic Center of Concern
- Child Advocacy Center
- Christian Care Center
- Christmas Charities Year Round
- Colbert Caring Center
- Community Action Agencies
- **Community Action Partnership of North Alabama**
- Early Intervention
- Housing and Urban Development, U.S. Department of (HUD)
- Family Care Center
- Sarrell Dental
## Resources

Most valuable resources as identified by the community, non-governmental organizations (NGOs) only:

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<tr>
<th>3 CORE COUNTY SERVICE AREA</th>
<th>13 EXPANDED COUNTY SERVICE AREA</th>
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<tr>
<td></td>
<td>• Sarrell Dental</td>
</tr>
</tbody>
</table>
Focus Groups

It was determined that two (2) Focus Groups (FG) in each of the three (3) core CSBG counties—Cullman, Lawrence and Morgan—would take place. One FG targeted partner and community feedback and the other group targeted clients with a focus on Head Start parents/guardians.

Focus Groups in the remaining 13 counties are scheduled to take place in the two years between the 2017 CNRA and the 2020 CNRA.

<table>
<thead>
<tr>
<th>COUNTY</th>
<th>PARTNER/COMMUNITY</th>
<th>CLIENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cullman</td>
<td>Sara’s Ridge Apartment Complex</td>
<td>Garden City Head Start</td>
</tr>
<tr>
<td>Lawrence</td>
<td>Alexander Terrace Apartment Complex</td>
<td>Moulton Head Start</td>
</tr>
<tr>
<td>Morgan</td>
<td>United Way of Morgan County</td>
<td>Decatur City Head Start</td>
</tr>
</tbody>
</table>
Focus Groups
Specific issues identified by Focus Group participants

“Children are sometimes not welcome in senior living complexes, but there are no other options for the family.”

“Underage parents living with their parents do not qualify for food stamps.”

“What is offered is not what children will eat, especially for Hispanic families.”

“Temporary employment agencies offer insurance but it is too expensive.”

“It is cheaper to pay the penalty than the monthly cost.”

“Young adults cannot be independent because they are helping the family with basic needs.”

“Formerly incarcerated people are labeled ‘once a criminal, always a criminal’ and cannot find work.”

“Seniors need opportunities to work.”

“Partnerships are needed to help with initial deposits.”

“There are not any bi-lingual people to speak to at the utility companies.”


NeighborWorks® Community Action
Partnership of North Alabama
America’s Poverty Fighting Network
Morgan County-Decatur

Causes and Conditions

- Costs are too expensive
- Lack of childcare options
- Hours of operation are limited
- Lack of quality/safe options

- Provider requirements are too strict
- Lack of options/knowledge of options
- Lack of variety through food banks/pantries
- Information is in English only

- Lack of benefits offered with jobs
- Government programs have strict requirements
- Cost is unaffordable
- Lack of resources/access to resources

- Limited affordable housing options
- Costs to maintain a home are too expensive for those on government assistance
- Lack of skilled or honest labor for repairs

- Lack of community resources for training programs
- Traditional obstacles from incarceration
- Limited educational support

- Financial burdens prevent payment of bills
- Lack of assistance to pay bills
- Home is not energy efficient
- Utility costs are too high


Community Action
Partnership of North Alabama
America's Poverty Fighting Network

NeighborWorks®
Chartered Member
### Lawrence County-Moulton

#### Causes and Conditions

<table>
<thead>
<tr>
<th><strong>Category</strong></th>
<th><strong>Conditions</strong></th>
</tr>
</thead>
</table>
| **Costs** | - Costs are too expensive  
- Lack of childcare options  
- Hours of operation are limited  
- Lack of quality/safe options |
| **Provider** | - Provider requirements are too strict  
- Lack of options/knowledge of options  
- Lack of variety through food banks/pantries  
- Needs of the family exceed what is offered |
| **Benefits** | - Lack of benefits offered with jobs  
- Government programs have strict requirements  
- Cost is unaffordable  
- Lack of resources/access to resources |
| **Housing** | - Lack of skilled and/or honest labor  
- Limited affordable housing options  
- Financial burdens limit housing opportunities  
- Lack of assistance options for housing maintenance |
| **Community** | - Lack of community resources for training programs  
- Traditional obstacles from incarceration  
- Limited educational support |
| **Financial** | - Financial burdens prevent payment of bills  
- Lack of assistance to pay bills  
- Home is not energy efficient  
- Utility costs are too high |
Cullman County - Cullman

Causes and Conditions

- Costs are too expensive
- Lack of childcare options, quality/safe locations
- Hours of operation are limited
- Seniors raising children have unique challenges

- Lack of knowledge of options
- Lack of variety through food banks/pantries
- Lack of knowledge of community resources

- Lack of benefits offered with jobs
- Government programs have strict requirements
- Cost is unaffordable
- Lack of resources/access to resources

- Costs too expensive for those on government assistance
- Limited affordable housing options
- Financial burdens limit housing opportunities

- Lack of community resources for training programs
- Personal barriers limit job attainment/retention
- Lack of jobs in the community

- Financial burdens prevent payment of bills
- Lack of assistance options to pay bills
- Requirements for assistance are too strict
- Utility costs are too high
Survey Results:
Key Areas of Need Identified

- CHILDCARE: Infants, Toddlers & Preschoolers
- FOOD: Soup Kitchens, Food Pantries & Food Programs
- HEALTHCARE: Dental, Physical, Prescription Assistance
- HOUSING: Safe & Affordable Rental, Home Repair, Weatherization, Homeownership
- JOBS: Youth, Older Adults, Formerly Incarcerated
- UTILITIES: Electric, Propane, Natural Gas
6 Key Areas of Need

COMMUNITY INPUT: CAUSES AND CONDITIONS

- Costs are too expensive for families
- Communities lack resource options
- Community childcare operation hours are not conducive with real-life work hours

STATISTICAL CHILD POVERTY DATA

The 16-county service area of Community Action Partnership of North Alabama reports 27% of children are living in poverty and 12% of those children are living in extreme poverty, as compared to a state average of 27% in poverty and 13% in extreme poverty. Just over 50% of mothers with children ages 0-5 are employed, as compared to 60% of Alabama’s mothers with children the same ages. 


Community Action Partnership of North Alabama currently provides childcare for infants, toddlers and preschoolers at no cost to those meeting eligibility requirements in communities with limited childcare options for low-income families. The Community Action Partnership may consider extended hours of operation in its service area to make an impact in this issue area.
6 Key Areas of Need

Food: Soup Kitchens, Food Pantries & Food Programs

STATISTICAL DATA RELATED TO FOOD

Alabama’s low income household population with low food access is 22%, as compared to 19% to the U.S. Of the children in the 16-county service area living in poverty, 10% have limited access to food and 16% of the seniors (aged 65 +) have limited food access. (ACS 2011-15)

COMMUNITY INPUT: CAUSES AND CONDITIONS

- Families lack knowledge of community resources
- Communities lack food assistance options
- Community food assistance programs do not provide a variety of food choices

Community Action Partnership of North Alabama programs such as Meals on Wheels & More (Morgan County), Head Start and Foster Grandparents offer one or more balanced, nutritious meals Monday through Friday to low-income children, adults and seniors at no cost to the recipients. This provision helps to ease the burden of food costs for those low-income recipients and provides needed nutritious food for those most vulnerable. The Community Action Partnership may consider partnering with organizations with established food assistance programs to offer a larger variety of food choices and extend the organization’s scope to reach more individuals and families in need.
6 Key Areas of Need

Healthcare: Dental, Physical, Prescription Assistance

Community Action Partnership of North Alabama partners with two health clinics to provide physical, prescription and dental care for low-income eligible residents in two of the three core counties. These partnerships have proven successful and the Community Action Partnership may consider additional partnerships to address this key area of need.

 COMMUNITY INPUT: CAUSES AND CONDITIONS

- Jobs in the community do not offer benefits
- Healthcare costs are too expensive for families
- Communities lack healthcare options
- Government healthcare programs have strict requirements

STATISTICAL POVERTY DATA

The majority of the 16-county service has a population of 26% or greater living below 200% Poverty Level (ACS 2011-15). All counties except Madison County report a shortage of Primary Care HPSA. (HRSA HPSA Database, April 2016)
6 Key Areas of Need

**Housing: Safe/Affordable Rental, Home Repair, Weatherization, Homeownership**

**COMMUNITY INPUT: CAUSES AND CONSEQUENCES**
- Communities have limited affordable housing options
- Communities lack skilled/honest labor for home repairs
- Home repair costs are too expensive for individuals/families

**STATISTICAL POVERTY DATA**
The Community Commons reported that 21-35% of the households in the 16-county service area have housing costs that exceed 30% of the household’s income, with 22% - 34% of that housing stock considered to be substandard based on ACS 2011-2015 data.

**Community Action Partnership of North Alabama** provides weatherization assistance to qualifying low-income home owners with the goal of decreasing utility costs and maintaining safe, quality housing. Additionally, the Partnership is a NeighborWorks® affiliate partnering with stakeholders to develop energy-efficient, safe, affordable multi-family and senior housing across the state of Alabama. Currently, the Partnership has developed 593 housing units (322 multi-family units and 271 senior, age 55+) across the 16-county service area with an additional 56 unit multi-family housing project to be finished by the close of 2018. The Partnership is the lead entity in affordable housing in the state of Alabama with a passion to continue to address this key area of need for communities and families.
6 Key Areas of Need

COMMUNITY INPUT: CAUSES AND CONDITIONS

- Communities lack job options
- Communities resources are needed to bolster training programs/job attainment
- Formerly incarcerated individuals experience obstacles transitioning into the work force

STATISTICAL POVERTY DATA

According to the Bureau of Labor Statistics, the unemployment rate for the 16 county service area is 5.4% which is greater than both the state and national unemployment rates. (November 2017)

Community Action Partnership of North Alabama partners with community organizations to increase their capacity to offer job skills and training programs for formerly incarcerated adults and at-risk youth. These programs may pave the way for adults and youth to be successful in securing stable, long-term employment and fulfill the mission of the Partnership to reduce or eliminate the causes and consequences of poverty. The Partnership may consider collaborations with other successful organizations to fund additional resources to increase the impact of efforts to address this key need.
6 Key Areas of Need

Utilities: Electric, Propane, Natural Gas

COMMUNITY INPUT: CAUSES AND CONDITIONS

- Family financial burdens prevent from paying utility bills
- Communities lack assistance options

STATISTICAL POVERTY DATA

The 16-county service area population that is below the 200% Poverty Level is 39%. The Alabama population below 200% Poverty Level is 40%, significantly over the U.S. rate of 34%.

(ACS 2011-15)

Community Action Partnership of North Alabama administers the Low-Income Energy Assistance Program (LIHEAP) and partners with community stakeholders to supplement other energy assistance efforts through programs such as Operation Warm, Operation Share and the Alabama Business Charitable Trust Fund (ABC Trust). The Partnership’s HUD Housing Counselors are in a unique position to offer an array of Financial Capabilities counseling which includes budgeting and energy conservation measures to support individuals and families in their quest to address financial burdens that may prevent them from paying utility bills. These services are designed to intervene in situations where utility issues exist and stabilize the individual or family.
Agency Next Steps

• Key findings for six (6) needs, causes and conditions serve as the framework for the agency’s strategic plan
• Key findings for six (6) needs serve as the basis for all program and initiative work plans
• Increase collaboration among the most valued community resources for program and initiative work plans
Recommendations to Communities

Creation of a Community Agenda

**CHILDCARE: INFANTS & TODDLERS**

It is recommended that the community
• explores opportunities to expand safe, affordable childcare options for low-income families
• community groups/leaders/partners advocate for the expansion childcare hours of operation to meet the need for childcare that is more conducive to parental work schedules.

**FOOD/HUNGER PREVENTION**

It is recommended that the community
• works together to create additional food pantries and food assistance options
• advocate for expanded assistance to low income families
• coordinates whenever possible the open communication of food assistance providers to ensure that families may secure the most appropriate assistance possible.

[Images and logos related to the topics mentioned]
Recommendations to Communities
Creation of a Community Agenda

**HEALTHCARE & PRESCRIPTION DRUGS**

It is recommended that communities
• explore the creation of a community-level initiative designed to educate employers
• bring healthcare providers together to discuss affordability and solutions
• advocate for community and business partnerships to create a health program for those who fall in the age bracket of the healthcare coverage gap.

**HOUSING & HOME REPAIR**

It is recommended that the community
• works together to explore opportunities to revitalize neighborhoods in decline and increase safe, affordable community housing stock for rental and homeownership.
• comes together with city leaders and housing authorities to identify “slum lord” housing and help launch an initiative to force compliance.
Recommendations to Communities

Creation of a Community Agenda

**JOBS: YOUTH, OLDER ADULTS, FORMERLY INCARCERATED**

It is recommended that the community
- come together to consider the current resources
- explore opportunities to bolster training programs
- address barriers that prevent job attainment/retention
- develop an initiative that will assist more individuals in the community who are seeking job skills and jobs.

**UTILITIES: ELECTRIC, PROPANE, NATURAL GAS**

It is recommended that the community
- explores opportunities to create partnerships to educate individuals and families on understanding utility bill options (proration of costs vs actual monthly costs), the most effective home energy saving measures
- provides more assistance opportunities.
County Snapshots

Cullman County Community Survey Findings

Population 83,316

- 39% J O B S A N D T R A I N I N G
  - Lack of community resources for training programs
  - Personal barriers prevent job attainment and/or retention
  - Limited educational support

- 56% HEALTHCARE AND PRESCRIPTIONS
  - Lack of benefits offered with jobs
  - Government programs have strict requirements
  - Cost is unaffordable
  - Lack of resources/access to resources

- Cullman County, AL (34.54%)
- Alabama (31.56%)
- United States (11.74%)

Lawrence County Community Survey Findings

Population 33,586

- 55% J O B S A N D T R A I N I N G
  - Lack of community resources for training programs
  - Personal barriers prevent job attainment and/or retention
  - Limited educational support

- 50% HEALTHCARE AND PRESCRIPTIONS
  - Lack of benefits offered with jobs
  - Government programs have strict requirements
  - Cost is unaffordable
  - Lack of resources/access to resources

- Lawrence County, AL (44.44%)
- Alabama (22.66%)
- United States (12.59%)
To learn more about the results of the Community Action Partnership of North Alabama’s 2017 Community Needs and Resources Assessment and recommendations, please contact

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Questions

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