2026/2027
Community Needs Assessment and Community Action Plan

California Human Development (CHD)

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Introduction

The Department of Community Services and Development (CSD) has developed the 2026/2027 Community Needs Assessment (CNA) and Community Action Plan (CAP) template for the Community Services Block Grant (CSBG) Service Providers network. CSD requests agencies submit a completed CAP, including a CNA, to CSD on or before **June 30, 2025**. Changes from the previous template are detailed below in the "What's New for 2026/2027?" section. Provide all narrative responses in 12-point Arial font with 1.15 spacing. A completed CAP template should not exceed 65 pages, excluding the appendices.

Purpose

Public Law 105-285 (the CSBG Act) and the California Government Code require that CSD secure a CAP, including a CNA from each agency. Section 676(b)(11) of the CSBG Act directs that receipt of a CAP is a condition to receive funding. Section 12747(a) of the California Government Code requires the CAP to assess poverty-related needs, available resources, feasible goals, and strategies that yield program priorities consistent with standards of effectiveness established for the program. Although CSD may prescribe statewide priorities or strategies that shall be considered and addressed at the local level, each agency is authorized to set its own program priorities in conformance to its determination of local needs. The CAP supported by the CNA is a two-year plan that shows how agencies will deliver CSBG services. CSBG funds are by their nature designed to be flexible. They shall be used to support activities that increase the capacity of low-income families and individuals to become self-sufficient.

Federal CSBG Programmatic Assurances and Certification

The Federal CSBG Programmatic Assurances are found in Section 676(b) of the CSBG Act. These assurances are an integral part of the information included in the CSBG State Plan. A list of the assurances that are applicable to CSBG agencies has been provided in the Federal Programmatic Assurances section of this template. CSBG agencies should review these assurances and confirm that they are in compliance. Signature of the board chair and executive director on the Cover Page certify compliance with the Federal CSBG Programmatic Assurances.

State Assurances and Certification

As required by the CSBG Act, states are required to submit a State Plan as a condition to receive funding. Information provided in agencies' CAPs will be included in the CSBG State Plan. Alongside Organizational Standards, the state will be reporting on State Accountability Measures in order to ensure accountability and program performance improvement. A list of the applicable State Assurances is provided in this template. CSBG agencies should review these assurances and confirm that they are in compliance. Signature of the board chair and executive director on the Cover Page certify compliance with the State Assurances.

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Compliance with CSBG Organizational Standards

As described in the Office of Community Services (OCS) Information Memorandum (IM) #138 dated January 26, 2015, CSBG agencies will comply with the Organizational Standards. A list of Organizational Standards that are met by an accepted CAP, including a CNA, are found in the Organizational Standards section of this template. Agencies are encouraged to utilize this list as a resource when reporting on the Organizational Standards annually.

What's New for 2026/2027?

Due Date. The due date for your agency's 2026/2027 CAP is June 30, 2025. However, earlier submission of the CSBG Network's CAPs will allow CSD more time to review and incorporate agency information in the CSBG State Plan and Application. CSD, therefore, requests that agencies submit their CAPs on or before May 31, 2025.

ROMA Certification Requirement. CSD requires that agencies have the capacity to provide their own ROMA, or comparable system, certification for your agency's 2026/2027 CAP. Certification can be provided by agency staff who have the required training or in partnership with a consultant or another agency.

Federal CSBG Programmatic and State Assurances Certification. In previous templates, the federal and state assurances were certified by signature on the Cover Page and by checking the box(es) in both federal and state assurances sections. In the 2026/2027 template, CSD has clarified the language above the signature block on the Cover Page and done away with the check boxes. Board chairs and executive directors will certify compliance with the assurances by signature only. However, the Federal CSBG Programmatic Assurances and the State Assurances language remain part of the 2026/2027 template.

Other Modifications. The title page of the template has been modified to include your agency's name and logo. Please use this space to brand your agency's CAP accordingly. CSD has also added references to the phases of the ROMA Cycle i.e. assessment, planning, implementation, achievement of results, and evaluation throughout the 2026/2027 template. Additionally, there are a few new questions, minor changes to old questions, and a reordering of some questions.

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Checklist

☐ **Cover Page**
☐ **Public Hearing Report**

Part I: Community Needs Assessment Summary
☐ **Narrative**
☐ **Results**

Part II: Community Action Plan
☒ **Vision and Mission Statements**
☒ **Causes and Conditions of Poverty**
☒ **Tripartite Board of Directors**
☒ **Service Delivery System**
☒ **Linkages and Funding Coordination**
☒ **Monitoring**
☒ **ROMA Application**
☒ **Federal CSBG Programmatic Assurances**
☒ **State Assurances**
☒ **Organizational Standards**

Part III: Appendices
☐ **Notice of Public Hearing**
☐ **Low-Income Testimony and Agency's Response**
☐ **Community Needs Assessment**

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Cover Page

Agency Name:	California Human Development
Name of CAP Contact:	Jenalee Dawson
Title:	Community Services Division Director
Phone:	(707) 816-0554
Email:	Jenalee.dawson@cahumandevelopment.org

Date Most Recent CNA was Completed: (Organizational Standard 3.1)	02/01/2025-05/25/2025

Board and Agency Certification

The undersigned hereby certifies that this agency will comply with the Federal CSBG Programmatic Assurances (CSBG Act Section 676(b)) and California State Assurances (Government Code Sections 12747(a), 12760, and 12768) for services and programs provided under the 2026/2027 Community Needs Assessment and Community Action Plan. The undersigned governing body accepts the completed Community Needs Assessment. (Organizational Standard 3.5)

Name:	Thomas Stuebner	**Name:**	Antonio Silva
Title:	Executive Director	**Title:**	Board Chair
Date:		**Date:**	

ROMA Certification

The undersigned hereby certifies that this agency's Community Action Plan and strategic plan document the continuous use of the Results Oriented Management and Accountability (ROMA) system or comparable system (assessment, planning, implementation, achievement of results, and evaluation). (Organizational Standard 4.3)

Name:	Jenalee Dawson
ROMA Title:	ROMA Implementor
Date:	05/20/2025

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CSD Use Only

Dates CAP		
Received	Accepted	Accepted By

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Public Hearing(s)

California Government Code Section 12747(b)-(d)

State Statute Requirements

As required by California Government Code Section 12747(b)-(d), agencies are required to conduct a public hearing for the purpose of reviewing the draft CAP. Testimony presented by low-income individuals and families during the public hearing shall be identified in the final CAP.

Guidelines

Notice of Public Hearing

1. Notice of the public hearing should be published at least 10 calendar days prior to the public hearing.
2. The notice may be published on the agency's website, social media channels, and/or in newspaper(s) of local distribution.
3. The notice should include information about the draft CAP; where members of the community may review, or how they may receive a copy of, the draft CAP; the dates of the comment period; where written comments may be sent; date, time, and location of the public hearing; and the agency contact information.
4. The comment period should be open for at least 10 calendar days prior to the public hearing. Agencies may opt to extend the comment period for a selected number of days after the hearing.
5. The draft CAP should be made available for public review and inspection approximately 30 days prior to the public hearing. The draft CAP may be posted on the agency's website, social media channels, and distributed electronically or in paper format.
6. Attach a copy of the Notice(s) of Public Hearing in Part III: Appendices as Appendix A.

Public Hearing

1. Agencies must conduct at least one public hearing on the draft CAP.
2. Public hearing(s) must be held in the designated CSBG service area(s).
3. Low-income testimony presented at the hearing or received during the comment period should be memorialized verbatim in the Low-Income Testimony and Agency's Response document and appended to the final CAP as Appendix B in Part III: Appendices.
4. The Low-Income Testimony and Agency's Response document should include the name of low-income individual, his/her testimony, an indication of whether or not the need was addressed in the draft CAP, and the agency's response to the testimony if the concern was not addressed in the draft CAP.

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Additional Guidance

For the purposes of fulfilling the public hearing requirement on the draft CAP, agencies may conduct the public hearing in-person, remotely, or using a hybrid model based on community need at the time of the hearing.

Public Hearing Report

Date(s) the Notice(s) of Public Hearing(s) was/were published	TBD
Date Public Comment Period opened	04/04/2025
Date Public Comment Period closed	05/04/2025
Date(s) of Public Hearing(s)	May 15, 2025 & May 16, 2025
Location(s) of Public Hearing(s)	Yuba City / Napa
Where was the Notice of Public Hearing published? (agency website, newspaper, social media channels)	Agency Website, Social Media Platforms
Number of attendees at the Public Hearing(s)	TBD

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Part I: Community Needs Assessment Summary

CSBG Act Section 676(b)(11)
California Government Code Section 12747(a)

Helpful Resources

A community needs assessment provides a comprehensive "picture" of the needs in your service area(s). Resources are available to guide agencies through this process.

- CSD-lead training – "Community Needs Assessment: Common Pitfalls and Best Practices" on Tuesday, September 10, 2024, at 1:00 pm. Registration is required. The training will be recorded and posted on the Local Agencies Portal after the event.
- Examples of CNAs, timelines, and other resources are on the Local Agencies Portal.
- Community Action Guide to Comprehensive Community Needs Assessments published by the National Association for State Community Service Programs (NASCSP).
- Community Needs Assessment Tool designed by the National Community Action Partnership (NCAP).
- National and state quantitative data sets. See links below.

Sample Data Sets		
U.S. Census Bureau Poverty Data	**U.S. Bureau of Labor Statistics** Economic Data	**U.S. Department of Housing and Urban Development** Housing Data & Report
HUD Exchange PIT and HIC Data Since 2007	**National Low-Income Housing Coalition** Housing Needs by State	**National Center for Education Statistics** IPEDS
California Department of Education School Data via DataQuest	**California Employment Development Department** UI Data by County	**California Department of Public Health** Various Data Sets
California Department of Finance Demographics	**California Attorney General** Open Justice	**California Health and Human Services** Data Portal
CSD Census Tableau Data by County		**Population Reference Bureau** KidsData
Data USA National Public Data	**National Equity Atlas** Racial and Economic Data	**Census Reporter** Census Data

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Sample Data Sets		
Urban Institute SNAP Benefit Gap	**Race Counts** California Racial Disparity Data	**Rent Data** Fair Market Rent by ZIP
UC Davis **Center for Poverty & Inequality** Poverty Statistics	**University of Washington** **Center for Women's Welfare** California Self-Sufficiency Standard	**University of Wisconsin** **Robert Wood Johnson Foundation** County Health Rankings
Massachusetts Institute of Technology Living Wage Calculator	**Nonprofit Leadership Center** Volunteer Time Calculator	**Economic Policy Institute** Family Budget Calculator

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Narrative

CSBG Act Section 676(b)(9)
Organizational Standards 2.2, 3.3
ROMA – Assessment

Based on your agency's most recent CNA, please respond to the questions below.

1. Describe the geographic location(s) that your agency is funded to serve with CSBG. If applicable, include a description of the various pockets, high-need areas, or neighborhoods of poverty that are being served by your agency.

California Human Development (CHD) is funded to serve 30 counties in Northern California, extending from Marin County east to Alpine County and north to the Oregon border. According to the Healthy Places Index (HPI) 2024, several of CHD's service areas, such as Sacramento County and Sonoma County, exhibit significant inequities in access to quality resources and services. The "Measure of America: A Portrait of California 2023" report uses the American Human Development Index (HD Index) to evaluate regions based on health, education, and income, classifying much of CHD's service area as "Struggling California," indicating persistent human development challenges.

Rural neighborhood clusters within CHD's region show life expectancies ranging from 76.2 years to 83.3 years, highlighting significant health equity gaps. These communities face challenges such as food insecurity, limited healthcare access, and increased health risks, including physical inactivity and substance misuse.

Farmworkers in California, many of whom reside in rural areas served by CHD, are among the state's most marginalized populations. According to a 2024 report by the California Institute for Rural Studies, farmworkers face severe housing challenges, including overcrowding and substandard living conditions. Farmworkers experience higher rates of health issues due to their working conditions and lack of access to healthcare.

The California Housing Partnership's 2024 report emphasizes the chronic shortage of affordable housing for farmworkers, compounded by limited state funding and infrastructure. These workers, vital to the state's agricultural economy, often live in regions prone to natural disasters like wildfires, which exacerbate their vulnerabilities.

The 2024 Napa County Farmworker Housing Needs and Impacts Assessment found that farmworkers face significant housing and commuting challenges, which force them to make unhealthy tradeoffs to afford rent. As much as 16% of the farm labor workforce in Napa endure daily commutes of up to four hours roundtrip. Many more live in overcrowded short-term rental situations. The vast majority of farmworkers surveyed have families and are living in intergenerational households, leveraging 3-4 working adult paychecks to meet rent or

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mortgage payments. Other household arrangements see larger numbers of individual adults living in overcrowded housing situations because they have to maintain a second full-time household for their spouse and children in distant counties due to the unavailability of affordable family-appropriate housing in-County. These farmworkers in particular experience disproportionately high rates of episodic homelessness following long workdays when the commute time would eliminate sleeping time, and so they spend nights sleeping in their cars or other places not meant for human habitation.

2. Indicate from which sources your agency collected and analyzed quantitative data for its most recent CNA. (Check all that apply.) (Organizational Standard 3.3)

Federal Government/National Data Sets

☒Census Bureau
☒Bureau of Labor Statistics
☒Department of Housing & Urban Development
☒Department of Health & Human Services
☒National Low-Income Housing Coalition
☒National Equity Atlas
☒National Center for Education Statistics
☒Academic data resources
☒Other online data resources
☐Other

Local Data Sets

☐Local crime statistics
☒High school graduation rate
☒School district school readiness
☒Local employers
☒Local labor market
☐Childcare providers
☒Public benefits usage
☒County Public Health Department
☐Other

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California State Data Sets

☒Employment Development Department
☒Department of Education
☒Department of Public Health
☐Attorney General
☒Department of Finance
☐Other

Agency Data Sets

☒Client demographics
☒Service data
☒CSBG Annual Report
☒Client satisfaction data
☐Other

Surveys

☒Clients
☒Partners and other service providers
☒General public
☒Staff
☒Board members
☒Private sector
☒Public sector
☒Educational Institutions
☐Other

3. Indicate the approaches your agency took to gather qualitative data for its most recent CNA. (Check all that apply.) (Organizational Standard 3.3)

Surveys

☒Clients
☒Partners and other service providers
☒General public
☒Staff
☒Board members
☒Private sector
☒Public sector
☒Educational institutions

Interviews

☐Local leaders
☐Elected officials
☐Partner organizations' leadership
☐Board members
☐New and potential partners
☒Clients

Focus Groups

☐Local leaders
☐Elected officials
☐Partner organizations' leadership
☐Board members
☒New and potential partners
☒Clients
☐Staff

☒Community Forums

☒Asset Mapping

☐Other

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4. Confirm that your agency collected and analyzed information from each of the five community sectors below as part of the assessment of needs and resources in your service area(s). Your agency must demonstrate that all sectors were included in the needs assessment by checking each box below; a response for each sector is required. (CSBG Act Section 676(b)(9), Organizational Standard 2.2)
Community Sectors ☒Community-based organizations ☒Faith-based organizations ☒Private sector (local utility companies, charitable organizations, local food banks) ☒Public sector (social services departments, state agencies) ☒Educational institutions (local school districts, colleges)

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Results

CSBG Act Section 676(b)(11)
California Government Code Section 12747(a)
Organizational Standards 4.2
State Plan Summary and Section 14.1a
ROMA – Planning
Based on your agency's most recent CNA, please complete Table 1: Needs Table and Table 2: Priority Ranking Table.

Table 1: Needs Table

Needs Identified	Level (C/F)	Agency Mission (Y/N)	Currently Addressing (Y/N)	If not currently addressing, why?	Agency Priority (Y/N)
Individuals lack living wage jobs	F	Y	Y	Choose an item.	Y
Families lack access to affordable housing	C	Y	Y	Choose an item.	Y
Individuals face barriers due to immigration status	F	Y	Y	Choose an item.	Y
The high costs of education are a barrier for families	F	Y	Y	Choose an item.	Y
Communities need more mental health and substance recovery support	C	N	N	Need met by local partner.	N
Many individuals have insufficient income to purchase food	F	Y	Y	Choose an item.	Y
There is a lack of access to GED programs	C	N	N	Need met by local partner.	N
Insufficient vocational training programs are available	C	Y	Y	Choose an item.	Y
Families face high cost of utilities and energy	F	N	N	Need met by local partner.	N
Individuals lack of English proficiency	F	Y	Y	Choose an item.	Y

Needs Identified: Enter each need identified in your agency's most recent CNA. Ideally, agencies should use ROMA needs statement language in Table 1. ROMA needs statements are complete sentences that identify the need. For example, "Individuals lack living wage jobs" or "Families lack access to affordable housing" are needs statements. Whereas "Employment" or "Housing" are not. Add row(s) if additional space is needed.

Level (C/F): Identify whether the need is a community level (C) or a family level (F) need. If the need is a community level need, the need impacts the geographical region directly. If the need is a family level need, it will impact individuals/families directly.

Agency Mission (Y/N): Indicate if the identified need aligns with your agency's mission.

Currently Addressing (Y/N): Indicate if your agency is addressing the identified need.

If not currently addressing, why?: If your agency is not addressing the identified need, please select a response from the dropdown menu.

Agency Priority: Indicate if the identified need is an agency priority.

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Table 2: Priority Ranking Table			
	Agency Priorities	Description of programs, services, activities	Indicator(s) or Service(s) Category
1.	Help finding good paying jobs	• Basic and intensive services for farmworkers - tailored job search assistance and skills training specifically for farmworkers, addressing their unique employment challenges	FNPI 1, 2, 3
		• Retraining and job placement services for individuals who have lost their jobs due to economic changes or other factors	FNPI 1, 2, 3
		• Operate Day Labor Centers where workers can connect with employers for daily work opportunities, ensuring a steady income stream	FNPI 1
		• Help at-risk youth complete their education and prepare for the workforce through mentorship and skill-building activities	FNPI 1, 2
2.	Vocation training	• Provide vocational training programs at ASET Center to equip farmworkers with skills in high-demand industries	FNPI 2
		• Expand vocational training opportunities to non-farmworkers, ensuring a broader reach and impact	FNPI 2
3.	Affordable housing for farmworkers and other low-income individuals	• Focus on preserving current affordable housing options for farmworkers, seniors, and low-income families to prevent displacement	FNPI 4
		• Collaborate with other housing providers to manage and maintain affordable housing units, ensuring long-term availability	FNPI 4
4.	Immigration and citizenship services	• Offer accessible immigration services to help individuals and families navigate legal processes and improve their status	FNPI 6
		• Ensure that immigrants can work and access necessary services by maintaining	FNPI 6

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		or improving their legal status	
5.	Supportive services to address immediate needs	• Enroll clients in programs that provide assistance with transportation, food, childcare, and other immediate needs to improve their quality of life	SRV 4, 5
6.	Disaster or Emergency Assistance	• Dislocated worker jobs programs • Supportive services specific to disaster relief	FNPI 1 SRV 4, 5
7.	Education and Outreach	• Conduct outreach campaigns to inform community members in hard-to-reach areas, including those facing language barriers, about the support services available to them, addressing the lack of information as a barrier to accessing assistance	FNPI 6

Agency Priorities: Rank the needs identified as a priority in Table 1: Needs Table according to your agency's planned priorities. Ideally, agencies should use ROMA needs statement language. Insert row(s) if additional space is needed.

Description of programs, services, activities: Briefly describe the program, services, or activities that your agency will provide to address the need. Including the number of clients who are expected to achieve the indicator in a specified timeframe.

Indicator/Service Category: List the indicator(s) (CNPI, FNPI) or service(s) (SRV) that will be reported on in Modules 3 and 4 of the CSBG Annual Report.

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Part II: Community Action Plan

CSBG Act Section 676(b)(11)
California Government Code Sections 12745(e), 12747(a)
California Code of Regulations Sections 100651 and 100655

Vision and Mission Statements

ROMA – Planning

1. Provide your agency's Vision Statement.
We Open Doors, Build Strong Communities & Improve Lives.
2. Provide your agency's Mission Statement.
We are a farmworker services organization that creates paths and opportunities for people to rise above barriers in their pursuit of better lives.

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Causes and Conditions of Poverty

Organizational Standards 1.1, 1.2, 3.2, 3.4
ROMA – Planning

1. Describe the key findings of your analysis of information collected directly from low-income individuals to better understand their needs. (Organizational Standards 1.1, 1.2)

California Human Development employs a comprehensive approach to analyze information collected from low-income individuals, utilizing two primary methods to ensure effective delivery service and strategic planning.

CHD program staff diligently collect data from various sources to conduct an initial analysis. This preliminary analysis is then presented to the CHD Board for review. The data collection encompasses a wide range of sources, including:

- **CHD-Generated Data:** This includes customer satisfaction surveys, client needs assessment surveys, and the CSBG Annual Report on client characteristics. These tools provide direct insights into the experiences and needs of low-income individuals served by CHD.
- **Public Survey Data:** CHD integrates external data sources such as the Healthy Places Index, Measure of America, U.S. Census data, and research from the Public Policy Institute of California. These sources offer a broader context on socioeconomic and health indicators across the service areas.

Data collected from low-income individuals is thoroughly presented and analyzed by both the CHD Board and CHD program staff. This collaborative analysis process involves:

- **In-Depth Analysis:** Board members and program staff engage in detailed discussions to interpret the data, identify trends, and assess the impact of existing programs and services.
- **Strategic Decision-Making:** The insights gained from the data analysis inform strategic decisions and help refine CHD's goals and objectives, ensuring that the agency's efforts are aligned with the needs of the communities it serves.

By employing this dual-method approach, CHD ensures that its strategies are data-driven and responsive to the evolving needs of low-income individuals in Northern California.

2. Describe your agency's assessment findings specific to poverty and its prevalence related to gender, age, and race/ethnicity for your service area(s). (Organizational Standard 3.2)

The California Human Development 2025 Community Needs Assessment provides a detailed overview of the challenges faced by low-income individuals and families across Northern California. The assessment draws on data collected from various sources, including surveys and public feedback, to identify key areas of need and barriers to self-sufficiency.

Gender

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The assessment highlights that poverty impacts both genders significantly within the service areas. According to the survey data, 55.14% of respondents identified as male, while 42.86% identified as female, indicating a slightly higher prevalence of poverty among males. This observation is consistent with broader research suggesting that men in certain regions may experience higher unemployment rates, which contributes to economic instability.

Age

The age distribution of individuals facing poverty-related issues is diverse, with a significant impact on middle-aged groups. The largest age group affected is 45-54 years, comprising 23.88% of respondents, followed closely by the 35-44 age group at 23.23%. Younger adults aged 25-34 also represent a substantial portion at 17.32%. These findings highlight that middle-aged individuals are particularly vulnerable to poverty in the service area, which is consistent with national trends showing increased financial pressures on middle-aged adults.

Race/Ethnicity

The assessment findings indicate that immigrant populations, which often include racial and ethnic minorities, face significant challenges related to poverty. The survey results show that 61.29% of respondents serve immigrant populations, indicating a significant presence of diverse racial and ethnic groups facing poverty. Additionally, barriers due to immigration status are a notable employment-related issue, affecting 66.67% of respondents. This is supported by national data showing that immigrants often encounter systemic barriers that exacerbate poverty.

Overall, the assessment findings suggest that poverty in the service areas CHD serves is prevalent across various demographics, with notable impacts on men, middle-aged individuals, and immigrant populations. These findings are consistent with broader studies that highlight similar demographic trends in poverty across the United States.

3. "Causes of poverty" are the negative factors that create or foster barriers to self-sufficiency and/or reduce access to resources in communities in which low-income individuals live. After review and analysis of your needs assessment data, describe the causes of poverty in your agency's service area(s). (Organizational Standard 3.4)

The California Human Development 2025 Community Needs Assessment highlights several critical factors contributing to poverty within its service areas, drawing insights from data collected from 884 survey respondents

Employment-Related Issues

A significant cause of poverty is the lack of good-paying jobs with benefits, as reported by 35.89% of respondents. Additionally, 54.04% of respondents cited a lack of English proficiency as a barrier to employment, which limits job opportunities and contributes to economic instability. The cost of childcare and lack of childcare during needed hours were also noted as barriers by 18.54% and 10.46% of respondents, respectively.

Educational Barriers

Educational challenges are prevalent, with 42.90% of respondents lacking a high school diploma and 41.63% lacking a GED. The lack of vocational skills programs affects 26.72% of respondents, highlighting a need for more educational resources to improve job readiness.

Housing and Living Costs

The high cost of living, particularly in terms of housing, is another critical factor. Rent or housing payments are too expensive for 61.41% of respondents, and 48.76% reported that energy costs are too high. Additionally, 29.20% of respondents indicated insufficient affordable housing as a significant issue.

Health and Nutrition

Health-related issues also exacerbate poverty, with 29.31% of respondents lacking medical insurance and 26.67% facing high costs for doctor visits. Furthermore, 93.55% of respondents reported insufficient income to purchase food, and 87.10% experienced food insecurity.

Access to Assistance Programs

Barriers to accessing assistance programs include a lack of information about available resources, affecting 72.79% of respondents, and complicated application processes, impacting 31.16%. Transportation issues also hinder access to services for 17.55% of respondents.

Overall, the combination of limited job opportunities, educational barriers, high living costs, health access issues, and systemic challenges like language barriers contribute to the persistence of poverty in CHD's service areas.

4. “Conditions of poverty” are the negative environmental, safety, health and/or economic conditions that may reduce investment or growth in communities where low-income individuals live. After review and analysis of your needs assessment data, describe the conditions of poverty in your agency’s service area(s). (Organizational Standard 3.4)

The conditions of poverty in the service area of California Human Development are complex and multifaceted, impacting various aspects of life for low-income individuals. According to the Community Needs Assessment, a significant portion of the population struggles with access to basic needs, with 46.74% of respondents indicating difficulty accessing food, 21.78% struggling with shelter, and 24.41% with clothing. Additionally, 52.71% of respondents are unaware of support services available in their community, which exacerbates their challenges.

Housing-Related Issues

Housing-related issues are prevalent, with 61.41% of respondents stating that rent or housing payments are too expensive, and 48.76% indicating that energy costs are too high.

Furthermore, 29.20% of respondents report insufficient affordable housing, highlighting a critical barrier to stable living conditions. These challenges are compounded by the fact that 12.13% of respondents lack access to emergency shelters, and 12.78% report that their housing needs repairs.

Educational Challenges

Educational challenges also contribute to the conditions of poverty, as 42.90% of respondents lack a high school diploma, and 41.63% lack a GED. This lack of educational attainment limits employment opportunities and economic mobility. Additionally, 26.72% of respondents report a lack of vocational skills programs, which further hinders their ability to secure well-paying jobs.

Employment and Economic Barriers

Employment-related issues are significant, with 54.04% of respondents citing a lack of English proficiency as a barrier to employment, and 35.89% indicating a lack of good-paying jobs with benefits. The cost of childcare and transportation also pose challenges, with 18.54% and 14.70% of respondents, respectively, identifying these as barriers to employment.

Health and Safety Concerns

Health-related concerns further compound these issues, with 29.31% of respondents lacking medical insurance and 26.53% finding health insurance too expensive. Long waiting lists for dental care and high costs for doctor visits are additional barriers to accessing necessary healthcare.

Community Needs and Services

The community has expressed a need for various services, with 53.47% of respondents indicating a need for job training or skills development, and 56.23% calling for more affordable housing. Additionally, 47.84% of respondents believe that immigration assistance is necessary, reflecting the diverse needs of the community.

Overall, these conditions create a challenging environment for low-income individuals, reducing investment and growth in their communities. CHD's strategic initiatives aim to address these multifaceted challenges through comprehensive service delivery, community engagement, and strategic partnerships.

5. Describe your agency's data and findings obtained through the collecting, analyzing, and reporting of customer satisfaction data.

California Human Development conducted extensive surveys to assess community needs and stakeholder perspectives across its 30-county service area. This effort included 884 Community Needs Assessment surveys collected from clients and community members, as well as 31 Community Partner/Stakeholder surveys.

Community Needs Assessment

The Community Needs Assessment surveys revealed that a significant portion of respondents, 52.71%, were unaware of the support services available in their community, highlighting a critical gap in information dissemination. Additionally, 72.79% of respondents identified a lack of information about available programs as a major barrier to accessing assistance. The surveys also indicated a strong demand for services such as job training or skills development (53.47%), more affordable housing (56.23%), and immigration assistance (47.84%).

Community Partner/Stakeholder Survey

The Community Partner/Stakeholder surveys provided insights into the primary demographics served, with 80.65% of clients being low-income families, 61.29% individuals experiencing homelessness, and 61.29% immigrant populations. Employment-related issues were prominent, with 93.33% of partners citing a lack of job opportunities as a significant challenge for their clients. Furthermore, 96.77% of stakeholders emphasized the need for affordable housing initiatives, while 90.32% highlighted the importance of mental health and substance recovery support.

Barriers and Challenges

Both surveys identified common barriers to accessing assistance programs, such as complicated application processes (90.32% from stakeholders and 31.16% from community members) and transportation issues (77.42% from stakeholders and 17.55% from community members). These findings underscore the need for streamlined processes and improved transportation solutions to enhance service accessibility.

Strategic Implications

The data collected from these surveys will inform CHD's strategic planning and resource allocation, ensuring that programs are aligned with the identified needs of the community. By addressing the gaps in information and access, CHD aims to enhance its service delivery and support low-income individuals in achieving greater stability and improved quality of life.

Tripartite Board of Directors

CSBG Act Sections 676B(a) and (b), 676(b)(10)
Organizational Standards 1.1. 3.5
ROMA – Evaluation

1. Describe your agency's procedures under which a low-income individual, community organization, religious organization, or representative of low-income individuals that considers its organization or low-income individuals to be inadequately represented on your agency's board to petition for adequate representation. (CSBG Act Section 676(b)(10), Organizational Standard 1.1)

California Human Development maintains a tripartite Board of Directors to ensure balanced representation from public, private, and low-income sectors. Here is how CHD ensures adequate representation:

Board Composition:

- **Public Sector (exactly 1/3):** Vacancies are filled by elected officials or their representatives who are currently in office at the time of selection.
- **Private Sector (1/3 or less):** Vacancies are filled through the solicitation of individuals who bring necessary expertise and talent, or who represent underrepresented constituencies. Candidates are interviewed and recommended by Board representatives.
- **Low-Income Sector (1/3 or more):** Candidates are solicited through community engagement, public media, and service organizations. They must represent and understand the needs of low-income individuals, though they need not be low-income themselves.

Petitioning for Representation:

CHD provides mechanisms for low-income individuals, community organizations, and religious organizations to petition for representation if they feel inadequately represented:

1. **Application Process:** CHD accepts applications year-round. The Board's Governance Committee reviews applications and selects candidates to recommend to the full Board for approval.
2. **Petition Method:** Candidates can submit a petition signed by at least 20 low-income individuals (as defined by federal poverty guidelines) residing in one of the counties served by CHD.
3. **Recommendation Letters:** Alternatively, candidates can submit two letters of recommendation from organizations that serve or consist of low-income individuals.

By following these procedures, CHD ensures that its Board reflects the diverse communities it serves and remains responsive to the needs of low-income individuals.

2. Describe your process for communicating with and receiving formal approval from your agency board of the Community Needs Assessment (Organizational Standard 3.5).

California Human Development follows a systematic process to communicate the findings of the Community Needs Assessment and secure formal approval from the Board of Directors. Here's how the process is structured:

Data Collection and Analysis:

- **Comprehensive Data Gathering:** CHD collects data from various sources, including surveys, focus groups, and community meetings, to ensure a thorough understanding of the needs and challenges faced by the communities served.
- **Stakeholder Engagement:** Input is solicited from a wide range of stakeholders, including community members, service providers, and local organizations, to enrich the assessment with diverse perspectives.

Drafting the Community Needs Assessment Report:

- **Analysis and Synthesis:** The collected data is analyzed and synthesized into a comprehensive CNA report. This report highlights key findings, identifies priority needs, and suggests potential strategies for addressing these needs.
- **Internal Review:** The draft report undergoes an internal review by CHD program staff to ensure accuracy and relevance.

Communication with the Board:

- **Presentation Preparation:** CHD staff prepare a detailed presentation of the CNA report for the Board of Directors, highlighting critical findings, proposed strategies, and potential impacts.
- **Board Briefing:** An initial briefing is conducted with the Board to provide an overview of the CNA process and findings, allowing for preliminary questions and feedback.

Formal Presentation and Discussion:

- **Board Meeting Presentation:** The final CNA report is formally presented during a scheduled Board meeting. Key staff members present the findings and recommendations and facilitate a discussion with Board members.
- **Q&A Session:** Board members are encouraged to ask questions, provide input, and discuss the implications of the findings on CHD's programs and strategic priorities.

Formal Approval:

- **Board Deliberation:** After the presentation and discussion, the Board deliberates on the CNA report and any proposed actions.
- **Approval Vote:** A formal vote is conducted to approve the CNA report. This approval signifies the Board's endorsement of the findings and commitment to addressing the identified community needs.

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Integration into Strategic Planning:

- **Strategic Alignment:** The approved CNA report is integrated into CHD's strategic planning process, guiding program development and resource allocation.
- **Ongoing Evaluation:** The impact of the CNA findings on CHD's programs is monitored and evaluated to ensure alignment with community needs.

By adhering to this structured process, CHD ensures transparent communication and effective collaboration with the Board, fostering informed decision-making and strategic alignment with community needs.

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Service Delivery System

CSBG Act Section 676(b)(3)(A)
State Plan 14.3a
ROMA - Implementation

1. Describe your agency's service delivery system. Include a description of your client intake process or system and specify whether services are delivered via direct services or subcontractors, or a combination of both. (CSBG Act Section 676(b)(3)(A), State Plan 14.3a)

California Human Development operates a comprehensive service delivery system focused on providing direct services to effectively meet the needs of low-income individuals and families across Northern California. Below is an overview of the service delivery system, including the client intake process and direct service provision:

Client Intake Process:

- **Initial Contact and Assessment:** Clients initiate contact with CHD through various channels, such as in-person visits, phone calls, or online inquiries. An initial needs assessment is conducted to understand the client's specific circumstances and identify the appropriate services.
- **Eligibility Verification:** CHD staff verify eligibility based on program-specific criteria, considering factors such as income level, family size, and residency. This process ensures that resources are directed to those most in need.
- **Documentation and Enrollment:** Clients receive assistance in completing the necessary documentation and enrollment procedures. CHD staff help clients navigate the paperwork and gather required documents to facilitate access to services.

Direct Services: California Human Development offers a comprehensive suite of direct services meticulously designed to address the unique needs of the communities it serves. These services encompass a wide array of essential supports, ensuring accessibility and effectiveness across the service area:

- **Workforce Development**: CHD provides robust job training, employment placement, and career counseling services, empowering individuals to gain meaningful employment and achieve economic independence.
- **Affordable Housing:** Through targeted housing assistance programs, CHD helps individuals and families secure safe, affordable housing, offering rental support and housing supportive services to promote stable living conditions.
- **Health Education and Wellness Programs:** CHD prioritizes the health and well-being of its clients by offering health education, screenings, nutrition workshops, and wellness initiatives aimed at enhancing physical and mental health.
- **Immigration Support:** Recognizing the challenges faced by immigrant communities, CHD provides crucial immigration services, including legal assistance, advocacy, and support for navigating the immigration process.

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- **Educational Support:** CHD delivers educational programs designed to improve literacy, support adult education, and foster youth development, enhancing educational outcomes and opportunities for all clients.

CHD's dedicated and trained staff deliver these services at various strategic locations throughout the service area, ensuring that they are easily accessible and responsive to the needs of the community. This direct engagement allows CHD to maintain a high standard of service and effectively support individuals in achieving their goals.

Continuous Improvement and Evaluation:

- **Feedback Mechanisms:** CHD actively collects client feedback through surveys and community forums to assess service effectiveness and identify areas for improvement.
- **Program Evaluation:** Regular evaluations of programs and services are conducted to measure outcomes and ensure they are meeting the needs of the community effectively.

By focusing exclusively on direct service provision, CHD ensures a personalized and responsive approach to supporting low-income individuals, helping them achieve greater stability and improved quality of life.

2. Describe how the poverty data related to gender, age, and race/ethnicity referenced in Part II: Causes and Conditions of Poverty, Question 2 will inform your service delivery and strategies in the coming two years?

California Human Development is committed to leveraging detailed poverty data related to gender, age, and race/ethnicity to refine and enhance its service delivery and strategies over the next two years. Here's how this data will inform our efforts:

Tailoring Services to Demographic Needs:

- **Gender-Specific Programs:** By analyzing poverty data through a gender lens, CHD can identify disparities and tailor programs to address unique challenges faced by different genders. For instance, if data indicates higher poverty rates among women, CHD might expand services such as job training programs targeting sectors with high female employment or support services for single mothers.
- **Age-Targeted Interventions:** Understanding the age distribution of individuals in poverty allows CHD to design age-appropriate interventions. For example, CHD can develop youth-focused educational programs or career pathways for young adults, while also enhancing senior services for older adults facing economic hardship.

Addressing Racial and Ethnic Disparities:

- **Culturally Responsive Services:** By examining poverty data across racial and ethnic lines, CHD can identify communities disproportionately affected by poverty. This data

guides the development of culturally responsive programs that address specific needs, such as language barriers or community-specific health challenges.

- **Equity-Focused Strategies:** Recognizing racial and ethnic disparities in poverty rates enables CHD to prioritize equity in its strategic planning. This might involve targeted outreach efforts to underserved communities, partnerships with culturally specific organizations, or advocacy for policy changes addressing systemic inequities.

Strategic Planning and Resource Allocation:

- **Data-Driven Decision Making:** By integrating poverty data into strategic planning, CHD ensures that resources are allocated efficiently and effectively. This data-driven approach helps prioritize programs that have the greatest potential impact on reducing poverty and improving quality of life for diverse demographic groups.
- **Monitoring and Evaluation:** Continuous analysis of poverty data allows CHD to monitor the effectiveness of its programs and make necessary adjustments. Regular evaluation ensures that services remain relevant and responsive to changing demographic trends and needs.

Community Engagement and Advocacy:

- **Inclusive Community Engagement:** Data on poverty and demographics informs CHD's community engagement strategies, ensuring that diverse voices are heard and included in program development. This engagement fosters trust and collaboration with the communities CHD serves.
- **Advocacy for Systemic Change:** Armed with detailed poverty data, CHD can advocate more effectively for policies and resources that address the root causes of poverty and promote social justice.

By utilizing poverty data related to gender, age, and race/ethnicity, CHD can enhance its service delivery and strategies, ensuring they are equitable, effective, and aligned with the needs of the communities it serves.

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Linkages and Funding Coordination

CSBG Act Sections 676(b)(1)(B) and (C); 676(b)(3)(B), (C) and (D); 676(b)(4), (5), (6), and (9)
California Government Code Sections 12747(a), 12760
Organizational Standards 2.1
State Plan 9.3b, 9.4b, 9.5, 9.7, 14.1b, 14.1c, 14.3d, 14.4

1. Describe how your agency coordinates funding with other providers in your service area. If there is a formalized coalition of social service providers in your service area, list the coalition(s) by name and methods used to coordinate services/funding. (CSBG Act Sections 676(b)(1)(C), 676(b)(9); Organizational Standard 2.1; State Plan 14.1c)

California Human Development proactively coordinates funding and collaborates with various service providers within our service area to maximize resources and enhance service delivery for low-income and at-risk populations. Here's how we achieve this:

- **Strategic Partnerships:** CHD partners with key agencies such as CalWorks, the Workforce Innovation and Opportunity Act (WIOA) and its Operators, the Employment Development Department (EDD), and other Community Action Agencies. These partnerships are built on a foundation of clear communication and shared objectives, ensuring that services are non-duplicative and targeted towards community needs.
- **Leveraging Resources:** CHD strategically leverages Community Services Block Grant (CSBG) funds alongside approximately $12 million in additional public and private resources. This includes significant contributions from programs like WIOA, housing initiatives through USDA and HUD, the General Fund, and EDD. By pooling these resources, CHD enhances its capacity to deliver comprehensive services and address the multifaceted challenges faced by the communities we serve.
- **Participation in Coalitions:** CHD actively participates in formalized coalitions of social service providers within our service area. These coalitions facilitate coordinated service delivery and funding alignment, fostering collaboration and information sharing among member organizations. This collective approach ensures that all stakeholders are working towards common goals and maximizing the impact of available resources.

Methods of Coordination:

- **Regular Communication:** CHD engages in ongoing dialogue with partner agencies and coalition members to align strategies and discuss funding opportunities. Regular meetings and collaborative planning sessions are integral to this process.
- **Shared Planning and Evaluation:** CHD collaborates on joint planning initiatives and participates in shared evaluation efforts to assess the effectiveness of coordinated services. This continuous feedback loop helps identify best practices and areas for improvement.

By coordinating funding and collaborating with other providers, CHD ensures that our efforts are streamlined, efficient, and impactful. This approach not only strengthens our delivery service but also reinforces a community-wide commitment to supporting vulnerable populations.

2. Provide information on any memorandums of understanding and/or service agreements your agency has with other entities regarding coordination of services/funding. (CSBG Act Section 676(b)(3)(C), Organizational Standard 2.1, State Plan 9.7)

California Human Development actively establishes formal agreements with key entities to ensure seamless coordination of services and funding. Here is an overview of our approach:

Memorandums of Understanding (MOUs) / Service Agreements: CHD has developed comprehensive Memorandums of Understanding with each Workforce Investment/Development Board within our service areas. These MOUs serve as foundational agreements that outline the terms and conditions for collaboration, focusing on the following key aspects:

- **Coordination of Services:** The MOUs facilitate effective coordination among partners to streamline service delivery, avoid duplication of efforts, and ensure that clients receive comprehensive support. By clearly defining roles and responsibilities, these agreements enable a more integrated approach to addressing community needs.
- **Funding Alignment:** Through these agreements, CHD and the Workforce Investment/Development Boards align their funding strategies to maximize resource utilization. This alignment ensures that financial resources are directed towards high-impact initiatives that address the most pressing needs of low-income and at-risk populations.

These agreements specify the scope of services to be provided, performance expectations, and mechanisms for ongoing communication and evaluation. Through these formalized agreements, CHD is committed to building strong, collaborative partnerships that enhance the effectiveness and reach of our services, ultimately improving outcomes for the communities we serve.

3. Describe how your agency ensures delivery of services to low-income individuals while avoiding duplication of services in the service area(s). (CSBG Act Section 676(b)(5), California Government Code 12760)

California Human Development is dedicated to delivering services effectively to low-income individuals while strategically avoiding duplication within our service areas. Here's how we achieve this:

- **Strategic Coordination with Partners:** CHD coordinates closely with both government and non-government agencies to ensure that services are complementary rather than duplicative. By aligning our CSBG-funded services with those offered by other

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organizations, we maximize resource efficiency and achieve cost-effective outcomes for our clients.

- **Active Participation in Workforce Systems:** CHD is an integral part of the WIOA America's Job Center of California governance and operations system. Although no longer a mandatory member of local Workforce Investment/Development Boards (WIBs/WDBs) due to legislative changes in 2016, CHD remains a valued partner at the request of many WIBs/WDBs, reflecting our ongoing commitment to collaborative workforce development efforts.
- **Comprehensive Planning with Local Partners:** In planning our CSBG, farmworker, and other programs, CHD considers the services provided by over 250 local and regional partners. We utilize referral agreements and Memorandums of Understanding (MOUs) to ensure that our clients receive holistic and coordinated service plans. These agreements are periodically reviewed and updated to maintain their relevance and effectiveness.
- **Expanding Services to Underserved Areas:** CHD actively engages with rural Community Action Agencies to extend supportive Migrant and Seasonal Farmworker (MSFW) services that these agencies may not be able to provide. This outreach ensures that even the most underserved communities have access to essential services, thereby filling gaps without overlapping.
- **Continuous Evaluation and Improvement:** CHD continuously evaluates its service delivery mechanisms to identify opportunities for improvement and ensure alignment with community needs. This ongoing assessment helps us adapt to changing circumstances and maintain a high standard of service provision.

Through these strategic efforts, CHD ensures that our services are delivered effectively and efficiently, minimizing duplication and maximizing impact for the low-income individuals and families we serve.

4. Describe how your agency will leverage other funding sources and increase programmatic and/or organizational capacity. (CSBG Act Section 676(b)(3)(C))

California Human Development (CHD) is committed to leveraging additional funding sources to enhance both programmatic and organizational capacity. Our approach is designed to mitigate the impact of potential reductions in CSBG funding and ensure continued service excellence:

- **Diversifying Funding Streams:** CHD actively seeks to diversify its funding portfolio by pursuing grants and partnerships with public agencies, private foundations, and corporate sponsors. This strategy not only supplements CSBG funding but also strengthens our financial stability and resilience against funding fluctuations.
- **Strategic Use of CSBG Funding:** CSBG funding currently plays a crucial role in supporting our central administrative operations and program infrastructure. By strategically utilizing these funds, CHD enhances its capacity to secure additional

funding from other sources, effectively multiplying the impact of each dollar received.

- **Adapting to Funding Changes:** In the face of potential CSBG funding reductions, CHD is prepared to adapt its operational strategies to maintain service delivery. This includes streamlining operations, prioritizing high-impact programs, and leveraging technology to improve efficiency and reach.
- **Building Partnerships and Collaborations:** CHD continues to foster strong relationships with local and regional partners, leveraging shared resources and expertise to expand our service offerings. Collaborative initiatives allow us to enhance programmatic capacity without solely relying on CSBG funds.
- **Capacity Building and Staff Development:** Investing in staff training and development is a priority for CHD, ensuring our team is equipped with the skills and knowledge necessary to manage and expand programs effectively. This focus on capacity building enhances our organizational capabilities and improves service outcomes.

Through these strategies, CHD is committed to maintaining and enhancing its ability to serve low-income communities, even in the face of financial challenges. By leveraging diverse funding sources and optimizing our operations, we strive to increase both programmatic and organizational capacity.

5. Describe your agency's contingency plan for potential funding reductions. (California Government Code Section 12747(a))

California Human Development is proactively prepared for potential funding reductions at both state and federal levels. Our contingency plan is designed to minimize the impact on client services while maintaining operational efficiency. Here's how we plan to adapt:

- **Streamlining Administrative Operations:** We aim to reduce costs by eliminating redundancies within our administrative functions and restructuring management roles. This approach allows us to maintain our field staff, ensuring that client services remain unaffected.
- **Optimizing Workforce and Building Capacity:** By strategically reducing staff numbers and investing in enhanced training, education, and capacity-building for our remaining team, we can lower overhead costs while boosting overall productivity and service quality.
- **Expanding Fee-for-Service Contracts:** Increasing our fee-for-service contracts provides an opportunity to offset potential funding losses. This strategy enables us to redirect revenue towards essential operational costs, ensuring program continuity.
- **Leveraging Diverse Funding Sources:** We continue to leverage CSBG funds alongside other funding sources to support ongoing program improvements and expansion, reinforcing our financial resilience and service delivery capabilities.
- **Reducing Operational Overhead:** CHD is actively reducing rental expenses by relocating to more affordable spaces and consolidating operations. This ongoing effort to downsize and reassess our business operations helps reduce overhead and

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eliminate redundancies.

Through these measures, CHD is committed to maintaining the high quality of services provided to our communities, ensuring that we remain agile and responsive in the face of funding challenges.

6. Describe how your agency will address the needs of youth in low-income communities through youth development programs and promote increased community coordination and collaboration in meeting the needs of youth. (CSBG Act Section 676(b)(1)(B), State Plan 14.1b)

California Human Development is committed to revitalizing and expanding its youth programs, building on our rich history of supporting young people in low-income communities. Here's how we are working to rebuild and enhance these opportunities:

- **Comprehensive Youth Development Programs:** CHD is rebuilding a diverse range of youth development programs focused on education, skill-building, and mentorship. These initiatives aim to enhance academic achievement, career readiness, and personal growth, equipping young people with the tools they need to succeed.
- **Volunteer Engagement and Coordination:** Our Marketing Manager and Community Services Division Director diligently track volunteer hours, which are reported in the CSBG and CHD Annual Reports. Volunteers are pivotal to our programs, providing mentorship, tutoring, and resources to support youth development.
- **Rigorous Volunteer Screening:** To maintain a safe environment, all volunteers undergo a thorough application process, including background checks for those working with vulnerable populations. This ensures the safety and well-being of our program participants.
- **Promoting Community Collaboration:** CHD actively collaborates with local schools, community organizations, and stakeholders to build a supportive network for youth. By leveraging partnerships and community resources, we enhance the effectiveness and reach of our programs.
- **Continuous Program Evaluation:** We regularly evaluate our programs to measure impact and identify areas for improvement. This commitment to continuous improvement ensures our services remain responsive to the evolving needs of youth.

Through these efforts, CHD is dedicated to rebuilding and expanding opportunities for youth, fostering a coordinated community effort to support their development and success.

7. Describe how your agency will promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs such as the establishment of violence-free zones, youth mediation, youth mentoring, life skills training, job creation, entrepreneurship programs, after after-school childcare. (CSBG Act Section 676(b)(1)(B), State Plan 14.1b)

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California Human Development is committed to enhancing community coordination and collaboration to address the needs of youth in low-income and farmworker families. Here's how we are working to achieve this:

- **Expanding Youth Mentorship and Life Skills Programs:** CHD is dedicated to developing mentorship programs and life skills training that empower youth. These programs focus on academic achievement, career readiness, and personal development, providing young individuals with the tools they need to succeed.
- **Addressing Educational and Economic Challenges:** As of 2023, around 33% of farmworker families live below the poverty line, which significantly affects the educational opportunities available to their children. Additionally, the dropout rate for Latino students, a demographic that includes many from farmworker families, is approximately 10%, higher than the national average. Our programs aim to reduce dropout rates and promote educational success through targeted interventions.
- **Building Community Partnerships:** We actively collaborate with local schools, community organizations, and stakeholders to create a supportive network for youth. By leveraging these partnerships, we enhance program effectiveness and extend our reach.
- **Encouraging Entrepreneurship and Job Creation:** CHD supports entrepreneurship and job creation programs that provide youth with training and resources to explore new opportunities. These initiatives help young people develop skills and contribute meaningfully to their communities.
- **Continuous Evaluation and Improvement:** We regularly evaluate our programs to ensure they remain responsive to the evolving needs of youth, adapting to new challenges and opportunities as they arise.

Through these initiatives, CHD is committed to fostering a coordinated community effort to support the development and success of youth in low-income and farmworker families across California.

8. Describe your agency's coordination of employment and training activities as defined in Section 3 of the Workforce and Innovation and Opportunity Act [29 U.S.C. 3102]. (CSBG Act Section 676(b)(5); State Plan 9.4b)

California Human Development is dedicated to coordinating employment and training activities. We strive to enhance workforce development services for individuals in low-income communities. Here's how we achieve this:

- **Integrated Service Delivery:** CHD works to integrate employment and training services with other support services to provide a comprehensive approach to workforce development. By aligning with WIOA guidelines, we ensure that our programs are accessible and responsive to the needs of job seekers, particularly those facing barriers to employment.
- **Skills Development and Vocational Training:** Our programs focus on equipping

individuals with the skills necessary to succeed in today's job market. We offer vocational training, career counseling, and job placement services tailored to the needs of diverse populations, including youth and adults from low-income and farmworker families.

- **Collaboration with Workforce Partners:** CHD collaborates with local workforce development boards, educational institutions, and employers to create a coordinated network of support. These partnerships help us align our training programs with local labor market needs and ensure that participants have access to relevant job opportunities.
- **Emphasis on Career Pathways:** We emphasize the development of career pathways that provide clear routes to employment and advancement. By focusing on industries with high growth potential, we help participants achieve long-term career success and economic self-sufficiency.
- **Continuous Improvement and Innovation:** We are committed to continuously evaluating and improving our employment and training programs. By incorporating feedback from participants and partners, we adapt our strategies to meet evolving workforce needs and enhance program effectiveness.

Through these efforts, CHD aims to empower individuals by providing them with the tools and opportunities needed to achieve meaningful and sustainable employment. Our coordinated approach ensures that we meet the diverse needs of job seekers and contribute to the economic vitality of our communities.

9. Describe how your agency will provide emergency supplies and services, nutritious foods, and related services, as may be necessary, to counteract conditions of starvation and malnutrition among low-income individuals. (CSBG Act Section 676(b)(4), State Plan 14.4)

California Human Development is dedicated to addressing the urgent needs of low-income individuals by providing emergency supplies, nutritious foods, and related services. We have developed a comprehensive approach to counteract conditions of starvation and malnutrition. Here's how we achieve this:

- **Emergency Supportive Services:** CHD utilizes CSBG funding to deliver essential supportive services during emergencies and disasters. We provide critical items such as nutritious food, transportation, rental assistance, and other necessities to support the well-being of individuals and families in need.
- **Disaster Response and Recovery:** CHD has played an instrumental role in past disasters, notably operating and managing the Fire Relief Resources Center during the historic North Bay fires. This center provided one-stop assistance for those affected. We remain prepared to activate similar resources and programs in response to future disasters, ensuring comprehensive support and recovery efforts.
- **Coordination with Community Partners:** CHD collaborates with a network of organizations to enhance emergency response efforts. We coordinate services with food banks, faith-based organizations, and other emergency responders to ensure

comprehensive support for those in need. Our referral system connects clients with additional resources and services.

- **Nutritional Support and Education:** CHD works closely with food banks and local partners to provide food distribution, nutritional education, and resources. By ensuring access to healthy food options and promoting nutritional knowledge, we aim to combat malnutrition and enhance the overall health of low-income individuals and families.
- **Ongoing Preparedness and Adaptation:** CHD is committed to maintaining preparedness for future emergencies by continuously evaluating and improving our response strategies. By adapting to changing circumstances, we ensure that our services remain effective and responsive to community needs.

Through these initiatives, CHD is committed to supporting the well-being of low-income individuals by providing necessary resources to combat starvation and malnutrition while also aiding in disaster recovery and resilience.

10. Is your agency a dual (CSBG and LIHEAP) service provider?

☐ Yes

☒ No

11. For dual agencies:

Describe how your agency coordinates with other antipoverty programs in your area, including the emergency energy crisis intervention programs under Title XXVI, relating to low-income home energy assistance (LIHEAP) that are conducted in the community. (CSBG Act Section 676(b)(6), State Plan 9.5)

For all other agencies:

Describe how your agency coordinates services with your local LIHEAP service provider?

While California Human Development is not a dual service provider for both CSBG and LIHEAP, we prioritize coordinating services with local LIHEAP providers to ensure comprehensive support for low-income individuals and families. Here is how we achieve this:

- **Referral System:** CHD maintains a robust referral system to connect clients with LIHEAP services. By directing individuals to local LIHEAP providers, we help ensure they receive the energy assistance they need to manage utility costs and maintain a safe and comfortable living environment.
- **Collaborative Partnerships:** We actively collaborate with LIHEAP service providers and other community organizations to align our efforts in combating poverty. Through regular communication and joint initiatives, we enhance the effectiveness of our services and ensure that clients receive a holistic approach to their needs.
- **Information Sharing:** CHD and LIHEAP providers engage in information sharing to stay informed about available resources and programs. This collaboration enables us

to provide up-to-date information to clients and facilitate their access to energy assistance and other supportive services.

- **Community Outreach:** CHD participates in community outreach efforts alongside LIHEAP providers to raise awareness about available services. By educating the community about energy assistance programs, we help ensure that eligible individuals can access the support they need.

Through these strategies, CHD is committed to working closely with local LIHEAP providers to support the energy needs of low-income individuals and families, contributing to their overall stability and well-being.

12. Describe how your agency will use funds to support innovative community and neighborhood-based initiatives, which may include fatherhood and other initiatives, with the goal of strengthening families and encouraging effective parenting. (CSBG Act Section 676(b)(3)(D), State Plan 14.3d)

California Human Development is committed to using funds strategically to support innovative community and neighborhood-based initiatives. Our goal is to strengthen families and encourage effective parenting through a variety of impactful programs. Here's how we achieve this:

- **Workforce Development as a Foundation:** Workforce development remains a cornerstone of CHD's programs, equipping individuals with the skills and opportunities needed for economic stability and upward mobility. By collaborating with Workforce Investment/Development Boards , employers, and other nonprofits, we create employment pathways that empower families economically, enabling them to support and nurture their members effectively.
- **Community Engagement and Partnerships:** CHD is dedicated to actively engaging with the communities we serve by partnering with local organizations and stakeholders. Through these collaborations, we enhance our ability to implement creative and innovative solutions to the most pressing challenges facing our clients and communities.
- **Innovative Initiatives:** We pursue projects that focus on innovative approaches to family strengthening, such as fatherhood initiatives and parenting programs. These initiatives aim to equip parents with the tools and resources needed to foster healthy family dynamics and effective parenting practices.
- **Commitment to Continuous Improvement:** CHD is committed to continuously evaluating and improving our initiatives to ensure they meet the evolving needs of the communities we serve. By remaining adaptable and open to new ideas, we aim to create lasting positive impacts on families and neighborhoods.

Through these efforts, CHD is dedicated to building stronger, more resilient communities by supporting initiatives that empower families and foster effective parenting.

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13. Describe how your agency will develop linkages to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations. (CSBG Act Section 676(b)(3)(B), State Plan 9.3b)

California Human Development is committed to using funds strategically to support innovative community and neighborhood-based initiatives. Our goal is to strengthen families and encourage effective parenting through a variety of impactful programs. Here's how we achieve this:

- **Workforce Development as a Foundation:** Workforce development remains a cornerstone of CHD's programs, equipping individuals with the skills and opportunities needed for economic stability and upward mobility. By collaborating with Workforce Investment/Development Boards, employers, and other nonprofits, we create employment pathways that empower families economically, enabling them to support and nurture their members effectively.
- **Community Engagement and Partnerships:** CHD is dedicated to actively engaging with the communities we serve by partnering with local organizations and stakeholders. Through these collaborations, we enhance our ability to implement creative and innovative solutions to the most pressing challenges facing our clients and communities.
- **Innovative Initiatives:** We pursue projects that focus on innovative approaches to family strengthening, such as fatherhood initiatives and parenting programs. These initiatives aim to equip parents with the tools and resources needed to foster healthy family dynamics and effective parenting practices.
- **Commitment to Continuous Improvement:** CHD is committed to continuously evaluating and improving our initiatives to ensure they meet the evolving needs of the communities we serve. By remaining adaptable and open to new ideas, we aim to create lasting positive impacts on families and neighborhoods.

Through these efforts, CHD is dedicated to building stronger, more resilient communities by supporting initiatives that empower families and foster effective parenting.

Monitoring

ROMA – Planning, Evaluation

1. If your agency utilizes subcontractors, please describe your process for monitoring the subcontractors. Include the frequency, type of monitoring, i.e., onsite, desk review, or both, follow-up on corrective action, issuance of formal monitoring reports, and emergency monitoring procedures.

While California Human Development does not utilize subcontractors, we are committed to maintaining rigorous standards for any future partnerships that may involve subcontracting. If the need arises, our monitoring process would include the following components:

- **Comprehensive Monitoring Approach:** Monitoring would involve both onsite visits and desk reviews to ensure compliance with contractual obligations and quality standards. Onsite visits would provide firsthand insights into operations, while desk reviews would focus on analyzing documentation and performance data.
- **Regular Monitoring Schedule:** The frequency of monitoring would be determined based on the nature and scope of the subcontracted work, with regular assessments scheduled to ensure consistent oversight and support.
- **Follow-Up on Corrective Actions:** In cases where corrective actions are needed, CHD would follow up promptly to ensure that subcontractors address any identified issues. We would work collaboratively to resolve concerns and enhance delivery service.
- **Issuance of Formal Monitoring Reports:** Formal monitoring reports would be issued to document findings, highlight areas of excellence, and outline recommendations for improvement. These reports would serve as a basis for ongoing dialogue and development.
- **Emergency Monitoring Procedures:** In the event of an emergency or unexpected issue, CHD would implement expedited monitoring procedures to address the situation swiftly and effectively. This would include immediate onsite assessments and rapid response measures.

By establishing a thorough and responsive monitoring process, CHD aims to ensure that any future subcontracting arrangements uphold the highest standards of service and accountability.

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ROMA Application

CSBG Act Section 676(b)(12)
Organizational Standards 4.2, 4.3
ROMA – Planning, Evaluation

1. Describe how your agency will evaluate the effectiveness of its programs and services. Include information about the types of measurement tools, the data sources and collection procedures, and the frequency of data collection and reporting. (Organizational Standard 4.3)

California Human Development is committed to evaluating the effectiveness of its programs and services through a comprehensive approach that aligns with ROMA principles. Our evaluation process includes the following components:

- **Measurement Tools:** We utilize a variety of measurement tools, including surveys, focus groups, performance metrics, and outcome assessments. These tools help us gauge program impact, client satisfaction, and overall effectiveness.
- **Data Sources and Collection Procedures:** Data is collected from multiple sources, such as client feedback, program records, and community assessments. We employ both qualitative and quantitative methods to gather comprehensive insights. Data is collected through electronic systems and paper forms, ensuring accuracy and consistency.
- **Frequency of Data Collection and Reporting:** Data collection occurs on a regular basis, with monthly, quarterly, and annual reporting cycles. This allows us to monitor progress continuously and make informed decisions. Reports are shared with stakeholders, including staff, funders, and community partners, to maintain transparency and accountability.

2. Select one need from Table 2: Priority Ranking Table and describe how your agency plans to implement, monitor progress, and evaluate the program designed to address the need. Organizational Standard 4.2)

Addressing Access to Good Paying Jobs:

Implementation:

California Human Development plans to address the need for access to good paying jobs,

including vocational training and job placement, by launching a comprehensive workforce development initiative. This program will be implemented in collaboration with local employers, vocational training centers, and workforce development boards. Key components will include:

- **Vocational Training:** Offering industry-relevant training programs that equip participants with skills in high-demand fields.
- **Job Placement Services:** Connecting participants with job opportunities through partnerships with local businesses and employment agencies.
- **Career Counseling:** Providing personalized career guidance and support to help individuals navigate the job market and achieve their employment goals.

Monitoring Progress:

Progress will be monitored through a combination of quantitative and qualitative metrics, including:

- **Participant Enrollment and Completion Rates:** Tracking the number of individuals enrolled in and completing training programs.
- **Job Placement Rates:** Measuring the percentage of participants successfully placed in jobs.
- **Participant Feedback:** Collecting regular feedback from participants to assess their satisfaction and identify areas for improvement.

Monthly progress meetings will be held with program coordinators and partners to review data and address any challenges.

Evaluation:

The program will be evaluated using performance indicators such as:

- **Employment Outcomes:** Assessing the long-term employment status and income growth of participants.
- **Program Impact:** Analyzing the overall impact on participants' economic stability and quality of life.
- **Continuous Improvement:** Using evaluation findings to refine program components and enhance effectiveness.

Optional

3 . Select one community level need from Table 2: Priority Ranking Table or your agency's most recent Community Needs Assessment and describe how your agency plans to implement, monitor progress, and evaluate the program designed to address the need. (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

California Human Development focuses on managing and owning affordable housing for farmworker and low-income families. Our initiative aims to ensure safe, affordable, and stable housing options for these communities. This involves:

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- **Property Management:** Providing effective management of existing housing units to maintain quality living conditions and ensure tenant satisfaction.
- **Tenant Support Services:** Offering support services for residents, including financial counseling, community engagement activities, and access to additional resources to enhance their quality of life.
- **Community Partnerships:** Collaborating with local organizations and stakeholders to address housing-related issues and support the needs of residents.

Monitoring Progress:

Progress is monitored through:

- **Occupancy and Tenancy Rates:** Keeping track of occupancy levels and tenant retention rates to ensure housing units are fully utilized by those in need.
- **Maintenance and Quality Assurance:** Regularly inspecting properties to maintain high standards of safety and cleanliness.
- **Resident Feedback:** Gathering feedback from residents to assess satisfaction and identify opportunities for improvement in management and services.

CHD conducts regular reviews and meetings with property management teams to ensure effective oversight and address any emerging challenges.

Evaluation:

The housing initiative is evaluated based on:

- **Resident Outcomes:** Assessing residents' satisfaction, stability, and overall well-being as a result of living in CHD-managed housing.
- **Community Impact:** Evaluating the broader impact on community stability and the availability of affordable housing.
- **Continuous Improvement:** Using evaluation findings to enhance property management practices and resident services.

By effectively managing and owning affordable housing, CHD aims to provide stable and supportive living environments that contribute to the well-being of farmworker and low-income families.

Federal CSBG Programmatic Assurances

CSBG Act Section 676(b)

Use of CSBG Funds Supporting Local Activities

676(b)(1)(A): The state will assure "that funds made available through grant or allotment will be used – (A) to support activities that are designed to assist low-income families and individuals, including families and individuals receiving assistance under title IV of the Social Security Act, homeless families and individuals, migrant or seasonal farmworkers, and elderly low-income individuals and families, and a description of how such activities will enable the families and individuals--

a. to remove obstacles and solve problems that block the achievement of self- sufficiency (particularly for families and individuals who are attempting to transition off a State program carried out underpart A of title IV of the Social Security Act);
b. to secure and retain meaningful employment;
c. to attain an adequate education with particular attention toward improving literacy skills of the low-income families in the community, which may include family literacy initiatives;
d. to make better use of available income;
e. to obtain and maintain adequate housing and a suitable living environment;
f. to obtain emergency assistance through loans, grants, or other means to meet immediate and urgent individual and family needs;
g. to achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots; and
h. partnerships with local law enforcement agencies, local housing authorities, private foundations, and other public and private partners to:
    i. document best practices based on successful grassroots intervention in urban areas, to develop methodologies for wide-spread replication; and
    ii. strengthen and improve relationships with local law enforcement agencies, which may include participation in activities such as neighborhood or community policing efforts

Needs of Youth

676(b)(1)(B) The state will assure "that funds made available through grant or allotment will be used – (B) to address the needs of youth in low-income communities through youth development programs that support the primary role of the family, give priority to the prevention of youth problems and crime, and promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs that have demonstrated success in preventing or reducing youth crime, such as--

a. programs for the establishment of violence-free zones that would involve youth development and intervention models (such as models involving youth mediation, youth mentoring, life skills training, job creation, and entrepreneurship programs); and
b. after-school childcare programs

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Coordination of Other Programs

676(b)(1)(C) The state will assure "that funds made available through grant or allotment will be used – (C) to make more effective use of, and to coordinate with, other programs related to the purposes of this subtitle (including state welfare reform efforts)

Eligible Entity Service Delivery System

676(b)(3)(A) Eligible entities will describe "the service delivery system, for services provided or coordinated with funds made available through grants made under 675C(a), targeted to low-income individuals and families in communities within the state

Eligible Entity Linkages – Approach to Filling Service Gaps

676(b)(3)(B) Eligible entities will describe "how linkages will be developed to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations"

Coordination of Eligible Entity Allocation 90 Percent Funds with Public/Private Resources

676(b)(3)(C) Eligible entities will describe how funds made available through grants made under 675C(a) will be coordinated with other public and private resources

Eligible Entity Innovative Community and Neighborhood Initiatives, Including Fatherhood/Parental Responsibility

676(b)(3)(D) Eligible entities will describe "how the local entity will use the funds [made available under 675C(a)] to support innovative community and neighborhood-based initiatives related to the purposes of this subtitle, which may include fatherhood initiatives and other initiatives with the goal of strengthening families and encouraging parenting"

Eligible Entity Emergency Food and Nutrition Services

676(b)(4) An assurance "that eligible entities in the state will provide, on an emergency basis, for the provision of such supplies and services, nutritious foods, and related services, as may be necessary to counteract conditions of starvation and malnutrition among low-income individuals"

State and Eligible Entity Coordination/linkages and Workforce Innovation and Opportunity Act Employment and Training Activities

676(b)(5) An assurance "that the State and eligible entities in the State will coordinate, and establish linkages between, governmental and other social services programs to assure the effective delivery of such services, and [describe] how the State and the eligible entities will coordinate the provision of employment and training activities, as defined in section 3 of the Workforce Innovation and Opportunity Act, in the State and in communities with entities providing activities through statewide and local workforce development systems under such Act"

State Coordination/Linkages and Low-income Home Energy Assistance

676(b)(6) "[A]n assurance that the State will ensure coordination between antipoverty programs in each community in the State, and ensure, where appropriate, that emergency energy crisis intervention programs under title XXVI (relating to low-income home energy assistance) are conducted in such community"

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Community Organizations

676(b)(9) An assurance "that the State and eligible entities in the state will, to the maximum extent possible, coordinate programs with and form partnerships with other organizations serving low-income residents of the communities and members of the groups served by the State, including religious organizations, charitable groups, and community organizations"

Eligible Entity Tripartite Board Representation

676(b)(10) "[T]he State will require each eligible entity in the State to establish procedures under which a low-income individual, community organization, or religious organization, or representative of low-income individuals that considers its organization, or low-income individuals, to be inadequately represented on the board (or other mechanism) of the eligible entity to petition for adequate representation"

Eligible Entity Community Action Plans and Community Needs Assessments

676(b)(11) "[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 service block grant made under this subtitle for a program, a community action plan (which shall be submitted to the Secretary, at the request of the Secretary, with the State Plan) that includes a community needs assessment for the community serviced, which may be coordinated with the community needs assessment conducted for other programs"

State and Eligible Entity Performance Measurement: ROMA or Alternate System

676(b)(12) "[A]n assurance that the State and all eligible entities in the State will, not later than fiscal year 2001, participate in the Results Oriented Management and Accountability System, another performance measure system for which the Secretary facilitated development pursuant to section 678E(b), or an alternative system for measuring performance and results that meets the requirements of that section, and [describe] outcome measures to be used to measure eligible entity performance in promoting self-sufficiency, family stability, and community revitalization"

Fiscal Controls, Audits, and Withholding

678D(a)(1)(B) An assurance that cost and accounting standards of the Office of Management and Budget (OMB) are maintained

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State Assurances

California Government Code Sections 12747(a), 12760, 12768

For CAA, MSFW, NAI, and LPA Agencies

California Government Code § 12747(a): Community action plans shall provide for the contingency of reduced federal funding.

California Government Code § 12760: CSBG agencies funded under this article shall coordinate their plans and activities with other agencies funded under Articles 7 (commencing with Section 12765) and 8 (commencing with Section 12770) that serve any part of their communities, so that funds are not used to duplicate particular services to the same beneficiaries and plans and policies affecting all grantees under this chapter are shaped, to the extent possible, so as to be equitable and beneficial to all community agencies and the populations they serve.

For MSFW Agencies Only

California Government Code § 12768: Migrant and Seasonal Farmworker (MSFW) entities funded by the department shall coordinate their plans and activities with other agencies funded by the department to avoid duplication of services and to maximize services for all eligible beneficiaries.

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Organizational Standards

Category One: Consumer Input and Involvement

Standard 1.1 The organization/department demonstrates low-income individuals' participation in its activities.

Standard 1.2 The organization/department analyzes information collected directly from low-income individuals as part of the community assessment.

Category Two: Community Engagement

Standard 2.1 The organization/department has documented or demonstrated partnerships across the community, for specifically identified purposes; partnerships include other anti-poverty organizations in the area.

Standard 2.2 The organization/department utilizes information gathered from key sectors of the community in assessing needs and resources, during the community assessment process or other times. These sectors would include at minimum: community-based organizations, faith-based organizations, private sector, public sector, and educational institutions.

Category Three: Community Assessment

Standard 3.1 (Private) Organization conducted a community assessment and issued a report within the past 3 years.

Standard 3.1 (Public) The department conducted or was engaged in a community assessment and issued a report within the past 3-year period, if no other report exists.

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

Standard 3.3 The organization/department collects and analyzes both qualitative and quantitative data on its geographic service area(s) in the community assessment.

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

Standard 3.5 The governing board or tripartite board/advisory body formally accepts the completed community assessment.

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Category Four: Organizational Leadership

Standard 4.2 The organization's/department's Community Action Plan is outcome-based, anti- poverty focused, and ties directly to the community assessment.

Standard 4.3 The organization's/department's Community Action Plan and strategic plan 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). In addition, the organization documents having used the services of a ROMA-certified trainer (or equivalent) to assist in implementation.

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Part III: Appendices

Please complete the table below by entering the title of the document and its assigned appendix letter. Agencies must provide a copy of the Notice(s) of Public Hearing, the Low-Income Testimony and the Agency's Response document, and a copy of the most recent community needs assessment as appendices A, B, and C, respectively. Other appendices as necessary are encouraged. All appendices should be labeled as an appendix (e.g., Appendix A: Notice of Public Hearing) or separated by divider sheets and submitted with the CAP.

Document Title	Appendix Location
Notices of Public Hearings (Pending)	A
Low-Income Testimony and Agency's Response (Pending)	B
CHD Community Needs Assessment Report	C
Community Needs Assessment Survey	D
References (Pending)	E

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APPENDIX C

California Human Development

Community Needs Assessment 2025

California Human Development
Creating Opportunities

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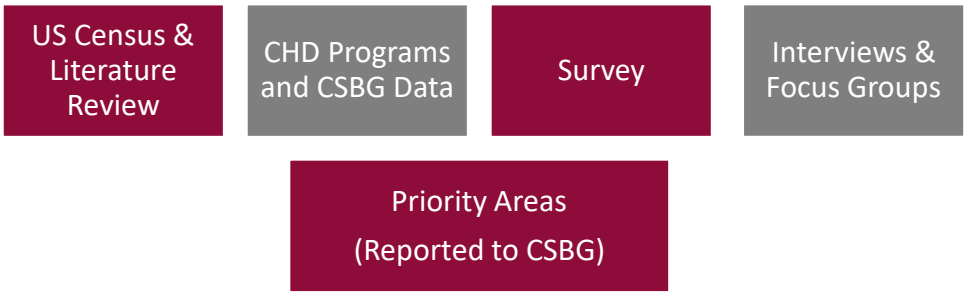
Introduction

Every two years, Community Action Partnership of California Human Development (CHD) conducts a Community Needs Assessment (CNA) to identify current and emerging needs for low-income Individuals and families. As part of the Results Orientated Management & Accountability (ROMA) model, the CNA and other organizational information is used to complete the Community Action Plan (CAP) and to develop CHD's strategic goals and as a foundation for continuous improvement.

Approach and Methods

The CNA is completed through a collection and analysis of data and information from the following sources:



US Census and Literature Review: CHD performs extensive research of secondary data sources such as the Public Policy Institute of California, US Department of Human Services, CA Department of Labor, Healthy Places Index, US Department of Housing, and numerous studies and reports. This information is used to gain overall community context and to assist in the development of the CHD's Community Needs Surveys.

Survey: CHD conducts surveys of three groups—CHD clients, CHD partners and other community organizations, and CHD staff and Board Members—to gather information about what services are needed in the community to assist low-income people and families.

Interviews and Focus Groups: Interviews and focus groups are conducted with CHD Clients and stakeholders to do a deeper dive into the survey data.

CHD's Programs and CSBG Data: This type of information is used to compare survey and other information, such as Community Services Block Grant (CSBG) data, to ensure CHD programs and services are needed in the community.

Priority Areas: Information and data are analyzed to identify top priority community need areas for CHD's strategic planning and continuous improvement.

Key Findings

The following are highlights of the CHD 2025 Community Needs Assessment Literature Review:

Population and Income

- **Population Growth**: California's population reached approximately 41.8 million in 2024, showing consistent growth from 41.372 million in 2023. This growth reflects ongoing demographic trends and migration patterns.
- **Median Income**: The median income for a one-person household in 2023 was $69,660, increasing slightly to approximately $70,000 in 2024, reflecting gradual economic growth.

Poverty and Safety Net Programs

- **Poverty Levels**: More than a quarter of Californians live in or near poverty. Safety net programs like CalFresh have been instrumental in reducing poverty rates, keeping one million Californians out of poverty as of fall 2021.

Age Disparities in Poverty

- **Older Adults**: In recent years, poverty rates among adults 65 and older have risen to 16.3%, surpassing rates among children (9.0%) and adults aged 18–64 (11.6%). This trend signifies a reversal from previous years when child poverty was the highest. Contributing factors include fixed incomes, rising healthcare costs, and the inadequacy of retirement savings, which have left many older adults financially vulnerable.

Demographics and Racial/Ethnic Disparities

- **Latino and Immigrant Communities**: Despite a decrease in the Latino poverty rate to 13.5%, Latinos still account for 45.7% of the poor population. Immigrant poverty rates remain high, with undocumented immigrants experiencing a 25.1% poverty rate. California employs a third of U.S. farmworkers, over 800,000,

and half of California's farmworkers are not authorized to work in the United States.

Low-Wage Jobs and Workforce Development

- **Low-Wage Employment**: A significant portion of California's workforce is employed in low-wage jobs, contributing to ongoing economic insecurity. The Farm Workforce Modernization Act (FWMA) seeks to address labor supply issues by providing legal status to undocumented farm employees in exchange for continued work in agriculture.

- **Workforce Development Needs**: There is a growing need for workforce development and job training programs to equip workers with skills for higher-paying and more stable employment.

Education and Poverty

- **Educational Impact**: Education remains a crucial determinant of economic well-being. Only 6.2% of college graduates live in poverty compared to 19.5% of adults without a high school diploma.

Rural and Farmworker Communities

- **Farmworker Demographics**: California is home to between 500,000 and 800,000 farmworkers, primarily concentrated in the San Joaquin Valley (61%) and Central Coast (31%). The state employs a third of U.S. farmworkers, half of whom are unauthorized.
- **Legalization Efforts**: The FWMA aims to provide legal status to many undocumented agricultural workers, with 41% (293,000 workers) of the crop farm workforce in California estimated to be eligible for Certified Agricultural Worker (CAW) status.

Health and Safety

- **Health Insurance**: Around 8% of Californians lacked health insurance in 2023, with immigrants disproportionately affected. The National Agriculture Workers Survey (NAWS) found that 48% of crop workers reported having health insurance, with coverage highest among U.S.-born, settled crop workers (80%) and lowest among foreign-born migrants (33%).
- **Workplace Safety**: Agriculture remains one of the most dangerous occupations, with significant health risks.

Housing and Economic Strain

- **Housing Affordability**: Housing costs continue to impose financial strain, with 61% of renters reporting financial difficulties compared to 30% of homeowners.

Conclusion

This literature review highlights the complex socio-economic challenges in California, particularly the issues faced by farmworkers and low-wage workers. The FWMA seeks to address labor supply issues by providing legal status to undocumented farmworkers, which could significantly impact the agricultural sector. Addressing these challenges requires targeted policy interventions in workforce development, housing, and healthcare access. Collaborative efforts across multiple sectors are essential to create sustainable solutions. For a comprehensive understanding, consulting the latest reports and data from the cited sources is recommended.

CHD Service Area

California Human Development (CHD) is at the forefront of efforts to combat poverty in Northern California, having established pathways of opportunity for residents in 30 counties since 1967. The organization is committed to empowering the most at-risk individuals to achieve self-sufficiency through tailored programs and services.

CHD's service area spans a vast region, stretching from Marin County eastward to Alpine County and extending north to the Oregon border. This extensive coverage ensures that CHD can address the diverse challenges faced by communities throughout the region.

According to the Healthy Places Index, several of CHD's largest service areas, such as Sacramento and Sonoma counties, exhibit significant needs for enhanced services due to substantial inequities in resource access and quality. Additionally, counties like Butte, Colusa, Lake, Yuba, and Sutter consistently receive low scores on the Healthy Places Index, indicating persistent challenges in health and well-being.

The Community Needs Assessment highlights that more than a quarter of Californians live in or near poverty, with safety net programs like CalFresh playing a

crucial role in reducing poverty rates. In particular, older adults have seen a rise in poverty rates to 16.3%, surpassing rates among children and adults aged 18-64. This trend is significant in CHD's service areas, where economic disparities are prevalent.

Demographic data reveals that Latino and immigrant communities face high poverty rates, with undocumented immigrants experiencing a 25.1% poverty rate. This is particularly relevant in CHD's service areas, where a significant portion of the population is engaged in low-wage jobs, contributing to ongoing economic insecurity.

Community Needs Assessments conducted across all CHD service areas ensure that programs and services are specifically tailored to meet the unique needs of each county. This comprehensive approach allows CHD to effectively address the socio-economic challenges faced by these communities. By focusing on these areas, CHD aims to provide targeted support and resources to its largest client demographic, addressing specific needs such as language barriers and access to health care.

CHD 2025 Community Needs Assessment Overview

As a Community Services Block Grant eligible entity, California Human Development completes a bi-annual Community Needs Assessment. The CNA identifies and assesses poverty-related needs and resources in the community to identify priority areas of focus. The assessment includes CHD conducted surveys, secondary data (US Census and other reports), and client and other stakeholder interviews. The following information is based on the results of the CHD 2025 Community Needs Surveys.

Method

The CHD 2025 Community Needs Survey was conducted from **February 4, 2025, to March 23, 2025**, to assess the needs across CHD service areas for assisting low-income individuals and families. The survey was available in multiple languages, with online surveys offering multilingual accessibility, while paper surveys were provided in English and Spanish. The distribution of surveys targeted CHD clients, partners, community agencies, staff, and board members, utilizing both electronic and paper

formats. Electronic surveys were disseminated through email blasts, social media, and printed flyers, ensuring broad reach. Paper surveys were distributed and collected at CHD program sites, allowing for direct engagement with clients.

A noted limitation of the survey was the reliance on electronic distribution, which may have excluded some CHD clients who lacked access to the internet, computers, or smartphones. This limitation highlights the importance of providing multiple avenues for survey participation to ensure inclusive and comprehensive data collection. The approach of using both electronic and paper surveys aimed to maximize participation and gather diverse input from the community.

A total of **915** surveys were collected as follows:

Survey	Total Response
Community members & CHD Clients	**884**
Partners / Community Agencies	**31**
Total Responses	**915**

Of the client and stakeholder surveys, a majority were submitted in Spanish, while a smaller portion were completed in English. This indicates that a significant portion of the surveys were completed by individuals who preferred to respond in Spanish. The data suggests that Spanish-speaking respondents constituted a major part of the survey participants. Most of the surveys completed in Spanish were filled out using paper forms, highlighting the importance of providing multilingual and accessible options for community engagement.

CHD Client Demographics

Race/Ethnicity

The majority of clients surveyed were CHD clients currently affiliated with a CHD program or seeking services. According to the updated data, the largest population that CHD serves is of Hispanic/Latino origins, reflecting a significant portion of the client base. This aligns with the findings from the National Agricultural Workers Survey, which reported that 63% of crop workers were born in Mexico, highlighting the prevalence of Hispanic individuals in agricultural work. Additionally, the NAWS data

shows that 66% of crop workers categorized their race with an "other" response, further emphasizing the diversity within the Hispanic community.

The NAWS also provides insights into the socioeconomic conditions of these workers, noting that the average level of formal education completed by crop workers was ninth grade, and 29% reported that they could not speak English at all. These factors contribute to the challenges faced by the Hispanic population in accessing services and improving their economic conditions. Furthermore, the NAWS highlights that 48% of crop workers reported having health insurance, with coverage rates highest among U.S.-born, settled crop workers (80%) and lowest among foreign-born migrants (33%).

This distribution closely mirrors CHD's overall client race/ethnicity demographics, indicating a representative sample of the CHD client population. The emphasis on serving the Hispanic community is crucial, as it addresses the specific needs and challenges faced by this group, including language barriers and access to health care. By focusing on these areas, CHD can continue to provide targeted support and resources to its largest client demographic.

Gender/Age

In FY 2024, CHD served a total of 12,566 individuals. Of these, 6,332 were male clients, 5,689 were female clients, and 545 individuals did not report their gender. The age range of 25-44 years was the most represented among clients served by CHD's programs and services, highlighting the organization's focus on supporting working-age adults. This age group reflects a significant portion of the population that engages with CHD services, underscoring the need for targeted support and resources for this demographic.

Poverty Rate

The National Agricultural Workers Survey and the American Community Survey (ACS) provide a comprehensive view of the socioeconomic conditions affecting crop workers and the broader population in California, with a particular focus on poverty. According to the NAWS, 66% of crop workers are male, with an average age of 41 years, and 63% were born in Mexico. These workers face significant economic

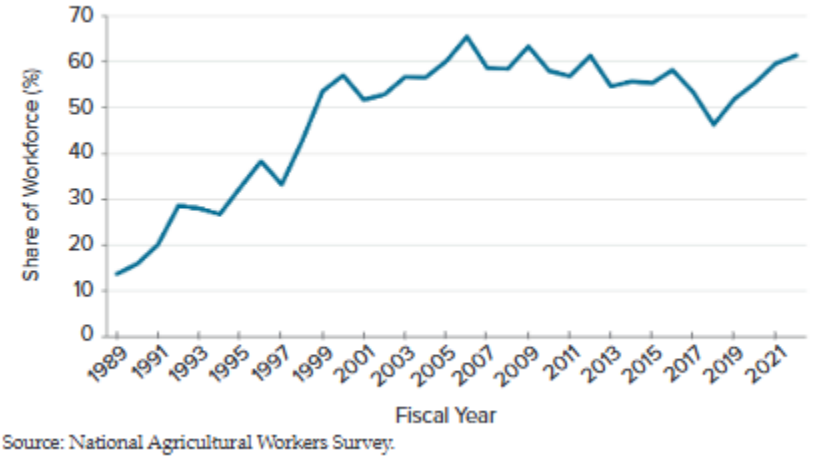
challenges, with average hourly earnings of $13.59, which may not be sufficient to lift them out of poverty, especially in areas with high living costs.

The ACS data from 2022 further highlights the economic disparities in California. The median household income is $96,334, with a mean household income of $136,730. However, these figures mask significant disparities among different racial and ethnic groups. Latino Californians earn about $30,183 annually, significantly less than their white counterparts who earn $51,744. Asian workers earn slightly less than white workers, with an average income of $51,110. Native Hawaiian and Pacific Islander, Black, and Native American workers have earnings of $38,246, $36,441, and $32,360, respectively, placing them closer to Latino workers in terms of income.

The NAWS also reports that 48% of crop workers have health insurance, with coverage rates highest among U.S.-born, settled crop workers (80%) and lowest among foreign-born migrants (33%). This lack of coverage can lead to significant out-of-pocket expenses for health care, further straining financial resources and contributing to poverty.

In terms of health care access, 63% of crop workers received health care services in the U.S. for routine or preventive care, illness, injury, or dental care in the 12 months prior to their interview. Workers with health insurance were more likely to report using health care services (72%) compared to workers without health insurance (54%). The type of health care provider visited depended on farm workers' health insurance status; a higher proportion of insured workers visited a private provider, whereas uninsured workers tended to visit a community health center or migrant health clinic.

Figure 1. Share of Undocumented Crop Workforce in California



Source: National Agricultural Workers Survey.

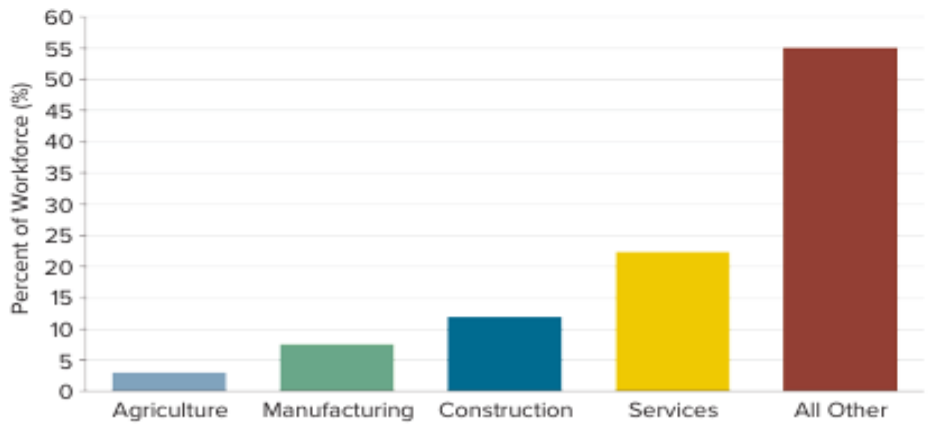
The Farm Workforce Modernization Act aims to address these labor supply issues by providing legal status to undocumented farm employees in exchange for continued work in agriculture. The FWMA would also make changes to the H-2A visa temporary agricultural guest worker program to ensure the program can remain viable in the future. According to estimates, 41% of California's crop farm workforce is eligible for Certified Agricultural Worker status, which could lead to legal work authorization and potentially reduce poverty among these workers.

Table 1. Estimated CAW Eligible Workers by County in California

County	CAW Eligible	Eligible for Green Card in 4 Years	Eligible for Green Card in 8 Years
Kern	48,460	33,420	15,020
Monterey	43,340	29,900	13,400
Fresno	31,260	21,580	9,700
Tulare	26,260	18,120	8,140
Santa Barbara	21,940	15,140	6,800
Ventura	13,900	9,600	4,320
San Joaquin	10,100	6,960	3,140
Stanislaus	9,260	6,400	2,880
Madera	9,200	6,340	2,860
Merced	8,880	6,120	2,760
Top 10 Counties	**223,000**	**154,000**	**69,000**
All Other	70,000	48,000	22,000
Total	**293,000**	**202,000**	**91,000**

Source: Authors' calculations using data from the National Agricultural Workers Survey and the Quarterly Census of Employment and Wages.

Figure 2. Mexican Immigrant Sectoral Employment Shares



Source: American Community Survey, 2022.

Overall, the data from NAWS and ACS underscores the need for targeted interventions to address the economic and health care challenges faced by workers in California, particularly those in the agricultural sector. These efforts are crucial in alleviating poverty and improving the quality of life for crop workers and their families in the CHD regions.

Community Needs Assessment Survey Results

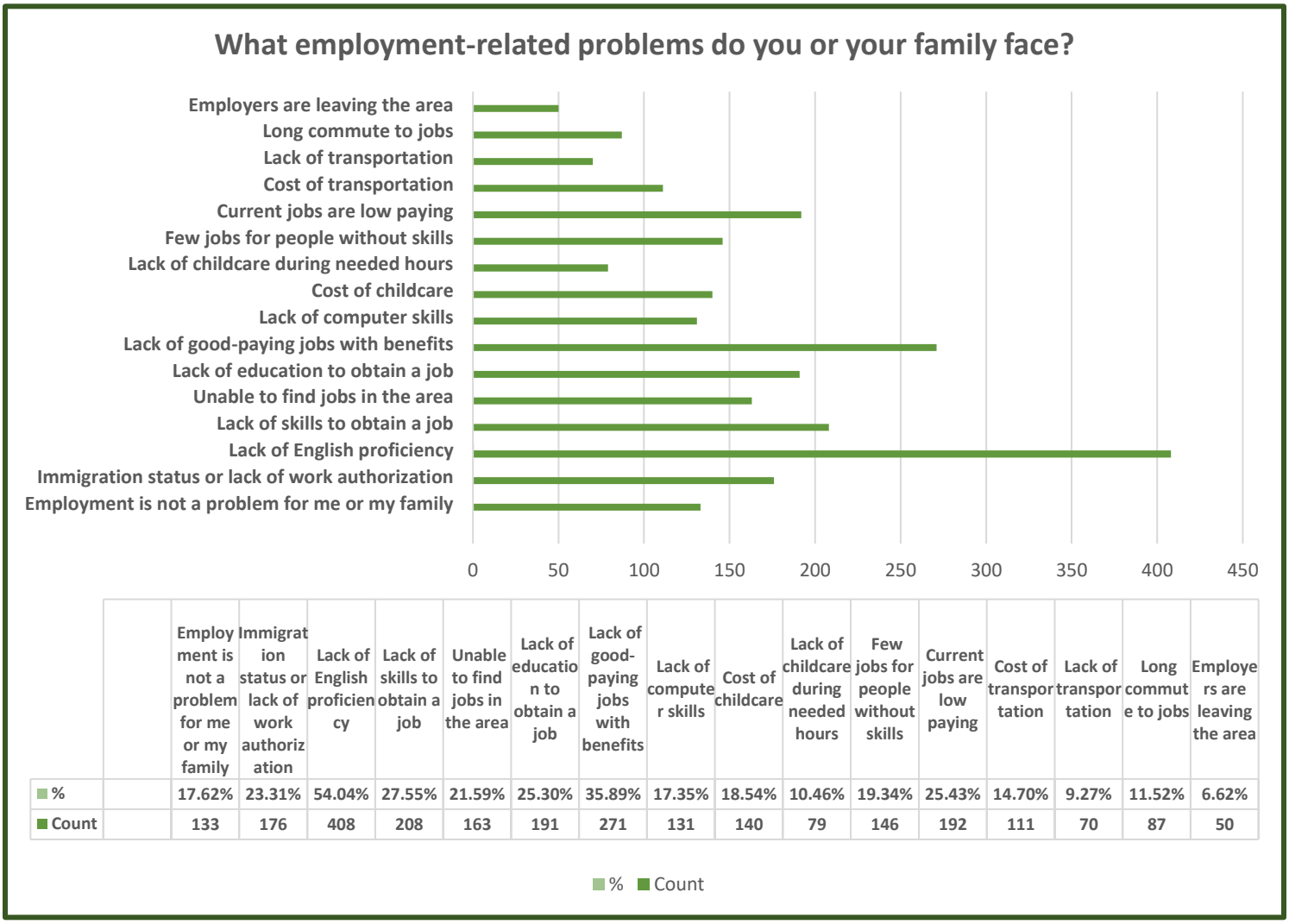
The CHD 2025 Community Needs Assessment provides a comprehensive overview of the socio-economic challenges faced by residents across 30 Northern California counties. Conducted in March 2025, this assessment aims to identify key areas where California Human Development can focus its efforts to better serve the community1. The survey collected data on various demographic factors, including age, gender, and household composition, revealing a diverse population with unique needs. Additionally, the assessment explored critical issues such as income levels, access to basic needs, and barriers to assistance programs, highlighting the pressing concerns of financial instability and lack of awareness about available support services. By examining these factors, the report provides valuable insights into the community's needs and the potential areas for intervention by CHD.

Employment Domain

In the employment domain, our surveys asked stakeholders and our client community why employment is a need or a problem in the community. The survey results indicate that education and skill development were the largest response group, with finding jobs or a lack of good-paying jobs coming in second. A significant barrier identified is the lack of English proficiency, which affects 54.04% of respondents, preventing clients from accessing available training. Other barriers

include transportation (14.70%), immigration status (23.31%), and childcare (18.54%), which are recurring themes across various domains.

Analyzing client and stakeholder responses, it is evident that well-paying employment is a critical need, with multiple barriers hindering access. One such barrier is that California's minimum wage is insufficient to lift a family of three out of poverty, falling short of the income needed for a standard living. For farmworkers, just over half have work authorization, making them eligible for programs like the National Farmworker Jobs Program, which provides career pathways.

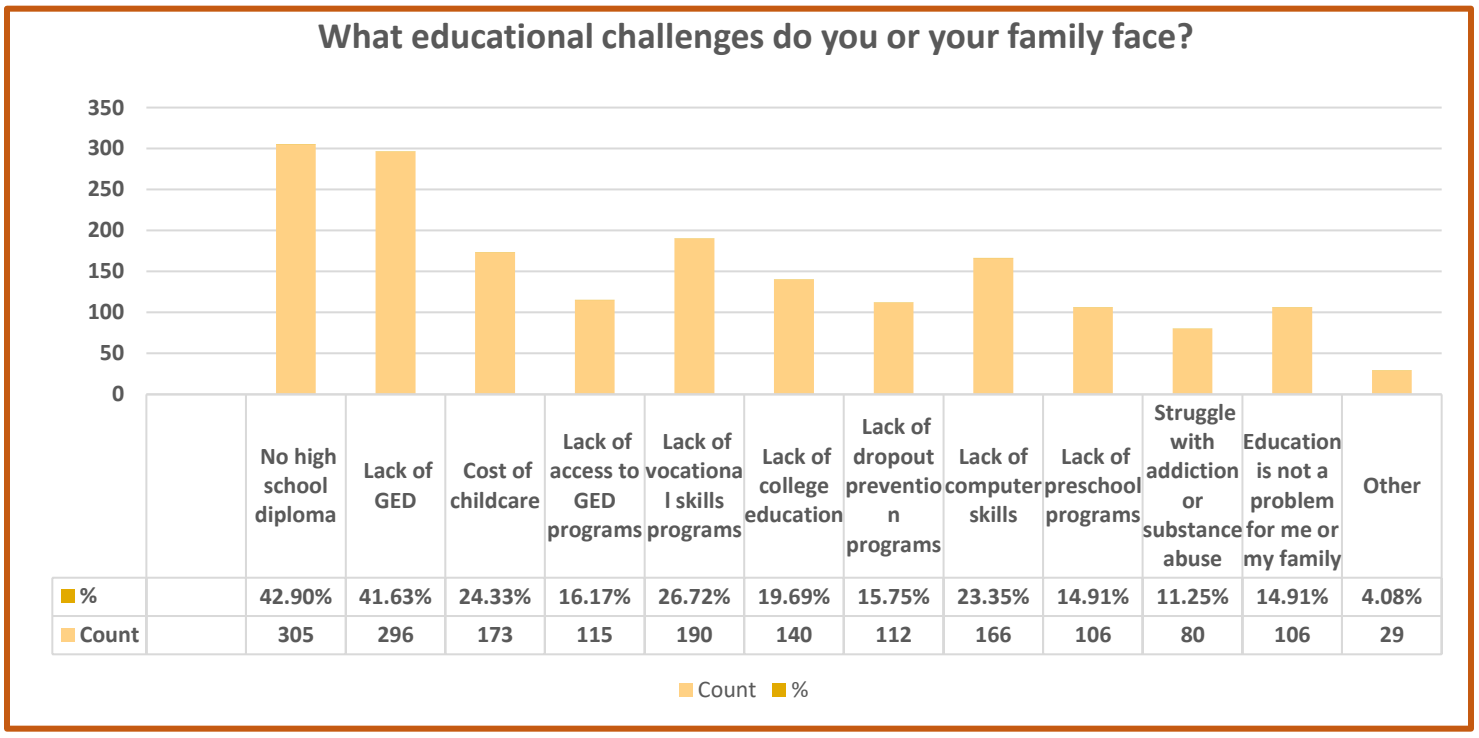


		Employment is not a problem for me or my family	Immigration status or lack of work authorization	Lack of English proficiency	Lack of skills to obtain a job	Unable to find jobs in the area	Lack of education to obtain a job	Lack of good-paying jobs with benefits	Lack of computer skills	Cost of childcare	Lack of childcare during needed hours	Few jobs for people without skills	Current jobs are low paying	Cost of transportation	Lack of transportation	Long commute to jobs	Employers are leaving the area
%		17.62%	23.31%	54.04%	27.55%	21.59%	25.30%	35.89%	17.35%	18.54%	10.46%	19.34%	25.43%	14.70%	9.27%	11.52%	6.62%
Count		133	176	408	208	163	191	271	131	140	79	146	192	111	70	87	50

Education Domain

In the education domain, our surveys asked stakeholders and our client community why education is a need or a problem in the community. The survey highlighted that the lack of a high school diploma (42.90%) and access to GED programs (41.63%) were significant issues, followed by the need for vocational skills training (26.72%). Transportation, childcare, and English proficiency were also identified as cross-domain themes.

Vocational training and cost considerations are primary concerns. Access to vocational training can be challenging for those without a high school diploma, and the cost of education remains a barrier. Financial aid often leaves low-income students with substantial financial burdens, making vocational training a viable alternative.

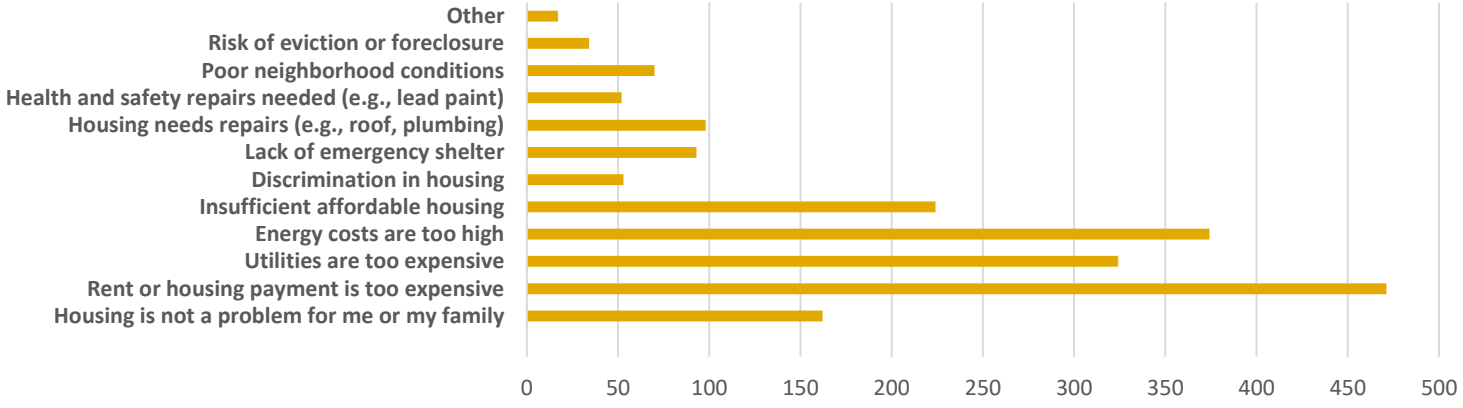


		No high school diploma	Lack of GED	Cost of childcare	Lack of access to GED programs	Lack of vocational skills programs	Lack of college education	Lack of dropout prevention programs	Lack of computer skills	Lack of preschool programs	Struggle with addiction or substance abuse	Education is not a problem for me or my family	Other
%		42.90%	41.63%	24.33%	16.17%	26.72%	19.69%	15.75%	23.35%	14.91%	11.25%	14.91%	4.08%
Count		305	296	173	115	190	140	112	166	106	80	106	29

Housing Domain

In the housing domain, our surveys asked stakeholders and our client community why housing is a need or a problem in the community. The survey results consistently pointed to availability and affordability as major issues, with 61.41% of respondents indicating that rent or housing payments are too expensive. Natural disasters in the service area may have contributed to responses related to emergency shelter needs (12.13%). Additionally, the high cost of utilities was a significant concern, affecting 42.24% of respondents.

Housing affordability is a widespread issue in California, affecting low-income families disproportionately. The state's housing production has not kept pace with demand, exacerbating the problem. Affordable housing remains a critical need, as reflected in both stakeholder and client survey results.

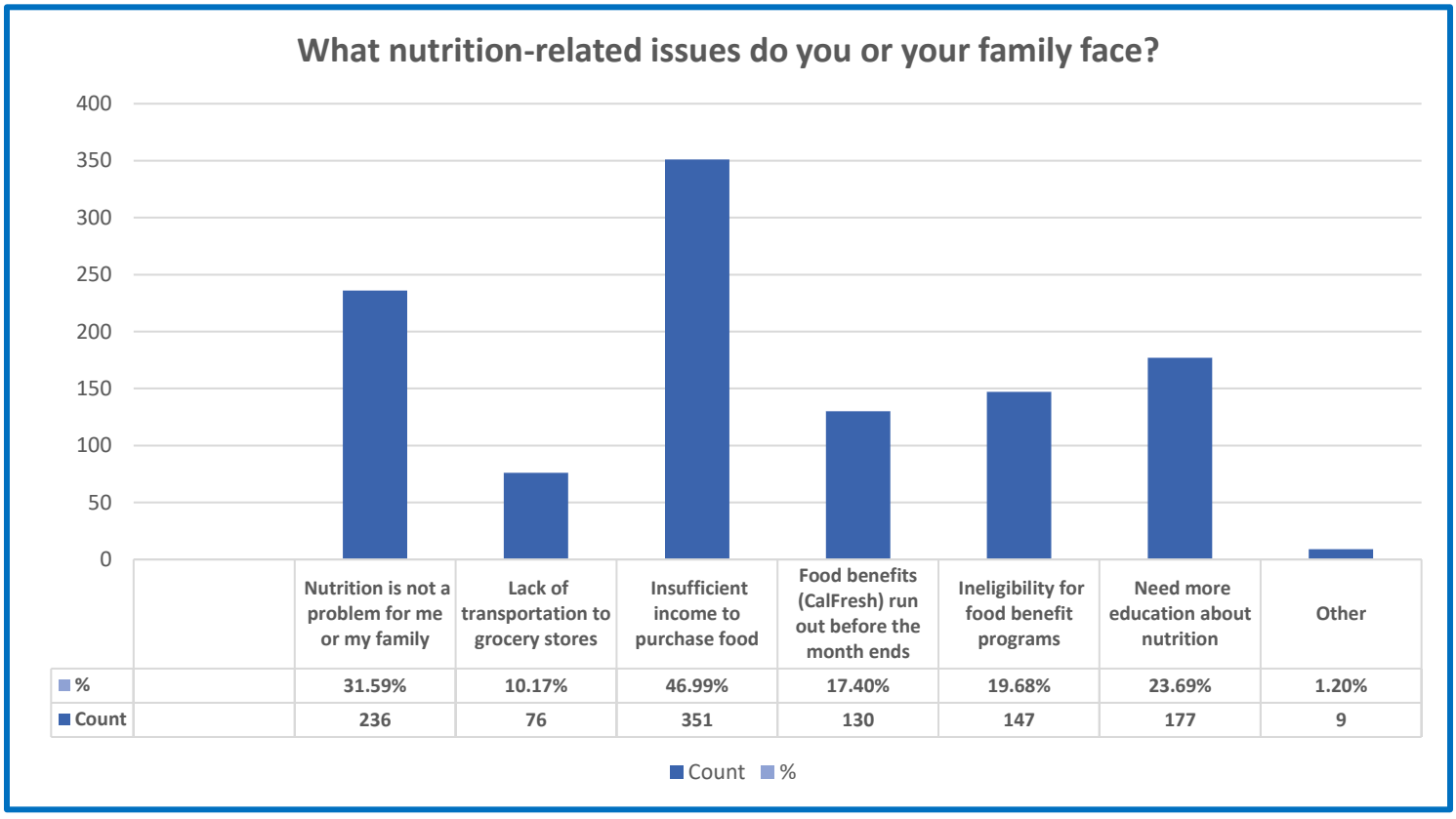


		Housing is not a problem for me or my family	Rent or housing payment is too expensive	Utilities are too expensive	Energy costs are too high	Insufficient affordable housing	Discrimination in housing	Lack of emergency shelter	Housing needs repairs (e.g., roof, plumbing)	Health and safety repairs needed (e.g., lead paint)	Poor neighborhood conditions	Risk of eviction or foreclosure	Other
Count		162	471	324	374	224	53	93	98	52	70	34	17
%		21.12%	61.41%	42.24%	48.76%	29.20%	6.91%	12.13%	12.78%	6.78%	9.13%	4.43%	2.22%

Nutrition Domain

In the nutrition domain, our surveys asked stakeholders and our client community why nutrition is a need or a problem in the community. Cost was identified as the primary reason nutrition is a problem, with 46.99% of respondents citing insufficient income to purchase food. Many respondents (19.68%) indicated that they were not eligible for food stamps, highlighting a gap between eligibility guidelines and the income needed for food security.

Providing nutrition assistance and education on healthy eating habits is essential to address these issues.



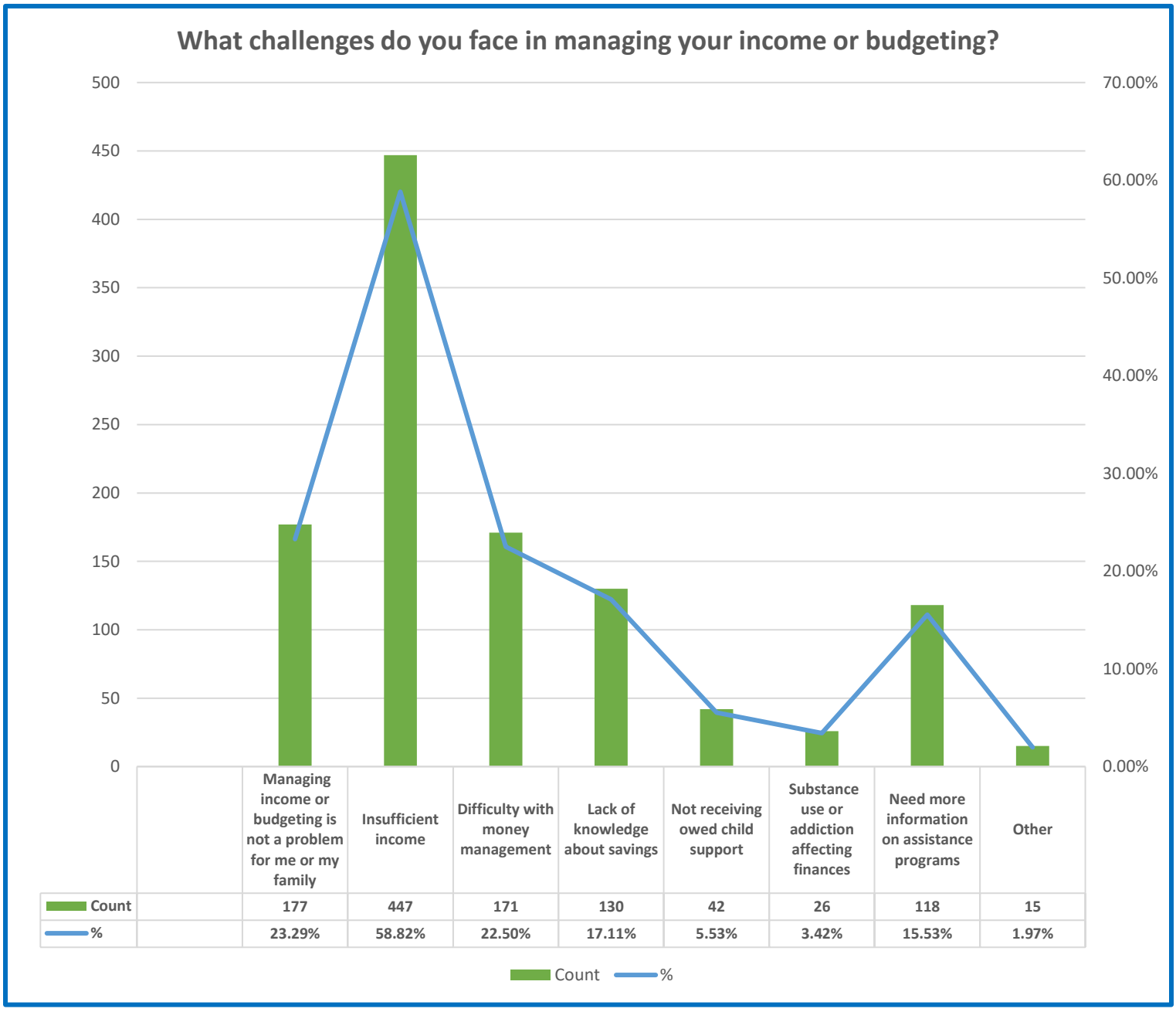
	Nutrition is not a problem for me or my family	Lack of transportation to grocery stores	Insufficient income to purchase food	Food benefits (CalFresh) run out before the month ends	Ineligibility for food benefit programs	Need more education about nutrition	Other
%	31.59%	10.17%	46.99%	17.40%	19.68%	23.69%	1.20%
Count	236	76	351	130	147	177	9

Income Domain

In the income domain, our surveys asked stakeholders and our client community why income is a need or a problem in the community. The survey revealed that clients identified insufficient income (58.82%) as a primary problem, highlighting the financial struggles faced by many households. This issue is compounded by the fact that a significant portion of respondents, 22.50%, reported difficulty with money management, which further exacerbates their financial instability.

Additionally, 17.11% of respondents indicated a lack of knowledge about savings, suggesting a gap in financial literacy that could be addressed through targeted educational programs. The survey also found that 5.53% of participants are not receiving owed child support, which can significantly impact the financial well-being of affected families.

Substance use or addiction affecting finances was reported by 3.42% of respondents, indicating that personal challenges can also play a role in financial difficulties. Furthermore, 15.53% of respondents expressed a need for more information on assistance programs, underscoring the importance of improving awareness and accessibility of available resources.



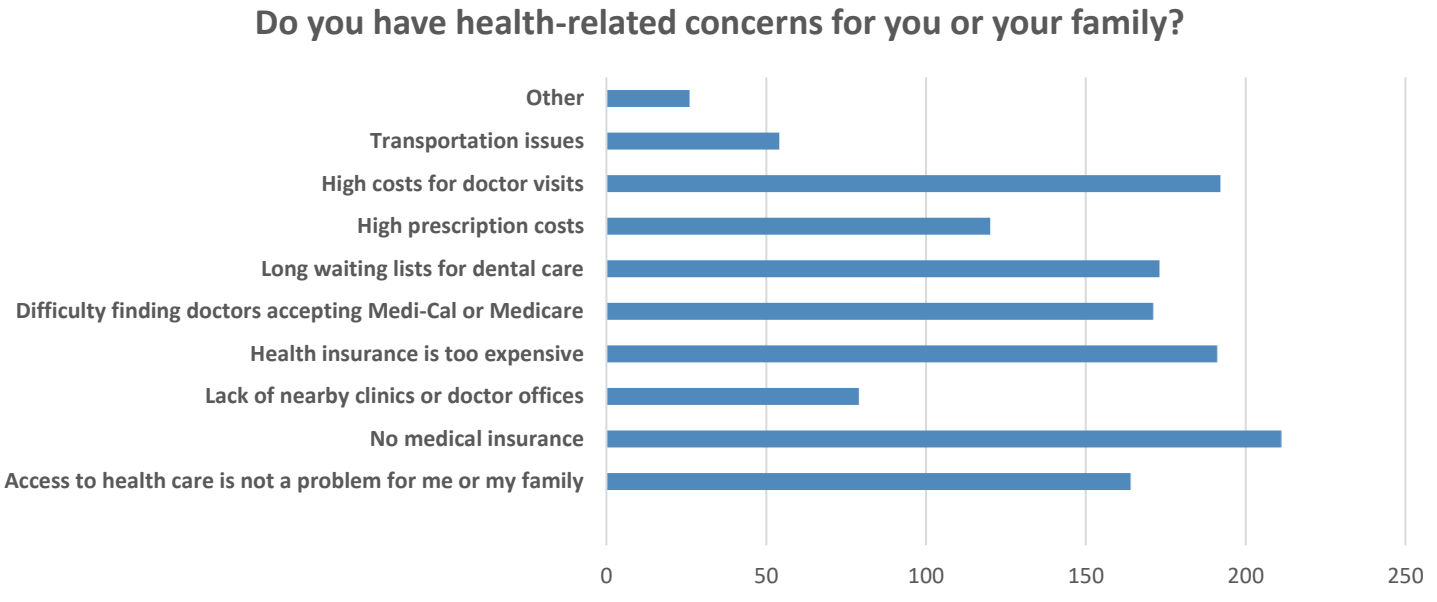
	Managing income or budgeting is not a problem for me or my family	Insufficient income	Difficulty with money management	Lack of knowledge about savings	Not receiving owed child support	Substance use or addiction affecting finances	Need more information on assistance programs	Other
Count	177	447	171	130	42	26	118	15
%	23.29%	58.82%	22.50%	17.11%	5.53%	3.42%	15.53%	1.97%

Health Domain

In the health domain, our surveys asked stakeholders and our client community why health is a need or a problem in the community. The survey results overwhelmingly identified cost as a significant problem with healthcare, with 26.53% of respondents indicating that health insurance is too expensive. Access to healthcare is also a

concern, with issues related to disabilities and a lack of nearby doctor offices or clinics being highlighted by 10.97% of respondents.

Cost remains the primary concern for both stakeholders and clients, with access to healthcare being a secondary issue. Addressing these concerns is crucial, especially for undocumented Californians who face additional barriers.



		Access to health care is not a problem for me or my family	No medical insurance	Lack of nearby clinics or doctor offices	Health insurance is too expensive	Difficulty finding doctors accepting Medi-Cal or Medicare	Long waiting lists for dental care	High prescription costs	High costs for doctor visits	Transportation issues	Other
Count		164	211	79	191	171	173	120	192	54	26
%		22.78%	29.31%	10.97%	26.53%	23.75%	24.03%	16.67%	26.67%	7.50%	3.61%

Count %

Barriers to Accessing Assistance Programs

The survey results reveal significant barriers that community members face when trying to access assistance programs. The most prominent challenge, reported by 535 respondents, is the lack of information about available programs. This

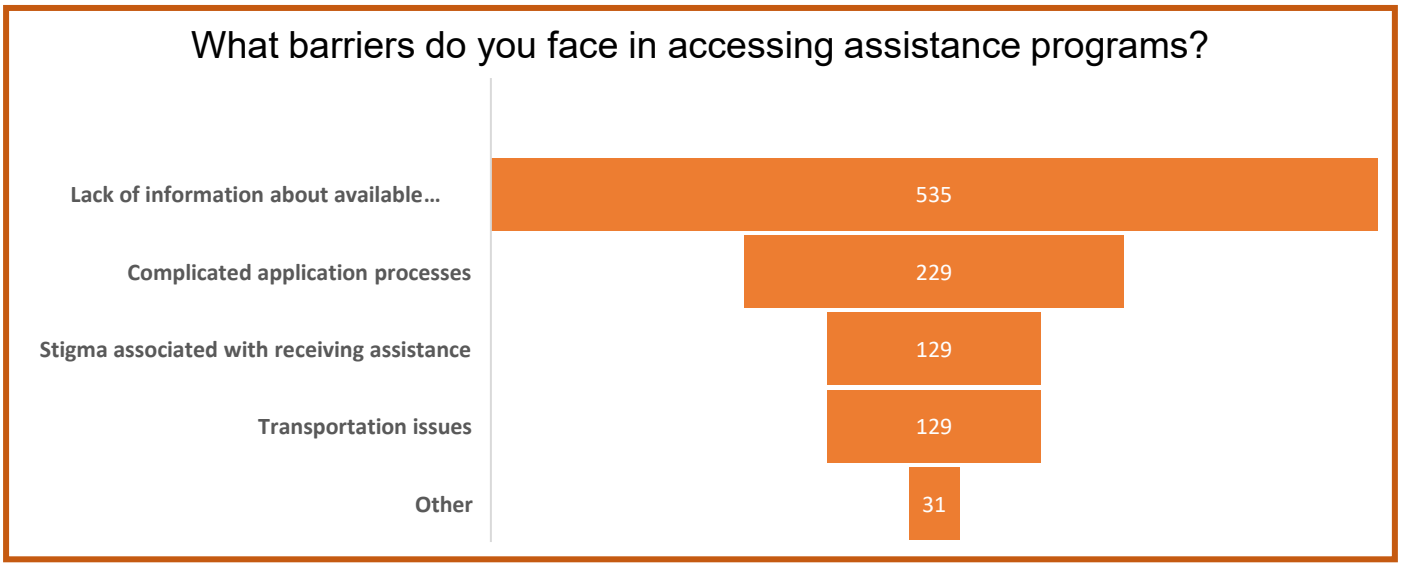
underscores a crucial need for improved outreach and communication to ensure that individuals are aware of the resources available to them.

Following this, 229 respondents cited complicated application processes as a significant hurdle. The complexity and length of these processes can discourage individuals from applying or result in incomplete applications, preventing them from receiving much-needed support.

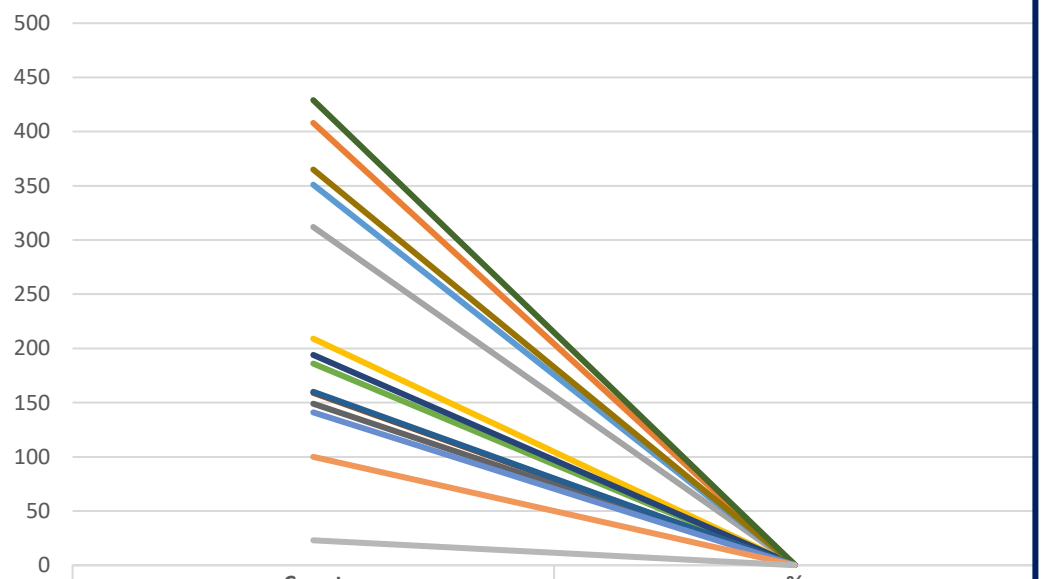
Stigma associated with receiving assistance, reported by 129 respondents, also presents a barrier. This stigma can deter individuals from seeking help due to fear of judgment or embarrassment, highlighting the need for community education and support to normalize accessing assistance.

Transportation issues, also reported by 129 respondents, further complicate access to assistance programs. For those without reliable transportation, reaching program offices or attending necessary appointments can be a significant obstacle.

Overall, these findings illustrate the multifaceted nature of barriers to accessing assistance. Addressing these issues requires a comprehensive approach, including enhancing information dissemination, simplifying application processes, reducing stigma, and improving transportation solutions.



Identified Services and Programs Community Needs



	Count	%
Job training or skills development	408	53.47%
Job placement assistance	312	40.89%
Support for independent living for those with disabilities	209	27.39%
Adult education programs	351	46.00%
Youth education initiatives	186	24.38%
Afterschool programs	194	25.43%
Health and nutritional counseling	159	20.84%
Household budgeting workshops	149	19.53%
Immigration assistance	365	47.84%
Mental health and substance recovery support	160	20.97%
More affordable housing	429	56.23%
Natural disaster assistance	141	18.48%
Volunteer programs	100	13.11%
Other	23	3.01%

The CHD 2025 Community Needs Assessment highlights several critical areas where the community requires support and faces barriers. The survey results indicate a strong demand for job training or skills development, with 53.47% of respondents

identifying this as a priority. Additionally, job placement assistance is needed by 40.89% of respondents, reflecting the community's focus on improving employment opportunities.

In the realm of education, 46.00% of respondents expressed a need for adult education programs, which can help improve job prospects and personal development. Immigration assistance is another critical area, with 47.84% of respondents identifying it as a necessary service. This reflects the community's diverse demographic and the challenges faced by immigrants in accessing resources and support.

Housing remains a significant concern, with 56.23% of respondents indicating a need for more affordable housing. This aligns with broader issues of housing affordability identified in the survey, where 61.41% of respondents reported that rent or housing payments are too expensive.

Barriers to accessing assistance programs are also prevalent, with 72.79% of respondents citing a lack of information about available programs as a major obstacle. Complicated application processes were identified by 31.16% of respondents, further complicating access to necessary support. Additionally, stigma associated with receiving assistance and transportation issues were reported by 17.55% of respondents.

Overall, these findings illustrate the multifaceted nature of community needs and barriers, emphasizing the importance of targeted interventions to address these challenges effectively.

CHD's Priorities FY 2026- 2027

	CHD Priorities FY 2026-2027	Description of programs, services, activities
1.	Help finding good paying jobs	• Basic and intensive services for farmworkers - tailored job search assistance and skills training specifically for farmworkers, addressing their unique employment challenges • Retraining and job placement services for individuals who have lost their jobs due to economic changes or other factors • Operate Day Labor Centers where workers can connect with employers for daily work opportunities, ensuring a steady income stream • Help at-risk youth complete their education and prepare for the workforce through mentorship and skill-building activities
2.	Vocation training	• Provide vocational training programs at ASET Center to equip farmworkers with skills in high-demand industries • Expand vocational training opportunities to non-farmworkers, ensuring a broader reach and impact
3.	Affordable housing for farmworkers and other low-income individuals	• Focus on preserving current affordable housing options for farmworkers, seniors, and low-income families to prevent displacement • Collaborate with other housing providers to manage and maintain affordable housing units, ensuring long-term availability
4.	Immigration and citizenship services	• Offer accessible immigration services to help individuals and families navigate legal processes and improve their status • Ensure that immigrants can work and access necessary services by maintaining or

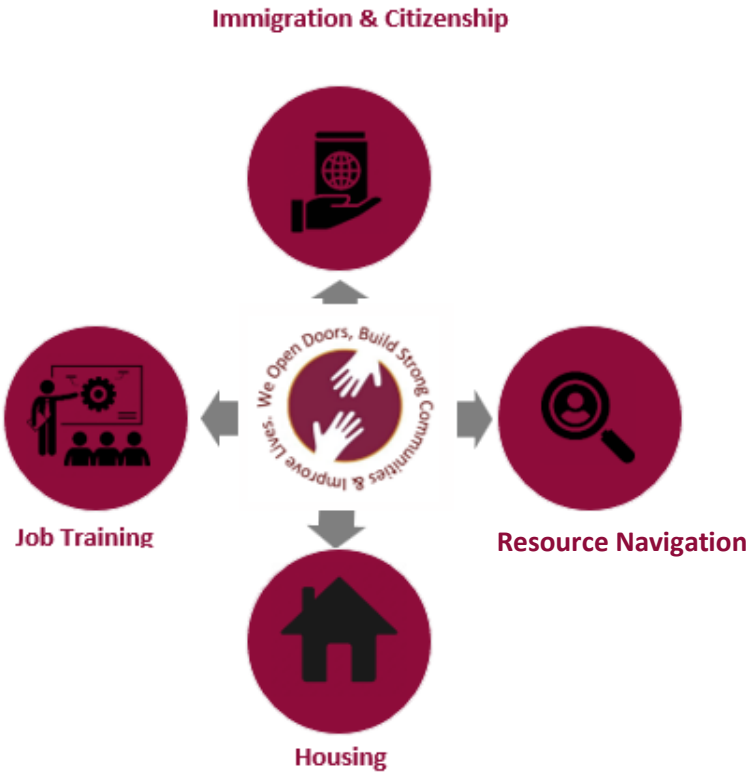
		improving their legal status
5.	Supportive services to address immediate needs	• Enroll clients in programs that provide assistance with transportation, food, childcare, and other immediate needs to improve their quality of life
6.	Disaster or Emergency Assistance	• Dislocated worker jobs programs • Supportive services specific to disaster relief
7.	Education and Outreach	• Conduct outreach campaigns to inform community members in hard-to-reach areas, including those facing language barriers, about the support services available to them, addressing the lack of information as a barrier to accessing assistance

Comparison from Prior 2023 Community Needs Assessment

In the latest CHD Community Needs Assessment, the survey results from 2025 reveal consistent themes with previous assessments, particularly in areas such as affordable housing, low-income challenges, English language barriers, and job skills training. However, a notable shift is the increased emphasis on access to nutritious food, which was not previously identified as a top need. This change may be attributed to the lingering effects of COVID-19 and inflation, which have heightened the demand for food assistance among those struggling financially. Additionally, there has been a significant increase in the need for immigration and citizenship services, with a 50% rise in survey responses from clients and stakeholders compared to the FY2023 Community Needs Assessment.

Conclusion

California Human Development continues to address the needs of communities facing deep poverty and disparities. Each challenge presents an opportunity for growth, particularly in Northern California's agricultural and innovative industries, which offer potential pathways for low-income families to improve their circumstances. The community's desire for safer, affordable housing, better wages, and resources to overcome barriers is evident from the survey data. To meet these challenges, CHD must persist in developing innovative programs that support families in building stability and achieving better lives. The new priorities for 2026-2027, such as education and outreach, aim to address barriers like lack of information, ensuring that community members are aware of and can access the support services available to them.



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California Human Development
Creating Opportunities

California Human Development (CHD) 2025 Community Needs Assessment

The California Human Development (CHD) 2025 Community Needs Assessment aims to identify needs in low-income communities to inform a Community Action Plan developed every two years. Your insights are vital for determining services in your community over the next two years, and participation is encouraged through a survey where you can select applicable answers. The survey covers various topics, including employment, education, housing, nutrition, financial management, health concerns, and community services needed. Your feedback will help address the challenges faced by your community.

La Evaluación de Necesidades Comunitarias de Desarrollo Humano de California (CHD, por sus siglas en inglés) 2025 tiene como objetivo identificar las necesidades en las comunidades de bajos ingresos para informar un Plan de Acción Comunitario desarrollado cada dos años. Sus conocimientos son vitales para determinar los servicios en su comunidad durante los próximos dos años, y se fomenta la participación a través de una encuesta en la que puede seleccionar las respuestas aplicables. La encuesta cubre varios temas, incluyendo empleo, educación, vivienda, nutrición, administración financiera, problemas de salud y servicios comunitarios necesarios. Sus comentarios ayudarán a abordar los desafíos que enfrenta su comunidad.

If you would like to complete this survey via smart phone, please scan the following QR Code and choose language preference

Si desea completar esta encuesta a través de un teléfono inteligente, escanee el siguiente código QR y elija la preferencia de idioma

Online Survey /Encuesta en línea

https://www.papersurvey.io/s/cduuev

What is your age group? *(Please cross one)*

- ◯ Under 18
- ◯ 18-24
- ◯ 25-34
- ◯ 35-44
- ◯ 45-54
- ◯ 55-64
- ◯ 65 and older

What is your gender? *(Please cross one)*

- ◯ Male
- ◯ Female
- ◯ Non-binary
- ◯ Prefer not to say
- ◯ Other

How many people live in your household? *(Please cross one)*

- ◯ 1
- ◯ 2
- ◯ 3
- ◯ 4
- ◯ 5+

What is your household income level? *(Please cross one)*

- ◯ Under $15,000
- ◯ $15,000 - $29,999
- ◯ $30,000 - $49,999
- ◯ $50,000 - $74,999
- ◯ $75,000- $100,000
- ◯ $100,000 and above

Which county do you live in or represent?

Do you have concerns about access to basic needs such as food, shelter, and clothing? (Choose all that apply) *(Please cross all that apply)*

- Yes, I struggle to access food ☐
- Yes, I struggle to access shelter ☐
- Yes, I struggle to access clothing ☐
- No, I do not have concerns about access to basic needs ☐

How often do you worry about your financial stability? *(Please cross one)*

- Always ◯
- Often ◯
- Sometimes ◯
- Rarely ◯
- Never ◯

GOU_1

To respond ⊗ or ●

California Human Development

2ANZ 0001

Are you aware of the support services available in your community to help with poverty-related issues? *(Please cross one)*

- ◯ Yes
- ◯ No
- ◯ Unsure

What barriers do you face in accessing assistance programs? (Choose all that apply) *(Please cross all that apply)*

- ☐ Lack of information about available programs
- ☐ Complicated application processes
- ☐ Stigma associated with receiving assistance
- ☐ Transportation issues

Other ____

What employment-related problems do you or your family face? *(Please cross all that apply)*

- ☐ Employment is not a problem for me or my family
- ☐ Immigration status or lack of work authorization
- ☐ Lack of English proficiency
- ☐ Lack of skills to obtain a job
- ☐ Unable to find jobs in the area
- ☐ Lack of education to obtain a job
- ☐ Lack of good-paying jobs with benefits
- ☐ Lack of computer skills
- ☐ Cost of childcare
- ☐ Lack of childcare during needed hours
- ☐ Few jobs for people without skills
- ☐ Current jobs are low paying
- ☐ Cost of transportation
- ☐ Lack of transportation
- ☐ Long commute to jobs
- ☐ Employers are leaving the area
- ☐ Struggle with addiction or substance abuse

Other ____

What educational challenges do you or your family face? (Choose all that apply) *(Please cross all that apply)*

- [ ] No high school diploma
- [ ] Lack of GED
- [ ] Cost of childcare
- [ ] Lack of access to GED programs
- [ ] Lack of vocational skills programs
- [ ] Lack of college education
- [ ] Lack of dropout prevention programs
- [ ] Lack of computer skills
- [ ] Lack of preschool programs
- [ ] Struggle with addiction or substance abuse
- [ ] Education is not a problem for me or my family

Other _____

What housing-related problems do you or your family encounter? (Choose all that apply) *(Please cross all that apply)*

- [ ] Housing is not a problem for me or my family
- [ ] Utilities are too expensive
- [ ] Insufficient affordable housing
- [ ] Lack of emergency shelter
- [ ] Health and safety repairs needed (e.g., lead paint)
- [ ] Risk of eviction or foreclosure
- [ ] Rent or housing payment is too expensive
- [ ] Energy costs are too high
- [ ] Discrimination in housing
- [ ] Housing needs repairs (e.g., roof, plumbing)
- [ ] Poor neighborhood conditions

Other _____

What nutrition-related issues do you or your family face? (Choose all that apply) *(Please cross all that apply)*

- [ ] Nutrition is not a problem for me or my family
- [ ] Insufficient income to purchase food
- [ ] Ineligibility for food benefit programs
- [ ] Lack of transportation to grocery stores
- [ ] Food benefits (CalFresh) run out before the month ends
- [ ] Need more education about nutrition

Other _____

What challenges do you face in managing your income or budgeting? (Choose all that apply) *(Please cross all that apply)*

- ☐ Managing income or budgeting is not a problem for me or my family
- ☐ Insufficient income
- ☐ Difficulty with money management
- ☐ Lack of knowledge about savings
- ☐ Not receiving owed child support
- ☐ Substance use or addiction affecting finances
- ☐ Need more information on assistance programs

Other ☐

Do you have health-related concerns for you or your family? (Choose all that apply) *(Please cross all that apply)*

- ☐ Access to health care is not a problem for me or my family
- ☐ No medical insurance
- ☐ Lack of nearby clinics or doctor offices
- ☐ Health insurance is too expensive
- ☐ Difficulty finding doctors accepting Medi-Cal or Medicare
- ☐ Long waiting lists for dental care
- ☐ High prescription costs
- ☐ High costs for doctor visits
- ☐ Transportation issues

Other ☐

What services or programs do you believe your community needs? (Choose all that apply) *(Please cross all that apply)*

- ☐ Job training or skills development
- ☐ Job placement assistance
- ☐ Support for independent living for those with disabilities
- ☐ Adult education programs
- ☐ Youth education initiatives
- ☐ Afterschool programs
- ☐ Health and nutritional counseling
- ☐ Household budgeting workshops
- ☐ Immigration assistance
- ☐ Mental health and substance recovery support
- ☐ More affordable housing
- ☐ Natural disaster assistance
- ☐ Volunteer programs

Other ☐

What best describes your relationship with California Human Development (CHD)? (Select one) *(Please cross all that apply)*

- [ ] I am/ a client or related to a client
- [ ] I am a community member that lives within the 30 Northern California counties CHD serves.

Other

Which California Human Development (CHD) program(s) are you or have you been associated with? (Choose all that apply) *(Please cross all that apply)*

- [ ] Services for farmworkers
- [ ] Solano Workforce Development One-Stop Center
- [ ] ASET Job Training Centers
- [ ] Disaster relief programs
- [ ] Immigration & Citizenship services
- [ ] Affordable Housing
- [ ] Community Service Programs
- [ ] Day Labor Centers
- [ ] Napa Farm Labor Housing Centers
- [ ] None

Other

Do you have any other comments, questions, or concerns?