



Honolulu Community Action Program, Inc.

Community Action Plan FFY 2012 - 2015

A. INTRODUCTION

Honolulu Community Action Program, Inc. is a private, non-profit 501(c)(3) community action agency serving Oahu's low-income residents since 1965. HCAP offers a range of programs and services to assist individuals and families to gain self-sufficiency. Annually, HCAP impacts over 20,000 people throughout the island of Oahu (Honolulu County).

HCAP serves the community through its mission of "POI: Providing Opportunities and Inspiration to enable low-income individuals or families to achieve self-reliance." HCAP offers programs and services in six major areas: Early Childhood; Employment; Education; Economic Development; Emergency & Transitional Programs; and Community Development & Advocacy.

HCAP's programs are designed to benefit low-income and disadvantaged clients. Eligibility for individual programs varies based on specific guidelines set by funders. While programs are its primary service delivery vehicle, equally important are HCAP's efforts to mobilize community members and groups to advocate for the needs of low-income people.

B. COMMUNITY NEEDS ASSESSMENT

1. Overview

Every three years, HCAP conducts a Community Needs Assessment, in compliance with requirements of the Community Services Block Grant. The assessment is updated each year. HCAP's assessment presents data on the needs and characteristics of low-income individuals and families in the agency's service area, the City and County of Honolulu, which includes the entire island of Oahu. Once collected, the data is analyzed to determine significant areas of need, identify any potential gaps in programs and services, and to develop goals and objectives accordingly.

The following Community Needs Assessment was prepared for the three year planning cycle, October 1, 2012 to September 30, 2015, and is updated periodically.

2. Methodology

In coordination with the agency's District Advisory Councils, Board of Directors and Head Start Policy Council, HCAP's planning staff collected data through primary and secondary sources and stakeholder focus groups. Demographic information was collected based on current and projected trends. Target areas were determined by the highest concentration of low-income residents and HCAP's presence through its District Service Centers and program locations. Whenever possible, county-based data was used; when county-based data was not available, state data was used.

Sources include:

- HCAP internal databases
- Individuals eligible for HCAP services
- Community partners and stakeholders
- City and County of Honolulu
- U.S. Census Bureau
- U.S. Department of Education
- U.S. Department of Labor
- University of Hawaii – Center on the Family
- The Council for Community and Economic Research
- The Hawaii Appleseed Center for Law and Economic Justice
- The Economic Research Institute
- The National Center for Children in Poverty
- The National Institute for Early Education Research
- The National Science Foundation
- Hawaii Department of Business, Economic Development and Tourism
- Hawaii Department of Education

3. Oahu's Poverty Population

According to the U.S. Census Bureau's Small Area Income and Poverty Estimates for 2012 (SAIPE), 159,988 people in the State of Hawaii are living in poverty. Honolulu County is home to 62% of the state's impoverished population, with 98,870 people or 10.4% of Oahu's residents living at or below the poverty line.¹ Poverty is determined by comparing annual income to a set of dollar values called thresholds that vary by family size, number of related children, and age of householder. If a family's before tax money income is less than the dollar value of their threshold, then that family and every individual in it are considered to be in poverty.²

The following table shows the U.S. Census Bureau's 2012 poverty estimates for the State of Hawaii and Honolulu County.

¹ U.S. Census Bureau. *Small Area Income Poverty Estimates for Hawaii Counties, 2012*. December 2013. < <http://www.census.gov/did/www/saipe/data/statecounty/data/2010.html> >

² U.S. Census Bureau, "Small Area Income Poverty Estimates (SAIP) 2012 Highlights," n.d.

TABLE 1: POVERTY ESTIMATES (2012)

	Poverty Estimate All	Poverty Percent All	Poverty Estimate < 18 yrs	Poverty Percent <18 yrs	Poverty Estimate 5-17 yrs	Poverty Percent 5-17 yrs	Poverty Estimate 0-4 yrs	Poverty Percent 0-4 yrs
State	159,988	11.8	51,557	17.2	33,910	16.2	16,088	18.2
Honolulu County	98,870	10.4	31,779	15.3	20,683	14.3	Data not available	Data not available

Source: 2012 Small Area Income and Poverty Estimates, Table 1: 2012 Poverty & Median Income Estimates-Counties, U.S. Census Bureau, Small Area Estimate Branch (Release date: 12.2013)

4. Race and Ethnicity

Native Hawaiians and Other Pacific Islanders are overrepresented in the poverty population, as shown in Table 2 below. 14.4% of Native Hawaiians and Other Pacific Islanders live in poverty, as compared to 10.1% of whites and 5.9% of Asians.³

TABLE 2: POVERTY ESTIMATES BY RACE IN HONOLULU COUNTY

	Asian	White	Native Hawaiian & Other Pacific Islander	Black	Two or More Races	American Indian & Alaska Native
All Residents (Percent)	43.8	20.0	9.8	2.2	22.4	Data not available
Families at or Below Poverty Level (Percent)	30.5	20.0	23.2	2.3	22.0	Data not available

Sources: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates, Poverty Status in the Past 12 Months (Hawaii). U.S. Census Bureau. < <http://factfinder.census.gov>>.

A special population that is not specifically enumerated in the data above is Micronesian migrants from the Freely Associated States of the Republic of the Marshall Islands, the Federated States of Micronesia, and the Republic of Belau. Micronesians are able to migrate freely to and from the United States through their countries' respective Compacts of Free Association (COFA). They can also access federal, state and local resources in education, social services, housing, public safety and medical care in their host states or territories. According to the General Accounting Office (GAO), the estimated Compact Migrant Population in Hawaii grew from 5509 in 1998 to 12,215 in 2008, or 0.9 of the state's total population.⁴

³ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates, Poverty Status in the Past 12 Months (Hawaii).

⁴ U.S. General Accounting Office, COMPACTS OF FREE ASSOCIATION – Improvements Needed to Assess and Address Growing Migration, GAO-12-64, (November 2011).

Based solely on information from 1997 and 2003 surveys, Micronesian migrants in Hawaii have made significant progress with respect to the number and percentage living in poverty. In 1996, 61% of Micronesian migrants in the state were in poverty; in 2002, that number had decreased to 44%. According to Michael J. Levin of Harvard University, “on the whole, migrants showed improvement over the period, increasing high school graduation rates (although not college rates) and increasingly being in the labor force, and with higher incomes, and lower poverty levels.” However, Levin, commenting on the improvement in poverty levels, continues that “large percentages of these populations continued to live below poverty in a very expensive state.”⁵

Though there have been improvements for Native Hawaiians and Other Pacific Islanders, particularly Micronesians, these groups are still overrepresented in Honolulu’s poverty population. There is a need for outreach, advocacy and services targeted specifically to these groups throughout HCAP’s service area.

5. Language

23% of people in the State of Hawaii speak a language other than English in their home. Almost one-fifth of this group are limited in their English proficiency (LEP).⁶ Most are of Asian (Filipino, Japanese, Chinese, Korean and Vietnamese) or Native Hawaiian and Other Pacific Islander (Hawaiian, Samoan, Tongan, Marshallese, etc) descent.

The top 11 languages, other than English, spoken in Hawaii are:⁷

1. Ilocano
2. Tagalog
3. Japanese
4. Chinese- Cantonese/ Mandarin
5. Korean
6. Spanish
7. Vietnamese
8. Other Pacific Languages (Chuukese, Marshallese, Yapese)
9. Samoan
10. Visayan (Cebuano)
11. Hawaiian

With the majority (84%) of Hawaii’s limited English proficiency population living on Oahu, there is a need for English-as-a-second-language classes, as well as translation of agency materials to encourage LEP individuals to access needed services. In addition, children whose parents are limited in English proficiency can benefit from language-rich environments in early childhood education.

⁵ Michael J. Levin, Department of Public Health, Harvard University. *The Status of Micronesian Migrants in the Early 21st Century*, pp. 51-52, (2004)

⁶ Colmenares, Serafin. *Language Access in Hawaii*. (2013) Powerpoint presentation from the 2013 First Hawaii Conference on Language Access. Office of Language Access, State of Hawaii. <<http://hawaii.gov/labor/ola>>.

⁷ Colmenares, S. *Language Access in Hawaii*.

6. Employment

While the local economy has shown slight areas of improvement, Hawaii's current 6.4% unemployment rate as of March 2012 stands in stark contrast to the pre-recession rate of 3%.⁸ In Honolulu, the March 2012 non-seasonally adjusted unemployment rate was 5.7%. These numbers, however, may not tell the whole story. According to Dr. Leroy O. Laney, Professor of Economics and Finance at Hawaii Pacific University, "[a]ny unemployment rate in today's environment can give too rosy a picture . . . [because] . . . [t]here is more 'underemployment' (people working some, but not at full-time jobs) and more 'discouraged workers' (people who aren't counted as unemployed simply because they have dropped out of the labor force)."⁹

The University of Hawaii Economic Research Organization (UHERO) projects modest but steady job growth rates for the State of 1.8%, for both 2012 and 2013, with corresponding decreases in unemployment rates to 5.3%, and 4.9% for those same years. Thus, with recovery in sight, especially for Oahu -- which currently "benefit[s] from strong international tourism and a more rapid stabilization of the broader economy" and where recent employment gains have been strongest,¹⁰ -- the next two years will be a crucial period with respect to preparing and assisting unemployed and underemployed low-income people for new job opportunities.

Certain communities on Oahu face particular challenges in regards to employment. According to the University of Hawaii Center on the Family, the Leeward Coast communities of Waianae and Nanakuli both have per capita income levels (\$13,613 and \$11,446 respectively), significantly lower than the state average of \$21,525. Waianae's unemployment rate of 14.8% and Nanakuli's unemployment rate of 14.5% were also roughly nine percentage points higher than the State unemployment rate. 24.4% of Waianae residents and 19.8% of Nanakuli residents received TANF assistance, as compared to 5% of Oahu residents and 5.4% of state residents.¹¹ There is a need for increased assistance with pre- and post-employment services for Leeward Coast residents, including youth, adults and seniors.

7. Cost of Living (Inflation)

The Honolulu Consumer Price Index (inflation) for the first half of 2011 rose to 2.5%, higher than the national average of -0.2%.¹² Honolulu was ranked third highest in cost of living among 309 urban areas in the United States.¹³ High rates of inflation continue to impact the buying power of the average family in Hawaii, even though incomes have increased. According to the U.S. Census Bureau, the average household income in Hawaii in 2000 was \$49,920; in 2009, it had risen to \$64,661. However, the inflation rate for Honolulu averaged 3.0 percent a year in the same period, which means that the average family's buying power actually declined.¹⁴ In an April 2012 Hawaii

⁸ U.S. Department of Labor, Bureau of Labor and Statistics. "Local Area Unemployment Statistics." 22 November 11. 15 December 11. <<http://www.bls.gov/web/laus/laumstrk.htm>>.

⁹ FHB Economic Forecast at p.1.

¹⁰ State Forecast Update (UHERO), pp. 1 & 3.

¹¹ UH Center on the Family -- Community Profiles (Waianae & Nanakuli)

¹² U.S. Department of Labor, Bureau of Labor and Statistics. "CONSUMER PRICE INDEX, HONOLULU -- FIRST HALF 2011 AREA PRICES UP 2.5 PERCENT OVER THE PAST SIX MONTHS, UP 3.5 PERCENT FROM A YEAR AGO." 18 August 11. 15 December 11.

<<http://www.bls.gov/ro9/cpihono.htm>>.

¹³ The Council for Community and Economic Research. "COLI Release Highlights, Third Quarter 2011." n.d. 15 December 2011.

<<http://www.coli.org/ReaseHighlights.asp>>.

¹⁴ Hawaii Business. (2011). "Hawaii 2011: Our Quality of Life."

Appleseed Center for Law and Economic Justice Policy Brief, Hawaii was shown to have the lowest adjusted-average income, \$22,107, in all the fifty states, due to its extremely high cost of living and “fairly elevated tax rates.”¹⁵ HCAP sees this as an indication of the need for employment support services that not only address unemployment, but underemployment as well.

8. Housing

a. Rental and Home Ownership

Housing is generally expensive in Hawaii, both to rent and own, due in part to the high price of land. In 2007, the average monthly mortgage was \$1,992, while the average monthly rent was \$1,144.¹⁶ Hawaii rents exceed the national average by 50%.¹⁷ In fact, 47.9% of Hawaii households pay more than 30% of their income on housing, the highest in the United States. Two-thirds of poor households spend more than 50% of their income on rent.¹⁸ Public housing is available, but is difficult to access with over 9000 applications on the waiting list with an average wait time of two to five years.¹⁹

The median household income in Honolulu County in 2010 was \$67,519.²⁰ According to the National Low Income Housing Coalition, fair market rent (FMR) for a two-bedroom apartment in Honolulu County is \$1,702 a month. Assuming that a household spends no more than 30% of gross income on utilities, the household must earn \$5,673 a month, or \$68,080 a year (more than the median income), to rent a two-bedroom apartment at FMR. A household must contain 4.5 people, earning at least minimum wage, and working no less than 40 hours a week year-round in order to afford such an apartment²¹. In another example, a family of four renting a three-bedroom home in Honolulu needs a combined household income of \$79,173, to lead a lifestyle similar to that of a family of the same size living on the Mainland. This income amount is 65% greater than the national average of \$48,000.²²

The cost of home ownership is also an indicator of Hawaii’s high cost of living. In 2010, Hawaii’s homeownership rate was 56.1%, one of the lowest home ownership rates in the nation.²³ Achieving home ownership in Honolulu County is especially difficult, as housing costs are much higher than the other counties. According to U.S. Census data, the median value of owner-occupied housing in Honolulu County is \$537,800, approximately \$13,000 more than the state average.²⁴

This data indicates a need for agencies to support low-income families in increasing their earning potential, gaining financial literacy skills, and maintaining positive credit ratings in order to

¹⁵ Hawaii Appleseed Center for Law and Economic Justice, “The State of Poverty in Hawaii & How to Restore our Legacy of Fairness, p. 10. (April 2012).

¹⁶ Department of Business, Economic Development & Tourism, State of Hawaii. (December 2009). “Hawaii Facts & Figures.” <<http://hawaii.gov/dbedt>> (Accessed October 2010)

¹⁷ Hawaii Appleseed at 11.

¹⁸ *Id.*

¹⁹ *Id.*

²⁰ U.S. Census Bureau. “Small Area Income Poverty Estimates for Hawaii Counties, 2010.” 12 December 2011. 1 November 2011. <<http://www.census.gov/did/www/saipe/data/statecounty/data/2010.html>>.

²¹ National Low Income Housing Coalition. “Hawaii.” n.d. 20 December 2011.

<<http://www.nlihc.org/oor/oor2011/data.cfm?getstate=on&getmsa=on&msa=133&getcounty=on&county=542&state=HI>>.

²² Economic Research Institute. “Geographic Reference Report 2008: Cost of Living Analysis for Honolulu, Hawaii vs. U.S. State Average.” 1 January 2008. 10 December 2010. <<http://www.eriesi.com>>.

²³ U.S. Census Bureau. “The 2012 Statistical Abstract, Construction & Housing, Homeownership and Housing Costs.” n.d. 20 December 2012. <http://www.census.gov/compendia/statab/cats/construction_housing/homeownership_and_housing_costs.html>.

²⁴ U.S. Census Bureau. “State and County QuickFacts: Honolulu County 2011.” 20 December 2011. <<http://quickfacts.census.gov/qfd/states/15/15003.html>>.

obtain and maintain housing. Both home ownership and rental options must be considered; ownership may simply not be an option for some households.

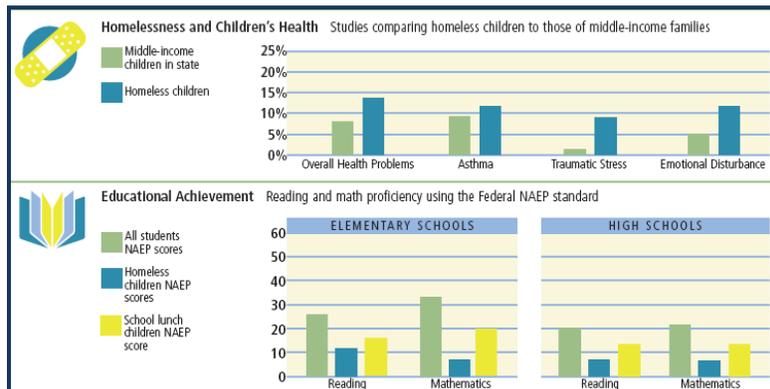
b. Homelessness

The City and County of Honolulu periodically conducts point-in-time counts of individuals and families experiencing homelessness. On January 25, 2011, a total of 4,234 people were identified as being homeless on Oahu. Of those identified, 31.2% (1,322) were unsheltered and 68.8% (2,912) were sheltered (residing in an emergency shelter or transitional housing program). The majority of sheltered homeless were located in Leeward Oahu (38.2%), Downtown Honolulu (31.9%) and Ewa (22.1%). The majority of unsheltered homeless were in Downtown Honolulu (33.9%), Leeward Oahu (22.4%), and East Honolulu/Waikiki (17.8%). It should be noted that there was a significant decrease in the East Honolulu and Leeward unsheltered totals compared to the 2010 count, from 307 to 235, and from 410 to 296, respectively.²⁵ This improvement is likely due to the increase in emergency and transitional shelter options provided by State, local and private agencies, including HCAP.

Taking a broader view than the Point-in-Time Count, the University of Hawaii Center on the Family determined that 14,200 homeless individuals were served statewide through shelter and outreach programs in FY 2011. In Honolulu County, a total of 6211 individuals received shelter services; 2060 (33%) of those individuals were children under the age of 18.^{26 27}

There are significant disparities in health and educational achievement between homeless children and middle-income children, as shown in Table 3 below. Homeless children are at higher risk for health problems, traumatic stress and emotional disturbance, and have lower academic proficiency than other children.

TABLE 3: HOMELESSNESS & CHILD OUTCOMES IN HAWAII



Source: http://www.homelesschildrenamerica.org/pdf/report_cards/short/hi_short.pdf

Certain ethnic groups are overrepresented in the homeless population on Oahu. According to the Homeless Service Utilization Report, Hawaiians/Part Hawaiians (28%), Marshallese/Micronesians (25%), and Caucasians (21%) were the three largest ethnic groups

²⁵ City & County of Honolulu – Homeless Point-in-Time Count 2011, pp. 7-14. (May 2011).

²⁶ *Id.* at 5.

²⁷ In the National Survey of Programs and Services for Homeless Families (Winter 2010), the Institute for Children & Poverty reported that in 2008, homeless children receiving state services on the Leeward Coast numbered more than 1,300, up from 942 in 2006, a 38% increase.

accessing shelter services on Oahu.²⁸ Approximately 74% of Oahu adults who accessed shelter services had a high school diploma/GED or less. Nearly 70% were unemployed. Finally, of those exiting a program, participants in transitional housing had the highest rates of finding stable housing either through renting or owning (36%) or staying with family or friends (29%); the corresponding figures for emergency shelter exits and outreach program exits are 15%/13% and 7%/6%, respectively.

Taking into account the data presented, HCAP recognizes a need for a multi-faceted approach, including the following: providing transitional housing with support services to continue reducing the number of unsheltered homeless on Oahu; offering quality education options for homeless children, with corresponding support services for parents; maintaining partnerships and keeping abreast of developments in homelessness prevention strategies at the Federal, State and local level, including transition-in-place.

9. Energy and Utilities

While there is a statewide initiative to build a clean energy economy, Hawaii is still the most energy-dependent state in the nation.²⁹ Oil dependency is a major risk for the state as whole, and low-income populations in particular, as fluctuations in price and supply can greatly impact the day-to-day costs of utilities. Due to the islands' relative geographic isolation (more than 2,000 miles from any major land mass, east or west), approximately 80% of all goods are imported via air and sea transportation. Fuel costs directly affect all consumer prices,³⁰ and fuel prices in Hawaii are the most costly in the nation.³¹

At 37 cents per kilowatt hour (kWh),³² the cost of electricity in Hawaii is almost four times the national average retail price of 9.83 cents per kWh.³³ Individual electric meters in Hawaii record a statewide average of 615 kWh per month.³⁴ This translates to an average monthly utility bill of \$227.55 for a typical household of four. Low-income households are especially vulnerable to the impacts of high energy costs, as a larger percentage of their income is used to pay for utilities. Financial hardships can force low-income residents to make difficult choices between using electricity and paying for other necessities, even food. Installation of energy-saving measures in low-income homes can lessen the financial burden; however, the purchase of these devices is often cost prohibitive for the target population.

Increases in consumer energy demand for transportation and household needs, combined with an overall decline in reserves of extractable oil, have resulted in escalating energy costs. Oahu's low-income families will continue to need affordable methods and education to help them reduce their energy use. Honolulu County could also benefit from increased advocacy for energy conservation on an individual, family and community level.

²⁸ *Homeless Service Utilization Report* (2011) at 5.

²⁹ State of Hawaii, Department of Economic Development and Tourism. "About" n.d. 20 December 2011. <<http://energy.hawaii.gov/about>>.

³⁰ U.S. Census Bureau. "Housing Vacancies and Home Ownership: 2010." 10 December 2010.

³¹ State of Hawaii, Department of Economic Development and Tourism. "About" n.d. 20 December 2011. <<http://energy.hawaii.gov/about>>.

³² Matsuura, Dean. "Hawaiian Electric Energy Cost Adjustment Factor for December 2011." 30 November 2011. 20 December 2011. <<http://www.heco.com/vcmcontent/StaticFiles/FileScan/PDF/EnergyServices/FuelAdjustment/HECO/HECOECACDECEMBER2011.pdf>>

³³ U.S. Energy Information Administration. "State Electricity Profiles. Released Jan. 30, 2012. <<http://www.eia.gov/electricity/state/>>

³⁴ HECO Energy Conservation and Efficiency Program. "Get The Facts." 20 December 2011 <<http://www.hawaiienergy.com/13/get-the-facts>>.

10. Education

a. Early Childhood Education

The U.S. Census Bureau's 2012 Poverty Estimates indicate that 18.2% or 16,088 of all children under the age of five in Hawaii live at or below the poverty threshold. The report does not provide a breakdown by county; however, Census data from 2000 shows the relative geographic distribution of children (0-5) living in Oahu. Table 4 provides this information according to school complex area, showing the highest percentages of young children in poverty are in the Leeward Coast, downtown Honolulu, and North Shore (Kahuku) areas.

TABLE 4: GEOGRAPHIC LOCATION OF OAHU CHILDREN (AGES 0-5) IN POVERTY

HCAP District	Geographic Area	Children under age 5	Children 0-5 living in poverty		% of children 3-5 in preschool, nursery or kindergarten
			Number	Percent	
LEEWARD	Waianae	2744	900	32.8 %	56.3 %
	Nanakuli	1005	137	25.0 %	62.6 %
	Kapolei	2291	179	7.8 %	73.3 %
<i>SUBTOTAL (LEEWARD)</i>		6040	1216	20.1 %	
CENTRAL	Campbell	3971	242	6.1 %	64.3 %
	Waialua	777	154	20.0 %	73.9 %
	Leilehua	4577	755	16.5 %	61.6 %
	Mililani	3339	210	6.3 %	74.1 %
	Pearl City	2687	368	13.7 %	72.9 %
	Aiea	2270	258	11.4 %	73.8 %
	Moanalua	2649	233	8.8 %	79.7 %
Radford	3102	260	8.4 %	74.8 %	
<i>SUBTOTAL (CENTRAL)</i>		23,372	2480	10.6 %	
KALIHI-PALAMA	Farrington	3071	829	27.0 %	61.7 %
	McKinley	2843	674	23.7 %	77.3 %
<i>SUBTOTAL (KALIHI-PALAMA)</i>		5914	1503	25.4 %	
LEAHI	Roosevelt	2550	459	18.0 %	81.6 %
	Kaimuki	3188	624	19.6 %	79.7 %
	Kalani	1389	21	1.5 %	97.5 %
	Kaiser	1533	32	2.1 %	95.8 %
<i>SUBTOTAL (LEAHI)</i>		8660	1136	13.1 %	
WINDWARD	Kailua	1675	95	5.7 %	75.6 %
	Kalaheo	2771	181	8.0 %	77.6 %
	Castle	3129	190	6.1 %	87.4 %
	Kahuku	1412	313	22.2 %	70.7 %
<i>SUBTOTAL (WINDWARD)</i>		8987	779	8.7 %	
TOTALS	Oahu	56,950	7,745	13.6 %	73.0 %
	State	78,750	12,127	15.4 %	72.7 %

Source: http://uhfamily.hawaii.edu/cof_data/profiles/profiles.asp

School readiness assessments and data on children in poverty provide demographic characteristics of young children in low-income families. The Hawaii State School Readiness Assessment indicates that out of 15,349 children who attended kindergarten in 2010-2011, 51% received free/reduced lunch subsidies; 14% were non-native English speakers (ESL, ELL), 6% were special education students, and 41% did not attend any preschool prior to starting kindergarten.³⁵ A study by the National Center for Children in Poverty lists multiple risk factors facing young children in Hawaii, including a single-parent household, poverty, linguistic isolation, parents with less than a high school diploma, and parents without paid employment. The same study finds that 34% of children in Hawaii face at least one or two of these risk factors at an early age.³⁶

State-level data shows a lack of school readiness for children entering kindergarten. A 2008 report by the State of Hawaii Department of Health indicates that only 8% of students entering public kindergarten consistently displayed the skills and characteristics necessary to succeed in school.³⁷ The 2009 Hawaii State School Readiness Assessment (HSSRA) found that 24.3% (less than 1 out of 4) of the state's public school kindergarten classes had a majority of students who exhibited necessary pre-literacy skills. For pre-math skills, the result was only slightly better, at 31%.³⁸ Although the state has indicated a new emphasis on early childhood education, the percentage of children that attend preschool prior to starting kindergarten has dropped every year for the past 3 years. In 2010, only 59% of kindergarteners had attended preschool.³⁹

b. Preschool Services

Hawaii's Early Childhood Education Task Force, convened as a result of Act 259 in 2006, developed five- and ten-year plans for a "comprehensive and sustainable early learning system that would provide a continuum of early learning opportunities for the children of Hawaii, from birth to 5 years of age."⁴⁰ The task force recognized that a large gap exists between the academic abilities of high- and low-income children by age six. It also recognized that early interventions through quality programs for the child and family can make a tremendous difference. Children in these programs have higher literacy, school achievement and reading and math test scores. Benefits extend into adulthood, including increased earnings and rates of home ownership, and decreased instances of contact with the criminal justice system and social services.⁴¹

Hawaii's 2013 Statewide Child Care Resource and Referral Agency reports that there are a total of 1,050 licensed preschool facilities in the State of Hawaii, with 619 located on the island of Oahu. On Oahu, enrollment in these programs was 21,665 as of June 2013, which was lower than the desired capacity of 23,019 and the licensed capacity of 24,618. The following are some of the larger, multi-facility early childhood education providers, with the number of preschool locations and enrollment capacity each offers: HCAP Head Start: 84 locations, capacity- 1659; Kama`aina Kids: 19 locations, capacity- 1013; Kamehameha Preschools: 13 locations, capacity- 832; KCAA: 7 locations, capacity- 930; Seagulls Schools 5 locations, capacity- 708; Rainbow

³⁵ System Evaluation and Reporting Section, Systems Accountability Office, Office of Superintendent, Hawaii State Department of Education and the Good Beginnings Alliance. *Hawaii State School Readiness Assessment*. Honolulu, HI: November 8, 2010.

³⁶ National Center for Children in Poverty. (2008.) "Hawaii Early Childhood Profile." Mailman School of Public Health. Columbia University.

³⁷ He, S.J., et. al. *ECCS – Hawaii's early childhood comprehensive system*.

³⁸ Good Beginnings Alliance. *Hawaii's Young Children Not Ready to Succeed*.

³⁹ *Hawaii State School Readiness Assessment*.

⁴⁰ Early Learning Educational Task Force. (2008). *Act 259 Report to the 2008 State Legislature*.

⁴¹ Early Learning Educational Task Force. (2008). *Act 259 Report to the 2008 State Legislature*.

Schools: 6 locations, capacity- 398; Parents and Children Together Head Start: 4 locations, capacity- 162; and Cole Academy: 6 locations, capacity- 463.

As the need for quality early childhood education grows, the options for low-income families are shrinking. The decision for low-income families to enroll their children in preschool is affected by many factors, not the least of which is the cost of center care and the availability of financial subsidies. In 2012, the average annual fees a family in Hawaii paid for full-time center care for a 4-year-old was \$7,752.⁴² The average monthly full-time rates in child care centers in June 2013 were \$646 for children ages 3-4 and \$674 for children ages 4-5.⁴³

The Hawaii Interdepartmental Council's School Readiness Performance Partnership reported in 2007 that 61.5% of low-income 3-4 year olds (9,178 children) were in subsidized preschool programs or receiving subsidies to attend preschool centers. Faced with budget shortfalls in 2010, the State of Hawaii Department of Human Services (DHS) decreased its childcare subsidies for low-income children. Under DHS's new plan, a family at 100% of the Federal Poverty Level (FPL), which previously did not pay any co-payment, now has a co-pay of \$120. Families at 175% FPL (the level at which children would qualify for free or reduced lunch), who used to pay \$120 per month, must now pay \$420 per month.⁴⁴ These cuts in childcare subsidies have already had a demonstrated negative impact on families' ability and willingness to enroll their children in preschool.

Tuition assistance and subsidies are available through other avenues. One options is the Child Care Connection Hawaii (CCCH), a Federal subsidy program offered on a sliding scale to households whose gross family income does not exceed 85% of state median income. Another option is the PreSchool Open Doors Project, a preschool subsidy program for 4 year olds and, on a case-by-case basis, for 3 year olds. The Open Doors project has the same income eligibility criteria as CCCH; however, there has recently been a 50% reduction in the number of children served by the project.⁴⁵

Finally, compounding the problem of access to preschool, particularly for low-income families, the State plans to eliminate Junior Kindergarten in Hawaii and move up the cut-off date for kindergarten eligibility from December 31st to August 1st. This change will leave potentially thousands of children without State-funded school options starting in school year 2014-2015. Local education experts have found that 58% of children (roughly 6,000) would qualify for Junior Kindergarten under the current age parameters. About half of these children come from families whose income is low enough to qualify for preschool subsidies.⁴⁶ When the new age parameters go into effect, these children will no longer qualify for Junior Kindergarten and their families will have severely limited options in regard to preschool and child care.

c. Youth Education

In its 2007 report, the Editorial Projects in Education Research Center ranked Hawaii 47th among the 50 states for student achievement in grades K through 12.⁴⁷ The report, which utilized student scores from the National Assessment of Education Progress (NAEP, also known as "the

⁴² National Association of Child Care Resource & Referral Agencies. (2011). "Child Care in the State of: Hawaii." <<http://www.naccrra.org/>>.

⁴³ PATCH. (2013). *Report on Facilities and Capacity as of June 2013*. Honolulu, HI.

⁴⁴ Good Beginnings Alliance. (May 2010). "Hawaii's Young Children Not Ready to Succeed." Honolulu, HI.

⁴⁵ Ibid.

⁴⁶ Chun, Elisabeth. *Testimony to the State of Hawaii House Committee on Finance regarding SB0268 SD2 HD1*. Good Beginnings Alliance. Thursday, March 25, 2010.

⁴⁷ Editorial Projects in Education Research Center. "*Quality Counts 2007: From Cradle to Career, Connecting American Education From Birth to Adulthood*." *Education Week*. (2007)

nation's report card") to generate its findings, showed that Hawaii students perform below the national average in every category, and well below average in elementary reading and middle school math.⁴⁸

Every two to three years, NAEP conducts nation-wide assessments in mathematics, reading, science, and writing. Public school students are assessed and ranked according to their subject proficiency and performance on standardized tests.⁴⁹ In 2009, 46 states participated in the NAEP science skills assessment. Hawaii was one of only ten states to receive a score lower than the nation-wide average in 4th grade science and one of fifteen states to receive a below-average rating in 8th grade science.⁵⁰ 37% of fourth-grade Hawaii students assessed were at below basic level proficiency in science, 38% at basic level, and only 27% at proficient.⁵¹ The results of 8th grade students in Hawaii assessed in NAEP science are as follows: 50% were below basic level proficiency, 33% at basic level proficiency, 17% were proficient. Compare this to the nation-wide findings of 38% below basic, 33% basic, 28% proficient, and 1% advanced. Oahu students also fall below state standards; of all public and charter school students grades 3-10 in Honolulu County, only 45.2% met Hawaii standards in mathematics, while only 63% met Hawaii standards in reading.⁵²

Low-income levels of students' families may negatively affect school performance. The NAEP State Profile reported 43.3% of students in Hawaii were eligible for free or reduced lunch through the National School Lunch (NSL) Program. According to the Hawaii Department of Education, 37.9% of public school children receive free or reduced-cost lunch.⁵³ In 2009, 4th grade students eligible for NSL had an average science score 24 points lower than those who were not eligible for NSL. Their average math score was 20 points lower. 8th grade students had similar results; students eligible for NSL had scores 20 points and 18 points lower in science and math, respectively.

Many low-income families are not able to provide supervision or learning opportunities for their kids during working hours. In addition, overburdened public schools are suffering budget cuts and the reduction or elimination of many after-school and enrichment programs. This lack of parental supervision and limited availability of after-school programs can have negative effects on children and youth. According to a 2001 survey by the YMCA of the USA, teens who are unsupervised during the after-school hours of 3 to 6 p.m. are more likely to engage in risky behaviors—drug and alcohol abuse, sexual activity, cigarette smoking, and carrying and using weapons—than youth who are supervised by a parent or another adult or who are involved in structured activities during those hours.⁵⁴

HCAP has identified education opportunities for youth as a particular area of need in Honolulu County. Activities should support low-income parents work schedules, provide alternatives to risky behaviors, and target improved school performance in reading, math and science.

d. Adult Education

⁴⁸ Creamer, Beverly. "Study: Hawai'i kids' prospects just so-so." *Honolulu Advertiser*. Honolulu, HI: January 3, 2007.

⁴⁹ National Science Board. 2012. *Science and Engineering Indicators 2012*. Arlington VA: National Science Foundation (NSB 12-01), 8-7

⁵⁰ U.S. Department of Education. Institute of Education Sciences, National Center for Education Statistics, National Assessment of Educational Progress (NAEP) 2011. 2009 Science Assessment (NCES 2011-451), 3

⁵¹ U.S. Department of Education, 16

⁵² Hawaii Department of Education, Trend Report: Educational and Fiscal Accountability, 2007-2008.

⁵³ *Id.*

⁵⁴ U.S. Department of Justice. Office of Justice Programs. Office of Juvenile Justice and Delinquency Prevention. *OJJDP Fact Sheet: The YMCA's Teen Action Agenda*. #14. May 2001.

According to 2009 estimates, 90.4% of adults living in Hawaii (over the age of 25) and 90.5% of those living in the City and County of Honolulu (over the age of 25) have a high school diploma (including equivalency) or higher.⁵⁵ This is a positive statistic; however, the education level of parents in low-income families is, on average, lower than education level of higher-income families. 61% of children in Hawaii whose parents do not have a high school diploma live in low-income families; 43% whose parents have only a high school diploma live in low-income families; and 22% whose parents have some college or more live in low-income families.⁵⁶

Because the cost of childcare is often a barrier to parents pursuing higher education, providing daytime and after-school programs can help support low-income parents seeking to go back to school. There is also a need for GED and Competency-Based High School Diploma (C-Base) programs, as well as training in computer skills and adult literacy.

11. Focus Groups

a. Methodology

From March 27, 2012 to May 10, 2012, HCAP conducted a series of six focus groups in the agency's five districts on Oahu: Windward, Leeward, Central, Leahi and Kalihi-Palama. Participants included HCAP clients, staff, Board Members, District Advisory Council Members and community partners. Using a pre-established set of open-ended questions, facilitators asked participants to identify their community's strengths and challenges, recommend solutions, and provide their perceptions of HCAP. Discussion within the groups was encouraged. All comments were recorded and compiled to develop the following analysis.

b. Strengths

The majority of the focus groups gave positive feedback regarding the services available in their communities; most commonly mentioned were food assistance, children's education, and family/parent activities. The groups also cited specific organizations as strengths, particularly schools, social service agencies, faith-based organizations and health providers. HCAP and its staff were mentioned as strengths. The majority of groups also emphasized the positive impact of community involvement. Benefits of close relationships within communities included coalition-building, volunteering, community policing, communication of available services via "word-of-mouth," and the ability of individuals and agencies to work together to affect positive change.

c. Challenges

All of the focus groups described the ability (or lack thereof) of low-income individuals and families to access community resources as a key challenge. Barriers identified were cuts to staff and resources, uncoordinated and/or duplicated services, a lack of knowledge regarding services available, lack of effective linkages and collaboration between agencies, and competition for limited funding. Client attitudes about accessing services were also mentioned, including a lack of motivation and sense of reluctance to ask for assistance due to shame or stigma.

⁵⁵ 2009 American Community Survey 1-Year Estimates.

⁵⁶ National Center for Children in Poverty.

Four of the six groups described challenges in the area of family and children, particularly for working parents and single parents seeking to raise children while meeting their family's economic needs. Housing was also a commonly identified challenge. Four of the six groups described the high cost of housing and difficulties in accessing services, such as rental assistance. Employment and education were also mentioned as challenges, particularly in the Kalihi-Palama and Leeward districts.

d. Solutions

In proposing ways to address the challenges identified, the groups focused on three key areas: education/training, collaborations and partnerships, and access to community resources.

The groups proposed increasing education and training opportunities in the areas of job readiness, adult education (including GED and computer skills), vocational and on-the-job training. Also mentioned were the importance of "soft skills" as related to the family and community; such as helping children develop values, strengthening positive relationships between spouses, and encouraging community members to care for each other, both within and outside of their own family unit.

The groups also suggested that agencies, including HCAP, should develop strong partnerships and take advocacy roles to maximize resources and target services, and that individual community members should become involved through local neighborhood boards. Finally, they recommended that agencies make sure their staff are knowledgeable about resources available and incorporate them into case management services, as well as collaborating with other providers to locate the most appropriate services for each client's individual needs.

e. Perceptions of HCAP

The most popular and well-known HCAP programs, as identified by the focus groups, are food distributions, the Low-Income Home Energy Assistance Program (LIHEAP), and Head Start. Additional programs identified by some of the focus groups included rental assistance (through the American Recovery & Reinvestment Act), the free tax assistance program, and school supplies (through Helping Hands Hawaii). Other HCAP programs were each mentioned by only one focus group, so are not listed here.

When asked how HCAP could be more effective in meeting the needs of their communities, most of the groups recommended advocacy, collaboration and partnerships. They suggested that HCAP work to increase participation in its District Advisory Councils and establish partnerships with city, state and other agencies. The groups felt that this could help HCAP become a more visible presence in the community, exchange resources, and access and generate additional funding.

The groups were also asked how HCAP can improve the ways that people find out about its services. No one method was identified by the majority of groups, but the most frequent suggestions were print media that targets specific communities/populations, "cross-selling" services by advertising to current HCAP clients and through other service agencies, and on-line marketing via website, email and social media.

f. District-Specific Needs and Solutions

Additional recommendations were given by one or two focus groups, but not all. They are described here as opportunities that HCAP can respond to in particular districts.

Transportation, education, and employment were identified as key challenges in the Windward and Leeward districts, as jobs and training opportunities do not tend to be located in these more rural areas. The groups suggested addressing these challenges by providing training and support, including computer classes, certificate/vocational programs, domestic violence prevention, job readiness training, on-the-job training, and transportation.

In contrast with Leeward and Windward, the Central and Kalihi-Palama areas described their urban setting and proximity to services and employment opportunities as strengths. The Central group also described the large military presence as a strength of their community, in that the military offers a variety of resources to its low-income families. The group encouraged HCAP to publicize its services more to military families. A challenge posed by the urban setting, as described by the Kalihi-Palama group, is the high concentration of low-income population. This can put a strain on the resources of service providers, as well as presenting challenges related to cultural differences.

In addition to the Kalihi-Palama group, the Central and Leahi groups also described culture and language differences as significant challenges. With the growing Micronesian, Marshallese, and Asian immigrant populations in these districts, the groups expressed concern about whether services available are adequate to meet the needs of the populations and to overcome language and cultural differences. They proposed that service agencies have more translators available, particularly in Asian and Pacific Island languages.

12. Community Resources

As a final step in assessing community need, HCAP looked at the existing resources on Oahu. In developing its Community Action Plan, HCAP will compare existing resources with the needs identified in each section of the above assessment, to determine gaps in service and to develop an action plan.

The following table lists local resources available to low-income Oahu residents.

TABLE 5: COMMUNITY RESOURCES LIST

Resource	Program or Service Title	Provider Agencies
General Financial Assistance	<ul style="list-style-type: none"> • Temporary Assistance for Needy Families (TANF) • Temporary Assistance for Other Needy Families 	<ul style="list-style-type: none"> • State Dept. of Human Services (DHS) – Benefits, Employment Services, Support Services Division (BESSD)
Employment	<ul style="list-style-type: none"> • Employment Core Services for 	<ul style="list-style-type: none"> • Pacific Gateway Center

Placement and Support Services	<p>Low-Income Persons, Immigrants & Refugees</p> <ul style="list-style-type: none"> • First to Work • Oahu WorkLinks One Stop Center System 	<ul style="list-style-type: none"> • Institute for Human Services • DHS – BESSD • Oahu WorkLinks • HCAP • Goodwill Industries Hawaii • Catholic Charities
Resource	Program or Service Title	Provider Agencies
Food Assistance	<ul style="list-style-type: none"> • Emergency Food Assistance Program • Ohana Produce Food Distribution • Special Supplemental Nutrition Program for Women, Infant, and Children (WIC) • Supplemental Nutrition Assistance Program (SNAP) • Congregate Meals 	<ul style="list-style-type: none"> • DHS-BESSD • State Dept of Health • HCAP • HCAP/Hawaii Food Bank • River of Life Mission Church
Housing Assistance	<ul style="list-style-type: none"> • Public Housing • Section 8 Vouchers • Emergency Shelters • Transitional Housing 	<ul style="list-style-type: none"> • Hawaii Public Housing Authority • Dept. of Community Services – City & County of Honolulu • Institute for Human Services • Hawaii Helping the Homeless Have Hope • HCAP Kumuhonua Transitional Shelter • Onemalu Transitional Shelter • Onelauena Transitional Shelter • Ulu Ke Kukui • Kahikolu Ohana Hale O’ Wai’anae • Family Promise Hawaii • U.S. Vets
Legal Assistance		<ul style="list-style-type: none"> • Volunteer Legal Services Hawaii • Legal Aid Society of Hawaii • UH Law School Elder Law Program • Lawyers for Equal Justice
Energy & Utilities Assistance	<ul style="list-style-type: none"> • Low-Income Home Energy Assistance Program (LIHEAP) • Utility Assistance • Weatherization Assistance Program (WAP) • 	<ul style="list-style-type: none"> • HCAP • Helping Hands Hawaii • Center for Native Hawaiian Advancement
Full-Day/Full-Year Preschool Services and/or	<ul style="list-style-type: none"> • HCAP Head Start Full-Day/ Full-Year • Early Head Start/Head Start 	<ul style="list-style-type: none"> • Honolulu Community Action Program (HCAP) • Parents and Children Together (PACT)

Infant Toddler Program	<ul style="list-style-type: none"> • Other Preschool Programs 	<ul style="list-style-type: none"> • Kamaaina Kids • Kamehameha Preschools • KCAA Preschools • Keiki O Ka Aina Family Learning Center • Rainbow Schools • Seagull Schools
Resource	Program or Service Title	Provider Agencies
Preschool Tuition Assistance	<ul style="list-style-type: none"> • Child Care Connection • First to Work • HELP Childcare • Preschool Open Doors • Puaahi Keiki Scholars Program 	<ul style="list-style-type: none"> • Arbor Education and Training • State Dept. of Human Services (DHS) – Benefits, Employment Services, Support Services Division (BESSD) • Keiki O Ka Aina Family Learning Center • PATCH • Kamehameha Schools/ Bishop Estate
After-School Programs for At-Risk Youth	<ul style="list-style-type: none"> • Hā Initiative: Creative STEM After-School Program • Sports Teams • Tutoring Program • Civic Clubs • Farming/Gardening Program 	<ul style="list-style-type: none"> • HCAP • Boys and Girls Club • After-School All-Stars Hawaii • A+ Kamaaina Kids • Pop Warner Football • Keiki O Ka Aina • Palama Settlement • Susannah Wesley Community Center • Kaala Farms
Literacy Services	<ul style="list-style-type: none"> • Adult Literacy Program • Family Literacy Program • Read to Me International 	<ul style="list-style-type: none"> • Dept of Education Community Schools for Adults • Hawaii Literacy • Read to Me International Foundation

C. SERVICE DELIVERY SYSTEM

Honolulu Community Action Program, Inc. (HCAP) operates direct services programs, develops and maintains community partnerships, and facilitates citizen advocacy to meet the needs identified in Oahu’s low-income communities. Fundamental to HCAP’s service delivery system are its District Service Centers, located throughout the island in areas with high concentrations of low-income residents: Central, Leeward, Windward, Kalihi-Palama, and Leahi. The centers serve as the “front door” to all the opportunities HCAP provides, whether provided by the centers themselves, HCAP’s stand-alone programs, or by HCAP’s community partners. Each District Service Center has deep, long-established roots in the communities it serves and is familiar and accessible to the HCAP’s target populations of low-income individuals and families.

HCAP also provides a range of other programs that receive referrals from the District Centers or recruit participants directly. As with the district service centers, they start with program outreach and marketing to inform those in need of the availability of assistance. Staff members (including case managers, community workers, family advocates, counselors, etc.) work with potential clients to determine program eligibility and understand their concerns and needs. The staff works with the applicant to complete intake forms and needs assessments, to help the client determine individual service plan goals. Clients then either receive direct services from HCAP and/or referrals to additional resources within HCAP's network of government, private, and community-based service providers.

The agency disseminates information about its programs through its weekly e-newsletter *HCAP Weekly*, quarterly newsletter *Ku`i Na Lono: Spread the News*, Annual Report, press releases, flyers, television and radio advertisements, website, social media, earned media, presentations at community groups, events, and other agencies, and door-to-door outreach.

District Service Centers

HCAP operates five district service centers on Oahu to provide resources and services to low-income residents near their home communities. A key function of the centers is the encouragement of citizen involvement in public and community affairs and in decision-making processes which affect their well-being. The staff assists residents in identifying community needs and ways to obtain positive solutions. Each District Service Center is advised by a District Council made up of area residents and community stakeholders whose primary purpose is to provide district staff and the agency with input, guidance, and advice as to the particular conditions, needs, requirements, and desires of the low-income populations in its respective community.

The District Service Centers also offer a variety of programs and services to people of all ages. Community workers provide outreach, recruitment, intake, assessment, service planning and assistance accessing needed resources. Direct services provided by the district centers include job readiness training, job placement, support services, housing referrals, individual tax preparation, utilities assistance and emergency food assistance. An emphasis is placed on employment, as the districts provide job readiness services, reduce barriers to employability and promote job retention and advancement among low-income individuals. District centers are encouraged also to develop and implement programs particular to their respective districts; for example, the Leeward District Service Center, which has a large concentration of seniors, runs the Kupuna Independent Life Series program.

District service center staff members are expected to know, stay current, and whenever possible, partner with the various programs, services, and resources available to low-income individuals and families that are offered by other agencies and organizations, be they government, private, or fellow non-profit human services providers. The idea is that if a district service center is not able to meet a client's particular needs, it is able to provide information and make the appropriate referral to other agencies or organizations that can. Conversely, district service centers maintain relationships with these same agencies and organizations and are prepared to receive referrals for services or resources that HCAP is able to provide.

Each district service center is expected to develop and maintain a cadre of community volunteers, aside from District Council members, that can assist the agency in providing

program services such as food distributions, tax preparation, and the new after-school programs. This volunteer base can also mobilize on behalf of the larger community and participate in projects such as refurbishing playgrounds or community centers, conducting homeless counts and outreach, and engaging in public advocacy. From HCAP's experience, many of the agency's community volunteers are drawn from its own client base.

Finally, HCAP's District Service Centers conduct annual holiday programs aimed at providing emergency relief and spreading holiday cheer to low-income families and children, in particular. In its Shoeboxes for the Homeless project, Central district staff partner with Chinen and Arinaga Financial Group, to coordinate the donation and pickup of shoeboxes filled with daily sundry materials from Mililani area schools. These shoeboxes are distributed to the homeless through partnerships including the Once-a-Month-Church. Through Toys for Tots, HCAP distributes toys to needy children, many from Head Start families. The agency also participates in the Shop with a Cop program, where children are treated to breakfast with Santa, shopping with a police officer, and gifts from partner, K-Mart.

Head Start

HCAP Head Start provides early childhood education to children 3 to 5 years old from very low-income families. The program also gives parents opportunities to develop their own skills through participation in the classrooms and the program's decision-making processes. HCAP runs the largest Early Childhood program in the state, serving over 1,659 children a year. The program offers wraparound preschool services with full-day/full-year, part-day/part-year, and home-based opportunities. Head Start's goal is to advocate for and empower families and children to reach their fullest potential. The program is designed to foster the development and well-being of the children by emphasizing cognitive and language development, social and emotional development, parent involvement, and good physical and mental growth.

In addition to quality pre-school education services, HCAP Head Start emphasizes to students and their families the importance of maintaining a healthful lifestyle. First, every child receives a hot lunch and either breakfast or snack to meet at least one-third of his/her daily nutritional needs. Second, health education is incorporated into classrooms and parent groups to promote healthful practices and behaviors. Third, all families are assisted with finding a medical and dental home, and staff encourages regular check-ups for early identification of health issues.

Recognizing that parents are a child's first and most important teachers, HCAP Head Start encourages parents to get involved with their child's education. Through their participation, parents gain the skills necessary to make a lasting difference in their child's education and life. Parent participation options include: (1) Head Start Policy Council, in which elected parent representatives are directly involved in program planning; (2) Parent Committees, where parents collaborate with teachers to make decisions about their children's learning experiences; (3) Classroom volunteers; (4) Parent-Teacher Conferences; and (5) Community Events, including workshops, trainings, and family-centered events.

Finally, HCAP Head Start is strengthening its efforts and commitment to the national Family Engagement and School Readiness frameworks. As such, the program is increasing the number of Family Advocates who work directly with parents and families on not only enrollment, but on helping to provide or link Head Start families with an array of wraparound

programs and support services, including those offered by HCAP's District Service Centers and other stand-alone programs. Last school year approximately half of the Part-Day/Part-Year classrooms increased their instructional time from four (4) hours to six (6) hours, which, in addition to lengthening children's learning opportunities, it also supported parents with work and/or school schedules.

For School Year 2013-2014, HCAP Head Start will operate 84 center-based classes at 63 different sites throughout Oahu, as well as 4 Home Base programs. The majority of sites are Department of Education classrooms, Department of Human Services Pre-Plus sites (on DOE campuses), and City and County of Honolulu – Department of Parks and Recreation facilities. Of the 84 classes, 12 are Full-Day/Full Year classrooms, and 21 are innovative Inclusion classrooms that combine Head Start and DOE Special Education students in one class. HCAP Head Start is required to serve children with disabilities who must comprise 10% of total enrollment.

Hā Initiative: Creative STEM After-School Program

Please see Section F – *Innovative Community and Neighborhood Based Initiatives* below for a detailed program description.

Hawaii Adult Community School Diploma

HCAP's Youth Services C-Base program will continue to offer one class at its Kakaako program site, meeting Monday thru Thursday mornings. To accommodate students on the Leeward Coast of Oahu, Youth Services may also expand C-Base services to HCAP's new Leeward District Service Center in Waianae, space and funding permitting. Youth Services conducts outreach and recruitment for its C-Base program island, with established relationships with public high schools, the juvenile justice system, and other human services providers; however, actual formal referral and enrollment into the program is the responsibility of the City and County of Honolulu's Department of Community Services, the administrator of the Workforce Investment Act's Out-of-School Youth program on Oahu.

In the previous program year, Youth Services implemented an innovative partnership with the Honolulu Police Department whereby police officers work with the C-Base students directly on Leadership and Team Building. In addition to teaching valuable skills to the students, the collaboration with HPD provides positive interaction between law enforcement and student participants, many of whom have had previous contact with the juvenile justice system.

The Youth Services C-Base program anticipates an increase in enrollment starting in early 2013 when the City and County of Honolulu's Department of Community Services operationalizes a recently awarded \$1.5 million Department of Labor grant to provide education, job training, and support services to youth and young adults exiting the juvenile justice system. HCAP Youth Services is a named partner in the grant which is expected to refer and support an additional 100 participants to the Youth Services C-Base program.

HCAP's Central District Service Center will also continue to offer a C-Base program, with a complement of four classes, each with a capacity of 15 students. Unlike the Youth Services C-Base program, Central's C-Base program is not limited to youth and young adults. With its C-Base program, Central is responsible for outreach, recruitment, enrollment, and case

management of its C-Base participants. The Central C-Base program is a partnership with the McKinley Community School for Adults.

Senior Community Services Employment Program

The Senior Community Services Employment Program (SCSEP) provides training and part-time, subsidized employment to low-income seniors 55 years of age and over. Seniors are trained and placed as temporary hires at various non-profit or government agencies throughout Oahu for the primary purpose of work experience training in community service assignments. They perform a variety of job duties, related to each individual's personal and professional goals and interests. In addition to job placement and job maintenance support, the SCSEP program provides its participants with mandatory in-house employment readiness and financial literacy training. In the coming year, participants will also receive disaster and emergency preparedness training.

Through its wide network of partner training sites, HCAP will provide subsidized work experience training for approximately 95 participants with the intent of finding suitable and stable employment. Job development and preparation for unsubsidized "regular" employment is on-going, as HCAP's employment counselors work one-on-one with participants who are seeking longer-term employment. The benefits derived from employment for older individuals extend beyond the benefits of working and earning wages. Involvement in SCSEP promotes good physical and mental health and alleviates isolation through active community involvement at selected SCSEP training site assignments. Program participants have the opportunity to interact with others, thereby allowing them to contribute their talents, learn new skills, and gain confidence and self-respect. SCSEP participants also earn Social Security credit.

Kumuhonua Transitional Living Center

Kumuhonua Transitional Living Center (formerly, Kumuhonua Transitional Shelter) offers transitional housing to adults who are homeless or at-risk for homelessness. Residents can stay for up to two years as they stabilize their individual situations, improve their prospects for financial independence and increase self-sufficiency. Kumuhonua has 65 apartments, a computer lab, 2 community kitchens and 3 laundry rooms. Each apartment has its own bathroom, a small refrigerator, microwave, bed and dresser.

In addition to housing, Kumuhonua provides residents with intensive case management, with residents required to have a minimum of two (2) contacts with their case managers each month. A partnership with Hawaiian Community Assets provides one-on-one financial literacy training and credit repair and counseling services. Residents have even launched their own initiatives, including a gardening club, a Narcotics Anonymous chapter, Hawaiian language classes, and a Neighborhood Security Watch. In the coming year, Kumuhonua is seeking to provide in-house employment readiness training to residents, as well as partner with appropriate substance abuse treatment organizations to assist residents in recovery who may relapse during their stay at the facility.

HCAP's program model at Kumuhonua is based on encouraging residents to exit the program once they are financially stable and prepared to move into permanent housing. This

model thus contemplates stays for residents shorter than the normal two years allowed in traditional transitional housing programs. Kumuhonua measures success not primarily by its long term occupancy rate, but by its ability to assist residents to stabilize their personal situations and move into permanent housing.

Weatherization Assistance Program (WAP)

HCAP's weatherization program will help income-eligible individuals and households, which are at or below 200% of Federal Poverty Guidelines for Hawaii (FPGH), manage their energy consumption and reduce their utility costs. Outreach for WAP will be conducted in collaboration with a broad network of community partners and through HCAP's five District Service Centers. Located in low-income communities, these centers will allow HCAP to offer convenient and accessible services to those most in need. Priority for weatherization services will be given to the elderly; persons with disabilities; families with young children; residential high energy users; and households with high energy burdens.

HCAP will provide eligible households with a home energy audit, energy conservation education, and installation of energy-saving devices. HCAP's home energy auditor will educate household members on energy conservation and prescribe easy-to-implement strategies to save energy and reduce costs. Additionally, the auditor will survey and audit the home to address energy consumption and will make "whole house weatherization" recommendations, based on the assessment and the federally-approved *Priority List for Single-Family Homes, Hawaii*. Installation of energy-savings measures may include low-flow showerheads (fixed position and handheld); low-flow faucet aerators; compact fluorescent light bulbs (CFLs); small room air conditioner replacements; solar water heaters; hybrid water heaters; and refrigerator replacements, in order of cost-effectiveness, as conditions dictate and funding allows.

HCAP has over 30 years of experience providing weatherization programs on Oahu and has identified the best technical resources, home energy audit tools, and quality assurance practices available to ensure quality service delivery of "whole-house weatherization." Furthermore, the agency will provide qualified applicants with access to a broad range of social support services in line with the "weatherization plus" approach to service delivery. Following installation of appropriate energy-saving measures, households will be inspected and monitored to ensure the highest quality of workmanship and maximum possible savings. Together, these actions will provide low-income families with the necessary knowledge, support, and resources to reduce their energy costs and become more self-sufficient.

Food Assistance

HCAP will continue to distribute food on a regular basis to supplement the food supply of individuals and families in need. In partnership with the Hawaii Food Bank, HCAP will conduct Ohana Produce Food Distributions at least twice a month through four district service center sites, utilizing the centers' respective community volunteer corps to set up, conduct, and break down the distributions of food items, including canned goods and fresh fruits and vegetables. Food distributions help to address the emergency food needs of Hawaii's houseless and low-income residents, as well as serving as key outreach opportunities, as recipients have the opportunity to meet HCAP's district center staff, familiarize themselves with the centers, and receive brochures and information about HCAP's programs and services. HCAP also will

invite partner agencies to conduct outreach at the distributions, thereby maximize client opportunities to learn about and avail themselves of resources and services from other agencies and organizations.

Low-Income Home Energy Assistance Program (LIHEAP)

HCAP assists eligible low-income Oahu residents with obtaining Energy Crisis Intervention and Energy Credit funds to offset their utility costs. Applications are processed once a year, during the month of June, and credits are usually received by the clients in November or December

Through an Agreement with the State Department of Human Services, HCAP is able to hire approximately 30 temporary workers to assist applicants with a long, detailed, and complicated application procedure. LIHEAP applications are accepted every workday in June at the five District Service Centers. HCAP staff also schedules off-site application processing at public housing complexes and senior homes. In 2013, HCAP helped over 5600 individuals apply for LIHEAP assistance on Oahu.

Given the relatively large numbers of persons applying in person for LIHEAP assistance, LIHEAP presents another valuable opportunity for HCAP and partner agencies to provide outreach and recruitment for other services and programs. Moreover, HCAP will augment LIHEAP application assistance with energy efficiency and conservation education that it has accumulated, developed, and honed through its weatherization programming.

Tax Assistance Program

HCAP will again offer free tax preparation services at its five district service centers and main office. Part of a the statewide Family and Individual Self-Sufficiency Program coordinated by the Hawai'i Alliance for Community-Based Economic Development, the free tax assistance focuses on assisting low-income taxpayers file their returns and claim the Earned Income Tax Credit (EITC), a refundable tax credit for working individuals, as well as other federal tax credits such as the Child Tax Credit (CTC).

HCAP's Tax Assistance Program has grown significantly since 2009 when the agency assisted 12 individuals with their tax returns. For the 2013 tax year, HCAP helped 733 families file their federal and state tax returns, claiming refunds totaling approximately \$1,278,000. Of the 733 federal tax filed, 356 (or 48.6%) claimed the EITC. This year's program added other asset building components such as incentives to purchase U.S. savings bonds and/or open a bank account. HCAP will seek to augment its own program by offering financial literacy education, either directly or through partners such as local banks or credit unions, or organizations with expertise in financial literacy.

HCAP's tax preparation clinics utilize HCAP staff and community volunteers, all of whom received IRS-sanctioned training and certification. In order to serve more clients in the future, HCAP intends to recruit more volunteer preparers from employee organizations, university service-learning programs, civic groups, and professional organizations.

Na Lima Hana Employment Core Services

HCAP will provide enhanced employment preparation training, personalized case management services, and job placement services to unemployed and underemployed individuals through the Na Lima Hana “for the working hand” Employment Core Services Program. Intake for the program will be conducted at each of HCAP’s District Service Centers.

D. LINKAGES THAT WILL BE MAINTAINED OR DEVELOPED TO FILL IDENTIFIED GAPS

1. Internal Linkages

HCAP will continue its efforts to provide clients with a comprehensive array of services and resources while at the same time maximizing the utilization of its internal programs and resources. In other words, HCAP will strengthen its linkages within the agency itself. HCAP will continue training district and program staffs on the services and eligibility requirements of all programs offered by the agency, and will encourage cross-selling of services and referral of clients. A particular opportunity in this area will involve increased coordination of wraparound services for the roughly 1800 HCAP Head Start families the agency serves each year, almost all of whose household incomes are at or below 100% of Federal Poverty Guidelines for Hawaii. Close collaboration between district staff and HCAP Head Start Family Advocates Plan in case managing Head Start families will be encouraged and fostered. With HCAP’s Leeward District Service Center in Waianae and Hā Exploration Centers across Oahu, there is now greater opportunity for Community Services staff and Family Advocates to interact in the same space on behalf of Head Start families.

2. External Linkages

HCAP will also continue to develop partnerships and implement collaborative projects to mobilize or leverage additional resources to better serve low-income communities and fill gaps in service. Some of HCAP’s key partnerships and linkages are as follows:

Oahu Worklinks – Employment Assistance

In the upcoming program year, HCAP has committed 100 staff hours to the Dillingham Boulevard location of Oahu WorkLinks as an original mandated partner of the Oahu One-Stop System Partnership. Through this collaboration, services are delivered by multiple partners through a seamless, integrated One-Stop System, in which partner agencies work cooperatively and coordinate resources to ensure effective and efficient delivery of workforce services. In the coming year, HCAP plans to become more active in cross-selling HCAP and Oahu WorkLinks services. Oahu WorkLinks has indicated that it may lose its Job Readiness Training classes and that it may seek to refer customers to HCAP for Job Readiness Training. HCAP clients, in turn, may also be enrolled with Oahu WorkLinks and have access to training resources, as well as Oahu WorkLinks’ job bank database, which is one of the most extensive and up-to-date in the state.

Hawaii Foodbank – Food Assistance

HCAP will continue to coordinate Ohana Produce Food Distributions through a partnership with the Hawaii Foodbank. The Foodbank provides the food items, including fresh produce and canned and dry goods, and HCAP staff and volunteers distribute the items on a regular basis

through its Leeward, Central, Kalihi-Palama and Windward district service centers. HCAP also plans to continue partnering with the Foodbank to help seniors purchase fresh and locally-grown fruits and vegetables through the Senior Farmers' Market Nutrition Program. Through this partnership, HCAP recruits and accepts applicants 60 and over who meet income eligibility requirements. The program provides seniors with \$50 voucher booklets that are redeemable at selected farmers' markets. The program also increases awareness of the nutritional value of fresh fruits, vegetables and herbs, and assists in developing new or expanding existing farmers markets.

Hawaiian Community Assets – Financial Literacy/Credit Counseling

Hawaiian Community Assets (HCA) is a 501(c)(3) non-profit organization that uses homeownership as a tool to build, strengthen, and sustain Hawaiian families and communities for future generations. HCA is a Community Development Financial Institution (CDFI) and Hawaii's only non-profit mortgage broker. Residents of HCAP's Kumuhonua Transitional Living Center receive one-on-one budgeting and credit counseling from HCA. This service is critical for the homeless population, who often arrive at Kumuhonua with high debt and minimal financial management skills. HCAP will explore avenues to maintain this partnership for Kumuhonua and perhaps expand to offer these services to HCAP clients and HCAP Head Start families at the new Leeward District Service Center.

Helping Hands Hawaii – Emergency Assistance

HCAP will continue to be a Helping Hands Hawaii (HHH) partner agency, which allows HCAP to offer HHH resources to HCAP clients. Through HHH, needy eligible families can receive rental and utility bill assistance through the Emergency Assistance Fund; school supplies through Ready to Learn School; clothing, personal hygiene items, furniture, and household supplies through the Community Clearinghouse; and holiday gifts through the Adopt a Family program. HCAP is a named HHH partner agency authorized to accept and process applications for HHH assistance. HHH representatives also serve on each of HCAP's advisory District Councils.

Expanded Food and Nutrition Education Program/University of Hawaii – Nutrition Education

HCAP will continue its partnership with the University of Hawaii to provide the Expanded Food and Nutrition Education Program (EFNEP) at HCAP's District Service Centers and Head Start classrooms. Participants start with the 6-week Food and Money Basics, and then have the option to attend the next series of classes called Grow Your Own. Through the classes, participants learn easy, healthy recipes and instruction on how to budget their limited incomes when they shop for food. They also learn how to plant, grow and care for their own fresh fruits, vegetables and herbs at home, whether in the ground or in containers. For Head Start parents in particular, this series reinforces the healthy habits their children learn in the classroom and promotes wellness for the entire family.

Legal Aid Society of Hawaii/Volunteer Legal Assistance of Hawaii – Legal Assistance

HCAP has long-established working relationships with both LASH and VLSH, with both

agencies conducting workshops and trainings at HCAP sites on various legal issues of interest to the agency's target populations, including Landlord-Tenant law, Employment law, Fair Housing, Family law, and Civil Rights. HCAP staff also participates in LASH's annual comprehensive training on general assistance programs. HCAP staff also refers clients to both agencies when confronted with civil legal issues that HCAP is not equipped, qualified, or permitted to handle. HCAP will seek to strengthen these relationships further and increase the number of LASH and VLSH workshops and trainings it can offer to HCAP clients and target populations. HCAP also has been approached to participate in the statewide Access to Justice initiative, in partnership with the state judiciary, the UH Law School, and LASH.

Kalihi Interagency Community – Youth Programming

Although the Ha Initiative: Creative STEM After-School Program for at-risk Kalihi area youth began operations in 2011, HCAP recognizes that its capacity is limited in relation to the overall need for youth programming in this area. As identified in HCAP's community needs assessment, this area is densely populated and has the highest number of public housing facilities in the state. Thus, staff from HCAP's District Service Centers, Youth Services, and Hā Initiative: Creative STEM After-School Program will continue to participate in the Kalihi Interagency Community group, which meets on a monthly basis during the school year. This youth-focused community group was started in 2011 and has a membership of close to 50 individuals from various agencies serving the Kalihi-Palama area. The group is committed to sharing resources, increasing opportunities for at-risk youth, and advocating for the needs of families in the Kalihi-Palama area. Through this group, HCAP is to publicize its own events and programs, receive information on other resources and events to share with clients, and seek collaboration opportunities to advocate for larger-scale changes and improvements for low-income youth and their families.

E. COORDINATION OF CSBG FUNDS WITH OTHER PUBLIC AND PRIVATE RESOURCES

CSBG funding comprises approximately ten percent (10%) of HCAP's total annual budget, meaning that 90% comes from other federal and non-federal grants, program income, in-kind contributions, and private donations.

CSBG funding will continue to assist HCAP in leveraging public and private resources by first providing a base of funding that allows the agency to provide other public and private programs with administrative, fiscal, human resources, planning, and technical support. Furthermore, CSBG-funded district staff provides outreach, recruitment, and support services to all non-CSBG programs, including Head Start, SCSEP, WAP, LIHEAP, Youth Services, and Kumuhonua, thereby adding value to and enhancing the quality and scope of these additional services. Other resources, such as food made available by Hawaii Food Bank, are possible because of the CSBG-funded staff and facilities that are able to conduct mass distributions. Additionally, because of its CSBG-funded activity, HCAP receives significant in-kind contributions from the State of Hawaii and the City and County of Honolulu in the form of facilities and property that house the agency's district service centers and many of the agency's classrooms.

The Hā Initiative is a prime example of CSBG dollars leveraging public and private resources. CSBG currently supports the operational expenses of the after-school program, including personnel costs. The program's equipment was supported by CSBG-ARRA funds, with the program sites being provided at no cost to the agency, in the case of the St. Elizabeth's Kalihi location, and through CDBG funding from the City and County of Honolulu and the Harry and Jeanette Weinberg Foundation, in the case of the soon-to-open Leeward program. With a base of support provided by CSBG, the agency is actively soliciting other funding sources, including private foundations. For example, in June 2012, the Friends of Hawaii Charities awarded HCAP a private grant to support the program's afterschool activities.

CSBG funding also played a role in the agency attracting public CDBG funds and private Weinberg Foundation funds to construct a new Leeward District Service Center. HCAP's application for both sources of funding was premised on future CSBG-funded staff and programming being available to operate at the site. HCAP anticipates that the new facility will attract additional programming and resources from funders desiring to serve the high need Leeward Coast areas.

F. INNOVATIVE COMMUNITY AND NEIGHBORHOOD-BASED INITIATIVES

HCAP will mobilize resources and collaborate with community members and organizations to develop or maintain the following innovative initiatives related to the purposes of the CSBG Act.

Hā Initiative: Creative STEM After-School Program

Recognizing that addressing the needs of at-risk youth is key to ending inter-generational poverty, HCAP created The Hā Initiative: Creative Science, Technology, Engineering, and Math (STEM) After-School Program. The program is offered free-of-charge every afternoon from 2:30 to 5:30 p.m. and is open to youth in Grades 2 to 8. The program mobilizes community members as volunteers, mentors, parent participants, guest speakers and field trip chaperones. Adults, preferably from the communities where the sites are located, volunteer as Community Mentors. High school and college students with an interest in STEM volunteer as Junior Leaders.

The program incorporates homework tutoring, hands-on science lab activities, independent study and group projects. Each program site is located in a low-income neighborhood and staffed by a teacher and a team of community volunteers. Named for the hā, or "stem," of the taro plant, the Hā Initiative helps young people establish a strong foundation in math and science for personal and academic success. In addition, the program seeks to increase family and community involvement, promote secondary education for low-income youth, and inspire participants to become the next generation of science and technology leaders.

Participation in the FIRST LEGO League and Junior FIRST LEGO League robotics challenges will also provide at-risk kids with the opportunity to develop problem-solving skills and work together as they research a community issue, create a presentation and design a robot to navigate missions. Robotics is an exciting and important part of STEM education, which is the core of the Hā Initiative's mission. The study of robotics encourages participants to think critically about issues affecting their families and communities through group projects. It also introduces the youth to a variety of STEM topics that can support and enhance their school

performance and increase the likelihood that they will graduate from high school and pursue secondary education.

LEAF Aina Corps Organic Farming Training

HCAP has partnered with Lāulima Eco-Friendly Alliance of Farms Hawaii to continue to develop the LEAF Aina Corps Organic Farming Training program for low-income Oahu residents on HCAP's leased property in Waimanalo. LEAF Hawaii is a community-based 'green' nonprofit organization, which aims to create food systems that connect at-risk populations with affordable, nutritious food, and enable them to grow their own food wherever possible. HCAP and LEAF will continue to look for funding in order to offer its Aina Corps training program, free or at minimal cost, on the HCAP farm property. The program is geared toward unemployed adults, who receive hands-on training and certification as industry-recognized organic farmers, with the goal of becoming employed in the farming industry. By helping to address the shortage of locally-grown food and providing job-ready skills for unemployed and underemployed residents, the program supports HCAP's larger mission of helping low-income people and communities achieve self-reliance.

Health and Nutrition Initiatives

HCAP is committed to promoting effective ways to bring the community together to reduce childhood obesity and increase health and self-sufficiency for Hawaii's low-income families. As described in HCAP's community needs assessment, children and families in poverty are particularly vulnerable for a range of poor health outcomes, including obesity, diabetes, stroke and heart disease. HCAP plans to explore several community-based initiatives related health and wellness, with a focus on reducing childhood obesity. The new Leeward District Service Center building with its commercial kitchen will provide space for a range of classes, including a possible expansion of the University of Hawaii's Expanded Food and Nutrition Education Program that will focus on cooking skills for parents of Head Start children. HCAP Head Start also held its first program-wide Keiki Fun Run this past April, bringing together over 2,000 children, parents, teachers and community members to celebrate living healthy, active lives. In addition, the new Leeward facility also boasts two health screening rooms that may offer health-related partner organizations to offer limited services to area residents such as blood pressure and glucose screenings, vision and auditory testing, and/or immunizations.

Expanded Adult Education Offerings

With expanded facility space at the Leeward District Service Center and the Ha Exploration Center at St. Elizabeth's Episcopal Church in Kalihi, HCAP will explore expanding adult education offerings, including C-Base, English as a Second Language, GED, and naturalization/citizen preparation. Adult education is not a particularly new or innovative concept; however, HCAP's model offers added an added value to both the participant and the Community Schools for Adults that makes these courses available to the public. While the CSAs can offer the courses, they do not have the personnel or resources to provide wraparound case management services to participants. This type of individualized attention can often affects how well individuals perform in the classes, their ability to complete the programs, and their success afterwards. HCAP's model not only provides encouragement and follow up to students in their

coursework, but also assistance with support services such as child care, housing assistance, and even food.

Volunteer Community Service Facilitation

Through its long history of work in the community, HCAP has received requests from the private sector, schools, and other organizations to facilitate volunteer community service projects for its employees or members, as a way for them to engage especially the low-income community. Examples include projects with Bank of Hawaii to repair and renovate the community hall at Mayor Wright Homes public housing; Kailua High School to clear land and plant on HCAP’s organic farm for the LEAF Hawaii organic farm training program; PKF Pacific Hawaii, a local accounting firm, to conduct a school supplies drive to benefit Head Start children transitioning from preschool to Kindergarten; and Chinen and Arinaga Financial Group to collect sundries and other personal items for HCAP’s Shoeboxes for the Homeless program. HCAP is well placed within the community to leverage these types of partnerships for the benefit of the organizations and the low-income residents, and it will actively seek to facilitate more of these initiatives in the future.

G. PROJECTED OUTCOMES

**GOAL 1: SELF-SUFFICIENCY
LOW-INCOME PEOPLE BECOME MORE SELF-SUFFICIENT**

NPI Code: 1.1A
 National Performance Indicator: Number of participants unemployed, who obtained a job
 HCAP Outcome: Of all unemployed clients seeking employment, 200 will obtain a job
 Goal: 200

NPI Code: 1.1E
 National Performance Indicator: Number of seniors who were assisted with subsidized job placements
 HCAP Outcome: 149 seniors will be placed in subsidized employment.
 Goal: 149

NPI Code: 1.2A

National Performance Indicator: Number of participants who obtained skills/competencies required for employment

HCAP Outcome: 175 participants will obtain pre-employment skills/competencies required for employment and receive a training program certificate or diploma

Goal: 175

NPI Code: 1.2B

National Performance Indicator: Number of participants who completed ABE/GED and received certificate or diploma

HCAP Outcome: 100 participants enrolled in a GED program or Adult Basic Education (ABE) program, such as the Competency-Based High School Diploma (C-Base) program, will receive their certificate or diploma

Goal: 100

NPI Code: 1.2H

National Performance Indicator: Number of participants who obtained and/or maintained safe and affordable housing

HCAP Outcome: 130 participants will have a safer and/or more affordable housing situation that improves their employment prospects

Goal: 130

NPI Code: 1.2M

National Performance Indicator: Number of participants who obtained other services or material goods to reduce or eliminate barriers to employment

HCAP Outcome: At least 250 participants are expected to receive at least one or more support services or material goods such as transportation, uniforms, tools, etc., which will help with employment acquisition and retention

Goal: 250

NPI Code: 1.3A1

National Performance Indicator: Number and percent of participants in tax preparation programs

HCAP Outcome: 500 low-income people will be assisted with free tax preparation services

Goal: 500

NPI Code: 1.3A2

National Performance Indicator: Number and percent of participants in tax preparation programs who qualified for any type of Federal or State tax credit

HCAP Outcome: Of all low-income people participating in tax preparation programs, 250 will qualify for at least one type of Federal or State tax credit

Goal: 250

NPI Code: 1.3B1

National Performance Indicator: Number of low income participants demonstrating ability to complete and maintain a budget for over 90 days

HCAP Outcome: Of participating low-income clients receiving individualized financial literacy services, 75 will demonstrate the ability to complete and maintain a budget for over 90 days

Goal: 75

NPI Code: 1.3B5

National Performance Indicator: Number of low income individuals completing financial literacy training

HCAP Outcome: Of participating low-income clients attending financial literacy or any related consumer economics training or education services, 250 will complete

Goal: 250

<p>GOAL 2: COMMUNITY REVITALIZATION THE CONDITIONS IN WHICH LOW-INCOME PEOPLE LIVE ARE IMPROVED</p>

NPI Code: 2.1D

National Performance Indicator: Safe and affordable housing units in the community preserved or improved through construction, weatherization or rehabilitation achieved by Community Action activity or advocacy

HCAP Outcome: 30 housing units will be preserved or improved through weatherization services, including home energy audits, conservation education, and installation of energy-efficient devices

Goal: 30

NPI Code: 2.1G

National Performance Indicator: Accessible before-school and after-school program placement opportunities for low-income families created, or saved from reduction or elimination

HCAP Outcome: Five (5) after-school STEM programs will be offered to serve elementary and middle-school students from low-income communities

Goal: 5

NPI Code: 2.1I

National Performance Indicator: Accessible or increased educational and training placement opportunities for low-income people that are available in the community, including vocational, literacy, and life skills training, ABE/GED, and post-secondary education

HCAP Outcome: Four (4) projects/initiatives will be implemented to maintain or increase educational or training placement opportunities for low-income people in the community.

Goal: 4

NPI Code: 2.3A

National Performance Indicator: Number of community members mobilized by Community Action that participate in community revitalization and anti-poverty initiatives

HCAP Outcome: 2,800 community members will serve as volunteers for HCAP's programs

Goal: 2,800

NPI Code: 2.3B

National Performance Indicator: Number of volunteer hours donated to agency

HCAP Outcome: 100,000 volunteer hours will be donated to Community Action efforts through HCAP's programs and community activities

Goal: 100,000

**GOAL 3: COMMUNITY ENGAGEMENT
LOW-INCOME PEOPLE OWN A STAKE IN THEIR COMMUNITY**

NPI Code: 3.2A

National Performance Indicator: Number of low-income people participating in formal community organizations, government, boards or councils that provide input to decision-making and policy-setting through community action efforts

HCAP Outcome: 120 low-income people will participate in formal community organizations, government, boards or councils that provide input to decision-making and policy-setting through community action efforts

Goal: 120

**GOAL 4: AGENCY PARTNERSHIPS
PARTNERSHIPS AMONG SUPPORTERS AND PROVIDERS OF
SERVICES TO LOW-INCOME PEOPLE ARE ACHIEVED**

NPI Code: 4.1

National Performance Indicator: Number of unduplicated organizations, both public and private, that community action actively works with to expand resources and opportunities in order to achieve family and community outcomes

HCAP Outcome: HCAP will have active partnerships and linkages with 175 other organizations (public and private) in order to achieve family and community outcomes

Goal: 175

**GOAL 5: AGENCY CAPACITY
AGENCIES INCREASE THEIR CAPACITY TO ACHIEVE RESULTS**

NPI Code: 5.1B1

National Performance Indicator: Number of human capital resources available to Community Action that increase agency capacity to achieve family and community outcomes

HCAP Outcome: 500 trainings will be attended by HCAP staff in order to increase agency capacity to achieve family and community outcomes

Goal: 500

NPI Code: 5.1B2

National Performance Indicator: Number of human capital resources available to Community Action that increase agency capacity to achieve family and community outcomes

HCAP Outcome: 21 HCAP Board Members will attend trainings in order to increase agency capacity to achieve family and community outcomes

Goal: 21

NPI Code: 5.1C1

National Performance Indicator: Number of human capital resources available to Community Action that increase agency capacity to achieve family and community outcomes

HCAP Outcome: HCAP staff will attend 15,000 hours of trainings in order to increase agency capacity to achieve family and community outcomes

Goal: 15,000

NPI Code: 5.1C2

National Performance Indicator: Number of human capital resources available to Community Action that increase agency capacity to achieve family and community outcomes

HCAP Outcome: HCAP Board Members will attend 60 hours of trainings in order to increase agency capacity to achieve family and community outcomes

Goal: 60

GOAL 6: FAMILY STABILITY

LOW-INCOME PEOPLE, ESPECIALLY VULNERABLE POPULATIONS, ACHIEVE THEIR POTENTIAL BY STRENGTHENING FAMILY AND OTHER SUPPORTIVE SYSTEMS

NPI Code: 6.1C

National Performance Indicator: Number of vulnerable individuals in transitional housing

HCAP Outcome: 150 homeless individuals and individuals at-risk for homelessness will receive safe, affordable, transitional housing and support services

Goal: 150

NPI Code: 6.1D

National Performance Indicator: Number of vulnerable individuals who transition to permanent housing

HCAP Outcome: 50 homeless individuals and individuals at-risk for homelessness will transition to a permanent housing situation as a result of community action

Goal: 50

NPI Code: 6.2A

National Performance Indicator: Number of low-income individuals who received assistance for food

HCAP Outcome: 5,000 individuals will be provided assistance with food

Goal: 5,000

NPI Code: 6.2B

National Performance Indicator: Number of low-income households which received assistance for emergency fuel or utility payments funded by LIHEAP or other public and private funding sources

HCAP Outcome: 4,600 low-income households seeking assistance will be provided assistance for payments to vendors, including fuel and energy bills

Goal: 4,600

NPI Code: 6.3A3

National Performance Indicator: Number of children who participated in pre-school activities to develop school readiness skills

HCAP Outcome: 1,659 children ages 3 to 5 will participate in Head Start pre-school activities to develop school readiness skills

Goal: 1,659

NPI Code: 6.3A4

National Performance Indicator: Number of children participating in pre-school activities who are developmentally ready to enter Kindergarten or 1st Grade

HCAP Outcome: 900 children will be developmentally ready to enter Kindergarten at the end of the Head Start enrollment year

Goal: 900

NPI Code: 6.3A5

National Performance Indicator: Number of children who participated in pre-school activities to develop school readiness skills

HCAP Outcome: 225 pre-school aged children will be provided with wraparound day care through the Full Day/Full Year component of the Head Start program to develop school readiness skills

Goal: 225

NPI Code: 6.3A6

National Performance Indicator: Number of children provided with special education and related services

HCAP Outcome: 166 preschool-age children will have an Individualized Education Program (IEP) and receive special education and related services

Goal: 166

NPI Code: 6.3B5

National Performance Indicator: Number of youth participating in developmental or enrichment programs who increase their academic, athletic, or social skills for school success

HCAP Outcome: Of enrolled youth participating in the Hā Initiative: After-School Creative STEM (Science, Technology, Engineering and Math) Program, 50 will increase their academic and/or social skills

Goal: 50

NPI Code: 6.3C1

National Performance Indicator: Number of parents and other adults who learned and exhibited improved parenting skills

HCAP Outcome: 1,659 parents and family members of Head Start preschool children will learn and exhibit improved parenting skills by participating in developmentally appropriate practices in the classroom

Goal: 1,659