

**Northeast Kingdom Community Action Inc.**

**Community Assessment**

**2015**

### **Introduction:**

As part of its strategic initiative, and in compliance with the Community Services Block Grant Act, Section 676(b)(11) that requires “{A}n assurance that the State will secure from each eligible entity in the State, as a condition to receipt of funding by the entity through a community services block grant made under this subtitle for a program, a community action plan...that includes a community-needs assessment for the community served, which may be coordinated with community-needs assessments conducted for other programs.” The most recent assessment was completed in 2014. The 2015 community assessment is comprised of a number of processes and data elements as described in the following pages. Following analysis of various data elements, NEKCA along with community stakeholders, focus groups and surveys has identified five areas of concern that its communities are encountering and on which it anticipates a positive impact can be made through the implementation of strategies to help meet those needs. This report includes a description of the decision-making process regarding how priorities were identified and are or are not addressed in the accompanying implementation strategy.

### **Availability of the NEKCA Community Assessment and Implementation Strategy**

Upon completion of the entire Community Needs Assessment process, the documents comprising the NEKCA Community Assessment Report and Implementation Strategy will be made widely available in an easy downloadable format on the NEKCA website [www.nekcavt.org](http://www.nekcavt.org) . A hard copy will also be available by calling NEKCA administration at 334.7316 and requesting a copy.

### **NEKCA Leadership Team process:**

From mid-March- December 2015, the Leadership Team met several times for the following purposes:

- To gain an understanding of the overall NEKCA Community Assessment process
- To review and discuss in detail several pages of community data formatted and compared to local, state, and national data. Some of these data tables are included in this Community Assessment.
- To assist in developing the questions that comprised the community-wide survey which was available in both hard copy and electronically.
- To assist in developing the questions to be consistently asked at various community focus groups.
- To assist in establishing key sites for these community focus groups with the goal of reaching subgroups of the population such as senior citizens, young parents, low socioeconomic groups.
- To plan a series of meetings following the completion of the survey and forums with the goal of setting criteria for key community barriers, identify such needs from all the data that was

compiled from all the above sources, and for discussion of how these issues are or are not being addressed in the community.

- To determine the implementation strategy for each of the five key concerns, including identifying the current strategies, partners/collaborators, potential plan/upcoming development, the NEKCA resources it plans to commit to address each key concern, and measures to assess progress and/or success.

#### Quantitative Data Resources: Resources and Process

- Food Insecurity in Vermont (2009-2011, 3 year average from US Census)
- Vermont Department of Labor April 2015 Unemployment rate
- Vermont Agency of Education: Vermont Public School Dropout and High School Completion Report 2014
- Vermont Housing Inventory (2014)
- VHFA analysis using National Low Income Housing Coalition's annual Out of Reach publication methodology.
- U.S. Census Bureau
- 2014 Robert Wood Johnson Foundation County Health Ratings & Roadmaps
- 2015 Report North Country Hospital Community Health Needs Assessment
- 2009 American Community Survey, Table B08202. U.S. Census Bureau
- Emergency Shelter Grant count, November 15, 2010, Vermont Office of Economic Opportunity
- 3SquaresVT Households, Recipients and Benefit by County (As of March 2014 Source 3SquaresVT)
- American Community Survey 2013, U.S. Census Bureau
- Hunger Free Vermont Report (May 2015)
- REACH UP Families, by Vermont County prepared by the Economic Services Division, Vermont Department for Children and Families 01/31/2015
- 2009-2011, 3 year average from US Census
- <http://assessment.communitycommons.org/CHNA/SelectArea.aspx?reporttype=libraryCHNA>  
Community Services Block Grant tools

#### Qualitative Data Collection

The NEKCA Community Assessment process included a review of qualitative data, including:

- Community survey results
- Community Focus groups
- NEKCA Day (employee input)

## Total Population of the NEK

A total of **64,617** people live in the 2,005.20 square mile area of the three-county Northeast Kingdom according to the U.S. Census Bureau American Community Survey 2009-13 5-year estimates. The population density for this area, estimated at 32.22 persons per square mile, is less than the national average population density of 88.23 persons per square mile.

According to ACS 2009-2013 5 year population estimates for the report area, the female population comprised 50.56% of the Northeast Kingdom, while the male population represented 49.44%.

Report Area	Age 0-4	Age 5-17	Age 18-24	Age 25-34	Age 35-44	Age 45-54	Age 55-64	Age 65+
Number of people	3,313	10,257	5,441	6,730	7,653	9,754	10,132	11,337
Percent of population	5.13%	15.87%	8.42%	10.42%	11.84%	15.1%	15.68%	17.54%
Vermont	4.99%	15.24%	10.52%	11.23%	12.24%	15.84%	14.75%	15.19%
United States	6.44%	17.28%	9.97%	13.39%	13.12%	14.29%	12.08%	13.43%

### Population in Poverty by Gender

Report Area	Total Male	Total Female	Percent Male	Percent Female
NEK	3,920	5,358	12.66%	16.93%
Caledonia County	1,666	2,570	11.26%	16.84%
Essex County	441	554	14%	17.88%
Orleans County	1,813	2,234	13.92%	16.81%
Vermont	31,978	38,895	10.81%	12.73%

## Unemployment statistics

According to the Vermont Department of Labor April 2015 Unemployment rate, the Northeast Kingdom has the highest unemployment rate in the state at 4.8% compared to the Vermont state average of 4.0%. In addition, the Newport Labor Market area unemployment rate is the highest in the state at 5.0% and the St. Johnsbury Labor Market area unemployment rate is the third highest in the state at 4.8%.

### Unemployment rate per county

Vermont – 3.7% (-.3%)

Caledonia County – 5.1% (+.4%)

Essex County – 7.8% (+3.1%)

Orleans County – 6.6% (+1.6%)

## Income statistics

Source U.S. Census Bureau

	Caledonia County	Vermont
Median household income, 2009-2013	\$45,395	\$54,267

	Essex County	Vermont
Median household income, 2009-2013	\$35,916	\$54,267

	Orleans County	Vermont
Median household income, 2009-2013	\$41,953	\$54,267

## Education statistics (Source: Vermont Agency of Education: Vermont Public School Dropout and High School Completion Report 2014)

Vermont Department of Education 2014 high school completion rate average for the state was 92.44%. The completion rate definition is the percentage of the number of 12<sup>th</sup> grade high school students who completed school that year. This is different than the graduation rate which means the percentage of students who graduate within four years of entering ninth grade. The statewide 2014 event completion rate for twelfth graders is 92.44%. A snapshot of the completion rate of some of the schools in the Kingdom include: Canaan school, 100%; Lake Region, 95%; Danville, 88%; Lyndon Institute, 95%; Craftsbury schools, 100%; St. Johnsbury Academy, 99%. The statewide cohort graduation rate is 88%. A snapshot of graduation rates includes Canaan school, 89%; Lake Region, 90%; Danville, 91%. Craftsbury Schools, 100%. Data for Lyndon Institute and St. Johnsbury Academy were not available from the DOE as of this writing. A snapshot of school dropout rates from 7-12<sup>th</sup> grades includes: Canaan schools, 1.1%; Lake Region, 3.79%; Danville, 0%; Craftsbury, 1.45%; Lyndon Institute, 1.48%; St. Johnsbury Academy, 1.11%. The state average was 2.48%.

## Housing

	Housing units, 2013	Homeownership rate, 2008-2012	Housing units in multi-unit structures, percent, 2008-2012	Median value of owner-occupied housing units, 2008-2012	Households, 2008-2012	Persons per household, 2008-2012
VERMONT	323,920	71.2%	23.1%	\$215,800	256,830	2.34
CALEDONIA	15,959	72.0%	20.3%	\$161,400	12,525	2.40
ESSEX	5,012	82.5%	7.0%	\$123,300	2,831	2.22
ORLEANS	16,390	76.1%	14.1%	\$153,200	10,991	2.41

Percentage of Vermont renters paying more than 30% of their income for housing  
(Source: Vermont Housing Inventory 2014)

Vermont – 51%

Caledonia County – 41%

Essex County – 44%

Orleans County – 48%

### Housing wage

Source: VHFA analysis using National Low Income Housing Coalition's annual Out of Reach publication methodology.

Renter household must earn \$19.36/hour while working full time to afford a modest 2-bedroom unit at HUD's Fair Market Rent (FMR) and only pay 30% of their income for rent and utilities. This "Housing Wage" is well over two times the state's minimum wage, and would equal an annual income of \$39,595. Over 300 occupations, more than 53% of Vermont's non-farm occupations, have median salaries less than this Housing Wage.

Housing Wage (what wage amount must be earned to afford housing described above)

Vermont - \$19.36

Caledonia County – \$14.67

Essex County – \$15.87

Orleans County – \$13.10

While it's possible for a household to work more than one job to make ends meet, 62% of Vermont's households had only one or less than one full time worker. (Source 2009 American Community Survey, Table B08202. U.S. Census Bureau)

### Homelessness

A study of Vermont shelters in November 2010, found 21% of those sleeping in shelters had a disability, 4% were veterans and 32% were children. A lack of available and affordable housing perpetuates the long and stagnant cycles of homelessness. (Source Emergency Shelter Grant count, November 15, 2010, Vermont Office of Economic Opportunity.)

The average length of stay in the state's shelters was 34 days in 2010, up 162% from 2000 when the

average was 13 days. (Source Emergency Shelter Grant Program, Vermont Statewide Report, State Fiscal Year 2010, Vermont Office of Economic Opportunity)

### Transportation

Statistics remain the same as last year for tri county transportation

**Mean Travel Time to Work (minutes) workers 16+ (2009-2011)** Source U.S. Census Bureau

Vermont	Caledonia	Essex	Orleans
22.2 minutes	23.1minutes	27.5 minutes	22.8 minutes

### Health

The Northeast Kingdom has the poorest health ranking in the entire state of Vermont. Two of the 3 counties (Essex and Orleans) rank at the very bottom of the health rankings while one of the counties (Caledonia) ranks in the bottom half of the health rankings.(Source: 2014 Robert Wood Johnson Foundation County Health Ratings & Roadmaps)

Essex and Orleans are ranked the least healthy counties.

“The county report underscores the scope of the challenges that face the Northeast Kingdom,” said James Biernat, director of the Newport district office, which covers Orleans County and northern Essex County. “Unemployment and underemployment continue to serve as key drivers behind the results. “

Caledonia County – ranked 7<sup>th</sup> out of 14 counties

	Caledonia County	Vermont	National Benchmark
Uninsured	9%	8%	11%
Primary Care Physicians	1,154:1	925:1	1051:1
Dentists	1623:1	1666:1	1439:1
Adult Smoking	18%	16%	14%
Adult Obesity	28%	25%	25%
Children in Poverty	21%	16%	13%
Children in single parent households	34%	17%	20%

Essex County – ranked 14<sup>th</sup> out of 14 counties

	Essex County	Vermont	National Benchmark
Uninsured	11%	8%	11%

Primary Care Physicians	3,146:1	925:1	1051:1
Dentists	3,121:1	1666:1	1439:1
Adult Smoking	26%	16%	14%
Adult Obesity	28%	25%	25%
Children in Poverty	27%	16%	13%
Children in single parent households	36%	17%	20%

Orleans County – ranked 13<sup>th</sup> out of 14 counties

	Orleans County	Vermont	National Benchmark
Uninsured	10%	8%	11%
Primary Care Physicians	1,359:1	925:1	1051:1
Dentists	4,655:1	1666:1	1439:1
Adult Smoking	22%	16%	14%
Adult Obesity	30%	25%	25%
Children in Poverty	23%	16%	13%
Children in single parent households	32%	17%	20%

### Hunger

Recent surveys show that 1 in 5 Vermont children and nearly 1 in 8 Vermont households are food insecure Household food insecurity in Vermont has increased 45% since 2000. More than 7,500 (6%) of Vermont's seniors are food insecure. Senior meal programs across the state are having to reduce nutrition services due to budget reductions over the past 3 years.

More than 100,000 Vermonters, nearly one out of every six residents of the state receive Food Stamps through the Supplemental Nutritional Assistance Program (SNAP) nearly double the 2006 number. Federal government spent \$141 million on food stamps in Vermont in 2012. The average Vermonter receiving food stamp benefits received \$125 of benefits each month. The national average benefit is \$132, putting Vermont in the bottom third of states.

	CALEDONIA COUNTY	ESSEX COUNTY	ORLEANS COUNTY
<b>Number of children who are food insecure</b> (Source: Hunger Free Vermont (May 2015))	1 in 4	1 in 3	1 in 3
<b>Percentage of grade school and high school students are eligible for free or reduced-price meals</b> (Source: Hunger Free Vermont Report. (May 2015))	46%	65%	65%
<b>Number of Summer Meal Sites</b> (Source: Hunger Free Vermont Report. (May 2015))	10	6	36



<b>Number of afterschool meal programs (serving 0 of 16 eligible towns/cities).</b> (Source: Hunger Free Vermont report (2015))	4	0	2
<b>Number of child care centers participate in CACFP, the Child and Adult Care Food Program, which provides nutritious meals to preschool and afterschool programs</b> (Source: Hunger Free Vermont Report (May 2015))	11	2	8
<b>Number of county residents participating in 3SquaresVT (formerly known as Food Stamps)</b> (Source: Hunger Free Vermont Report (May 2015))	5,518	1,343	5,815
<b>County-wide 3SquaresVT participation Source: The Food and Research Action Center)</b>	17.23%	16.65%	16.26%
<b>Number of senior community meal sites serve meals two or more times per week</b> (Northeastern Vermont Area Agency on Aging, Senior Meals, www.nevaa.org.)	6	2	2

<b>SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM: NUMBER OF HOUSEHOLDS PARTICIPATING</b>					
<b>( Data as of August 9, 2013)</b>					
				<b>Percent Change</b>	
<b>State /Territory</b>	<b>May</b>	<b>April</b>	<b>May</b>	<b>May 2013 vs</b>	
	<b>2012</b>	<b>2013</b>	<b>2013</b>	<b>Apr 2013</b>	<b>May 2012</b>
Vermont	49,660	52,659	52,606	-0.1%	5.9%

**3SquaresVT Households, Recipients and Benefit by County (As of March 2014 Source 3SquaresVT)**

	Households	Recipients	Children under 18	Monthly Allotments	Allotment Percentage
Caledonia County	3,050	5,981	2,118	\$684,074	6%
Essex County	740	1,389	423	\$153,807	1%
Orleans County	3,110	6,159	2,168	\$687,535	6%

The Food and Research Action Center indicates that 18% of the Northeast Kingdom's population is on food stamps and that Caledonia County at 16%, Essex County at 17% and Orleans County at 20%.

## Poverty

### Poverty Statistics by County Source U.S. Census Bureau

	Caledonia County	Vermont
Persons Below Poverty Level	13.5%	11.1%

	Essex County	Vermont
Persons Below Poverty Level	16.9%	11.1%

	Orleans County	Vermont
Persons Below Poverty Level	14.3%	11.1%

### Poor and Low-income Children by State 2013

(Source: American Community Survey 2009-2013, U.S. Census Bureau)

	Total Number of Poor Children	Child Poverty Rate	Rank Among States	Number of Children Below 185% of the Federal Poverty Level	Rate of Children Below 185% FPL	Rank Among States	
VERMONT	18,406	14.8	45	39,180	31.9%	44	

### Total Poor and Low-income Population by State 2013

(Source: American Community Survey 2013, U.S. Census Bureau)

	Total Number of Poor Individuals	Poverty Rate	Rank Among States	Total Below 185% of the Federal Poverty Level	Rate of Individuals Below 185% FPL	Rank Among States	
VERMONT	69,075	11.8%	44	157,427	26.2%	42	

### Children in Poverty (Vermont Counties)

(Source: 2014 Robert Wood Johnson Foundation County Health Ratings & Roadmaps)

	Caledonia County	Vermont	National Benchmark
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Children in Poverty	21%	16%	13%
Children in single parent households	34%	17%	20%

	Essex County	Vermont	National Benchmark
Children in Poverty	27%	16%	13%
Children in single parent households	36%	17%	20%

	Orleans County	Vermont	National Benchmark
Children in Poverty	23%	16%	13%
Children in single parent households	32%	17%	20%

## Emergency Services

**REACH UP**  
**Families, Recipients, and Benefits**  
**By Vermont County**  
 Prepared by the Economic Services Division  
 Vermont Department for Children and Families  
 1/31/2015

County	Families	RECIPIENTS	Children Under 19	Monthly Benefits	Benefits Percent
Vermont State Total	6314	16028	10863	\$2,933,041	100%
Caledonia	350	874	588	\$165,568	6%
Essex	63	144	101	\$28,765	1%
Orleans	300	735	501	\$148,099	5%

**3SquaresVt**  
**Households, Recipients and Benefits**  
**By Vermont County**  
 Prepared by the Economic Services Division  
 Vermont Department for Children and Families  
 1/31/2015

County	Families	RECIPIENTS	Children Under 19	Monthly Benefits	Benefits Percent
Vermont State Total	52382	100020	34333	\$12,470,291	100%
Caledonia	3252	6385	2216	\$780,167	6%
Essex	769	1465	442	\$174,263	1%

Orleans	3220	6328	2178	\$757,471	6%
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**Health Care Families and Recipients  
By Vermont County For June 2013**  
Prepared by the Economic Services Division  
Vermont Department for Children and Families  
7/17/2013

County	Families	All Individuals	Children Under 18
Vermont State Total	112081	183578	62242
Caledonia	6649	11410	4057
Essex	1504	2515	770
Orleans	6755	11426	3909

**Applications year to date compared to last state fiscal year:**

Prepared by: Vermont Agency of Human Services Economic Services Division

Program	Jul 1, 2012 - Aug 19, 2012	Jul 1, 2013 - Aug 19, 2013	Compare
3SquaresVT	10,843	10,408	-4%
Health Care	15,172	14,421	-5%
Reach Up	2,816	2,792	-1%
Fuel	4,459	5,682	27%
Total	33,290	33,303	0%

**Food Insecurity (see additional new information above)**

**Food Insecurity in Vermont (2009-2011, 3 year average from US Census):** Food insecurity is defined as the lack of access to enough food to fully meet basic needs at all times due to lack of financial resources. (Source: Hunger Free Vermont)

- 13% of all Vermont households are food insecure
- 27,000 children under 18 live in food insecure households (22%)
- 85,000 Vermonters of all ages live in food insecure households (14%)
- 32% of Vermonters cannot afford either enough food or enough nutritious food

**Food Insecurity with Hunger in Vermont (2009-2011, 3 year average from US Census):** Households that are classified as food insecure with hunger are those in which adults have decreased the quality and quantity of food they consume because of lack of money to the point where they are quite likely to be hungry on a frequent basis, or in which children's intake has been reduced due to lack of family financial resources, to the point that children are likely to be hungry on a regular basis and adults' food intake is severely reduced.

- 5% of all households are food insecure with hunger
- 12,290 Vermont children depend on food shelves each month

Community Survey Results:

A total of 76 surveys were completed

Survey of community findings

Survey Monkey Q2

**In terms of the the challenges faced by many in the Northeast Kingdom please rank each of the following areas using a scale of 1-8 with 1 being the highest importance to you:**

- Answered: 66
- Skipped: 12

	1-	2-	3-	4-	5-	6-	7-	8-	Total-	Score-
Food	35.29% 18	21.57% 11	27.45% 14	3.92% 2	1.96% 1	1.96% 1	3.92% 2	3.92% 2	51	6.43
Warmth	8.00% 4	34.00% 17	24.00% 12	10.00% 5	2.00% 1	14.00% 7	4.00% 2	4.00% 2	50	5.58
Shelter	39.58% 19	18.75% 9	22.92% 11	4.17% 2	4.17% 2	4.17% 2	6.25% 3	0.00% 0	48	6.48
Education	8.70% 4	2.17% 1	2.17% 1	23.91% 11	30.43% 14	10.87% 5	6.52% 3	15.22% 7	46	4.00
Preschool	0.00% 0	2.56% 1	5.13% 2	0.00% 0	20.51% 8	25.64% 10	33.33% 13	12.82% 5	39	2.87
Childcare	2.33% 1	2.33% 1	6.98% 3	23.26% 10	16.28% 7	27.91% 12	6.98% 3	13.95% 6	43	3.70
Infant-Toddler Services	9.30% 4	4.65% 2	2.33% 1	9.30% 4	11.63% 5	13.95% 6	30.23% 13	18.60% 8	43	3.35
Safety	16.00% 8	6.00% 3	6.00% 3	24.00% 12	12.00% 6	6.00% 3	4.00% 2	26.00% 13	50	4.26

Survey Monkey Q4

**In terms of the services offered by NEKCA please rank each of them based on their importance to you using a scale of 1 - 8 with 1 being the most important to you.**

- Answered: 58
- Skipped: 20

	1-	2-	3-	4-	5-	6-	7-	8-	Total-	Score-
Outreach (Crisis Fuel Assistance, Food Shelf, Emergency Housing, Electrical Disconnect, Services Referrals)	82.98% 39	4.26% 2	2.13% 1	0.00% 0	2.13% 1	2.13% 1	2.13% 1	4.26% 2	47	7.30
Head Start (Ages 3-5)	5.13% 2	12.82% 5	33.33% 13	10.26% 4	15.38% 6	7.69% 3	12.82% 5	2.56% 1	39	4.95
Early Head Start (Birth to 3)	7.50% 3	12.50% 5	15.00% 6	30.00% 12	5.00% 2	10.00% 4	15.00% 6	5.00% 2	40	4.72
Parent Child Center (Family Education Program, Child Care Support Services, Job Coaching, NEKCA Thrift Store)	2.63% 1	21.05% 8	23.68% 9	13.16% 5	15.79% 6	13.16% 5	5.26% 2	5.26% 2	38	4.95
Youth Services (Transitional Living, Youth in Transition, Runaway/Homeless, Youth Employment, Teen Drop-In Ctr., Youth Development, Peer Outreach)	7.50% 3	25.00% 10	10.00% 4	20.00% 8	22.50% 9	10.00% 4	2.50% 1	2.50% 1	40	5.22
Micro Business Development Program (Feasibility Assessment, Business/Marketing Plan, Financial Literacy/Management, Budgeting/Credit Repair)	10.64% 5	8.51% 4	4.26% 2	14.89% 7	12.77% 6	25.53% 12	2.13% 1	21.28% 10	47	3.98
Community Corrections (Support Successful Transition from Incarceration to Community)	0.00% 0	7.50% 3	10.00% 4	0.00% 0	7.50% 3	15.00% 6	37.50% 15	22.50% 9	40	2.85

<p>— Community &amp; Justice Programs (Court Diversion, Teen Alcohol Safety Program, Driving w/ License Suspended Program)</p>	<p>4.55% 2</p>	<p>13.64% 6</p>	<p>2.27% 1</p>	<p>11.36% 5</p>	<p>11.36% 5</p>	<p>11.36% 5</p>	<p>15.91% 7</p>	<p>29.55% 13</p>	<p>44</p>	<p>3.43</p>
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## Summary with Potential Areas to Address (staff input)

### Health and Nutrition

#### Decrease obesity rate in the NEK.

- Improve **healthy food** options at food shelves
  - Healthy food drives
- Have all agency staff increase nutrition screening & **knowledge of resources**
- Focus agency-wide efforts on EHS/HS families' nutrition
- Offer cooking **classes/recipes**
- **Teach** gardening
- Increase physical activity for children and adults
- **Partner** with NVRH to develop a collective impact strategy for addressing overweight/obesity rates in the NEK

#### Increase access to dental care

- Provide incentives (tax or other) to dentists to practice in the NEK
- Provide strong advocacy with local legislators for passage of Dental Therapist bill

### Education and Employment

#### Increase educational attainment

- Decrease the number of drop outs
  - Provide wraparound services to families to support their children's education
  - **Collaborate** with schools to create flexible programs to meet the unique needs of at risk students.
- Increase number of adults who receive GED, Adult Diploma, Higher Education
  - **Partner** with NEKLS, CCV, and others to increase outcomes
- Wrap services around the adults so that they receive the supports required to attend classes
  - Include child care and transportation supports
  - Recognize this as a multi-generational approach to reducing poverty in the NEK

#### Increase transportation options for people in the NEK

- **Collaborate** with RTC to meet the needs of students in a variety of educational settings
- Develop a car coach program that can assist people who can purchase a vehicle
- Advocate for reduced payment days for tickets to enable folks to get back drivers licenses

#### Increase collaboration with employer, schools, DOL, etc. to meet the educational and employment needs of the individuals served.

- Meet with parties to establish a shared vision/goals regarding increasing the **education** level of people in the NEK.
- Establish partnerships to achieve specific goals with a wide variety of schools, agencies, public sector (law enforcement), educational institutions, health care providers, landlords, businesses, etc.

#### Increase access to **mental health** and **substance abuse** services for program participants



- **Collaborate** with Northeast Kingdom Mental Health, BAART, to assure that services are available for those in need.
- Explore the possibility of bringing substance abuse services back to NEKCA

## Poverty and Income

### Increase the teamwork and **collaboration** within NEKCA

- Develop a shared application process/one-stop application process
- Develop a **resource guide** for NEKCA that is shared with all staff.
- Conduct an internal **resource fair** so that all **staff become familiar with all programs** and can make appropriate connections to services for the individuals served
- Change the service delivery model to wrap around services where all **staff collaborate** to meet the family where they are at and provide coordinated care in a respectful manner
- Conduct team building within NEKCA
- Data – keep up with accurate data
- Look at the causes/situations bringing people in for services

## Crime

Increase early **education of youth** (there were many regarding this, but I could not pick up what the education was to be about – staying out of trouble, crime statistics, etc.)

Increase **access to substance abuse services** (see goal under employment and education)

Increase access to **jobs for people** to prevent them from committing a crime

- Increase **community economic development**

Increase **access to jobs** for people who have criminal histories

- Provide wrap around services to the individual to assure needs are met in all areas
  - Work with **employers** to employ and support individuals

## Housing

Increase the number of **shelters** in the NEK

Provide tenant and landlord **education** to reduce the number of **people who are evicted**

- Teach life skills to renters

Develop a **collaborative with landlords, businesses, towns, agencies** to address housing needs together.

- Increase the number of subsidized housing units available.
- Explore shared housing models for replication in the NEK