

BOCC



RESOLUTION NO. 20-347

**BOARD OF COUNTY COMMISSIONERS
COUNTY OF EL PASO, STATE OF COLORADO**

**RESOLUTION TO APPROVE SUBMITTAL OF A COMMUNITY SERVICES BLOCK
GRANT APPLICATION TO THE STATE OF COLORADO DEPARTMENT OF LOCAL
AFFAIRS**

WHEREAS, pursuant to C.R.S. §§ 30-11-101(1)(e) and 30-11-107(1)(e), the Board of County Commissioners of the County of El Paso, State of Colorado (hereinafter "Board"), has the legislative authority to represent the County and manage the business and concerns of the County; and

WHEREAS, the El Paso County Community Services Block Grant Advisory Board (hereinafter "CSBG Advisory Board") desires to submit a Grant Application for the 2021 – 2023 grant cycle to the State of Colorado Department of Local Affairs, for the purpose of obtaining a Community Services Block Grant; and

WHEREAS, the CSBG Advisory Board has researched existing needs and resources in El Paso County and recommends that the following needs for persons at or below 200% of the federal poverty level be addressed in its application to the State of Colorado, to include:

1. Employment services;
2. Housing services;
3. Health and Social/Behavioral Development (includes Nutrition);
4. Services Supporting Multiple Domains; and
5. Education and Cognitive Development

WHEREAS, the Board has determined that it would serve the best interests of the citizens of El Paso County to submit an Application; and

WHEREAS, the CSBG program is administered through the Department of Human Services in El Paso County.

NOW THEREFORE, BE IT RESOLVED the Board of County Commissioners hereby approves the submission of the Community Services Block Grant 2021 – 2023 Application to the State of Colorado Department of Local Affairs.

BE IT FURTHER RESOLVED that the Chair of the Board of County Commissioners, a duly elected, and qualified member, or the Vice Chair, a duly elected and qualified member of the Board of County Commissioners, be and is hereby authorized and appointed on behalf of the Board to execute any and all documents necessary to carry out the intent of the Board as described herein.

Done this 29th day of September 2020 at Colorado Springs, Colorado.

ATTEST

Charles D. Broerman

County Clerk and Recorder



**BOARD OF COUNTY COMMISSIONERS
OF EL PASO COUNTY, COLORADO**

[Signature]

Chair



COLORADO

Department of Local Affairs

Division of Local Government

**COMMUNITY SERVICES BLOCK GRANT (CSBG) PROGRAM
2021-2023 APPLICATION AND PLAN**

**PLEASE NOTE: DOCUMENT CANNOT BE UPLOADED IN ITS ENTIRETY FOR THE APPLICATION BUT IS BEING RELEASED TO ALLOW YOU TO DEVELOP THE CONTENT FOR EACH SECTION/QUESTION IN ADVANCE. THE TEXT FOR EACH QUESTION WILL NEED TO BE PASTED INTO EACH SECTION.
Due October 1, 2020 through the Grants Portal**

A. APPLICANT/CONTACT INFORMATION

1. Organization: El Paso County

2. Principal Representative

- a. Honorific:
- b. First Name: Mark
- c. Middle Name:
- d. Last Name: Waller
- e. Suffix:
- f. Role: Chair, Board of County Commissioners
- g. Mailing Address: 200 S. Cascade Ave
- h. Address 2:
- i. City: Colorado Springs
- j. State: Colorado
- k. Zip Code: 80903
- l. Phone Number: 719.520.7276
- m. Email Address: MarkWaller@elpasoco.com

3. Responsible Administrator (will receive all mailings) for the Application:

- a. Honorific:
- b. First Name: Rachel
- c. Middle Name:
- d. Last Name: Kline
- e. Suffix:
- f. Role: Contracts and Internal Compliance Manager – Human Services
- g. Mailing Address: 1675 Garden of the Gods Rd
- h. Address 2: 3rd Floor
- i. City: Colorado Springs
- j. State: Colorado
- k. Zip Code: 80907
- l. Phone Number: 719.444.5483
- m. Email Address: RachelKline@elpasoco.com

B. ORGANIZATION INFORMATION:

- 1. Federal Tax ID#: 84-6000764
- 2. DUNS #: 07-644-4017
- 3. Service Area (Counties served by the CSBG Program): El Paso County
- 4. State House District: 14 - 21
- 5. State Senate District: 2,9,10,11,12
- 6. Amount of CSBG Projected FFY21 Allocation: \$611,514.00
- 7. Mission Statement: El Paso County is a regional leader providing valued and necessary community services in the most cost-effective manner
- 8. Project Description (Provide three to five sentences summarizing your CSBG program. This will be the summary statement for your Exhibit B – Scope of Work in the contract): El Paso County will contract with community partner agencies to provide services directly to individuals, families, and households at or below 200% of the Federal Poverty Level (for 2021; the eligibility level for subsequent years is still to

be determined by State). The services provided will be focused on moving an individual or family to self-sufficiency and out of poverty. An area of focus will be 2-Gen services that wraparound the family or household.

9. Upload a PDF of your organization's W9: See Attachment 1 – W9

C. TRIPARTITE BOARD MEMBERSHIP ROSTER

1. Eligible Entity Type (): ☒ Single County Government ☐ Council of Governments
☐ Private CAA ☐ Multi-County Service Agency
2. Total Seats per Agency Bylaws: 9
3. Total Current Vacant Seats: 1
4. Total Number of Seats Reserved for low income sector: 3 (currently filled at 4)
5. Total Number of Seats Reserved for elected officials sector: 3 (currently filled at 2)
6. Total number of Seats Reserved for private sector: 3
7. Upload Board Roster (Please indicate the sector each board member represents):

LOW INCOME					
Name	County of Residence	Community/Group Represented	Date Initially Seated	Current Term Expiration	If Vacant-Provide Date Position Became Vacant
Kimberlee Noyes	El Paso	Education	December 2016	September 2022	
Lisa Hady	El Paso	Victim Services	January 2016	September 2022	
Pamela Roberts	El Paso	Non-Profit	June 2019	September 2022	
Tiera Wright	El Paso	Education	March 2020	March 2023	
PUBLIC ELECTED OFFICIALS					
Name	County of Residence	Community/Group Represented	Date Initially Seated	Current Term Expiration	If Vacant-Provide Date Position Became Vacant
Cami Bremer	El Paso	County Commissioner, District 5	January 2019	Indefinite	
Victoria Bennett	El Paso	Public Health	September 2018	September 2021	
PRIVATE ORGANIZATIONS					
Name	County of Residence	Community/Group Represented	Date Initially Seated	Current Term Expiration	If Vacant-Provide Date Position Became Vacant
Pamela Herder	El Paso	Private	June 2019	September 2022	
Stacey Burns	El Paso	Private	January 2016	September 2022	
Vacant	El Paso	Private			June 2020

D. BUDGET SUMMARY

1. Please upload your budget, based on the CSBG projected FFY21 amount.
2. I certify that CSBG funds will not be used for construction related expenses. ☒
3. I certify that CSBG funds will not be used for any type of political activity. ☒
4. I certify that CSBG funds will be used in accordance with Uniform Guidance. ☒

E. PROJECT ELIGIBILITY

The purpose of the CSBG program is to alleviate the causes and conditions of poverty in communities. Please select the Federal Objective(s) and National Goal(s) addressed in this application and plan.

1. **Federal Objectives, as listed in IM152.** (Select one or more objectives to be addressed in the Community Action Plan submitted.)

- ☒ Employment
- ☒ Education and Cognitive Development
- ☐ Income, Infrastructure, and Asset Building
- ☒ Housing
- ☒ Health and Social/Behavioral Development (includes Nutrition)
- ☐ Civic Engagement and Community Involvement
- ☒ Services Supporting Multiple Domains
- ☐ Linkages (e.g. partnerships that support multiple domains)
- ☐ Agency Capacity Building
- ☐ Other (e.g. emergency management/disaster relief)

2. **National Goals, as listed in IM152.** (Select one or more national goals to be addressed in the Community Action Plan submitted.)

Grantee will be expected to report on the results of all CSBG-funded programs in relation to these goals in the CSBG IS Final Reports.

- ☒ Goal 1: Individuals and Families with low incomes are stable and achieve economic security.
- ☐ Goal 2: Communities where people with low incomes live are healthy and offer economic opportunity.
- ☐ Goal 3: People with low-incomes are engaged and active in building opportunities in communities.

F. PROJECT INFORMATION - If applying for Linkages only, indicate "not applicable" for questions 1-4 in this section and proceed to question 5.

1. Applicant must be able to demonstrate that customers of CSBG programs or services will be low-income individuals and/or families living at 125% (changed to 200% since the application was released) Federal Poverty Level or below. Describe how customer eligibility based on Federal Poverty Level is determined, evaluated and tracked for the purpose of CSBG program activities.

Service eligibility will be determined in accordance with the CSBG Program Implementation Manual, memos COCSBG-IM-2020-2 and COCSBG-IM-2020-2b and any subsequent correspondence that may be released. To summarize the process, the entity determining eligibility is responsible for knowing the current Federal Poverty Levels chart, gathering information and evidence of age and other required demographic information, household composition and evidence of income, income sources, and performing the calculation to determine if an applicant is eligible for CSBG funded service. Information and supporting documentation will be kept in an individual client file, and a client will be determined eligible for an 18-month period from the date eligibility was originally established, with a requirement of redetermination necessary if services beyond the initial 18-month period are requested.

2. If the proposed project requires customers to complete an application or there is a selection process (e.g., emergency assistance, human services program, etc.), describe what procedures will be used to ensure that customers receiving assistance will be selected through an open and equitable process and that greatest community needs are addressed.

El Paso County requires customers (clients) to complete an application for service through our contracted service providers; however, the information is used to determination eligibility in accordance with CSBG rules, not to determine priority or selection for service. If a customer meets the eligibility to be served using CSBG funds, the customer will be served if funds are available to do so.

3. Please describe the notification process and grievance procedures for customers who are declined assistance.

Each CSBG funded entity will be required by contract to have a notification and grievance procedure, and display or make accessible a copy to any applicant who requests to see it. Additionally, applicants who are declined assistance may contact the El Paso County Department of Human Services (Department) Quality Assurance line to lodge a grievance. The CSBG funded entity will make the phone and email contract for the Department available to clients. The grievance will then be addressed by Department staff as appropriate.

4. If sub-recipients determine customer eligibility, please describe monitoring procedures the eligible entity uses to ensure the federal poverty level income requirement, selection process and notification/grievance procedures as listed in Question 1-3 are met. If no sub-recipients are used in this program, please indicate "not applicable."

The CSBG funded sub-recipient will be monitored monthly through a review of program outcomes which are submitted to the County with the sub-recipient's monthly request for reimbursement. Actual performance is monitored in accordance with contracted outcome expectations. If an outcome is not being met, or if services do not appear to have been provided in accordance with the contract, a review is held at the Department to determine what barriers or errors are occurring. The sub-recipient has an opportunity to clarify the situation and may be placed on a corrective notice with a set period of time to cure the deficiency. Invoices receive two levels of review each month – first the assigned Department Contract Specialist reviews the invoice for accuracy and ensures that required backup is included; a second review occurs when the Budget Analyst compiles the monthly reimbursement request to DOLA. Additionally, Department Staff will conduct quarterly onsite monitoring on a random selection of clients files, which will include a review of client file content as required by the El Paso County CSBG Eligibility Determination Tool and Process document, and any clients deemed ineligible, either through miscalculation of eligibility, missing or incomplete documentation, or other evidenced reason, will be calculated as a percentage of accuracy for invoicing purposes for the month of occurrence and reimbursement from the sub-recipient for direct services provided will be obtained. If CSBG funding was used to pay for staff time, such as that of a caseworker, the error percentage will also be applied to the salary and benefit charges on the invoice. Department staff will also look for a posted notice or other publication means of the grievance procedures.

5. If applying for Linkages, please describe how services provided will involve community partners, coordinate services and provide and evaluate community outcomes that address poverty. Please note that "information and

referral” type services are not eligible as linkages. Rather, a coordinated and community-driven strategy to improve service delivery at the community level must be described and implemented.

El Paso County is not applying for linkages.

G. COMMUNITY NEEDS ASSESSMENT

1. Based on the results of the community needs assessment, what are the key **causes and conditions** of poverty in the service area? What are the needs or conditions (economic or otherwise) contributing to poverty in the community that this application and plan will address?

Causes and Conditions of Poverty

Demographics

- An estimated 4.8 percent of households had incomes below \$10,000 a year, and about 14.5 percent of children under 18 lived below the poverty level.
- Disparities persist by race and ethnicity. Poverty rates are twice as high for Hispanic/Latino residents compared with white residents.
- Poverty is distributed unevenly across El Paso County, with higher rates of household poverty in rural communities, southeast Colorado Springs, and older neighborhoods of Colorado Springs. Poverty rates are the highest in southeastern El Paso County.
- There are higher rates of unemployment among people identifying as two or more races, Black or African-American, and American Indian or Alaska Native, than those identifying as white.
- Poverty rates are lowest among white residents and highest among racial and ethnic minorities. Poverty rates are twice as high for Hispanic/Latino residents (18.8%) compared to non-Hispanic/Latino residents (9.3%). There are many factors that contribute to these disparities, including where residents live. Some of the poorest census tracts in El Paso County also have the highest proportion of minority residents. These communities have faced disinvestment and tend to have lower property values and less access to core services.
- Women and youth other the age of 18 also have higher rates of poverty in El Paso County. Wage gaps and access to affordable childcare may play a role in this disparity.

Housing and Homelessness

- While Colorado Springs is more affordable than the Denver metro area, its housing costs are still higher than the national average.
- The populations experiencing homelessness in Colorado Springs is on par with other similarly sized cities but has been growing over time. Homelessness-related issues are among the most frequent complaints that the City receives.
- Improving housing affordability for all is identified as one of the cornerstone challenges and priorities in the recently adopted Comprehensive Plan for the City of Colorado Springs, “PlanCOS. New affordable housing development should take into consideration job access, transportation connectivity, and local opportunity for economic advancement into consideration.
- Lack of affordable housing remains a key issue in El Paso County, particularly for renters and racial and ethnic minorities, who experience poverty at higher rates than white residents. In addition, the geography of the county with uneven distribution and access to resources and core services contributes to challenges for certain neighborhoods and rural areas of the county.
- Housing is the single largest expense for families, and the majority of cost-burdened households are renters. El Paso County’s growth has outpaced much of the state, with a net migration of 68,347 from 2008-2018. The number of households grew by 43,614 (to 270,739) from 2008-2018, while only 25,212 housing units were added during that time. Accordingly, the vacancy rate dropped from 9.3 in 2008 to 1.7 in 2018, with only 5,182 vacant housing units in the county in 2019, compared to 23,210 in 2008. This scarcity has pushed up the cost of housing, with El Paso County being one of the hottest real estate markets in the country. (Source: Colorado State Demographer’s Office)

Transportation and Development

- Certain neighborhoods in Colorado Springs have less access to public transportation and are less bicycle- and pedestrian-friendly. There are many reasons for inequity in development across the city. The geographic size

of the both the city and county are a challenge for efficient transit connections. This makes the location of services relative to high-need populations an important consideration.

- Connecting affordable housing with transit will be a key priority as El Paso County continues to grow.

As in prior years, the CSBG program in El Paso County will be focused on self-sufficiency and overall improvement of ones financial situation. This program will address the need for training and employment services with the goal of enabling a citizen to gain solid and/or career level employment to increase their likelihood of obtaining financial security for them and their family. Ensuring people have safe and stable housing in important – that is known to be a major concern for many families and eliminating that concern can relieve the burden and allow the citizen to focus on the other steps necessary to attain financial security. Equal access to healthcare and accessing eligible health care benefits, to include understanding the importance of preventative health screening, managing health conditions, and general wellbeing is a major contributor to overall success and happiness. This encompasses physical and mental health. Just as important is the need for a solid educational foundation. Research has shown that engaging in and installing positive and strength-based learning habits early in life are beneficial to a successful adulthood and working or career experience. It is important that all young citizens have equal access to education services and opportunities, to include the necessary tools and equipment.

It is expected that many citizens engaged in the CSBG funded service programs will receive multiple services or supports due to the wraparound approach that the County would like to undertake during this grant cycle. It is hoped that taking this approach will lead to more citizens obtaining an identified outcome and achieving a success, as they view success to be.

2. **Please Upload your Community Needs Assessment (PDF): See Attachment 2 – Needs Assessment**
3. **Please Upload Board Minutes approving your Community Needs Assessment (PDF): See Attachment 3 – Board Minutes – Needs Assessment**

H. COMMUNITY ACTION PLAN (3 YEARS)

1. **Describe how the federal domains your agency will be working in, identified in Section E, will address the needs identified in the community needs assessment and what are the general services and strategies that will be used?**

Under the Federal Objective of Employment, the County intends to contract with local providers to provide citizens with training and certification in fields that pay career wages, as well as a dedicated and guided approach to obtaining and retaining employment through a variety of means, such as on-the-job training; work experience opportunities; apprenticeships; job search and placement. This will support the County Strategic Plan Goal 4 of “Consistently Support Regional Economic Strength” and the strategy of encouraging the growth of existing businesses and recruitment of new businesses, by offering employment services, training, and apprenticeships that are financially supported with CSBG funds, potentially offering an opportunity to the employer to take on a new worker, while benefiting from the comprehensive support of the CSBG program.

Under the Federal Domain of Education and Cognitive Development, citizens may be able to access educational supports or existing community program services to improve their access to early childhood education services, educational support and services for school-aged children and their families, to include tools or resources that ensure equal access to internet or other necessary educational equipment.

Goal 5 of the County Strategic Plan is to “Strive to ensure a safe, secure, resilient, and healthy community.” The activities that will be undertaken in regard to the Federal Objective of Housing will be to provide financial assistance to individual households to cover the cost of a mortgage or rent payment to either prevent eviction or stabilize a housing situation. This will initially be achieved using the CARES funds; however it may continue with regular CSBG funds once the CARES funds are fully expended. Additionally, regular CSBG funds may be made available to support programs involved with reducing homelessness or and providing short-term crisis housing.

The activities that will be undertaken in regard to the Federal Objective of Health and Social/Behavioral Development (includes Nutrition) may include the provision of food services or other community services that provide supports in improving the health and social/behavioral development of an individual and their household. This could include program services with safeguards in place to reduce domestic violence situations and children’s exposure to unhealthy parental interactions, programs for homeless pregnant women and children, equal access to healthcare and accessing eligible health care benefits, to include understanding the importance of preventative health screening, and managing health conditions.

Services Supporting Multiple Domains may be utilized as a catch-all approach to support resource and referral activities to provide citizens with a wraparound and 2-Generational activities.

This plan is dependent upon El Paso County receiving funds in the projected amount. If reduced or additional funds are received, services will be adjusted to fit within the budget, which may include the elimination of a federal objective, or a reduction in the services proposed, a change in the number of citizens served. Once the grant is awarded to EPC, a Request for Proposal process will be conducted to select contracted partners. The County will open the identified proposed federal domains to solicit services within these domains. In the event there are no proposals received on a federal domain or the proposals received are not awarded a contract by the county for the first grant year, the domain will remain available for use; however the County will not provide services under that domain in the initial year, and will continue to attempt to identify a program or service that meets the community need within that domain.

A wraparound service approach will be encouraged, with the goal of providing the citizen with the tools they could utilize to move their household from poverty to self-sufficiency. A 2-Generational approach to service delivery is also encouraged.

All contracted partners will be required to provide citizens with information on the services offered by child support services, the Pikes Peak Workforce Center, the Supplemental Nutritional Assistance Program, the Low-Income Energy Assistance Program, and Health First Colorado (Medicaid).

2. Describe the expected outcomes for the customers or community that will be achieved. Indicate whether each outcome is a family, agency or community level outcome.

All outcomes under this application will be considered a family level outcome; all proposed activity categories, while delivered to an individual, has the potential to improve the financial situation of their household and family.

Actual citizen engagement and outcome information cannot be provided until the contracted partners are selected. Assuming that regular CSBG funding will remain static, and the County is proposing outcomes similar to those currently being undertaken in the current CSBG grant cycle. Actual outcomes will be determined based on the services identified to be provided by the contracted service providers once they are selected.

FNPI 1h.1 - the number of employed participants who Increased income from employment through wage or salary amount increase.

FNPI 1b - The number of unemployed adults who obtained employment (up to a living wage).

FNPI 2h - The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.

FNPI 4e - The number of Individuals who avoided eviction

FNPI 4f - The number of Individuals who avoided foreclosure.

FNPI 4c - The number of Individuals who maintained safe and affordable housing for 90 days

FNPI 4d - The number of Individuals who maintained safe and affordable housing for 180 days

FNPI 4z.1 - The number of Individuals who avoid utility shut-off.

FNPI 5b - The number of individuals who demonstrated improved physical health and well-being.

FNPI 7a - The number of individuals who achieved one or more outcomes as identified by the National Performance Indicators in various domains

3. How will success be measured? Include how data will be collected and the quantitative and qualitative evaluation techniques that will be used.

Outcomes utilizing the ROMA model will be developed with the sub-recipients, and success will be measured by tracking the actual outcome to the expected target. Data is captured through manual tracking sheets and client file review.

Quantitative data - Outcome expectations form part of the sub-recipients contract and from this a monitoring tool is developed. As contracts cannot be awarded until funding is received, tools have not been developed at this time. However, the sub-recipient will provide the Department with demographic and outcome data, along with identifying client information, on a monthly basis, and Department staff will track data for annual reporting purposes, as well as performance monitoring. Data and progress reports will be compiled and presented to the CSBG Advisory Board on a quarterly basis, along with a high-level assessment of performance effectiveness and success.

Qualitative data - All CSBG funded entities are required to offer CSBG clients the opportunity to complete a customer satisfaction survey after each service received. This tool is uniform across the agencies and information provided will be analyzed to measure the effectiveness and usefulness of the service provided.

At any time, the County is interested in hearing personal accounts from citizens involved in CSBG-funded programs and the impact these services are having on their journey to self-sufficiency.

4. What other community entities, organizations, or stakeholders are contributing to this project and how services will be coordinated? Describe how duplication of services will be avoided.

At this time the County has not identified the funded contracted partners who will be providing CSBG-funded services; however, there will be many stakeholders with an interest in seeing positive outcomes from the CSBG funded programs. Successful employment services will benefit the community as a whole, providing employers with a workforce to maintain or grow their business, clients will have gainful employment and be able to better their life by having funds to improve their standard of living and engagement, as well as contributing to the community through the payment of taxes and utilization of community resource and businesses.

It is in the interest of the community as a whole to move people to self-sufficiency and away from poverty and homelessness. Providing families with basic needs could enable citizens to work towards finding employment and secure housing. Several of the strategies and services proposed involve CSBG funding being leveraged with funds from other stakeholders to create a comprehensive program that can serve more citizens.

Duplication of services will be avoided by the Department of Human Services overseeing the CSBG program on behalf of the County, through regular monitoring and annual audits. A part-time position has been created and approved by the County for the purpose of overseeing this grant, in its entirety. This includes monthly analysis on submitted data, outreach to contracted partners to ensure full contract compliance and service delivery, identifying and resolving hurdles in their early stages, real-time monitoring of partner performance and assistance with cross service delivery and outreach.

5. If you will still be spending down your CARES Act allocation in 2021 describe how will they complement your 2021-2023 services and strategies?

CSBG CARES funds will be utilized to provide the services as described in the County's plan that was submitted to State in July 2020 (approval from State to implement the proposed plan has not yet been received).

In summary, the CARES funds will be used to fund rent and mortgage payments to prevent eviction and foreclosure and stabilize a housing situation. Additionally, funds will be used to provide some financial assistance to cover utility costs provided all other utility assistance resources have been exhausted.

This means that the County may not need to dedicate a large portion of funds, if any, of the initial regular CSBG funding to housing and utility costs. This will provide an opportunity for other services, such as employment or education to gain further outreach and capacity.

6. Describe how CSBG funds are leveraged with other cash and in-kind resources in the community. In what ways does CSBG fill gaps in services or address unmet needs in the community?

CSBG funds will be leveraged with each contracted partner other funding sources to have maximum impact in the lives of low-income individuals in El Paso County. By contracting out service provision to established community partners, the funds are going to support the activities of community agencies that are experts in their field of service, employ citizens in their agencies, contribute to the local economy, and can meet a citizens needs outside of a formal government program, such as TANF or food assistance.

Additionally, CSBG funded program fill the gaps in services and address unmet community needs by offering citizens the

opportunity to access programs and services that could exist in a reduced capacity if it were not for CSBG funding. Non-government agencies can take a warmer and inclusive approach that is often not possible through direct Government programs. The follow up services, the check-in to see how a citizen is doing, to ask if they have any additional needs, or to check on progress is a strength of a community agency and their approach to service. This encouragement and warm approach could mean the difference between successful completion of a program or activity, or a citizen continuing to struggle and feel unsupported, and potentially give up on their goal.

7. How is Results Oriented Management and Accountability (ROMA) – the 5-step process of assessment, planning, implementation, achievement of results and evaluation – used in your agency and program? Describe how you achieve each of the five steps in the process.

In El Paso County ROMA is used to assess, plan, implement, achieve, and evaluate the community need and the programs operated with CSBG funding.

Assess – Through a needs assessment process and the County Strategic Plan, the County was able to identify several of the Federal Objectives where CSBG funding may have an impact on the lives of citizens in El Paso County.

Plan – Utilizing a public procurement process and a review of Department data (part of the needs assessment) the County was able to identify strategies that have the opportunity to yield successful results in the community.

Implement – Through contracted services, the County believes it will be able to implement the identified strategies.

Achieve - The contract will enable the Department to monitor performance for success and yield, and quickly change direction if the expected results are not obtained.

Evaluate – Through the regular gathering and review of data, the Department will be able to ascertain the success of a particular activity or program. This will allow the County to confidently spend taxpayer CSBG funds on successful strategies within the El Paso County community.

8. When was the last ROMA training accessed by the organization? Who attended, and who provided the training?

Provided by the Colorado Community Action Association:

Regional training Forum – 2018 – Walsenburg, Colorado – Attendees Rachel Kline and Connie McLaughlin (now retired).
2019 Community Action Conference – 2019 – Colorado Springs, Colorado – Attendee Rachel Kline

2020 trainings were cancelled due to COVID-19

9. Did a Certified ROMA Trainer review this Community Action Plan prior to submission?

X Yes
No

Provide the name of the Certified ROMA Trainer who completed the review. – **Josiah Masingale**

10. Upload ROMA Trainer/Implementer Review Certification (PDF) – See Attachment 4 - ROMA Trainer/Implementer Review Certification

11. Please upload a copy of the Board minutes approving the Community Action Plan – See Attachment 5 – Board Minutes – Community Action Plan

I. CHECKLIST OF REQUIRED ITEMS

This checklist includes requirements for completing the Community Services Block Grant (CSBG) Application and Plan. Eligible entity should mark all items included in the submission.

Document Section	Requirement Documents	Resources
A. APPLICANT/CONTACT INFORMATION		
B. ORGANIZATION INFORMATION	1. Organization W9 - PDF	1. State W9 Form
C. TRIPARTITE BOARD MEMBERSHIP ROSTER	1. Board Roster - PDF	1. Board Roster template
D. BUDGET SUMMARY	1. Budget - xlsx	1. Budget Template
E. PROJECT ELIGIBILITY		
F. PROJECT INFORMATION		
G. COMMUNITY NEEDS ASSESSMENT <ul style="list-style-type: none"> Includes analysis of information collected directly from low-income individuals (1.2) Includes analysis of information from community partners in assessing needs and resources (2.2) Includes data specific to poverty and its prevalence related to (at a minimum) gender, age and race/ethnicity for service area (3.2) Includes both qualitative and quantitative data (3.3) Includes key finding on the causes and conditions of poverty in service area (3.4) Reviewed and accepted by tri-partite board as documented in board minutes (3.5) 	1. Community Needs Assessment – PDF 2. Board Minutes approving the Community Needs Assessment - PDF	1. Community Needs Assessment Template
H. Community Action Plan <ul style="list-style-type: none"> Description of the expected outcome for the client or community. Description of the measurement tool and process that will be used to determine success. Description of how coordination will occur with other programs Description of how CSBG funds will be leveraged with other resources Description of any innovative initiatives being undertaken Outcome-based, anti-poverty focused and ties directly to community needs assessment (4.2) Demonstrates full use of the ROMA cycle and use of a ROMA certified trainer (4.3) Accepted by tri-partite board as documented in board minutes 	1. ROMA Trainer/Implementer Review Certification – PDF 2. Board Minutes approving the Community Action Plan - PDF	1. ROMA Trainer/Implementer Certification – .docx
I. Checklist of Required Items		
K. Official Board Action Taken	1. Signed Official Board Action Taken Form - PDF	1. Signed Official Board Action Taken Form - .docx

Completed	Attachments	Comments
<input checked="" type="checkbox"/>	1. W-9 (Address where payments will be sent.) (Section B)	Attachment 1
<input checked="" type="checkbox"/>	2. Tripartite Board Roster (Section C)	Page 3
<input type="checkbox"/>	3. Detailed Budget and Narrative (Use form provided.) (Section D)	Pending
<input checked="" type="checkbox"/>	4. Community Needs Assessment (Section G)	Attachment 2
<input checked="" type="checkbox"/>	5. Board Minutes approving Community Needs Assessment (Section G)	Attachment 3
<input checked="" type="checkbox"/>	6. ROMA Trainer/Implementer Review Certification (Section G)	Attachment 4
<input checked="" type="checkbox"/>	7. Board Minutes approving Community Action Plan (Section G)	Attachment 5
<input type="checkbox"/>	8. Organizational Standards Annual Assessment	Submit online by 10/30/2020
<input type="checkbox"/>	9. Official Board Action Taken (Section K)	Pending BoCC meeting 9.29.2020

Official Board Action taken on

September 29, 2020

Date

Submission of this form indicates official action by the applicant's governing board authorizing application for these funds.

To the best of my knowledge and belief, statements and data in this application, including the attached tables and other documentation, are true and correct and the submission of same has been duly authorized by the governing body of the applicant/lead jurisdiction and other participating jurisdictions, if any.

Public Entities:

Signature, Chief Elected Official

Mark Waller

Name (typed or printed)

Chair, Board of County Commissioners

Title

9/29/2020

Date

Private Entities:

Signature, Board President

Name (typed or printed)

Title

Date

Request for Taxpayer Identification Number and Certification

Give Form to the
requester. Do not
send to the IRS.

► Go to www.irs.gov/FormW9 for instructions and the latest information.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.

El Paso County, Colorado

2 Business name/disregarded entity name, if different from above

3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes.

☐ Individual/sole proprietor or single-member LLC ☐ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ►

Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

☒ Other (see instructions) ►

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from FATCA reporting code (if any) _____

(Applies to accounts maintained outside the U.S.)

5 Address (number, street, and apt. or suite no.) See instructions.

200 South Cascade Avenue

6 City, state, and ZIP code

Colorado Springs, CO 80903

7 List account number(s) here (optional)

Requester's name and address (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number

____ - ____ - ____

or

Employer identification number

8 4 - 6 0 0 0 7 6 4

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign
Here

Signature of
U.S. person ►

Maria Cassidy

Date ►

1/1/2023

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.

Attachment 2 - Needs Assessment

Checklist Item - G.1.

Community Needs Assessment

El Paso County, Colorado

July 2020

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1. Executive Summary

El Paso County is frequently ranked as a desirable place to live, thanks in part to the temperate climate, spectacular views of Pikes Peak, ample recreational opportunities and a lower cost of living than the Denver metro area. The county is nearly tied with Denver as the state's most populous county and has been growing steadily over the past few decades. This increased growth has brought diversity and new development but has also strained existing infrastructure and programs.

El Paso County's Department of Human Services is a leader in programs and collaborations to eliminate poverty and promote self-sufficiency. The Community Services Block Grant (CSBG) is a large source of support for many initiatives that help alleviate the burden of poverty for El Paso County residents. The CSBG program is a federal program with the mission of eliminating poverty. The Department of Human Services (DHS) contracts with local agencies in the El Paso County community to provide assistance and opportunities to residents, including providing qualifying persons with one-time emergency or self-sufficiency assistance. To be eligible for assistance through the CSBG, a household must be at or below 125 percent of the Federal Poverty Level (FPL), or \$32,750 for a family of four. In 2021, the income threshold to qualify for assistance will be 200 percent of the FPL, or \$52,400 for a family of four. Services provided with Block Grant funds span the following categories: employment, education and cognitive development, income and asset-building, housing, health and social/behavioral development, civic engagement and community involvement, and services that support multiple domains.

The El Paso County Department of Human Services partnered with El Paso County Public Health from April 2020 – July 2020 to produce this Community Needs Assessment, which focuses on the objectives of the CSBG. The results of this assessment provide an outline for the County to develop strategies to alleviate poverty and promote self-sufficiency for El Paso County residents and will assist in determining appropriate allocation of funds. This assessment also includes preliminary data on the impact of the COVID-19 global pandemic, which has caused significant challenges for low-income individuals and families in El Paso County.

In March 2020, El Paso County saw a rapid spread of COVID-19. As the virus spread, a "Stay at Home" order was issued by the State of Colorado that required all non-essential businesses cease operation to slow the spread of the virus. A "Safer at Home" order later allowed businesses to reopen slowly through the spring of 2020, which corresponded with an increase in identified cases of the virus. The degree of both the health and economic impacts of the pandemic are difficult to predict at this time. El Paso County Public Health and many community partners are working together to closely monitor the situation and formulate a plan for recovery.

Methods

Data and figures were compiled from a variety of existing sources, including the U.S. Census/American Community Survey, Colorado Department of Public Health and Environment, the National Center for Education Statistics, the Bureau of Labor Statistics, the Council for Community and Economic Research, the El Paso County Community Health Indicators Report, and El Paso County programs and partner organizations. Members of El Paso County Public Health's Office of Data and Analytics compiled and reviewed the data in concert with DHS staff. Due to the disruptions caused by the COVID-19 pandemic, including staff deployments to the COVID-19 response and rapidly shifting community needs and

organizational priorities, this report is somewhat limited in scope. Every effort was taken to assure a report that accurately reflects both the typical needs of El Paso County residents and the unusual circumstances of a global pandemic in a succinct format. El Paso County continues to monitor and assess a variety of health and economic indicators to assure the needs of all residents are met as the pandemic continues to evolve.

Findings

At the time of this report, the impacts of the COVID-19 pandemic are still in the early stages of documentation. Many of the same issues identified in previous needs assessments persist and are amplified by the effects of the pandemic. The shuttering of businesses in the spring of 2020 led to a large increase in unemployment claims and inquiries to 2-1-1, a free, confidential referral and information helpline and website that connects people of all ages and from all communities to essential health and human services resources. Individuals without access to a vehicle, who rely on public transit, were harmed by service reductions to the already limited public transportation options, and the closure of schools and childcare centers caused significant challenges for parents in the workforce or those seeking employment. The reduction in sales tax revenue in 2020 will cause financial strain for many programs that rely on sales tax funding. These are just a few of the many challenges faced by El Paso County and other communities across the nation. Despite the challenges posed by the pandemic, El Paso County has been able to adapt quickly to maintain most service offerings, by transitioning to online or telephonic services and instituting health precautions at public offices such as temperature screens, masking and social distancing.

While community needs may fluctuate over time, preliminary data from 2-1-1 and other sources show that the most urgent needs in El Paso County are similar to those from previous years. The top needs that were identified in this report are housing and food security, although it is possible that childcare will emerge as a need if schools are not able to open and remain open in the fall. Educational opportunities and job training also continue to be a need, as does economic opportunity and development. Collaboration and coordination of services across partner organizations is critical to assure that gaps in services are identified and addressed effectively.

2. Evaluation of Past Performance and Environmental Scan

In 2019, 3,739 clients from 2,582 households were served by CSBG funding. Individuals served ranged across the demographic spectrum, from youth to senior citizens, with the largest share (37.5 percent) between the ages of 25-44. Approximately 75 percent of those served were single individuals. While education and employment status were only captured for 25 percent of clients, the majority of those who provided data were unemployed, with 35 percent reporting either full-time or part-time employment. Education and employment data from those who provided it are summarized in *Figures 1 and 2*.

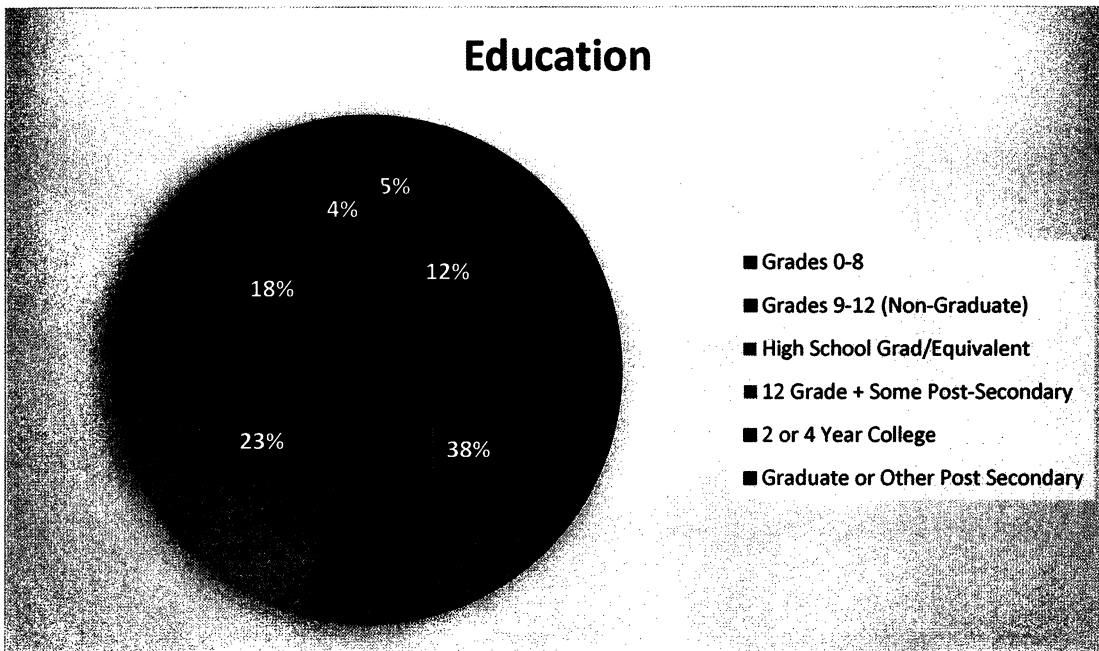


Figure 1. Education status of clients, 2019

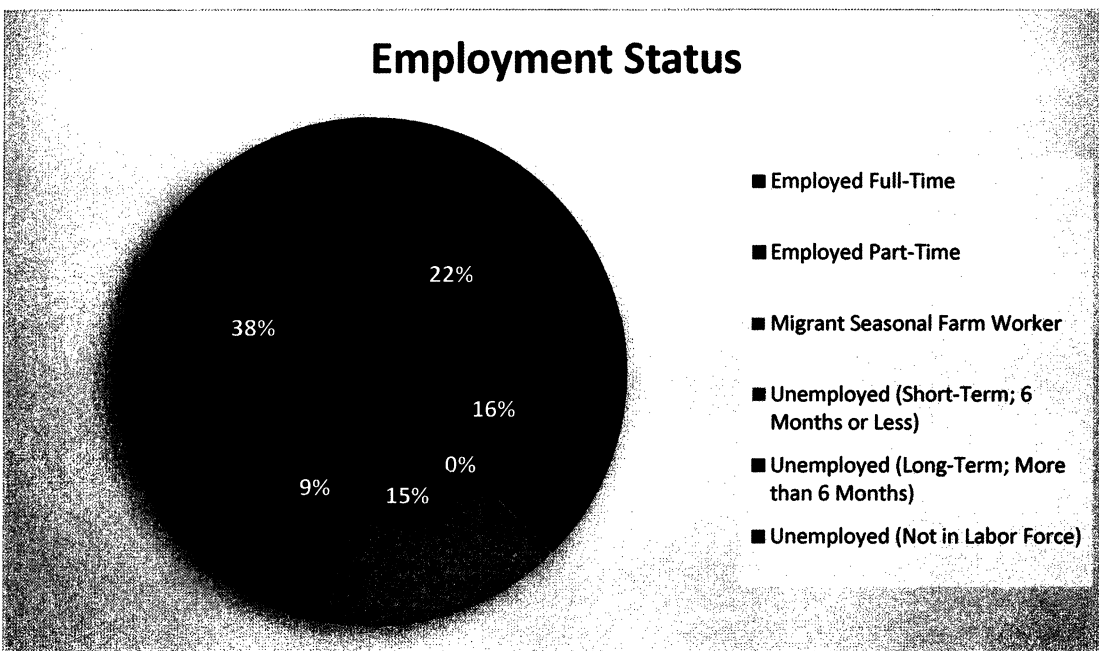


Figure 2. Employment status of clients, 2019

Services in 2019 were provided at a total cost of \$617,887.17. These services were specifically targeted to very low-income households (at or below 125 percent of the Federal Poverty Level). Services provided by category and the number of people served are show in *Figure 3*.

Service Category	Subcategory	Number Served
Employment Services		
- Skills Training and Opportunities for Experience	Job readiness training	92
- Career Counseling	Workshops	74
- Job Search	Job placements	321
Education and Cognitive Development Services		
- School Supplies	School supplies	52
Housing Services		
- Housing Placement/Rapid Re-Housing	Temporary housing placements (includes emergency shelters)	2,055
- Housing Placement/Rapid Re-Housing	Permanent housing placements	183
Health and Social/Behavioral Development Services		
- Mental/Behavioral Health	Domestic violence programs	54
- Nutrition and Food/Meals	Prepared meals	97,970
- Nutrition and Food/Meals	Food distribution (food bags/boxes, food share program, bags of groceries)	2,029
- Family Skills Development	Family mentoring sessions	314
- Emergency Hygiene Assistance	Hygiene kits/boxes	380
Services Supporting Multiple Domains		
- Case Management	Case management	778

Figure 3. CSBG-funded services provided by category, 10/1/2018 to 9/30/2019

In the 2018-2020 needs assessment, which was completed in 2017, employment and training was identified as an area of high need. However, the actual volume of service utilization for training and employment, particularly for the Pikes Peak Workforce Center (PPWFC), was lower than expected given the identified need. Steady progress has been made toward the goals outlined in the previous community action plan, including progress toward the goals of getting people through the training and certification process and providing safe shelter. The Salvation Army homeless shelter has a steady rotation of citizens utilizing its services and continues to provide a much-needed service in the community. There were no changes to the originally proposed programs and services over the three-year implementation period.

The services provided through CSBG funds not only benefit the individual recipient, but also the entire family unit, by assisting the adult household member in obtaining and maintaining stable and possible career-level employment. In turn, families have more disposable income and improved sense of self-worth and value. This increase in income and job stability helps create functioning and productive neighborhoods and communities.

El Paso County takes a comprehensive approach to planning public health programs and services to address upstream issues like poverty and social justice. El Paso County programs work backwards from desired results, such as decreasing rising obesity rates or increasing social connectedness, to outline the

necessary pre-conditions for these outcomes. An example of this approach can be seen on the Thriving Colorado Dashboards, which were created as part of the 2018-2022 El Paso County Public Health Community Health Improvement Plan (CHIP).¹ These dashboards include strategy maps showing actionable steps to achieve community health goals. Steps include convening partners from different agencies and areas to work together, utilizing a multi-sector approach to address complex factors that influence health and well-being.

3. Geographic Area Covered by the Assessment

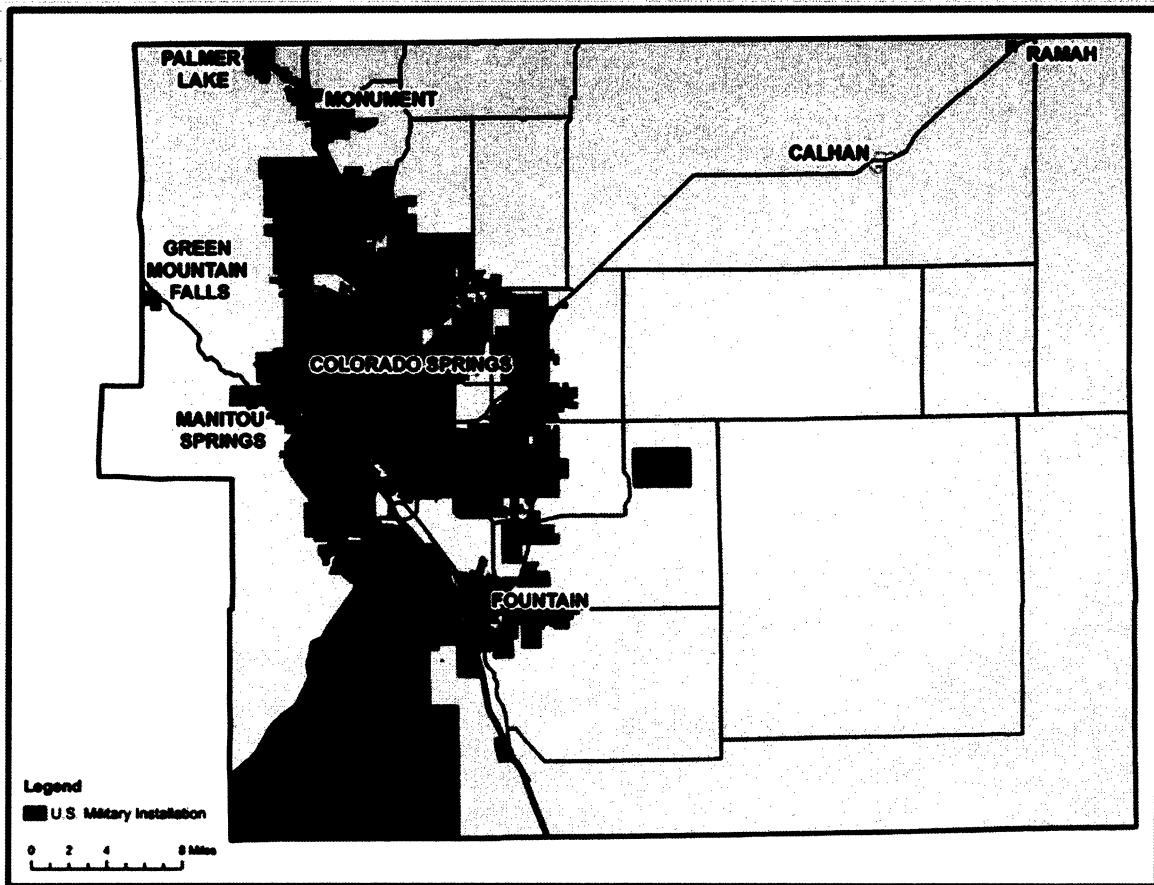


Figure 4. Map of El Paso County with cities and towns labeled

El Paso County's population in 2019 was estimated to be 722,296, with a population density of 329 per square-mile.² Colorado Springs is the second most populous city in Colorado and is the most populous municipality in El Paso County. More than two-thirds of the County's population lives in Colorado Springs. The two other cities in El Paso County are Fountain and Manitou Springs, which have populations of 25,846 and 4,992 respectively. In addition to the three cities, there are five towns, 12

¹El Paso County Public Health Thriving Colorado Dashboard [Internet]. Available from: <http://thrivingcolorado.com/partners/el-paso-county-public-health-scorecards/>

²Colorado Department of Public Health and Environment. Colorado Health Information Dataset (COHID) Population Estimates, 2019. Available from: <https://cohealthviz.dphe.state.co.us>

census-designated places, and seven unincorporated communities in El Paso County. According to the U.S. Census Bureau, the county has a total area of 2,130 square miles.

Many services are located in the urban center of Colorado Springs, and people who live in the outlying rural communities must travel farther to access health care, healthy food, government services, jobs and other community assets. Health outcomes, wealth, employment and education status are linked to geography. Associations in these indicators can be seen in Census-tract level data.

El Paso County is home to five military installations – Fort Carson Army Base, Peterson Air Force Base, Schriever Air Force Base, North American Aerospace Defense Command (NORAD) and the United States Air Force Academy. The recently formed Space Force is also currently headquartered in Colorado Springs.

4. Community Resources

As the second most populous county in Colorado, El Paso County has a tremendous number of programs and services available to residents. Many of these organizations and programs are based in or near Colorado Springs. CSBG community agencies are listed below.

Community Services Block Grant Community Agencies

Court Appointed Special Advocates (CASA)

CASA is located in downtown Colorado Springs. Court Appointed Special Advocates provides a supervised exchange and parenting time program for parents involved in court proceedings.

Community Partnership for Child Development (CPCD)

CPCD is located in the Old Colorado City area of Colorado Springs. Community Partnership for Child Development offers job certification training (e.g., child development associate, information technology, manufacturing, etc.).

Pikes Peak Workforce Center (PPWFC)

The Pikes Peak Workforce Center is the American Job Center serving El Paso and Teller counties. PPWFC supports employers and job seekers through no-cost training, educational opportunities and job search services.

Mercy's Gate

Mercy's Gate provides services, resources, education and referrals to individuals and families facing crisis. Mercy's Gate is located in Colorado Springs and has been awarded funds to provide rent and mortgage assistance.

Discover Goodwill

Discover Goodwill offers customized job training, employment placement and other services to people who lack education or job experience, face employment challenges or have disabilities. For over 25 years, Discover Goodwill's Career Development Center (CDC) has partnered with El Paso County Department of Human Services to offer job certification training and workshops, including the CompTIA A+ and COMPTIA Network+ information technology certification programs. In 2018, Discover Goodwill placed 5,680 people in community jobs and served 76,099 people in 47 counties in Southern and Western Colorado.

Reach Pikes Peak

REACH Pikes Peak provides comprehensive services and self-sufficiency programs for low-income adults to reduce the effects of poverty in the Pikes Peak region. These programs include emergency services, an intensive job skills/educational enhancement program and a matched-savings program.

REACH Pike's Peak has three locations – downtown Colorado Springs, Fountain and Calhan — and has been awarded funds to provide rent and mortgage assistance.

Salvation Army

The Salvation Army is located in downtown Colorado Springs. The Salvation Army provides shelter, hygiene, meals and (when requested) case management at its homeless shelter. Every year, the RJ Montgomery Center provides 80,000 bed nights of shelter to homeless individuals in Colorado Springs.

Tri-Lakes Cares

Tri-Lakes Cares is a community-based, volunteer-supported resource center located in Monument. Tri-Lakes Cares' mission is to improve people's lives through emergency assistance and self-sufficiency and relief programs. Tri-Lakes Cares is the only food pantry and human services organization located in and serving northern El Paso County. Tri-Lakes Cares is conducting a COVID-19 survey to assess the impact of the pandemic on individuals receiving services from the agency.

Westside Cares

Westside Cares is an interfaith, nonprofit collaboration of 21 religious fellowships located on the west side of El Paso County. It provides human services for those in crisis within the agency's service area. Westside Cares has been awarded funds to provide rent and mortgage assistance for the residents of the west side of Colorado Springs and El Paso County.

Other Community Resources and Partners

El Paso County is fortunate to have many active social services organizations and collaborative groups working to create resilient, healthy communities. A few of these partners that focus on addressing the needs of low-income individuals and families include the Healthy Community Collaborative, Community Health Partners, the Resilient, Inspired, Strong, Engaged (RISE) Coalition and Pike's Peak YMCA. Military installments and institutions of higher education are also valuable contributors to community wellbeing and resilience.

Housing

Numerous programs exist to provide housing support, transitional housing and emergency shelter in El Paso County.

The main services to assist individuals experiencing homelessness in El Paso County include the Salvation Army's RJ Montgomery Center and the Springs Rescue Mission (SRM). The RJ Montgomery Center provides shelter for up to 220 individuals experiencing homelessness every night, while SRM helps individuals who chronically experience homelessness and financially struggling citizens of El Paso County with entry shelters, resource centers, sober living, food assistance, and more. The men's SRM shelter includes 346 beds and the women's shelter provides 104 beds. The Colorado Springs Police Department has a Homeless Outreach Team that provides information and referrals to help individuals experiencing homelessness find housing and achieve self-sufficiency.

Some of the programs provide financing or housing assistance, such as Colorado Housing and Finance Authority, while others provide low-barrier transitional housing or other solutions for individuals in need, such as Rocky Mountain Land Trust, Family Life Services, Family Promise, Family Mentor Alliance, Partners in Housing, Housing First, Dream Center, Catholic Charities of Central Colorado (Marian House Soup Kitchen) and Gospel Homes for Women.

There are also shelters and programs for special populations. TESSA provides a safehouse or hotel vouchers for women and children escaping domestic violence. Crawford House and Homes for All Veterans provide support for veterans experiencing homelessness to find emergency or permanent housing. Dale House and The Place provide shelter and resources for homeless youth, including employing outreach workers and providing long-term housing.

Employment and Education

Pre-K and K-12 education in El Paso County is primarily provided by the area's 226 public schools and 34 public charter schools, which together serve approximately 122,000 students across 17 public school districts. Private schools serve an additional approximately 4,000 students.³⁴

El Paso County is also home to a number of post-secondary educational institutions, including the University of Colorado – Colorado Springs, Colorado College, Pikes Peak Community College, the United States Air Force Academy, and other institutes of higher education.

There are also many free or low-cost options for workforce training and continuing education in El Paso County. Pikes Peak Library District offers free adult education, including English as a Second Language (ESL) classes, online high school diploma and GED programs (including preparation courses) and classes for those preparing for college. ESL courses are also available through Catholic Charities. Seniors seeking work can access Silver Key or AARP's Senior Community Service Employment Program. The Women's Resource Agency and Colorado Division of Vocational Rehabilitation also provide various job training programs.

Health and Social/Behavioral Development

A few of the primary public health and health care systems in the County include:

- **Penrose-St. Francis Health Services (Centura Health) and UCHealth hospital systems** provide millions of dollars in uncompensated care and community benefits in the Pikes Peak region. **Children's Hospital** is a premier regional health facility that serves youth across Southern Colorado.
- **Peak Vista Community Health Centers** is the area's Federally Qualified Health Center and provides critical safety-net medical, dental and behavioral health care. Peak Vista serves 93,000 patients through 27 outpatient centers in Colorado's Pikes Peak and East Central regions. Sixty-two percent of those accessing services at Peak Vista are Medicaid recipients. In 2018, Peak Vista provided over \$16 million in uncompensated medical, dental, behavioral health care and health education services.⁵
- **AspenPointe** provides continuum-of-care behavioral health services throughout El Paso County, from therapy and case management to crisis services, education, career development and life skills programs.
- **Colorado Community Health Alliance (CCHA)** is the Health First Colorado (Colorado's Medicaid Program) Regional Accountable Entity or RAE serving the counties of Boulder,

³Colorado Department of Education. 2019-20 Pupil Membership by District and County. Available from: <https://www.cde.state.co.us/cdereval/pupildcurrent>

⁴National Center for Education Statistics. Available from: <http://nces.ed.gov/>

⁵Peak Vista Community Health Centers. 2018 Annual Report. Available from: https://www.peakvista.org/library/images/Annual_Report/PV_Annual_Report_2018_Design_fnl.pdf

Broomfield, Clear Creek, El Paso, Gilpin, Jefferson, Park and Teller. CCHA connects Medicaid members to needed providers and community resources.

- **El Paso County Public Health** provides comprehensive services to promote and protect public health and environmental quality across El Paso County, including upstream prevention efforts that address the social determinants of health. Many of the county's programs, such as immunizations, Women, Infants and Children (WIC), Family Planning, and Nurse-Family Partnership, focus on serving low-income individuals and families.

Income, Infrastructure, and Asset-building

Economic Opportunity Zones

The Tax Cuts and Jobs Act of 2017 created a new tax initiative known as Opportunity Zones that utilize federal tax incentives to draw long-term investment to communities with high unemployment and poverty rates. There are eight designated Opportunity Zones in the Pikes Peak region, which aim to stimulate economic development and job creation in economically distressed communities ([Map](#)).

Solid Rock Community Development Center

Functions of the Solid Rock CDC

- **Build** a self-sustaining economy in the Southeast, that is connected to the larger regional economy
- **Create** job opportunities to lift individuals and families out of poverty
- **Support** policies and systems that help businesses and communities thrive
- **Invest** in businesses, housing and other community infrastructure to promote economic, health and safety for individuals and communities

Serving the highest need areas in Colorado Springs, the Solid Rock Community Development Corporation aims to bring an end to decades of concentrated poverty in southeast Colorado Springs through strategic and cooperative community transformation investments.

Transportation

Mountain Metropolitan Transit (MMT) is the primary source of public transportation services in the Pikes Peak region, providing over 11,000 one-way trips per day within the City of Colorado Springs, Manitou Springs and the Widefield area.

Other transportation options include:

- Envida provides medically necessary transportation, including for riders who have been compromised by COVID-19. Dedicated staff members and vehicles have been set aside for these critical patients, who may need to travel back and forth from the City's isolation shelter, personal residences, hospitals, care facilities and outlying areas in the Pikes Peak region.
- Calhan Senior Services provides transportation service for seniors and individuals who use wheelchairs in eastern El Paso County.
- Fountain Valley Senior Center provides door-to-door and door-through-door, wheelchair-accessible transportation service for those living in southern El Paso County.

- Mountain Metro Mobility is an ADA paratransit service provided for individuals who, because of disability, are unable to or do not wish to use MMT fixed-route bus service.
- Silver Key Senior Services provides door-through-door, ADA-accessible transportation for medical appointments, shopping, group meals, social activities, recreation trips and more.

Linkages, Capacity-Building and Civic Engagement

The Healthy Community Collaborative (HCC) and RISE Coalition are two examples of outstanding cross-sector community partnerships that are working in El Paso County to build capacity and achieve collective impact on complex health and social problems. The HCC is a diverse group of representatives from over 60 organizations that serve residents of the Pikes Peak region. The HCC works together to conduct a Community Health Assessment and write a Community Health Improvement Plan. Under the current El Paso County Community Health Improvement Plan, the HCC created Thriving Colorado dashboards to track key indicators related to the priority areas of Healthy Eating/Active Living, Mental Health/Substance Abuse and Health Equity.⁶

The RISE Coalition has a mission to enhance southeast Colorado Springs from within through resident-led change, with a vision of creating a vibrant, connected community that provides opportunities for all to thrive. RISE engages leaders in southeast Colorado Springs to foster resident-led action to enhance five main areas in the community: cultural, social, built, human and financial capital. The efforts of RISE have leveraged more than \$8 million in funding for projects in southeast Colorado Springs and resulted in the opening of the Southeast Women, Infants and Children (WIC) Clinic to bring services closer to Southeast residents without access to reliable transportation, as well as other collaborative and transformative community projects.⁷

5. Data Analysis

El Paso County Demographic Overview

El Paso County has seen tremendous growth in recent years, outpacing both the state and the nation. From 2008-2018, El Paso County grew by an estimated 33 percent. During this time, the median household income grew from \$65,370 to \$68,119, a 4.2 percent increase. Males in El Paso County have an average income that is 1.31 times higher than the average income of females, which is \$54,774.

The three largest ethnic groups in El Paso County are white (69 percent), Hispanic (17 percent) and Black or African-American (6 percent). Nearly 97 percent of county residents are U.S. citizens. Nearly 16 percent of the county's adult population are veterans, which is twice the national average.

As of 2018, an estimated 12.8 percent of El Paso County's population is aged 65 and older, and 24.1 percent is under 18, with a median age of 34.

⁶El Paso County Public Health Thriving Colorado Dashboard [Internet]. Available from: <http://thrivingcolorado.com/partners/el-paso-county-public-health-scorecards/>

⁷El Pomar Foundation. Because of RISE: 2020 Strategic Analysis.

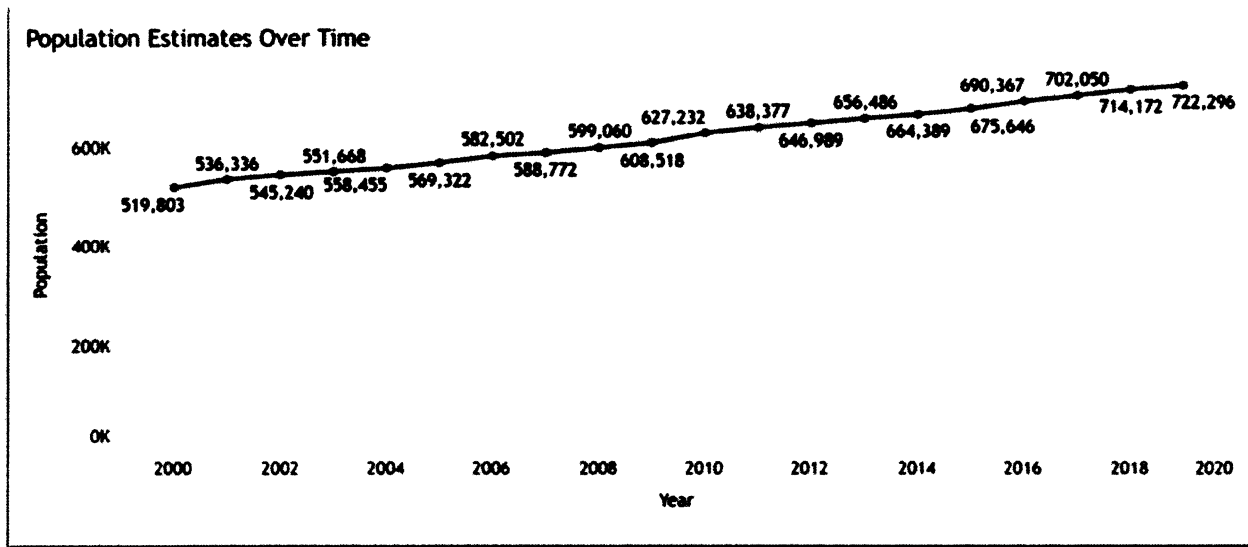


Figure 5. El Paso County population growth over time, 2000-2020 (Source: Colorado Health Information Dataset Population Estimates, 2019)

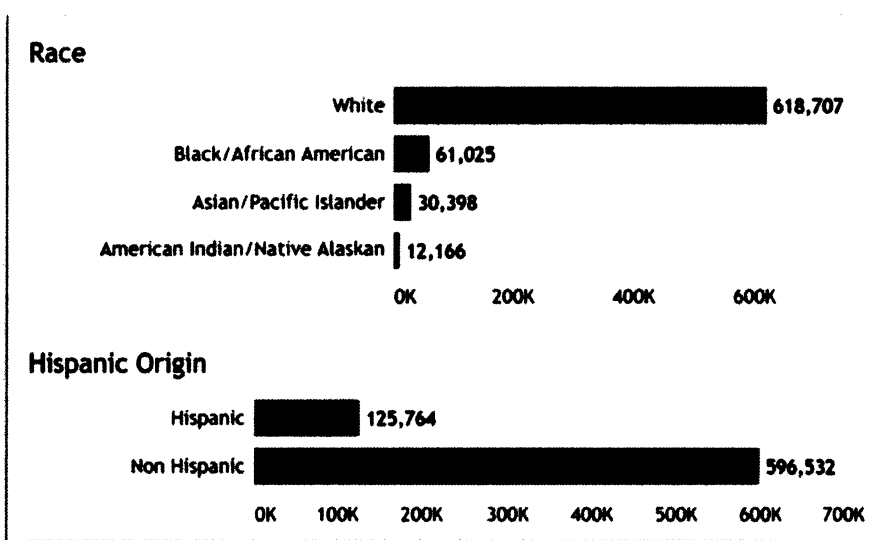


Figure 6. El Paso County population by race and ethnicity (Source: Colorado Health Information Dataset Population Estimates, 2019)

The largest industries in El Paso County are health care and social assistance (47,571 employed), retail trade (39,044 employed), and educational services (30,384 employed). The highest paying industries are utilities (\$80,630 average salary); professional, scientific and technical services (\$65,697 average salary); and mining, quarrying and oil and gas extraction (\$61,481 average salary).⁸

⁸Data USA: El Paso County, Colorado [Internet]. Available from: <https://datausa.io/profile/geo/el-paso-county-co>

Tourism is also a large driver of the economy. The Pikes Peak region welcomed 23 million visitors in 2018, who together spent a total of \$2.4 billion. Tourism spending results in over \$100 million in local tax receipts annually and provides more than 20,000 jobs to residents, generating \$474 million in earnings.⁹

The 2018 poverty estimates for El Paso County show a total of 97,926 persons (14 percent of the population) living in poverty (defined as below 125 percent of the Federal Poverty Level), and 175,199 individuals (25 percent) living below 200 percent of the Federal Poverty Level.

Population at less than 125% poverty level	
Poverty by sex	
Male	12.3%
Female	14.6%
Poverty by age	
Under 18	18.4%
18-64	18.2%
65 years and older	10.4%
Poverty by race	
White	11.9%
Black or African American	19.8%
American Indian / Alaska Native	35.4%
Asian	14.9%
Native Hawaiian / Pacific Islander	26.6%
Some other race	16.7%
Two or more races	20.3%
Poverty by ethnicity	
Hispanic / Latino	20.0%
White, Non-Hispanic	10.7%

Source: U.S. Census. American Community Survey 1-year estimates, 2018.

According to the American Community Survey (ACS) five-year estimates, an average of 10.9 percent of all persons lived in a state of poverty during the 2014-2018 period. Poverty rates are twice as high for Hispanic/Latino people (18.8 percent) compared to non-Hispanic/Latino people (9.3 percent).

The Self-Sufficiency Standard is a measure of income adequacy that is based on the costs of basic needs for working families. These costs include housing, childcare, food, health care, transportation, and miscellaneous items, as well as the cost of taxes and the impact of tax credits. The Self-Sufficiency Standard for one adult in El Paso County is \$22,815, and for one adult, one preschooler, and one school-age child is \$57,711. Across Colorado, wage growth has not kept pace with the increase in cost of living. From 2001 to 2018, the Standard increased on average by 78 percent across the state for a family with one adult, one preschooler, and one school-age child. Over the same period, the median wage in Colorado only increased by 43 percent.¹⁰

⁹Visit Colorado Springs [Internet]. Available from: <https://www.visitcos.com/partners/tourism-pays/>

¹⁰Colorado Center on Law and Policy. The Self-Sufficiency Standard for Colorado, 2018. Available from: http://www.selfsufficiencystandard.org/sites/default/files/selfsuff/docs/CO18_SSS_Web.pdf

Poverty is highest in rural areas, southeastern El Paso County (including Fountain, Security, and Widefield), and in southeastern Colorado Springs. This is due in part to years of disinvestment, historic biases, poor transportation links and limited representation in the civic process. An Urban Land Institute report entitled, “Healthy Places: Promoting Equitable and Healthy Communities in Southeast Colorado Springs” was published in 2018. This report details disparities and opportunities in southeast Colorado Springs, which has the highest percentage of minority households as well as lower median income and higher business and residential vacancy rates than the rest of the city.¹¹ Harrison School District 2, which is one of the primary school districts in southeast Colorado Springs, is a majority-minority school with more than one-third of families living below the Federal Poverty Level in 2018.¹²

While conducting an evaluation of the RISE Coalition in March and April 2019, the El Pomar Foundation interviewed and surveyed southeast Colorado Springs residents to determine the impact of the RISE Coalition and the highest needs in the community. The top three categories of need identified by residents of southeast Colorado Springs were: infrastructure (transportation, affordable housing, and access to community gathering spaces and quality parks); quality jobs, services and food; and health services (access to care, alleviation of health disparities and less stress on youth). Other areas identified included: a desire for more local business and economic development, concerns with gentrification/displacement, a need for community engagement and empowerment, concern with high incarceration rates and concern with stigma about the Southeast.¹³

Metrics	Southeast Colorado Springs study area	City of Colorado Springs
Population	73,697	459,681
Population growth, 2000–2017	19.2%	26.7%
Average household size	2.61	2.45
Percentage over 18 years of age	72.0%	76.7%
Median age	30.2 years	36.3 years
Unemployment rate	5.5%	3.6%
Median income	\$40,786	\$59,604
Housing vacancy rate	7.1%	4.8%
Median home value	\$150,079	\$273,768
Retail vacancy rate	17%	7%
Retail lease (per square foot)	\$9.50	\$23

Figure 7. Southeast Colorado Springs vs. Colorado Springs (Source: Urban Land Institute Data Book, 2017)

¹¹Urban Land Institute. Healthy Places: Promoting Equitable and Healthy Communities in Southeast Colorado Springs, 2018. Available from: <https://americas.uli.org/southeast-colorado-springs-colorado-advisory-services-panel/>

¹²National Center for Education Statistics. Available from: <http://nces.ed.gov/>

¹³El Pomar Foundation. Because of RISE: 2020 Strategic Analysis.

Issue Areas

Income

Levels of poverty vary by census tract, with the lowest income areas concentrated predominantly in the southeast portions of El Paso County. The 2018 census data shows a median annual household income of \$67,923 across the County. A map of poverty by census tract can be seen in *Figure 8*. To compare locations of high poverty with El Paso County DHS service locations, a heat map of DHS Medicaid clients and DHS service locations can be found on the El Paso County DHS website.¹⁴

Income inequality can be measured using the Gini index. The Gini index measures the distribution for wages on a zero to one scale, in which zero indicates that all wages are equal, and one indicates that a single person possesses all of the income and everyone else has none. In 2018, the income inequality in Colorado was 0.46 according to the Gini index. Income inequality had a 2.2 percent decline from 2017 to 2018, which means that wage distribution grew somewhat more equitable. Wages are distributed more evenly in Colorado in comparison to the national average.¹⁵

During the 2016-2017 school year, 44,769 students (36.9 percent) were eligible for free or reduced-price lunches in El Paso County, which is lower than the national average (49.5 percent).¹⁶

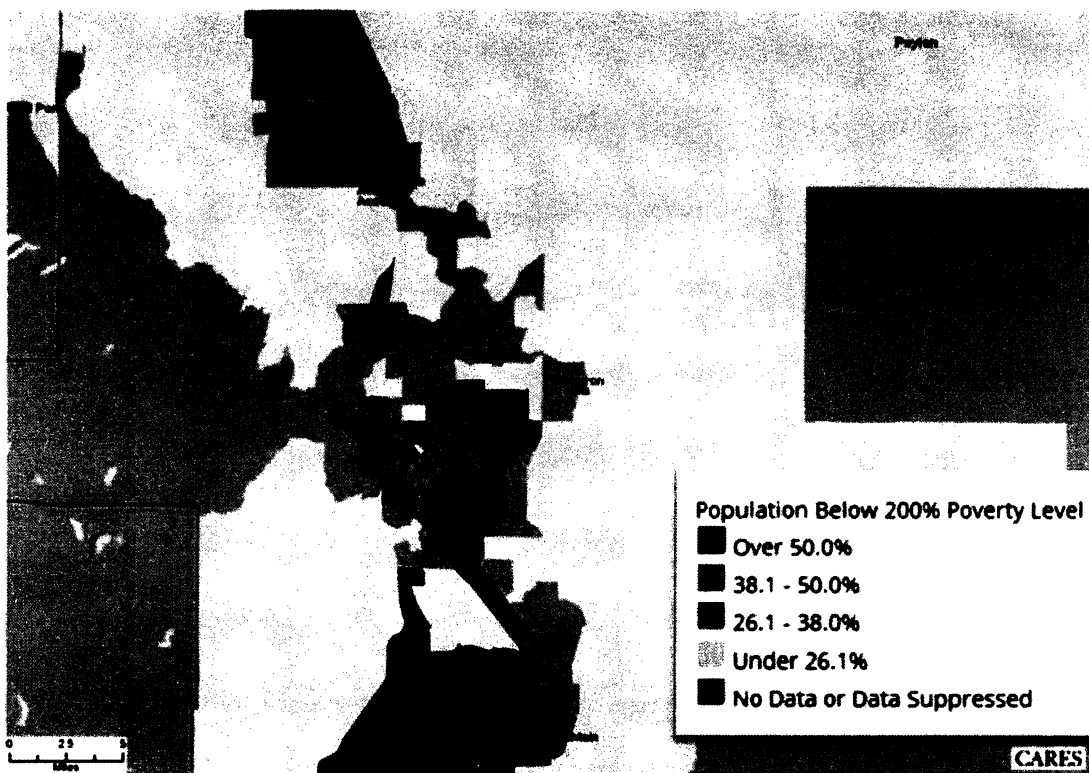


Figure 8. Population below 200 percent Federal Poverty Level by Census tract (Source: American Community Survey 2014-2018)

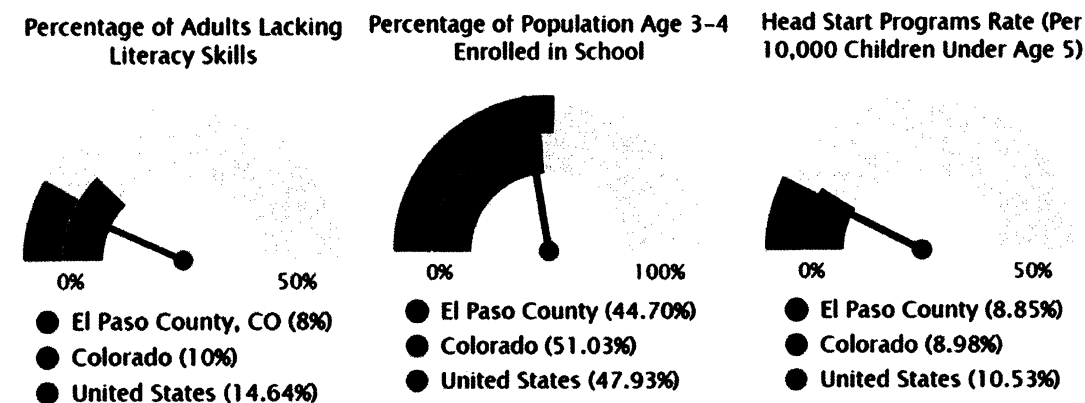
¹⁴El Paso County Department of Human Services. Assistance Programs. Available from: <https://humanservices.elpasoco.com/assistance-programs/>

¹⁵U.S. Census Bureau, American Community Survey: PUMS 1-year Estimate, 2018. Available from: <https://data.census.gov/cedsci/> PUMS 1-year Estimate, 2018

¹⁶National Center for Education Statistics. Available from: <http://nces.ed.gov/>

Education

El Paso County is generally on par with Colorado for education levels, which tend to be slightly higher than the U.S. average. Only 6.3 percent of residents have no high school diploma, compared to 12.3 percent in the U.S. as a whole. Correspondingly, literacy rates in El Paso County are high, with only 8 percent of adults lacking literacy skills. However, El Paso County does lag in preschool and early education opportunities, as seen in the figure below.



	No High School Diploma	High School Only	Some College	Associates Degree	Bachelor's Degree	Graduate or Professional Degree
El Paso County	6.3%	20.2%	24.5%	11.1%	22.9%	15.0%
Colorado	8.6%	21.4%	21.4%	8.4%	25.2%	15.0%

Figure 9. Education status in El Paso County (Source: Community Action Partnership)

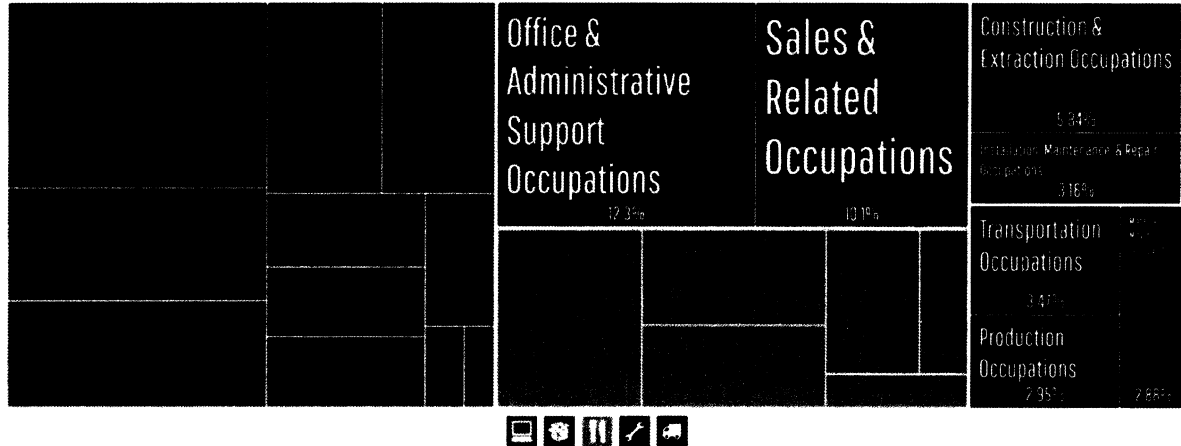
Employment

The top employers in El Paso County are its five military installations, school districts, the three hospital systems (Children's Hospital, UCHHealth, and Penrose-St. Francis Health Services), the City of Colorado Springs and El Paso County (government). The average weekly wage in El Paso County is \$1,044.

While unemployment rates stayed relatively level from 2016-2019, the COVID-19 pandemic caused a large spike in unemployment in early 2020. Unemployment claims more than tripled in the first half of 2020 over the previous year, with 18,866 claims from January 1, 2020 through June 30, 2020 (up from 5,353 during the same period in 2019). In the first six months of 2020, Pikes Peak Workforce Center served 28,366 individuals.

	May 2016	May 2017	May 2018	May 2019	May 2020
El Paso County	3.6%	2.9%	3.3%	3.1%	9.6%
Colorado	3.2%	2.5%	2.8%	2.6%	10.0%

Figure 10. 5-year unemployment rates (Source: U.S. Department of Labor, [Bureau of Labor Statistics](#). 2020 – May)



2018 Employment by Sector in El Paso County. (Image source: <https://datausa.io/profile/geo/el-paso-county-co>)

Housing

The U.S. Census Bureau estimated that 60.2 percent of homes in El Paso County were owner-occupied in 2018, or 161,564 owner-occupied homes out of a total of 268,622 housing units. This represents a decrease in the share of owner-occupied homes from 2000, when 64.7 percent of the county's homes were owner-occupied. Of owner-occupied households, 74.1 percent had a mortgage; 25.9 percent owned their homes "free and clear," without a mortgage or loan. The median monthly housing costs for owners with a mortgage was \$1,554. For owners without a mortgage it was \$435.¹⁷

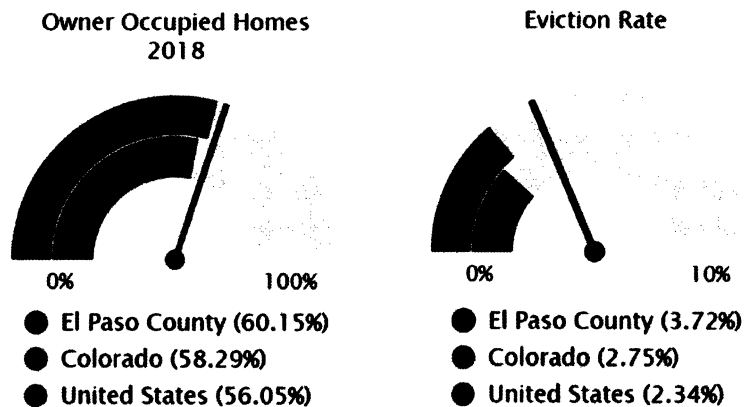


Figure 11. Home-ownership and eviction rates (Source: Community Action Partnership)

The median home value in Colorado Springs in 2019 was \$349,205. This value reflects a newly built home with approximately 2,400 square feet, three bedrooms, two full baths, a living room, a dining room, one fireplace, a utility room, a fully finished basement and an attached two-car garage on an 8,000 square-foot lot.

¹⁷US Census Bureau, American Community Survey. 2014-18. Available from: <https://data.census.gov/cedsci/>

The median apartment rental in apartment complex built within the past 10 years was \$1,366 in 2019. The median apartment was approximately 950 square feet with two bedrooms and one-and-a-half or two full bathrooms.¹⁸

Princeton University's Eviction Lab is a nationwide database of evictions and eviction filings. Eviction Lab reported 6,137 evictions were filed in El Paso County in 2016, for an eviction filing rate of 6.3 percent. Of these, 3,616 ended in an eviction, resulting in an eviction rate of 3.7 percent. This is higher than the state eviction rate of 2.75 percent. It should be noted that this data does not include information about "informal evictions," or those that happen outside of the courtroom.¹⁹

In the second quarter of 2019, a total of 4,796 residential homes were identified as vacant in El Paso County — a vacancy rate of 1.5 percent.

Households that pay 30 percent or more of their income on housing costs are considered cost-burdened. From 2014-2018, cost-burdened households in El Paso County accounted for 27.7 percent of owners with a mortgage, 10.1 percent of owners without a mortgage, and 51.6 percent of renters.²⁰ According to the National Low Income Housing Coalition, an annual household income of at least \$55,016 is needed to afford a two-bedroom rental home at fair market rent in Colorado.²¹

The 2019 U.S. Department of Housing and Urban Development Point-in-Time (PIT) count, conducted by Community Health Partnership (CHP) and the Pikes Peak Continuum of Care (PPCoC), recorded a total of 1,562 people experiencing homelessness in Colorado Springs. That represented a significant increase from 2016, when the PIT identified 1,301 people experiencing homelessness.

¹⁸Council for Community and Economic Research. Cost of Living Quarterly Index: 3rd Quarter 2019. Available from: <http://coli.org/products/>

¹⁹Princeton University, Eviction Lab, 2016. Available from: <http://www.evictionlab.org/>

²⁰U.S. Census Bureau, American Community Survey. 2014-18. Available from: <https://data.census.gov/cedsci/>

²¹National Low Income Housing Coalition. 2020 Colorado Housing Profile. Available from: https://nlihc.org/sites/default/files/SHP_CO.pdf

Nutrition

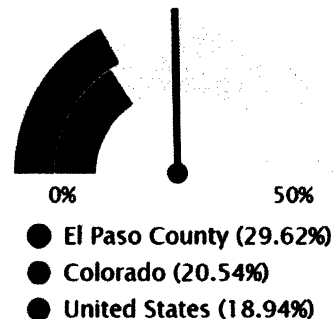
While Colorado continually ranks as one of the leanest states in the nation, obesity is still a leading health concern in Colorado and El Paso County. An estimated 35.6 percent of the adult population in El Paso County is overweight. In 2016, nearly one in five El Paso County adults was obese.

Disparities exist for people who are overweight and obese based on income, education and race. There is a higher prevalence of obesity among Black or African-American adults (35.9 percent) and Hispanic (33 percent) adults compared to white (21.8 percent) adults. There is a direct correlation between income earned and appropriate consumption of fruit and vegetables, with lower socioeconomic groups eating less of the daily recommended servings than those at higher income levels.

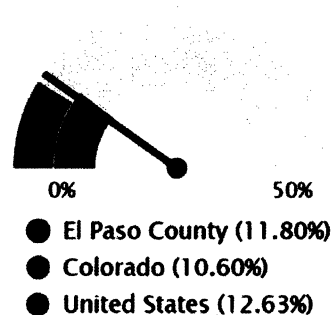
In 2019, 56,127 individuals (8.6%) reported that they had eaten less than they should have because there wasn't enough money for food in the past 12 months.

-Colorado Health Access Survey 2019

Percent Low Income Population with Low Food Access



Percentage of Total Population with Food Insecurity



Food insecurity affects a surprising number of El Paso County residents. Nearly 30 percent of the population has low food access, which is defined by living more than a half mile from the nearest supermarket, supercenter or large grocery store.²² This is much higher than Colorado or U.S. averages. In 2018, 24,307 households in El Paso County (9.6 percent) received SNAP benefits. However, during this same period there were 16,940 households with income levels below the poverty level that were not receiving SNAP payments.²³

²²United States Department of Agriculture: Economic Research Service. Low-Income and Low-Supermarket-Access Census Tracts, 2010-2015. Available from: <https://www.ers.usda.gov/publications/pub-details/?pubid=82100>

²³U.S. Census Bureau, American Community Survey. 2014-18. Available from: <https://data.census.gov/cedsci/>

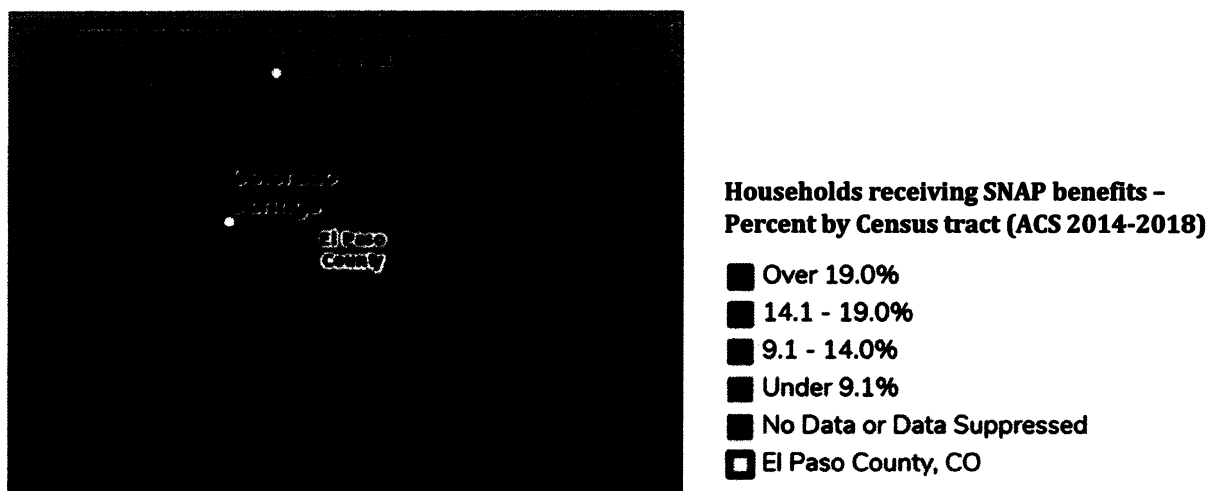


Figure 12. Households receiving SNAP benefits by Census tract (Source: Community Action Partnership)

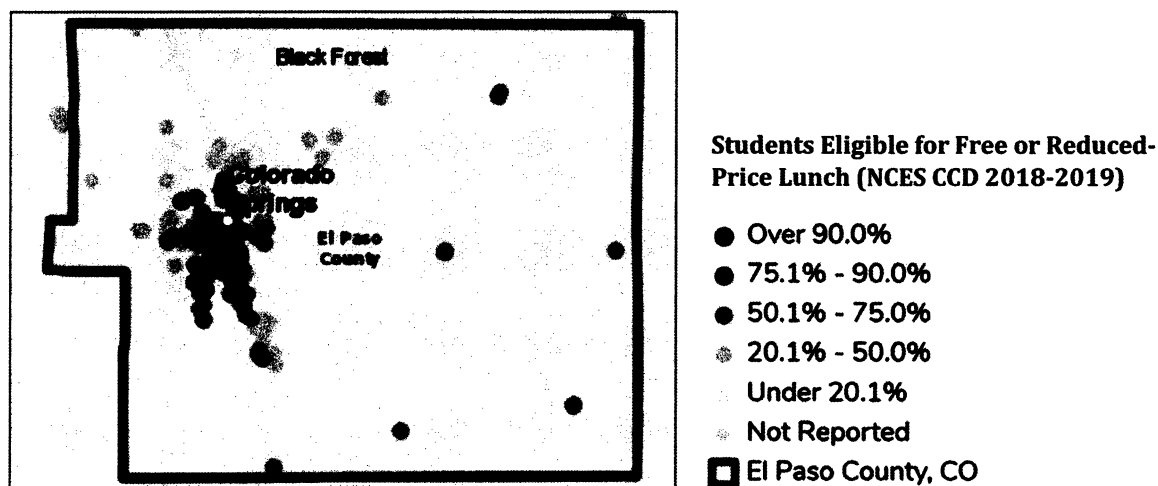


Figure 13. Students eligible for free or reduced-price lunch (Source: Community Action Partnership)

In 2017, El Paso County Public Health conducted a Food Systems Assessment examining how access to healthy food varies across the county. The goal of this assessment was to increase access to and consumption of affordable, nutritious food, particularly in neighborhoods with disproportionately high access to less healthy food and disparate levels of societal and economic burden. Several themes emerged from the first phase of the assessment, including:

- Identification of well-defined geographical areas of opportunity where measurable improvements to the food environment could be made.
- A need for more small grocers, community kitchens, community gardens, urban farms, farmers' markets and farm stands.
- Land use policies, like zoning, offer promising tools to shift the food environment in a more favorable direction.
- A need to increase food production in the region.

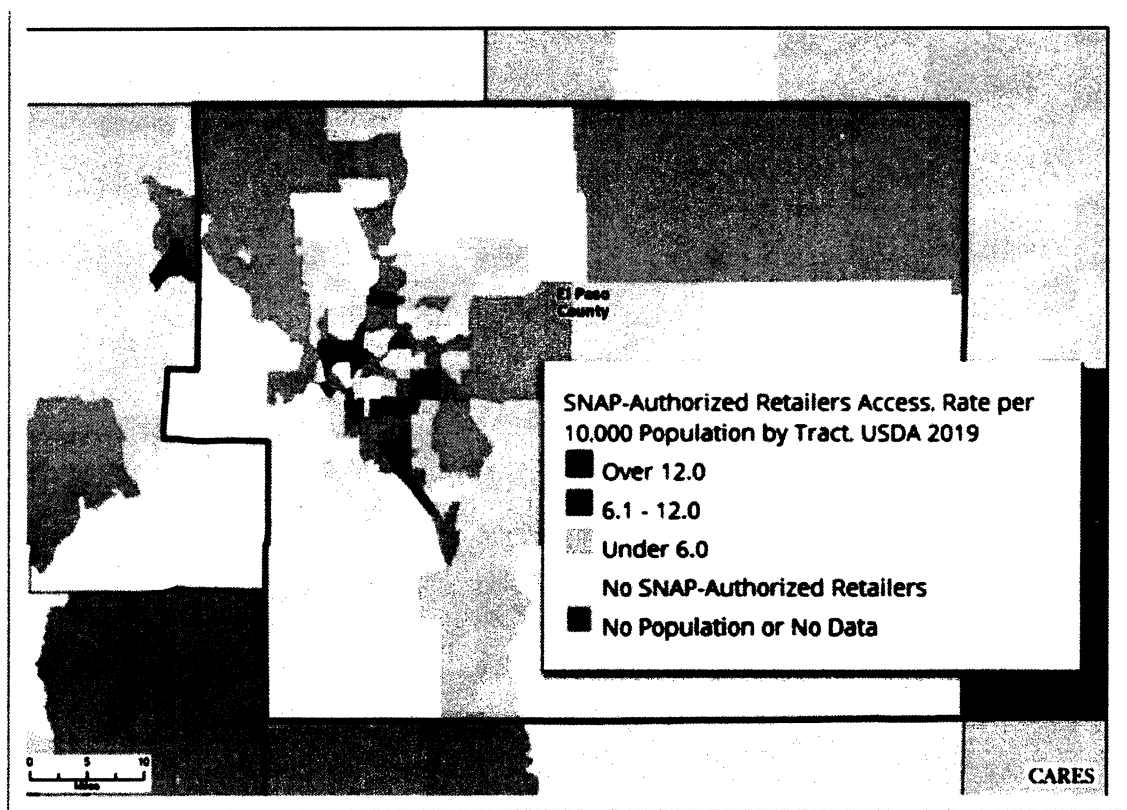


Figure 14. SNAP-authorized retailers per 10,000 population (Source: Community Action Partnership)

El Paso County Public Health partnered with Colorado Springs Food Rescue in 2019 for Phase II of the Food System Assessment – a Participatory Action Research (PAR) project to increase data- and community-informed understanding of access to and consumption of healthy food. A PAR approach encourages collective inquiry and co-creation of solutions with community members. The results of this project, which is nearing completion in July 2020, will include an audit of local policies and regulations, a market analysis of neighborhood-scale food-oriented development, and recommended policy or system changes to increase access to affordable, nutritious food.

One of the two key goals for the 2018-2022 Community Health Improvement Plan is to reverse the upward trend of obesity across an individual's lifespan by addressing root causes like diet and activity level. The Healthy Community Collaborative created a strategy map, shown in Figure 15, to outline how key outcomes can be achieved through focused efforts addressing the upstream causes of obesity, including access to recreation opportunities and physical activity programs and increasing use of public and private food assistance programs.

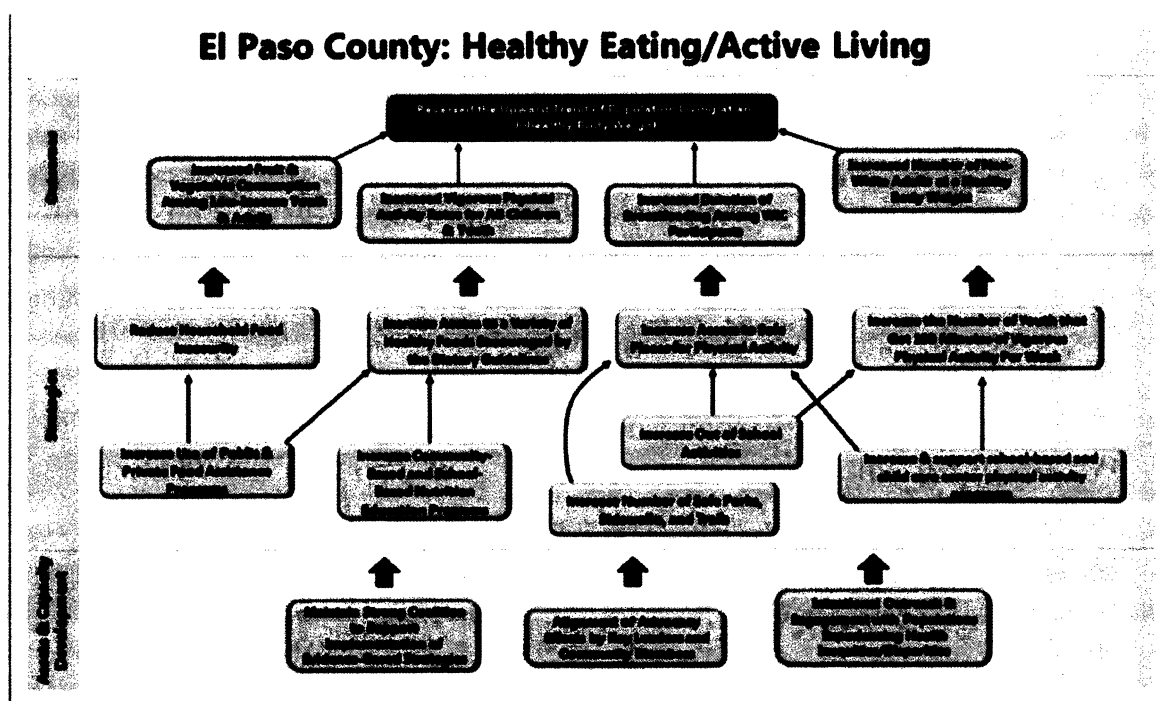


Figure 15. Thriving Colorado Dashboard: Healthy Eating/Active Living strategy map (Source: 2018-2022 CHIP)

Health

- While most El Paso County residents report having “excellent,” “very good,” or “good” health, there are still widespread disparities that result in a 16.5-year difference in lifespan across census tracts. Areas of high poverty, primarily southeast Colorado Springs, also have worse health outcomes.
- Over 12 percent of El Paso County residents report having a disability. The likelihood of having a disability varies by age – with up to 33.2 percent of those 65 and over reporting a disability.²⁴
- Access to health care continues to be a need in the Pikes Peak region. The U.S. Department of Health and Human Services reported that a total of 104,555 persons were receiving Medicare benefits in El Paso County in 2018, and 51,650 (7.5 percent) were uninsured.²⁵
- In 2019, the Colorado Health Access survey found that 21 percent of residents were unable to get a doctor’s appointment as soon as one was needed, and 11.6 percent were told that the doctor’s office or clinic wasn’t accepting new patients. The survey found that 11 percent were unable to make an appointment because they could not take time off from work. Information on health status from the survey can be seen in *Figure 17*.

²⁴U.S. Census Bureau, American Community Survey. 2018 Narrative report. Available from: <https://www.census.gov/acs/www/data/data-tables-and-tools/narrative-profiles/2018/index.php>

²⁵Centers for Disease Control and Prevention, National Vital Statistics System. Available from: <http://www.cdc.gov/nchs/nvss.htm/>

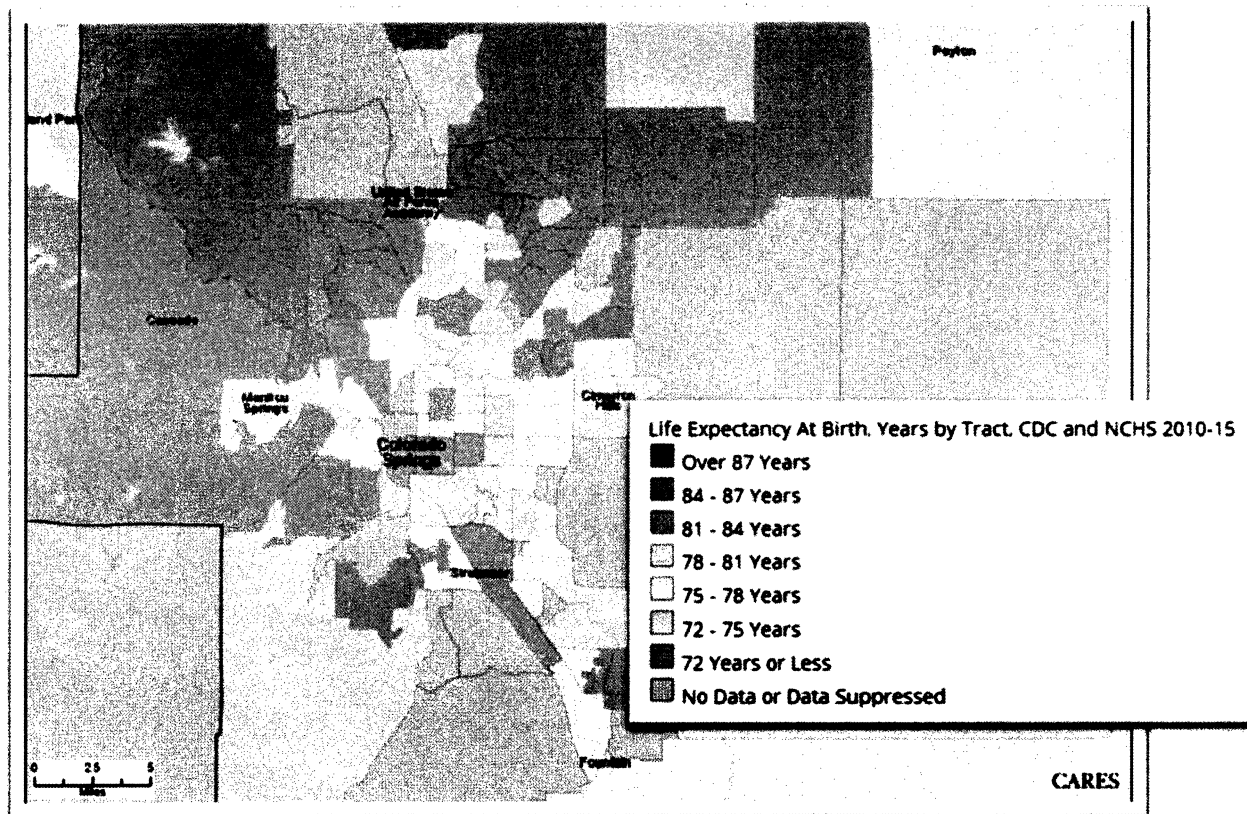


Figure 16. Life expectancy at birth by census tract (Source: Community Action Partnership)

General Health Status		
Excellent / very good / good health	584,291	86.0%
Fair / poor health	94,873	14.0%
Health Limitations		
Limited in any way because of a physical, mental, or emotional health problem (ages 18 and older)	137,031	27.5%
Visited a dentist or dental hygienist in the past 12 months	498,604	74.2%
Has dental insurance	520,646	78.7%
Excellent / very good / good oral health	550,160	82.4%
Fair / poor oral health	117,794	17.6%

Figure 17. Health status of El Paso County Residents (Source: Colorado Health Access Survey 2019)

- Mental health and substance use is a priority area that was identified in the 2018-2022 Community Health Improvement Plan (CHIP). From 2011-2017, the rate of death in El Paso County due to intentional self-harm (suicide), alcohol-related disease and drug overdoses was

54.78 per 100,000 population.²⁶ Over 14 percent reported poor mental health (for eight or more days out of the past 30 days). Of El Paso County residents age 18 or older, 21.8 percent reported that opioid use was a major problem in their community.²⁷

- The Community Health Improvement Plan outlines strategies to address mental health and substance use, including increasing community-based mental health education and training, expanding clinical screenings and referrals to treatment, increasing social connectedness through various social programs, and intentional outreach to high-risk populations.²⁸

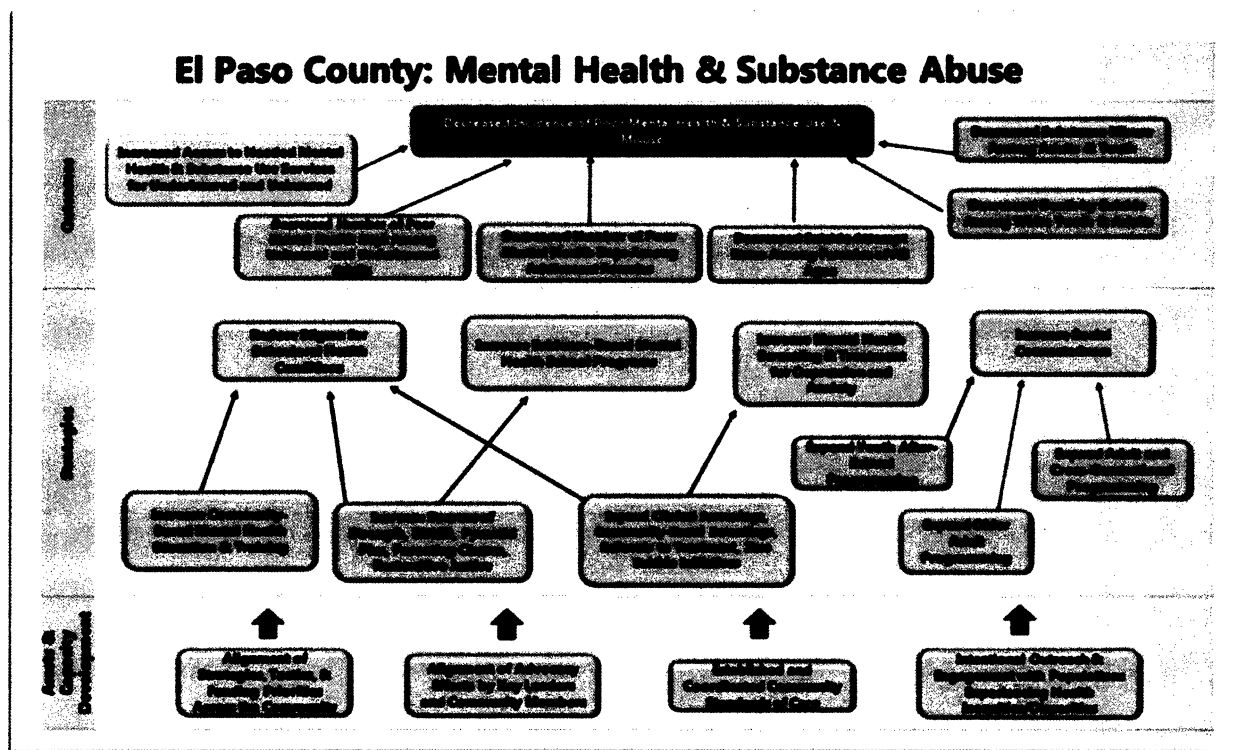


Figure 18. Mental Health & Substance Abuse strategy map (Source: 2018-2022 Community Health Improvement Plan)

Transportation

Among commuters in El Paso County, the majority (77.4 percent) drove to work alone, while 10.4 percent carpoolled. Less than one percent of all workers reported that they used some form of public transportation, four percent walked or commuted by bicycle and one percent used taxis to travel to work. The 23-minute average commute time is slightly lower than the national average (26 minutes).

²⁶Centers for Disease Control and Prevention, National Vital Statistics System. Available from: <http://www.cdc.gov/nchs/nvss.htm/>

²⁷Colorado Health Institute. 2019 Colorado Health Access Survey. Available from: <https://www.coloradohealthinstitute.org/research/CHAS>

²⁸El Paso County Public Health. El Paso County 2018-2022 Community Health Improvement Plan, 2017. Available from: https://www.elpasocountyhealth.org/sites/default/files/CHIP_For%20print_0.pdf

However, the average travel time to work by public transportation is 50.8 minutes in El Paso County. El Paso County has an average of two cars per household.²⁹

Walk score, bike score, and transit score are nationally recognized measures for walkability, bicycle-friendliness, and how well an area is served by transit. Walk Score measures pedestrian friendliness by analyzing population density and road metrics. Transit Score is based on data released in a standard format by public transit agencies, including the frequency, type of route (rail, bus, etc.), and locations serviced. Bike Score measures bike infrastructure (lanes, trails, etc.), hills, destinations and road connectivity, and the number of bike commuters. In 2020, the city of Colorado Springs had a transit score of 19 and a walk score of 35, indicating that people are very car-dependent for their transportation. Scores are on a scale of one to 100 with scores at 50 or higher considered “good transit.”³⁰ These scores indicate that Colorado Springs is somewhat bikeable and has moderate transit, but lags behind Denver in all measures.

	Colorado Springs, CO	Denver, CO
Walk Score	35	61
Bike Score	19	47
Transit Score	45	73

Figure 19. Accessibility metrics for Colorado Springs, CO and Denver, CO (Source: [WalkScore.com](https://www.walkscore.com/), 2020)

Improving multimodal transportation is a key priority in the city of Colorado Springs’ Comprehensive Plan. Some the plan’s identified goals include improving connectivity to the Denver metro area, consideration of the needs of senior citizens in planning and project designs, and improving connections between neighborhoods and employment or activity centers.³¹

	Total Workers 16 and Up	Drive Alone	Carpool	Public Transit	Bicycle or Walk	Taxi or Other	Work at Home
El Paso County	337,619	77.4%	10.4%	0.8%	4.0%	1.0%	6.4%
Colorado	2,822,072	75.3%	8.8%	3.1%	4.1%	1.0%	7.7%

Figure 20. Transportation data (Source: U.S. Census Bureau, [American Community Survey](https://data.census.gov/cedsci/), 2014-18)

Mountain Metropolitan Transit (MMT) provides public transportation services in the Pikes Peak region. MMT provides over 11,000 one-way trips per day, with reduced fare options for youth, seniors and individuals with disabilities. MMT provides service west to Manitou Springs, north to the Chapel Hills Mall, and south into the Widefield area. At the time of this report, MMT continues to run on a reduced service schedule due to the COVID-19 pandemic.

²⁹U.S. Census Bureau, American Community Survey, 2014-18. Available from: <https://data.census.gov/cedsci/>

³⁰Walk Score. Colorado Springs, 2020. Available from: https://www.walkscore.com/CO/Colorado_Springs

³¹City of Colorado Springs. PlanCOS - Comprehensive Plan: Colorado Springs, 2019. Available from: https://coloradosprings.gov/sites/default/files/plancos_2019_pressquality_feb2019.pdf

	Workers that Commute Age 16 and Up	Travel Time Less than 10 min (Percent of workers)	Travel Time 10 to 30 min (Percent of workers)	Travel Time 30 to 60 min (Percent of workers)	Travel Time More than 60 min (Percent of workers)	Average Commute Time (mins)
El Paso County	315,880	11.9%	60.7%	22.1%	5.3%	23.4
Colorado	2,603,858	12.5%	51.0%	29.3%	7.1%	25.5

Figure 21. Commute time in El Paso County and Colorado (Source: U.S. Census Bureau, *American Community Survey*, 2014-18)

According to the 2019 Colorado Health Access Survey, 20,650 residents (3.1 percent) reported that they were unable to find transportation to the doctor's office or that the doctor's office was too far away.

COVID-19

The COVID-19 pandemic has placed additional strain on the highest need populations as well as the systems and organizations that serve them. As of July 31, 2020, El Paso County has had 4,623 identified positive COVID-19 cases, 456 hospitalizations and 144 deaths.

El Paso County Public Health and various community partners are working to assess the public health and economic impacts of COVID-19. Public Health conducted a survey of recovered cases to determine the equity impacts of COVID-19. As of May 21, 2020, there were a total of 334 recovered cases who were successfully contacted. There were 12 disparity indicator questions included in the survey, as well as a request for comments concerning additional barriers or concerns. These disparity data are being collected and measured in accordance with the Centers for Disease Control and Prevention Healthy People 2020 and World Health Organization guidelines on the Social Determinants of Health. Factors such as where a person lives, works and plays greatly impact health outcomes and can highlight disparities amplified by COVID-19.

Among the early trends from recovered cases in El Paso County, nearly 200 (59 percent) of individuals surveyed experienced difficulty accessing needed care or resources. Many of the recovered individuals experienced a combination of barriers to accessing needed care or resources. Among the top three most reported issues, 45 percent of individuals experienced difficulty with getting tested for COVID-19, roughly 40 percent had difficulty seeking medical care and 38 percent experienced struggles due to job or wage loss.

It is important to note that COVID-19 testing was not widely available at the beginning of the pandemic response but became more widely available as federal resources were distributed and as testing sites were established.

Some individuals noted other resources that were unavailable at the time of their illness that would have been beneficial to them. The top three major recommendations from recovered cases were: increasing clear messaging and guidance on recovery; providing more information on food and prescription delivery opportunities; and increasing financial supports for those experiencing job or wage loss.

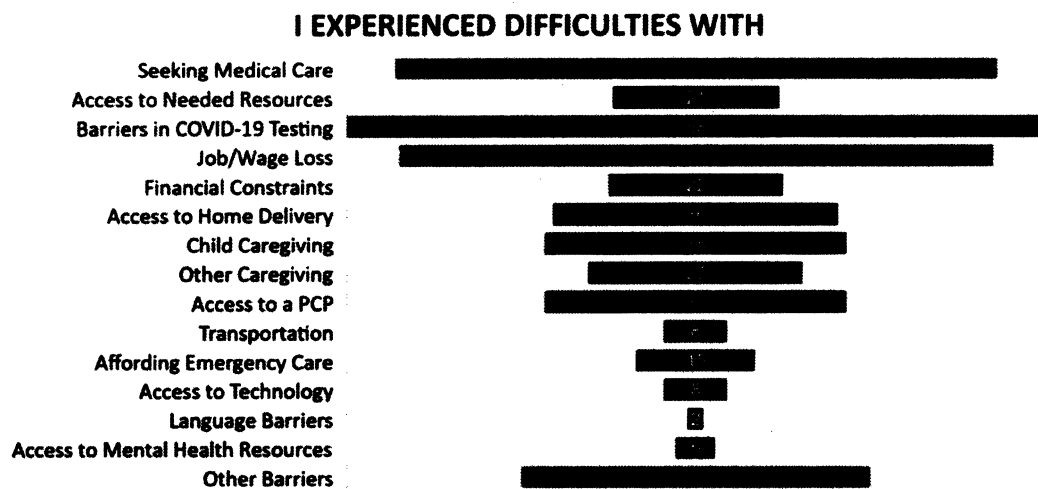
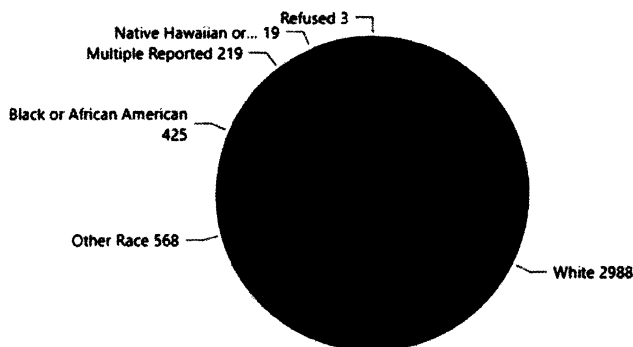


Figure 22. Summary of barriers experienced by COVID-19 cases in El Paso County (Source: El Paso County COVID-19 Equity Snapshot, 2020)

El Paso County COVID-19 Demographics

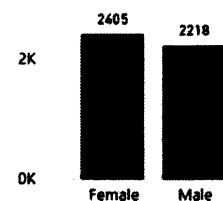
Cases by Race



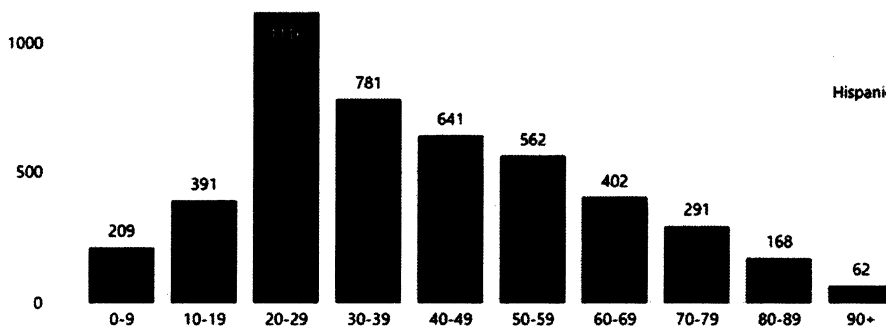
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Cases

Cases by Sex



Cases by Age



Cases by Ethnicity

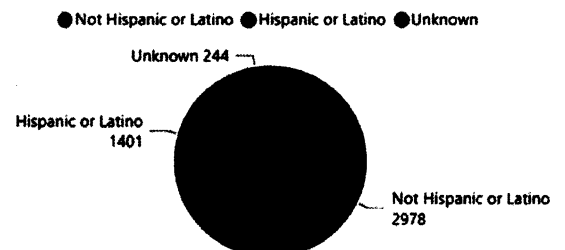


Figure 23. Demographics of COVID-19 Cases in El Paso County, 3/1/2020-7/31/2020 (Source: El Paso County Public Health COVID-19 Data Dashboard)



El Paso County COVID-19 Locations

Page Instructions

Cases and Tests by Zip Code

80909	39119	404	4669
80916	41098	372	3147
80910	30196	355	3232
Other		344	1237
80918	49232	246	3610
80906	36199	242	3416
80917	31541	217	2637
80817	30350	216	2118
80911	35170	215	2499
80915	21325	167	1783
80919	28146	161	2128
80920	39758	155	2744
80923	29360	155	2139
80907	28897	148	2306
80831	25048	143	1974
80922	29134	142	1917
80905	16363	127	1834
80904	20235	120	2044
80925	10836	116	947
80921	23618	105	1711
80132	20843	89	1799
80908	17807	84	1375
80924	8652	66	985
80203	15519	57	1442

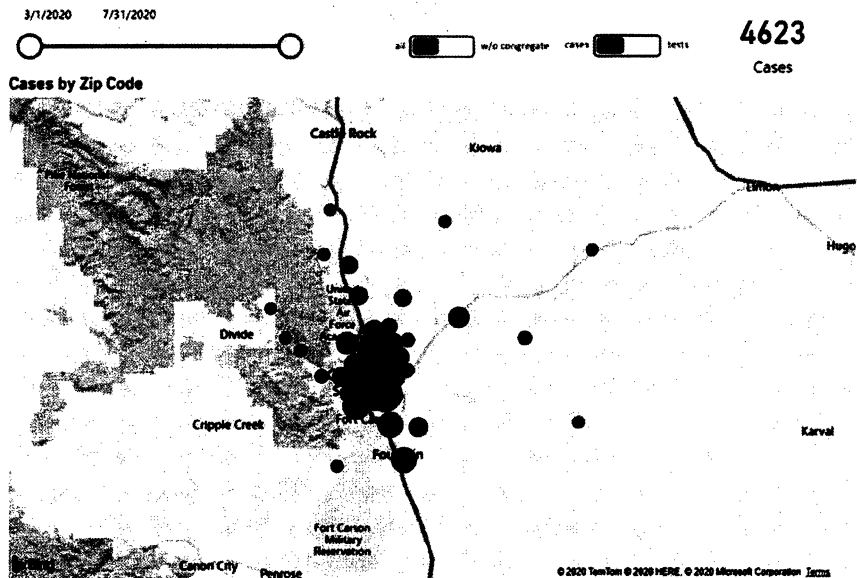


Figure 24. COVID-19 Cases by Location in El Paso County, 3/1/2020-7/31/2020 (Source: [El Paso County Public Health COVID-19 Data Dashboard](#))

High rates of COVID-19 are focused particularly in eastern and southeastern Colorado Springs, particularly the 80909, 80916, and 80910 zip codes.

In addition to causing illness and death, the COVID-19 pandemic has caused severe economic disruptions. With restrictions placed on businesses to reduce disease transmission, many businesses are unable to operate at full capacity. Businesses must plan for unanticipated service disruptions and invest in additional operational expenses such as masks or technology for remote operations. The uncertainty and logistical challenges presented by the pandemic will cause long-lasting impacts on the economic health of the community.

In April 2020, National Research Center, Inc. (NRC) collaborated with Downtown Colorado Inc. (DCI) and the Colorado Office of Economic Development and International Trade (OEDIT) to conduct a survey of businesses across the state of Colorado to assess the initial impacts of the COVID-19 pandemic on local industry and the state's workforce. Top concerns of business owners included the ability to pay employees, the ability to protect employees, and coping with revenue loss. Nearly half of the businesses that were at least partially open at the time of the survey reported that they would need to lay off employees within the next six months. Even if business owners did not plan to lay off staff, they reported that they may need to pursue other options that ultimately reduce employee income such as cutting back hours, suspending bonuses, reducing wages or furloughing workers.³²

The pandemic has also impacted tax revenue and government expenditures. At the end of 2019, El Paso County sales taxes collections were up 8.68 percent over the previous year and the County was projecting an increase in sales tax collections for 2020. However, as the pandemic began to unfold, the

³²Colorado Business Survey on the Early Impacts of the Pandemic and Initial Recovery Strategies, May 2020. Available from: <https://choosecolorado.com/wp-content/uploads/2020/05/Colorado-Business-COVID-Survey-Results-2020-FINAL.pdf>

County began to experience a decrease in sales tax collection and an increase in expenditures due to COVID-19.

El Paso County received an allocation of \$125.7 million in federal funds from the Coronavirus Aid, Relief and Economic Security (CARES Act). The funds received by the County are being shared with the local municipalities located within El Paso County to assist with the response and expenses related to COVID-19. These funds are to be used for expenditures incurred due to the public health emergency between March 1, 2020 and December 30, 2020.³³

6. Key Findings on the Causes and Conditions of Poverty

A summary of the causes and conditions of poverty in El Paso County is listed below. More detailed information regarding these factors are listed in the corresponding issue areas of this report under Section 5 (Data Analysis).

Causes and Conditions of Poverty

Demographics

- An estimated 4.8 percent of households had incomes below \$10,000 a year, and about 14.5 percent of children under 18 lived below the poverty level.
- Disparities persist by race and ethnicity. Poverty rates are twice as high for Hispanic/Latino residents compared with white residents.
- Poverty is distributed unevenly across El Paso County, with higher rates of household poverty in rural communities, southeast Colorado Springs, and older neighborhoods of Colorado Springs. Poverty rates are the highest in southeastern El Paso County.
- There are higher rates of unemployment among people identifying as two or more races, Black or African-American, and American Indian or Alaska Native, than those identifying as white.
- Poverty rates are lowest among white residents and highest among racial and ethnic minorities. Poverty rates are twice as high for Hispanic/Latino residents (18.8%) compared to non-Hispanic/Latino residents (9.3%). There are many factors that contribute to these disparities, including where residents live. Some of the poorest census tracts in El Paso County also have the highest proportion of minority residents. These communities have faced disinvestment and tend to have lower property values and less access to core services.
- Women and youth other the age of 18 also have higher rates of poverty in El Paso County. Wage gaps and access to affordable childcare may play a role in this disparity.

³³El Paso County Government. Comprehensive Annual Financial Report, 2019. Available from: <https://admin.elpasoco.com/financial-services/budget-finance/comprehensive-annual-financial-reports/>

Population at less than 125% poverty level	
Poverty by sex	
Male	12.3%
Female	14.6%
Poverty by age	
Under 18	18.4%
18-64	18.2%
65 years and older	10.4%
Poverty by race	
White	11.9%
Black or African American	19.8%
American Indian / Alaska Native	35.4%
Asian	14.9%
Native Hawaiian / Pacific Islander	26.6%
Some other race	16.7%
Two or more races	20.3%
Poverty by ethnicity	
Hispanic / Latino	20.0%
White, Non-Hispanic	10.7%
Source: U.S. Census. American Community Survey 1-year estimates, 2018.	

Housing and Homelessness

- While Colorado Springs is more affordable than the Denver metro area, its housing costs are still higher than the national average.
- The populations experiencing homelessness in Colorado Springs is on par with other similarly sized cities but has been growing over time. Homelessness-related issues are among the most frequent complaints that the City receives.³⁴
- Improving housing affordability for all is identified as one of the cornerstone challenges and priorities in the recently adopted Comprehensive Plan for the City of Colorado Springs, "PlanCOS."³⁵ New affordable housing development should take into consideration job access, transportation connectivity, and local opportunity for economic advancement into consideration.³⁶
- Lack of affordable housing remains a key issue in El Paso County, particularly for renters and racial and ethnic minorities, who experience poverty at higher rates than white residents. In addition, the geography of the county with uneven distribution and access to resources and core services contributes to challenges for certain neighborhoods and rural areas of the county.

³⁴City of Colorado Springs. 2019 Homelessness Initiative. Available from: https://coloradosprings.gov/sites/default/files/inline-images/homelessness_initiative_20190212_0.pdf

³⁵City of Colorado Springs. PlanCOS - Comprehensive Plan: Colorado Springs, 2019. Available from: https://coloradosprings.gov/sites/default/files/plancos_2019_pressquality_feb2019.pdf

³⁶City of Colorado Springs and El Paso County. Affordable Housing Needs Assessment, 2014. Available from: <https://assets-admin.elpasoco.com/wp-content/uploads/EconomicDevelopment/Colorado-Springs-HNA-10.30.141.pdf>

- Housing is the single largest expense for families, and the majority of cost-burdened households are renters. El Paso County's growth has outpaced much of the state, with a net migration of 68,347 from 2008-2018. The number of households grew by 43,614 (to 270,739) from 2008-2018, while only 25,212 housing units were added during that time. Accordingly, the vacancy rate dropped from 9.3 in 2008 to 1.7 in 2018, with only 5,182 vacant housing units in the county in 2019, compared to 23,210 in 2008. This scarcity has pushed up the cost of housing, with El Paso County being one of the hottest real estate markets in the country. (Source: Colorado State Demographer's Office)

Transportation and Development

- Certain neighborhoods in Colorado Springs have less access to public transportation and are less bicycle- and pedestrian-friendly. There are many reasons for inequity in development across the city. The geographic size of both the city and county are a challenge for efficient transit connections. This makes the location of services relative to high-need populations an important consideration.
- Connecting affordable housing with transit will be a key priority as El Paso County continues to grow.

Top Identified Needs

Within the context of the information in this report, 2-1-1 inquiries can provide valuable insight into community needs; 2-1-1 is a free, bilingual resource for health and human service providers for a 12-county region in Colorado.

In 2019, 2-1-1 provided information and referrals to 35,145 individuals and families in crisis. The top needs in 2019 were utilities assistance (9,139), housing (8,212), income support and assistance (4,372), and food and meals (3,799). The top needs in 2020 are similar, according to preliminary data, although call volumes substantially increased due to the COVID-19 pandemic. Calls to 2-1-1 doubled in March and April 2020 compared to 2019 call volumes. By the end of June, there were 27,317 calls logged, more than 75 percent of the total for the entire year of 2019.

The top needs in March and April 2020 included:

1. Food Pantries
2. Electric Service Payment Assistance (Utilities)
3. Rent Payment Assistance
4. Tax Programs (Volunteer Income Tax Assistance)
5. Low Income/ Subsidized Housing

A breakdown of presenting needs to 2-1-1 from January through June are shown in *Figure 25*.

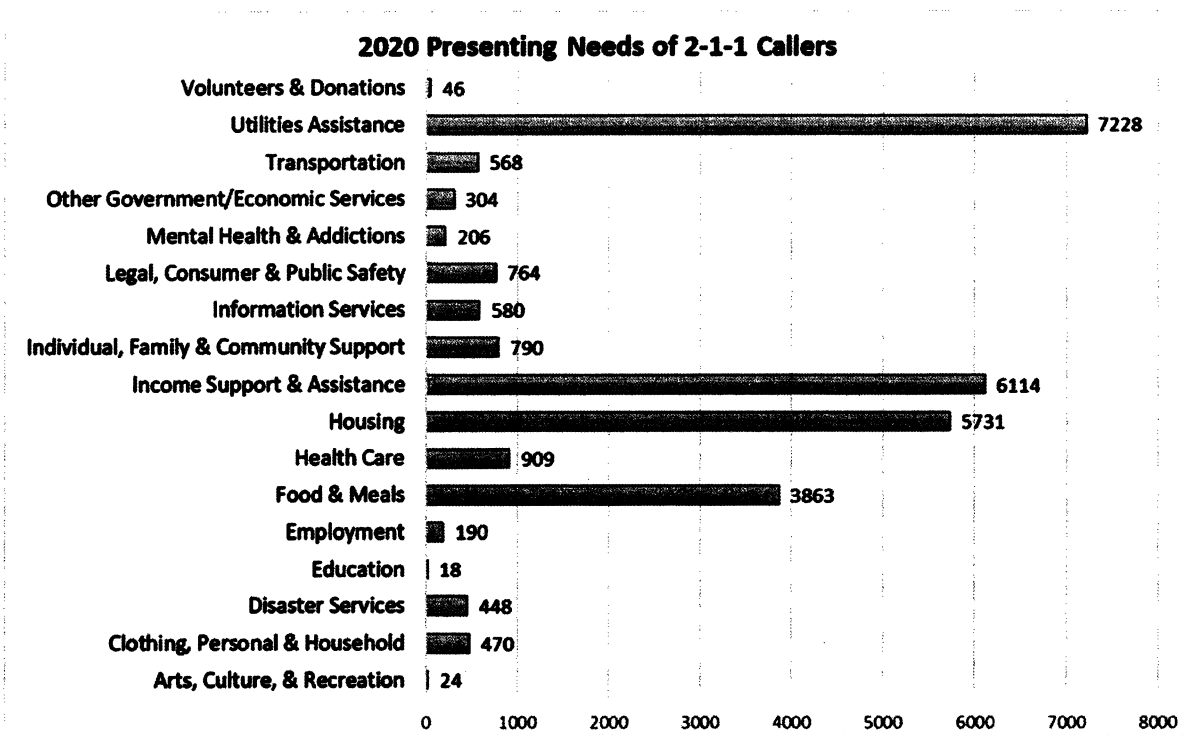


Figure 25. Presenting needs of 2-1-1 callers from January 1, 2020 through June 30, 2020 (Source: Pikes Peak United Way)

Nationally, housing remains the single largest expense for most families. While household income has risen in the past decade, incomes in the lower tiers have not kept pace with growth in the top percentiles. Nearly seven million children in the U.S. live in a household that spends half or more of their income on housing. The majority of these cost-burdened households are renters.³⁷ As the pandemic continues, ensuring that at-risk individuals and families are able to stay in their homes and that youth and adults who are experiencing homelessness have access to shelter and isolation facilities will be a priority.

Individuals living near or below poverty levels will be particularly hard-hit by the impacts of the pandemic. Providing care coordination and community navigation will help those facing complex challenges that span multiple domains, such as mental and physical health challenges, poverty, unemployment, homelessness and justice involvement.

Lack of childcare and loss of income are also particular areas of concern during the pandemic, as school closures and business closures could affect large swaths of the population. It is especially critical now to remain nimble and responsive to community needs, and to conduct regular assessments and evaluations to assure program efficiency and effectiveness.

Collaborations will be essential in identifying and addressing gaps, as capacity may be stretched thin for organizations providing health and social services. Repeat assessments should be conducted regularly to expand on and enhance this report.

³⁷County Health Rankings [Internet]. 2020 County Health Rankings Key Findings Report. Available from: <https://www.countyhealthrankings.org/reports/2020-county-health-rankings-key-findings-report>



COMMISSIONERS
MARK WALLER, (CHAIR)
LONGINOS GONZALEZ, JR., (VICE-CHAIR)

HOLLY WILLIAMS
STAN VANDERWERF
CAMI BREMER

BOARD OF COUNTY COMMISSIONERS

MINUTES

El Paso County Community Services Block Grant Advisory Board
Friday, September 2, 2020, 1:00 p.m. Online via Webex

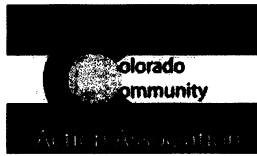
Present: Board members - Commissioner Cami Bremer, Kimberlee Noyes, Pamela Roberts, Stacey Burns, Victoria Bennett

Contracted Partners - Haley Chapin -Tri-Lakes Cares, Karen Daugherty -The Salvation Army, Tasha Baker - PPWFC, Amanda Rogers – CPCD, Tina Argus Goodwill,

County Staff: Rachel Kline (DHS)

1. The chair opened the meeting at 1:02 p.m., including a welcome and introductions. Quorum present.
2. The Needs Assessment was emailed to Advisory Board members prior to the meeting and was posted to the DHS CSBG webpage. Rachel Kline provided a verbal summary of the Needs Assessment. The Advisory Board engaged in discussion on the identified causes of poverty, identified needs, and the federal domains currently funded and recommended for the new application. Public comment was heard. The Needs Assessment was supported and approved by the Advisory Board and the following domains will be included in the new application:
 - Employment
 - Education and Cognitive Development
 - Housing
 - Health and Social/Behavioral Development (includes Nutrition)
 - Services Supporting Multiple Domains
3. Meeting adjourned at 2:30 p.m.





ROMA Nationally Certified Implementor / Trainer Needs Assessment, Community Action Plan and Strategic Plan Review Certification

Revised May 2020

As part of Organizational Standard 4.3, agency Community Action Plans and Strategic Plans must “document the continuous use of the full Results Oriented Management and Accountability (ROMA) cycle or comparable system (assessment, planning, implementation, achievement of results, and evaluation) ... **having used the services of a ROMA-certified trainer (or equivalent) to assist in implementation.**

I, Josiah Masingale, NCRMT, being a Nationally Certified ROMA Trainer or Implementer, certify that I have reviewed and assisted in the implementation of El Paso CountyDHS (Agency/Department) 2021 Community Action Plan and/or Strategic Plan. I further certify that El Paso County DHS (Agency/Department) has demonstrated compliance to ROMA. Compliance is documented using the Colorado ROMA Certified Trainer Review Tool.

A handwritten signature in black ink, appearing to read 'Josiah Masingale', written over a horizontal line.

Signature

September 17, 2020

Date

Agencies: Please submit a copy to the Colorado Organizational Standards System under Organizational Standard 4.3. Retain a copy for compliance.



COMMISSIONERS
MARK WALLER, (CHAIR)
LONGINOS GONZALEZ, JR., (VICE-CHAIR)

HOLLY WILLIAMS
STAN VANDERWERF
CAMI BREMER

BOARD OF COUNTY COMMISSIONERS

MINUTES

El Paso County Community Services Block Grant Advisory Board
Friday, September 11, 2020, 2:00 p.m. Online via Webex

Present: Board members - Stacey Burns, Tierra Wright, Victoria Bennett, Kimberlee Noyes, Pamela Roberts, Pamela Herder

Contracted Partners (public) - Amanda Rogers CPCD, Haley Chapin Tri-Lakes Cares, Tasha Baker PPWFC, Tina Argus Goodwill, Crystal Erickson CASA.

County Staff: Jessica Williams Trotter (DHS), Kristina Iodice (DHS), Megan Rungie (Budget), Anna Monroe (Budget), Rachel Kline (DHS)

1. The chair opened the meeting at 2:02 p.m., including a welcome and introductions.
2. Motion to approve September 11, 2020 agenda (Victoria Bennett); seconded (Pamela Roberts); passed 6-0.
3. Financial Report per Organizational Standard 8.7.
4. The Needs Assessment was utilized to develop the Community Action Plan. The Community Action Plan was posted to the DHS CSBG webpage prior to the meeting and presented to the Advisory Board for review and discussion. Discussed by staff, board members, and public attendees. Supported with one addition – Attendance and progress reporting at the Advisory Board meetings is required from each contracted partner. Motion to approve (Pamela Roberts); seconded (Victoria Bennett).
5. Programmatic Reports: per Organizational Standard 2.1 & 2.3; 4.4 & 5.9 by providers.
 - Goodwill – on track to spend all funds. Are returning people to in-person learning where necessary and appropriate.
 - Tri-Lakes Cares – doing well, focus is on increased demand for COVID impacted services. Experiencing longer processing times due to current accessibility limitations. May be able to utilize additional funds.
 - PPWFC – have opened pop-up locations. Unemployment activity is busy, conducting virtual workshops. People have reported feeling anxious about changing employment or returning to work. Childcare is being mentioned as a concern/barrier.
 - CASA – moved to a virtual service format initially. For in person services masks are required, enhanced cleaning services, small items have been removed from the visitation space.



- CPCD – wrapping up the program year. Recruiting is continuing to be a challenge; less children are coming in and parents are hesitant to take on more commitments or duties in the current climate. Will engage in additional promotion. DHS will connect CPCD with DHS program staff as well as others that expressed interest at the meeting. In person services will begin on September 21. May be able to utilize additional funds.
- The Salvation Army – Not present at the meeting.

6. No unscheduled items.

7. Agenda for next meeting: None proposed

Meeting adjourned at 3:00 p.m.