2024/2025
Community Needs Assessment and Community Action Plan

California Department of Community Services and Development

Community Services Block Grant

Contents

Introduction

The Department of Community Services and Development (CSD) has developed the 2024/2025 Community Needs Assessment (CNA) and Community Action Plan (CAP) template for the Community Services Block Grant (CSBG) Service Providers network. Each agency must submit a completed CAP, including a CNA to CSD on or before **June 30, 2023**. Changes from the previous template are detailed below in the "What's New for 2024/2025?" section. Provide all narrative responses in 12-point Arial font with 1.15 spacing. When the CNA and CAP are complete, they should not exceed 65 pages, excluding the appendices.

Purpose

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

Federal CSBG Programmatic Assurances and Certification

The Federal CSBG Programmatic Assurances are found in section 676(b) of the CSBG Act. These assurances are an integral part of the information included in the CSBG State Plan. A list of the assurances that are applicable to CSBG agencies has been provided in the Federal Programmatic Assurances section of this template. CSBG agencies should review these assurances and certify that they are complying.

State Assurances and Certification

As required by the CSBG Act, states are required to submit a State Plan as a condition to receive funding. Information provided in agencies' CAPs will be included in the CSBG State Plan. Alongside Organizational Standards, the state will be reporting on State Accountability Measures in order to ensure accountability and program performance improvement. A list of the applicable State Assurances and the agency certification for them are found in the State Assurances section of this template.

Compliance with CSBG Organizational Standards

As described in the Office of Community Services (OCS) [Information Memorandum (IM) #138](#) dated January 26, 2015, CSBG agencies will comply with implementation of the Organizational Standards. CSD has identified the Organizational Standards that are met through the completion of the CAP and the CNA. A list of Organizational Standards that will be met upon completion of the CAP can be found in the Organizational Standards section of this template. Agencies are encouraged to utilize this list as a resource when reporting on the Organizational Standards annually.

What's New for 2024/2025?

Community Action Plan Workgroup (CAPWG). In summer 2022, CSD organized a workgroup to inform the development of the 2024/2025 CNA and CAP. Workgroup members were selected from the CSBG Service Provider network and the ROMA Coalition. The feedback CSD received from the workgroup has informed not only the 2024/2025 template but also the accompanying CAP training scheduled for mid-December 2022.

Public Hearings – Additional Guidance. The public hearing requirement has been modified. Two years ago, we were in an active pandemic due to the COVID-19 virus. The public health guidelines throughout the state advised communities against large gatherings. CSD advised agencies to follow public health protocols and hold public meeting virtually if an in-person meeting was not an option. For the public hearing on the 2024/2025 draft CAP, CSD requests that agencies conduct in-person, virtual, or hybrid public hearings. While transmission rates of COVID-19 remain high in many communities, agencies are requested to follow their local public health guidelines when deciding in which format to conduct the public hearing. For more information, please see the Public Hearing section of this template.

CNA Helpful Resources. The Helpful Resources section in Part I: Community Needs Assessment contains additional data sets and resources. On recommendation of the CAPWG, CSD has added data sets from the Massachusetts Institute of Technology, the University of Wisconsin, and a point-in-time data set from the U.S. Department of Housing and Urban Development. We have also added links to the Local Agencies Portal where you can find examples of completed Community Needs Assessments and project timelines from the CSBG Service Providers network.

Part II: Community Action Plan. The number of questions in the Tripartite Board of Directors, Service Delivery System, Linkages and Funding Coordination, and Monitoring sections has changed. Questions were removed because it was determined that agencies meet these reporting requirements through other CSBG work products such as monitoring and Organizational Standards. In the Service Delivery System and Linkages and Funding Coordination sections, new questions were added. These questions will be covered during the template training webinar.

Sunset of COVID-19 Flexibilities. In the 2022/2023 template, CSD allowed agencies to indicate on selected questions whether there were changes to the response provided in the 2020-2021 CAP or whether agencies would like CSD to accept the 2020-2021 response without adaptions. This option was an effort to reduce administrative burden on agencies during the COVID-19 pandemic. While

CSD has retained some of the flexibilities developed in the previous template, the option for agencies to reference responses in their prior CAP has been discontinued.

Response and Community Awareness. This section replaces the "Additional Information" section in the previous template. For 2024/2025 CSD has included questions pertaining to Diversity, Equity, and Inclusion (DEI). The questions about disaster preparedness have been retained from the previous template. While none of this information is directly mandated by statue, CSD is requesting the information to gauge where the CSBG Service Provider network is as a whole on these topics. Responses to the questions in this section are mandatory.

ROMA Certification Requirement. Under section 676(b)(12) of the CSBG Act, CSD and all CSBG agencies are required to assure that we will participate in a Results Oriented Management and Accountability System "not later than fiscal year 2001." CSD and the CSBG Service Providers have fulfilled this requirement through various approaches. With respect to the ROMA certification of the network CAPs (Organizational Standard 4.3), CSD has allowed agencies to submit their CAP without the signature of a ROMA trainer or implementer if the agency did not have a ROMA trainer or implementer on staff. CSD staff who had the requisite training would certify those CAPs on behalf of the agencies. This process will still be in place for the 2024/2025 template. However, for the 2026/2027 template, CSD will require that CSBG Service Providers provide their own ROMA certification either by staff who have the required ROMA training or in partnership with another agency or organization. CSBG Service Providers should begin formulating a plan to fulfill this requirement.

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Checklist

☑   **Cover Page and Certification**

☑   **Public Hearing(s)**

Part I: Community Needs Assessment

☑   **Narrative**

☑   **Results**

Part II: Community Action Plan

☑   **Vision Statement**

☑   **Mission Statement**

☑   **Tripartite Board of Directors**

☑   **Service Delivery System**

☑   **Linkages and Funding Coordination**

☑   **Monitoring**

☑   **Data Analysis, Evaluation, and ROMA Application**

☑   **Response and Community Awareness**

☑   **Federal CSBG Programmatic Assurances and Certification**

☑   **State Assurances and Certification**

☑   **Organizational Standards**

☑   **Appendices**

COMMUNITY SERVICES BLOCK GRANT (CSBG)
2024/2025 Community Needs Assessment and Community Action Plan
Cover Page and Certification

Agency Name	Community Action Partnership of Kern
Name of CAP Contact	Vanessa C. Mendoza
Title	Grant Administrator
Phone	661-336-5236 Extension
Email	vmendoza@capk.org

CNA Completed MM/DD/YYYY:
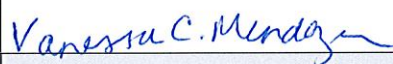(Organizational Standard 3.1)

06/29/2023

Board and Agency Certification

The undersigned hereby certifies that this agency complies with the Federal CSBG Programmatic, and State Assurances as outlined in the CSBG Act and California Government Code, respectively for services provided under the Federal Fiscal Year 2024/2025 Community Action Plan. The undersigned further certifies the information in this Community Needs Assessment and the Community Action Plan is correct and has been authorized by the governing body of this organization. (Organizational Standard 3.5)

Fred Plane	*Fred Plane* Fred Plane (Jun 28, 2023 16:57 PDT)	6/29/23
Board Chair (printed name)	**Board Chair (signature)**	**Date**
Jeremy T. Tobias	*signature*	6/29/23
Executive Director (printed name)	**Executive Director (signature)**	**Date**

Certification of ROMA Trainer/Implementer *(If applicable)*

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

Vanessa C. Mendoza	*Vanessa C. Mendoza*	6/29/23
NCRT/NCRI (printed name)	**NCRT/NCRI (signature)**	**Date**

CSD Use Only

Dates CAP (Parts I & II)		Accepted By
Received	**Accepted**	
6/29/2023	8/09/2023	Caleb Gendron

Public Hearing(s)

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

State Statute Requirements

As required by California Government Code Section 12747(b)-(d), agencies are required to conduct a public hearing for the purpose of reviewing the draft CAP. All testimony presented by low-income individuals and families during the public hearing shall be identified in the final CAP. Agencies shall indicate whether or not the concerns expressed by low-income individuals and families have been addressed. If an agency determines that any of the concerns have not been addressed in the CAP, the agency shall include in its response document, information about the concerns and comment as to their validity.

Guidelines

Notice of Public Hearing

1. Notice of the public hearing and comment period must be published at least 15 calendar days prior to the public hearing.
2. The notice may be published on the agency's website, social media channels, and/or in newspaper(s) of local distribution.
3. The notice must include information about the draft CAP; where members of the community may review, or how they may receive a copy of, the draft CAP; the dates of the comment period; where written comments may be sent; date, time, and location of the public hearing; and the agency contact information.
4. The comment period should be open for at least 15 calendar days prior to the public hearing. Agencies may opt to extend the comment period for a selected number of days after the hearing.
5. The draft CAP must be made available for public review and inspection at least 30 days prior to the public hearing. The draft CAP can be posted on the agency's website, social media channels, and distributed electronically or in paper format.
6. Attach a copy of the Notice(s) of Public Hearing as Appendix A to the final CAP.

Public Hearing

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

Additional Guidance

COVID-19 poses unique challenges to fulfilling the public hearing requirement. CSD asks that agencies continue to adhere to state and local public health guidance to slow the spread of the virus and ensure public safety. The health and safety of agency staff and the communities you serve is paramount. Therefore, for the purposes of fulfilling the public hearing requirement on the draft CAP, agencies may conduct the public hearing in-person, remotely, or using a hybrid model (in-person and remotely) based on the public health protocols in place in their communities.

Public Hearing Report

Date(s) of Public Hearing(s)	June 8, 2023
Location(s) of Public Hearing(s)	Friendship House Community Center 2424 Martin Luther King, Jr. Blvd, Bakersfield, CA 93309
Dates of the Comment Period(s)	Tentative – May 24, 2023 – June 8, 2023
Where was the Notice of Public Hearing published? (agency website, newspaper, social media channels)	Social media-Facebook, LinkedIn, Twitter and constant contact email blast.
Date the Notice(s) of Public Hearing(s) was published	May 24, 2023
Number of Attendees at the Public Hearing(s) (Approximately)	11

Part I: Community Needs Assessment

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

Helpful Resources

In 2011, NASCSP published a [Community Action to Comprehensive Community Needs Assessment Tool](#) that supports planning and implementing a comprehensive CNA. The tool lays out design choices, planning steps, implementation practices, analysis, and presentation options.

The National Community Action Partnership has an [Assessment Tool](#) designed specifically for the community needs assessment process. Here you can select from a variety of county-specific data sets.

Examples of Community Needs Assessments and project timelines from agencies within the California CSBG Providers network can be found on the [Local Agencies Portal](#) under the CSBG – Resources tab. If you do not have an account or have not received CSD login credentials, please email CSD at [ExternalAccess@csd.ca.gov](#).

To provide a comprehensive "picture" of the community needs in your service area(s), agencies will collect and analyze both quantitative and qualitative data. Links to several national and state quantitative data sets are given below. Local and agency data also provide information about the needs of the community.

Sample Data Sets			
U.S. Census Bureau Poverty Data	**U.S. Bureau of Labor Statistics** Economic Data	**U.S. Department of Housing and Urban Development** Housing Data & Report	
HUD Exchange PIT and HIC Data Since 2007	**National Low-Income Housing Coalition** Housing Needs by State	**National Center for Education Statistics** IPEDS	
Massachusetts Institute of Technology Living Wage Calculator		**University of Wisconsin** **Robert Wood Johnson Foundation** County Health Rankings	
California Department of Education School Data via DataQuest	**California Employment Development Department** UI Data by County	**California Department of Public Health** Various Data Sets	
California Department of Finance Demographics	**California Attorney General** Open Justice	**California Governor's Office** Covid-19 Data	**California Health and Human Services** Data Portal
CSD **Census Tableau** Data by County		**Population Reference Bureau** KidsData	

Community Needs Assessment Narrative

CSBG Act Sections 676(b)(3)(C), 676(b)(9)
Organizational Standards 1.1, 1.2, 1.3, 2.2, 3.2, 3.3, 3.4

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1. Describe how your agency collected and included current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for your service area. (Organizational Standard 3.2)

Our agency collected current data on poverty and its prevalence related to gender, age, and race/ethnicity by utilizing the national and state data sets presented in this template.

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

CAPK serves all of Kern County, California—8,163 square miles of valleys, mountains, and deserts. CAPK's 19 direct service programs provide an array of services, tailored to the needs of each community. For example, Kern is one of the world's top producers of agriculture and CAPK's Migrant Childcare Alternative Payment (MCAP) program provides childcare vouchers for farm working families in mostly rural communities with high Hispanic populations and CAPK's Food Bank has over 150 partner pantry/commodity sites throughout Kern County, with emphasis in areas that are food deserts and lack access to healthy and fresh foods.

Approximately 18% of Kern County residents live at or below 100% of the Federal Poverty level (U.S. Census estimates, 2021). Of the 11 Kern County cities in the chart below, 8 cities (73%) have poverty higher than the County rate. Additionally, Kern County has one of the highest poverty rates in the State of California. CAPK's programs and services are strategically located in underserved and/or high poverty areas throughout the county (See Appendix E, CAPK Site List).

3. Indicate from which sources your agency collected and analyzed quantitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

Federal Government/National Data Sets
- ☑ Census Bureau
- ☑ Bureau of Labor Statistics
- ☑ Department of Housing & Urban Development
- ☑ Department of Health & Human Services
- ☐ National Low-Income Housing Coalition
- ☐ National Center for Education Statistics
- ☐ Academic data resources

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

☐ Other online data resources

☐ Other

California State Data Sets

☑ Employment Development Department
☐ Department of Education
☑ Department of Public Health
☐ Attorney General
☐ Department of Finance
☐ State Covid-19 Data
☐ Other

Agency Data Sets

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

Surveys

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

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4. If you selected "Other" in any of the data sets in Question 4, list the additional sources.

N/A

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

Surveys

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

Interviews

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

Focus Groups

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

☐ **Community Forums**

☐ **Asset Mapping**

☐ **Other**

6. If you selected "Other" in Question 6, please list the additional approaches your agency took to gather qualitative data.
N/A

7. Describe your agency's analysis of the quantitative and qualitative data collected from low-income individuals and families. (Organizational Standards 1.1, 1.2, 3.3)
Every two years, Community Action Partnership of Kern (CAPK) conducts a Community Needs Assessment (CNA) to identify current and emerging needs for Kern County low-income people and families. As part of the Results Orientated Management & Accountability (ROMA) model, the CNA, as well as other organizational information is used to identify priority community needs and as a guide in creating CAPK's strategic goals and a foundation for continuous improvement. Client input is a critical part of the CNA. For the full analysis of the client responses of the 2023 Community Needs Survey, please see Appendix C.

8. Summarize the data gathered from each sector of the community listed below and detail how your agency used the information to assess needs and resources in your agency's service area(s). Your agency must demonstrate that each sector was included in the needs assessment; A response for each sector is required. (CSBG Act Sections 676(b)(3)(C), 676(b)(9), Organizational Standard 2.2)
The 2023 CNA includes information gathered from our community partners and other organizations (public and private), Please see Appendix C for a complete analysis. A. Community-based organizations Community-based organizations: Community Based Organizations (CBO's) are essential to the mission of Community Action Partnership. CAPK works together with more than 1,500 CBO partners in Kern County to track referrals via 2-1-1, the Coordinated Homeless Entry Program, case management referral reports, and quality surveys at the program level. Data from the Community Needs Assessment shows that Community Based Organizations strongly believe that affordable housing assistance is needed in the county.
B. Faith-based organizations Faith-based organizations: CAPK has many collaborations with faith-based organizations that provide valuable information to assist in identifying needs for low-income residents and families. For example, the CAPK Food Bank partners with approximately 150 food distribution commodity and pantry sites throughout Kern County, many of which are faith-based organizations. Data collected from these partner sites assists CAPK in identifying high need areas for additional services/support.

The following services are the top three responses by faith-based organizations when asked what services are most needed in the community: homeless assistance, affordable housing, and job skills training.

C. Private sector (local utility companies, charitable organizations, local food banks)

CAPK receives abundant support and partnership opportunities with private sector companies and foundations, this includes banking institutions to support their CRA, agricultural growers, energy and oil-based companies, and utility assistance service providers. Typically, CAPK shares information with private sector partners about client needs as well as gathering data. Shared information allows CAPK to strengthen/expand existing programs as well as start new programs. For example, when our agency was conducting a feasibility study on a Community Development Financial Institution (CDFI), we worked with approximately 13-15 partners ranging from banking institutions, small business development corporations, higher education institutions, BIPOC and women business owners and operators, and capital fund investment groups. This combination of partners allowed our agency to incorporate real-time experiences to support the qualitative data from the study, and equally important, aligned our client needs with the partner's service delivery model. Through the sharing of this information, we are able to better align their goals with our needs, much of which came back to CAPK to serve our clients.

Survey responses from private sectors showed that the highest need for the community is affordable childcare for Kern County residents.

D. Public sector (social services departments, state agencies)

Public sector (social services departments, state agencies): CAPK is a strong partner with local and state agencies and relies on feedback and shared information to better serve our clients. Low paying wage jobs, lack of education opportunities, lack of access to healthcare facilities, lack of affordable housing and many other conditions and causes of poverty are issues that affect all of Kern County and shared data between non-profits and public agencies assists in developing/expanding services to marginalized communities that have the greatest needs. The CNA also draws heavily on local, state, and federal reports and data in need identification for the CNA. Further, through our various contracts and agreements (full detail of contracts available CAPK Schedule of Programs), we are able to partner to address immediate needs, such as gang violence and intervention services, food insecurity with capital funds to support the expansion of the food bank, state-based Medi-Cal enrollment, and home-visiting services for Cal-Works mothers.

Public sectors top three needs for Kern County were: substance abuse treatment, mental health treatment, and affordable housing.

E. Educational institutions (local school districts, colleges)

Educational institutions (local school districts, colleges): Partnerships with educational institutions are an important area for assessing and meeting needs for our low-income community. As in the other areas listed above, these partnerships allow CAPK to gather information about community needs in relationship to improving educational attainment for our youth and adults served. For example, through information gathered from these partners, the CNA identified that there is a great need for vocational and job skills training for low-income adults in Kern County. Most recently, CAPK partnered with the Kern Community College District (KCCD) on a statewide economic and workforce development initiative, Communities Economic Resilience Fund (CERF) through Senate Bill 162 to apply an equity-centric, nontraditional approach to a post-pandemic economic recovery that leads to quality jobs and family-sustaining careers.

Participating educational institutes in CAPK's Community Needs Assessment expressed mental health treatment as the highest area of concern for the county.

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

The CNA (Appendix C) discusses the following causes of poverty:
- Unemployment / Workforce Development
- Educational Attainment
- Homelessness / At-Risk of Homelessness
- Food Insecurity
- Health
- Disconnected Youth

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

The CNA (Appendix C) discusses the following conditions of poverty:
- Housing
- Affordable Childcare
- Access to Health Services
- Environmental Health—Air Quality

11. Describe your agency's approach or system for collecting, analyzing, and reporting customer satisfaction data to the governing board. (Organizational Standard 1.3)

In May of 2023, CAPK added a client survey to our agency's website. The survey will include four questions that assess if client's needs were met, their rating of CAPK's services (1 through 5, with 5 being the highest score), whether or not they would recommend our services to anyone, and a free response section that allows them to share feedback. Responses will be shared on quarterly basis in our Board of Director's meetings.

Community Needs Assessment Results

CSBG Act Section 676(b)(11)
California Government Code Section 12747(a)
State Plan 14.1a

Table 1: Needs Table

Complete the table below. Insert row(s) if additional space is needed.

Needs Identified	Level	Agency Mission (Y/N)	Currently Addressing (Y/N)	Agency Priority (Y/N)
Affordable Housing	Community	N	N	N
Mental Health Treatment	Family	Y	Y	N
Nutritious Food	Family	Y	Y	Y
After-School Programs	Community	Y	Y	Y
Homeless Services	Community	Y	Y	Y

Needs Identified: List the needs identified in your most recent CNA.

Level: List the need level, i.e., community or family. <u>Community Level</u>: Does the issue impact the community, not just clients or potential clients of the agency? For example, a community level employment need is: There is a lack of good paying jobs in our community. <u>Family Level</u>: Does the need concern individuals/families who have identified things in their own life that are lacking? An example of a family level employment need would be: Individuals do not have good paying jobs.

Essential to Agency Mission: Indicate if the identified need aligns with your agency's mission.

Currently Addressing: Indicate if your agency is already addressing the identified need.

Agency Priority: Indicate if the identified need will be addressed either directly or indirectly.

Table 2: Priority Ranking Table

List all needs identified as an agency priority in Table 1. Insert row(s) if additional space is needed.

Agency Priorities	Description of programs, services, activities	Indicator(s) or Service(s) Category	Why is the need a priority?
1. Nutritious Food	CAPK Food Bank, CalFresh, Head Start Central Kitchen	FNPI, SRV	Addresses food insecurity concerns
2. Homeless Services	M Street Homeless Navigation Center, Coordinated Entry Services, Member Bakersfield, Kern Regional Homeless Collaborative	FNPI	Homeless intervention and prevention and homeless assistance address key barriers that impact welfare and wellbeing
3. After School/Summer Recreation	Friendship House and Shafter Youth Centers	FNPI, SRV	Access to social, emotional, and educational opportunities for youth
4. Affordable Housing	Member of the Affordable Housing Coalition, Completing a comprehensive Housing Assessment for key populations.	CNPI, FNPI	Family stability and improvement in socioeconomic status
5. Mental Health Treatment	M Street Navigation	CNPI, FNPI	Improvement of health and wellbeing

Agency Priorities: Rank your agency's planned programs, services and activities to address the needs identified in Table 1 as agency priorities.

Description of programs, services, activities: Briefly describe the program, services or activities that your agency will provide to address the need. Identify the number of clients to be served or the number of units offered, including timeframes for each.

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

Why is this need a priority: Provide a brief explanation about why this need has been identified as a priority. Connect the need with the data. (CSBG Act Section 676(b)(3)(A))

Part II: Community Action Plan

CSBG Act Section 676(b)(11)
California Government Code Sections 12745(e), 12747(a)
California Code of Regulations, Title 22, Division 11, Chapter 1, Sections 100651 and 100655

Vision and Mission Statement

1. Provide your agency's Vision Statement.
We envision communities where all people have equal opportunities to achieve greater self-sufficiency and attain their version of the American Dream.

2. Provide your agency's Mission Statement.
Community Action Partnership of Kern will address underlying causes of poverty, alleviate the effects, and promote dignity and self-sufficiency in the communities we serve.

Tripartite Board of Directors

CSBG Act Sections 676B(a) and (b); 676(b)(10)
California Code of Regulations, Title 22, Division 11, Chapter 1, Section 100605

1. Describe your agency's procedures under which a low-income individual, community organization, religious organization, or representative of low-income individuals that considers its organization or low-income individuals to be inadequately represented on your agency's board to petition for adequate representation. (CSBG Act Section 676(b)(10))
The Agency is overseen by a 15-member tripartite Board of Directors representing public, private, and low-income sectors who possess diverse backgrounds, educational achievements and certifications, life experiences and skills that assist and enrich the lives of low-income and poverty-level, at risk, hard to serve, and marginalized populations/communities. One-third of Board membership is required to include low- income residents, one-third representing the public sector, and one-third representing the private sector. The Chair of the Head Start Policy Council is one of the five low-income representatives. The remaining low-income representatives are recruited and selected through a democratic process of elections in four areas of the county, as defined by municipal district boundaries of the City of Bakersfield, East, North and South Kern, and one representative from the agency's Head Start Policy Council.

Service Delivery System

CSBG Act Section 676(b)(3)(A)
State Plan 14.3

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

Currently, each of CAPK's programs have their own intake and service delivery process, most of which is determined by the funding source. CAPK has implemented a Customer Relations Software (CRM) system which includes universal intake and data collection processes. Through the CRM, CAPK can analyze, track, and use information to manage and improve services, enhance workflow, and collaborate across multiple programs and databases. With the assistance of subject matter experts and technology consultant, Wipfli, we created a technology platform, Microsoft Dynamics, to integrate existing software systems used within the agency to include programs, human resources, finance, and created dedicated systems for CAPK programs. We now have standardized aggregate reporting and assess programs based on data; track and monitor all clients of the Agency, despite which program services they use; report to current and potential funders, stakeholders, and the Board of Directors on the agency's performance holistically – and can change the service delivery models to respond to emergent/shifting community needs.

2. Describe how the poverty data related to gender, age, and race/ethnicity referenced in Part I, Question 1 informs your service delivery and strategies in your service area?

Poverty, race, and gender are important factors that inform our service delivery efforts and strategies. When designing programs or improving programs, CAPK considers the unique challenges faced by each group in Kern County.

When considering poverty, CAPK looks for ways to address economic inequalities and provide targeted support for individuals and families experiencing financial hardships. Our poverty-focused initiatives have included access to Medi-Cal, rental assistance, and a grant application to provide guaranteed income to low-income individuals. Guaranteed income pilot programs traditionally provide unconditional, individual, regular cash payments intended to support the basic needs of the recipients.

Race informs program design by recognizing the historical and systemic barriers faced by marginalized racial and ethnic groups, such as those faced in the Southeast community of Bakersfield and rural cities in the county. CAPK is an equal employment opportunity employer, and our procurement and contracting policies include special consideration for minority-owned businesses. Additionally, CAPK provides culturally sensitive approaches and diverse representation in each of our 19 programs.

At CAPK, gender-focused programs focus on promoting equality and addressing underrepresentation concerns. We promote gender equality by servicing women and the specifically unique challenges faced by low-income women. Our Women Infant and Children program is one example of a gender-focused program that improves access to education and healthcare.

Incorporating poverty, race, and gender perspectives into CAPK's program design helps identify and address systemic inequities. It ensures that programs are responsive to the specific needs of different groups and work towards achieving social justice. Moreover, engaging communities affected by poverty, racial disparities, and gender inequalities in the design process helps create more inclusive and effective programs that can uplift marginalized populations.

Linkages and Funding Coordination

CSBG Act Sections 676(b)(1)(B) and (C); (3)(B), (C) and (D); 676(b)(4), (5), (6), and (9)
California Government Code Sections 12747, 12760
Organizational Standards 2.1, 2.4
State Plan 9.3a, 9.3b, 9.4b, 9.6, 9.7, 14.1b, 14.1c, 14.3d, 14.4

1. Describe how your agency coordinates funding with other providers in your service area. If there is a formalized coalition of social service providers in your service area, list the coalition(s) by name and methods used to coordinate services/funding. (CSBG Act Sections 676(b)(1)(C), 676(b)(3)(C); Organizational Standard 2.1; State Plan 14.1c, 9.6, 9.7)

CAPK coordinates funding with a number of agencies and partners. For example, the CAPK VITA program has an active contract with United Way Kern County (subcontractor for the IRS grant) to assist with providing VITA services. This is the fifth year of this partnership. CAPK also shares funding with Community Services and Employment, Tulare (CSET) to provide CalEITC education and outreach services, funded through California Community Services & Development. CAPK and CSET are in the third year of this contract.

CAPK is an active member of the Bakersfield Kern Regional Homeless Collaborative, Coordination of Care (CoC) group for Kern County homeless services. CAPK received funding through the CoC via HUD, to provide the Centralized Intake Services (CES) for Kern County.

CAPK is also an active member of the Family Resource Center (FRC) & Collaboratives. This collaborative includes 16 (FRC) throughout the county, including our East Kern and Oasis FRC.

2. Provide information on any memorandums of understanding and/or service agreements your agency has with other entities regarding coordination of services/funding. (CSBG Act Section 676(b)(9), Organizational Standard 2.1; State Plan 14.1c, 9.6, 9.7)

CAPK is a lead agency and strong partner in the communities served. Collaboration and opportunities to partner and/or contract with others strengthens service delivery and positive outcomes for low-income Kern people and families. CAPK has both formal and informal relationships with hundreds of community service agencies, partners, collaboratives, and other organizations from all sectors of the community including "community-based organizations, faith-based organizations, private sector, public sector, and educational institutions." For example, CAPK 2-1-1 Kern has a database of over 3,000 service providers and the CAPK Food Bank partners/contracts with approximately 150 pantry sites to distribute food throughout Kern County.

3. Describe how your agency ensures delivery of services to low-income individuals while avoiding duplication of services in the service area(s). (CSBG Act Section 676(b)(5), State Plan 9.3a, California Government Code 12760)

CAPK continues to stay connected with partners and other agencies. One method that we utilize to avoid local duplication of efforts is to learn about the funding sources that drive our partners' programs. Before applying for grants, we research past awardees to understand the role that grant funds play in local service delivery efforts. We exercise caution in applying for funding that would duplicate local efforts, especially when another local agency is exceeding in this sector and relies on certain sources to continue their services. Further, as mentioned in previous sections, our program participates in several county-wide and community-level collaboratives to keep connected with developing programs, services, and overall updates from partner organizations.

4. Describe how your agency will leverage other funding sources and increase programmatic and/or organizational capacity. (California Government Code Section 12747)

Continuous leveraging of funding—both monetary and in-kind—along with other support partners and volunteers help CAPK to maintain and grow capacity to serve through its existing 19 diverse programs to assist and empower individuals and families across communities served. CAPK leadership and staff are fully engaged as cooperative and collaborative partners, seeking existing and new opportunities to apply for funding support and partnerships through grants, projects and activities aligned with the agency mission and philosophy and purpose to end and improve lives across Kern County.

In January 2021, CAPK created a Foundation to support fundraising of gap funding and grow unrestricted funding capacity as described in Goal 6 of the Strategic Plan.

An example is the CAPK Foundation. As the philanthropic support to Community Action Partnership of Kern, the CAPK Foundation is dedicated to addressing the immediate funding needs of the agency and to serve as a catalyst by supporting the essential tools and resources we provide to the community. The Foundation supports programs that have funding gaps or funding limitations by delivering a comprehensive scope of services through philanthropic fundraising. This resource was leveraged as we began fundraising for the Food Bank Capital Expansion totaling $15.6 Million in construction funds. The agency and the Foundation were able to source nine (9) lines of funding, consisting of city, county, state-departments, federal allocation, and philanthropic dollars through a local grower. The project is underway and did not require a loan or reliance on the line of credit.

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

As noted above, one of the ways the agency has planned to address funding shortfalls is through the creation of the CAPK Foundation, however, for daily operations, the agency has invested efforts in growing the unrestricted fund to support operations in the case of potential funding reductions. This includes reevaluating the internal infrastructure and continuous improvement, in addition to pursuing grant funding outside of committed contracts.

6/29/2023

6. Describe how your agency documents the number of volunteers and hours mobilized to support your activities. (Organizational Standard 2.4)

Our agency document volunteers and in-kind support through our Volunteer Management platform. This digital format of managing volunteers allows the agency to ensure compliance, track individual volunteer hours, and manage events on a mid-to-large scale. It also allows the agency the opportunity to enhance our visibility among partners, clients, community members, and investors as well as use a potential recruitment tool. The platform is used to validate volunteer hours and supports reporting in our CSBG annual report.

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

Most of our programs focus on youth 0-17 years old, ranging from our Head Start, family resource centers, youth center programs. In addition to our current service offerings, the agency actively pursues funding to support enhancement of services and/or development of new services based on the site and community needs. This is demonstrated through our First 5 and Department of Human Services – Differential Response contract (ending June 2023), administered by our two-Family Resource Centers in Mojave and Ridgecrest. These programs are designed to provide wraparound case management for children and guardians, child-centered educational home base activities, summery bridge activities, and family support services with children five years old and younger.

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

CAPK supports innovative community-based youth development through our Adult Re-Entry (ARG) Program. Through this program, we deliver reentry services for people formerly incarcerated in state prison. The target population identified in AB 128 are people, who have been formerly incarcerated in state prison with priority being given to those recently released and/or on state parole. Through our 19 direct service programs, CAPK supports this population with food insecurity, housing, utility assistance, and much more, in efforts to address the multitude of factors that impact recidivism.

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

The agency has partnered with service providers that offer and or lead workforce development programs, as is the case of the CERF program with KCCD, as mentioned in a previous section.

Internally, through the Volunteer Income Tax Assistance (VITA) program, we offer 40-hours of IRS-certified training, which helps promote tax preparation training and a pathway into a viable career. Additionally, we can often recruit qualified, skilled volunteers to become agency employees. Lastly, we continually pursue funding opportunities that can create a workforce and training pathway for our clients which includes partnering with local job-development agencies. Staff help lead or contribute to research as well as hosting community engagement meetings.

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

Since the last CAP was published, CAPK has automated some of our Food Bank service delivery efforts to reduce and prevent food insecurity. In April of 2023, we implemented an online portal for pantry sites to "check out" food from our food bank. The portal allows them to schedule a time for pick up. Food Bank staff collect all the items requested and have them boxed and ready for pick up at the designated time. As a result of this update, CAPK is now able to work with more pantry sites. Pantry sites require less time at the food bank, thereby increasing the number of pounds that are distributed locally. Further, our agency and programs, like the Food Bank, has the capacity and infrastructure (including loading docks) to receive emergency inventory and distribute to community members quickly, this was evident during the pandemic when we received high-volume inventory (ranging from food, PPE, supplies, diapers, and formula). We will increase our capacity with the capital expansion set to be completed by Fall 2023.

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

Our agency does not coordinate services with emergency energy crisis intervention programs.

Our Energy Assistance programs provided benefits to 2,593 families, helping them keep their power on during the sweltering summer months and the chill of winter. During 2022, we distributed $2,628,259 million dollars in funding from the federal Low-Income Home Energy Assistance Program to those families to ensure they could keep their homes habitable.

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

Our agency does not coordinate services with local LIHEAP service providers.

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

Our agency will use funds to support initiatives focused on strengthening families and encouraging effective parenting through our Differential Response contract (ending June 2023). This contract is administered by our two-Family Resource Centers in Mojave and Ridgecrest. These programs are designed to provide wraparound case management for children and guardians, child-centered educational home base activities, summery bridge activities, and family support services with children five years old and younger. The services focus on improving parent's knowledge of trauma and adverse effects to promote protective and nurturing behaviors.

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

Our agency develops linkages to fill gaps and needs through Inter-agency Referral Management. The purpose of the Interagency Referral System is to connect clients to all CAPK programs for which they are eligible and improve program referral efficiency, determine eligibility quickly, and provide real-time access to client information during the referral process. This is helpful to ensure we provide as many resources as possible to clients that qualify for our programs and assist in analyzing client or household trends and behavior to make informed decisions on our services and delivery model, in addition to client feedback. There is a Quality Control component that will ensure referrals move through the system efficiently. It is the intent to expand the referral process to external partners in the coming year(s).

Monitoring

CSBG Act Section 678D(a)(1)(A) and (B)

1. Describe how your agency's monitoring activities are related to establishing and maintaining the integrity of the CSBG program. Include your process for maintaining high standards of program and fiscal performance.
CAPK has implemented a comprehensive Customer Relations Management (CRM) software system, that allows the Agency to collect, monitor, and report client data and outcomes across all programs. There is a comprehensive record of each client/family that accesses CAPK as they move through our programs and staff will be able to see progress and report outcomes in real time. This allows CAPK to gain meaningful insights in how our families access services, length of stay, and exit information. Real-time data reporting is part of our efforts to continually monitor and improve client outcomes. This is evidenced through the Program, Review, and Evaluation (PRE) Committee that reports on a program's performance from the month prior. Through our Information System (IS) team, they work directly with program staff monthly on their client-data reporting as well as validation the client records, which feeds into the annual report.
2. If your agency utilizes subcontractors, please describe your process for monitoring the subcontractors. Include the frequency, type of monitoring, i.e., onsite, desk review, or both, follow-up on corrective action, and issuance of formal monitoring reports.
CAPK monitors subrecipients in order to provide reasonable assurance that they are in compliance with laws, regulations, and award provisions applicable to the program. Please see Appendix F "Monitoring of Subrecipients" from the CAPK Accounting & Financial Policies and Procedures Manual.

Data Analysis, Evaluation, and ROMA Application

CSBG Act Section 676(b)(12)
Organizational Standards 4.2, 4.3

1. Describe your agency's method for evaluating the effectiveness of programs and services. Include information about the types of measurement tools, the data sources and collection procedures, and the frequency of data collection and reporting. (Organizational Standard 4.3)

CAPK monitors program progress towards goals through the Program and Division Monthly Reports mentioned previously. These reports have targets specific program indicators and show monthly and annual progress. These reports include indicators (FNPI, SRV etc.) for items that are included in the CSBG Annual Report.

The reports are monitored by the Division Directors and Chief Program Officer so they can make real time responses and adjustments as needed. Additionally, the reports are reviewed at the monthly Program Research & Evaluation Committee meeting and the CAPK Board of Directors meetings for approval. CAPK Finance staff meets with each Program Manager and Division Directors monthly to review budget-to-actual information for each program. This allows for programs to make spending adjustments as needed. All financial reporting is done through Abila.

CSBG data is collected and reported internally twice a year, mid-point, and end of year. The information from the mid-point collection is reviewed to assure that programs are on track with data collection.

2. Applying the Results Oriented Management and Accountability (ROMA) cycle of assessment, planning, implementation, achievement of results, and evaluation, describe one change your agency made to improve low-income individuals' and families' capacity for self-sufficiency. (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

Using the ROMA model, the agency has invested in the development of the Customer Relationship Management (CRM) platform for the purposes of standardized data collection across all programs under the umbrella of CAPK. This includes incorporating CSBG performance indicators and client demographics to improve collection and review, with the intent to provide comprehensive services once the system is fully implemented.

Furthermore, four individuals received their ROMA Implementer certification this year (2023). Since receiving these certifications, our agency has applied ROMA with program planning, specifically by way of grant applications. Three grant applications have included logic models that demonstrate our thought process for reaching the outcome and impact desired. We have also created a client satisfaction survey that has been added to our agency website. Starting in May of 2023, CAPK implemented an agency-wide client satisfaction form that serves clients of all programs.

3. Applying the full ROMA cycle, describe one change your agency facilitated to help revitalize the low-income communities in your agency's service area(s). (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

The agency is in the process of applying the ROMA model in evaluating existing programs and it will be used when new programs are reviewed and implemented. Through tools, such as the Program, Review and Evaluation Committee, and the CSBG National Performance Indicators and Services, we are able to review outcomes/goals on a monthly and quarterly basis.

Response and Community Awareness

Diversity, Equity, and Inclusion

1. Does your agency have Diversity, Equity, and Inclusion (DEI) programs in place that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures, and sexual orientations?

☑ Yes

☐ No

2. If yes, please describe.

CAPK seeks to create an inclusive, equitable, culturally competent, and supportive environment where employees feel enriched and have a strong sense of belonging. The Diversity, Equity, and Inclusion Committee (DEI Committee), is a staff led subcommittee of the CAPK Board of Directors that maintains an active role in identifying, understanding, and communicating relevant information about issues pertaining to diversity, equity, and inclusion. The objective of this committee is to establish and strengthen a culturally competent environment in which model behaviors are demonstrated by all members of our working community. The DEI Committee will guide the agency and hold it accountable for the integration of diversity, equity, and inclusion principles and behaviors into all aspects of the workplace and community impact.

3. Does your agency have Diversity, Equity and Inclusion (DEI) policies in place that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures and sexual orientations?

☑ Yes

☐ No

4. If yes, please describe.

Title VII of the Civil Rights Act of 1964
Title VII of the Civil Rights Act of 1964 protects groups historically impacted by discrimination such as minority groups, ethnic groups, religious groups, pregnant women, people with disabilities, persons over 40 years of age, and veterans.

Bilingual Pay
The primary goal of the Bilingual Pay Policy is to provide additional compensation for employees who demonstrate language competencies and will improve how the agency delivers services to our targeted communities. Secondary goals for the Bilingual Pay Policy is to attract more candidates for agency positions requiring bilingual skills, reduce employee turnover rates, and lengthen bilingual employee's service time with CAPK. The Bilingual Pay Policy applies to all

employees including full-time, part-time, temporary, and emergency hires that are retained by the organization.

Disaster Preparedness

1. Does your agency have a disaster plan in place that includes strategies on how to remain operational and continue providing services to low-income individuals and families during and following a disaster? The term disaster is used in broad terms including, but not limited to, a natural disaster, pandemic, etc.
☐ Yes ☑ No
2. If yes, when was the disaster plan last updated?
Agency/Operational Approach – An agency plan is currently being drafted. Community Approach - CAPK has submitted a grant to implement a disaster plan. Through the California Department of Food and Agriculture -Community Resilience Centers grant, the City of Bakersfield has partnered with CAPK to create a Community Resilience Center. The Friendship House Community Center will be an emergency response/evacuation and medical response center powered through its own solar PV-anchored microgrid. The intent of the project is to provide clean energy resources in Southeast Bakersfield at the Friendship House and serve as an emergency response center to residents. This will be accomplished through adding batteries, microgrids, electrical upgrades, and battery systems to function at an energy efficient capacity. The notice of funding will be released in the summer of 2023.
3. Briefly describe your agency's main strategies to remain operational during and after a disaster.
Agency/Operational Approach – To be determined. Community Approach Re. the Community Resilience Centers - Events during and after a disaster will be managed by the City of Bakersfield, with full support from CAPK in the utilization of and management of the Friendship House Community Center (FHCC). Community services offered by FHCC will continue immediately after the center is no longer necessary as an emergency-response center.

Federal CSBG Programmatic Assurances and Certification

CSBG Act 676(b)

Use of CSBG Funds Supporting Local Activities

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

    i.   to remove obstacles and solve problems that block the achievement of self-sufficiency (particularly for families and individuals who are attempting to transition off a State program carried out underpart A of title IV of the Social Security Act);

    ii.   to secure and retain meaningful employment;

    iii.   to attain an adequate education with particular attention toward improving literacy skills of the low-income families in the community, which may include family literacy initiatives;

    iv.   to make better use of available income;

    v.   to obtain and maintain adequate housing and a suitable living environment;

    vi.   to obtain emergency assistance through loans, grants, or other means to meet immediate and urgent individual and family needs;

    vii.   to achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots

    viii.   partnerships with local law enforcement agencies, local housing authorities, private foundations, and other public and private partners to

        I.   document best practices based on successful grassroots intervention in urban areas, to develop methodologies for wide-spread replication; and

        II.   strengthen and improve relationships with local law enforcement agencies, which may include participation in activities such as neighborhood or community policing efforts;

Needs of Youth

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

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

    II.   after-school childcare programs.

Coordination of Other Programs

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

Eligible Entity Service Delivery System

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

Eligible Entity Linkages – Approach to Filling Service Gaps

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

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

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

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

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

Eligible Entity Emergency Food and Nutrition Services

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

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

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

State Coordination/Linkages and Low-income Home Energy Assistance

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

Community Organizations

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

Eligible Entity Tripartite Board Representation

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

Eligible Entity Community Action Plans and Community Needs Assessments

676(b)(11) "[A]n assurance that the State will secure from each eligible entity in the State, as a condition to receipt of funding by the entity through a community service block grant made under this subtitle for a program, a community action plan (which shall be submitted to the Secretary, at the request of the Secretary, with the State Plan) that includes a community needs assessment for the community serviced, which may be coordinated with the community needs assessment conducted for other programs."

State and Eligible Entity Performance Measurement: ROMA or Alternate System

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

Fiscal Controls, Audits, and Withholding

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

☑ **By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying that the agency meets the assurances set out above.**

8/09/2023

State Assurances and Certification

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

For CAA, MSFW, NAI, and LPA Agencies

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

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

☑ **By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying the agency meets assurances set out above.**

For MSFW Agencies Only

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

☐ **By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying the agency meets assurances set out above.**

6/29/2023   8/09/2023

Organizational Standards

Category One: Consumer Input and Involvement

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

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

Standard 1.3 (Private) The organization has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the governing board.

Standard 1.3 (Public) The department has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the tripartite board/advisory body, which may be met through broader local government processes.

Category Two: Community Engagement

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

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

Standard 2.4 The organization/department documents the number of volunteers and hours mobilized in support of its activities.

Category Three: Community Assessment

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

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

Standard 3.2 As part of the community assessment, the organization/department collects and includes current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for their service area(s). 6 8

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

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

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

Category Four: Organizational Leadership

Standard 4.1 (Private) The governing board has reviewed the organization's mission statement within the past 5 years and assured that:
1. The mission addresses poverty; and
2. The organization's programs and services are in alignment with the mission.

Standard 4.1 (Public) The tripartite board/advisory body has reviewed the department's mission statement within the past 5 years and assured that:
1. The mission addresses poverty; and
2. The CSBG programs and services are in alignment with the mission.

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

Standard 4.3 The organization's/department's Community Action Plan and strategic plan document the continuous use of the full Results Oriented Management and Accountability (ROMA) cycle or comparable system (assessment, planning, implementation, achievement of results, and evaluation). In addition, the organization documents having used the services of a ROMA-certified trainer (or equivalent) to assist in implementation.

8/09/2023

Appendices

Please complete the table below by entering the title of the document and its assigned appendix letter. Agencies must provide a copy of the Notice(s) of Public Hearing and the Low-Income Testimony and the Agency's Response document as appendices A and B, respectively. Other appendices such as the community need assessment, surveys, maps, graphs, executive summaries, analytical summaries are encouraged. All appendices should be labeled as an appendix (e.g., Appendix A: Copy of the Notice of Public Hearing) and submitted with the CAP.

Document Title	Appendix Location
Copy of the Notice(s) of Public Hearing	A
Low-Income Testimony and Agency's Response	B
Community Needs Assessment	C
Community Needs Surveys	D
Site List	E
Monitoring of Subrecipients – Policies and Procedures	F
Resource Page	G

8/09/2023

**Community Action Partnership of Kern (CAPK) Invites Public Feedback
on the CAPK Community Action Plan 2024-2025**

FOR IMMEDIATE RELEASE:

June 5, 2023

Bakersfield, CA - Community Action Partnership of Kern (CAPK), a leading non-profit organization dedicated to empowering individuals and families in Kern County, is pleased to announce that it will be accepting public comments on the DRAFT CAPK Community Action Plan for the years 2024-2025. This initiative aims to foster community engagement and ensure that the needs and aspirations of residents are reflected in the final plan.

The public comment session will be held at the Friendship House Community Center, located at 2424 South Martin Luther King Blvd. in Bakersfield, CA from 5:30 P.M. – 6:30 P.M., participants are encouraged to join the meeting, which will take place in the back classroom module. The event will provide an opportunity for community members, stakeholders, and partners to contribute their insights, suggestions, and concerns regarding the proposed Community Action Plan.

For those unable to attend the meeting in person, CAPK is offering a virtual option to participate. Individuals can join the Zoom meeting by logging on to the zoom link: https://us06web.zoom.us/j/86563267688?pwd=NDRkbFFTZ1R4Z3V5OHFyZlIDRGs2Zz09. This virtual option ensures that all interested parties, regardless of their location or circumstances, can have their voices heard and actively contribute to shaping the Community Action Plan.

The DRAFT CAPK Community Action Plan 2024-2025 is a comprehensive framework designed to address critical issues and improve the well-being of individuals and families in Kern County. It outlines strategies, objectives, and initiatives that CAPK will undertake to provide vital services, including education, employment, housing, health, and nutrition, to those in need.

CAPK is committed to creating an inclusive, equitable, and resilient community, and the organization recognizes that public participation is essential in achieving this goal. The input received during the public comment process will play a vital role in shaping the final CAPK Community Action Plan 2024-2025, which will guide the organization's efforts in making a positive impact on the lives of individuals and families in Kern County. To preview the plan visit: Microsoft Word - FINAL 2024-2025 CNA & CAP Template 12-6-2022 (1) (exactdn.com)

Media partners can get more information by contacting:
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About Community Action Partnership of Kern
Community Action Partnership of Kern (CAPK) was established in 1965 and administers 19 programs aimed at meeting children, families and individuals at their point of need. CAPK is one of more than 1,000 Community Action agencies nationwide and is one of Kern County's largest nonprofit 501(c) (3) corporations. We work in collaboration with other human services agencies and organizations to help low-income residents pursue their educational goals, secure and retain employment, maintain adequate housing, access medical services, obtain utility bill payment subsidies and residential weatherization assistance, counteract hunger and food insecurity, obtain child care and preschool education, and engage in personal and family development opportunities to build and achieve individual and family self-sufficiency. For more information, please visit www.capk.org or search for Community Action Partnership of Kern on Facebook, Twitter and Instagram.

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KGET (NBC) - Bakersfield, CA
17 News at 6

+ Local Market Viewership: 10,936
  Local Publicity Value:
  $1,447.25 *per 30s*

KGET 6/5/2023 6:25:02 PM: …the amount of pain associated with wound care. tami: let your voice be heard on critical issues in kern county such as education, employment, housing, health and more. the Community action partnership of kern, or cap- k, is inviting people to make public comments on the draft cap-k Community action plan. the initiative aims to foster community engagement and ensure the needs and aspirations of residents are reflected in the final plan. it's happening at the friendship house community center at 5:30 p.m. on june 8. you can also attend virtually via zoom. karen: celebrate juneteenth at allensworth state park with featured guest, author marilyn nelson. juneteenth is a federal holiday that commemorates june 19, 1865, when slaves in texas where proclaimed free. nelson's books include "a wreath for emmett till," "carver," "american ace," "how i discovered poetry," and more. the event at allensworth takes place from 10 in the morning until 4 in the afternoon. allensworth, the first town founded, financed and governed by black settlers, is an hour north of bakersfield via car or amtrak. the festivities will include tours of some of the 20 historic buildings, history talks, music, food and arts and crafts for sale. tami: still ahead... hundreds play hookie for a day on the water... karen: more on this "unofficial" holiday on the florida coast.. when we come back. karen: hundreds of boaters …

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CAPK Public Hearing Comments

Name	Comment	Addressed in the CAP?	Agency Response if Applicable
Wendell Wesley	I'm a big fan of Dave Ramsey. I don't know him personally, but he does a financial lease course. I think people in our community would benefit greatly if we were able to provide that for people here because the thing is in these lower income communities, people really haven't had the opportunity to learn how to save and invest and why it's so important to learn at an early age. We really need to start teaching our children that way before graduation cause by then usually it's too late.	N/A	Research needed
Pam Haring	Well, I was just kind of wondering how you how they verify what the needs are of like my participants at my tanaff organization, let's say if they come into a food bank, how do they know what their needs are to come to you to do the Instacart to get that that food there that is needed?	Yes	Confirmed that the pantry sites are selecting food items through the Food Bank's online portal.
Michelle Jara-Rangel	I'd really like to see some more data about our Native American communities and especially now, since we have a recognized tribe in Kern County.. one of the big pushes that I've been... During different conventions and stuff is push for CAP agencies to partner more with more with American positions.	No	The team requested data on this population to inform prospective services or programs.
Angel Galvez	*Regarding community awareness of CAPK services -* You know the local police departments could be a really good avenue for this. The chiefs of police are obviously there to really engage in these types of conversations and not that we don't need them. But one strategy is of course to reach out and do perhaps a community meeting where the chief of police is inviting the community to come and collaborate together with you. Often, elderly people will show up because the police are appointed to the council that's voted in. Thus, you know you have a large population, and it could have a lot of power behind it to get people to show up. Those town halls are going to be a good a good avenue. to present your survey.	N/A	None Needed

Name	Comment	Addressed in the CAP?	Agency Response if Applicable
Angel Galvez	*Regarding community awareness of CAPK services* - You guys have been a great partner and I appreciate the efforts and communication. If you guys operate with, however, that is many other media agencies like you. And this part is so important, so vital, and you're touching so many lines for us all. And so that's very.	N/A	None Needed
Jeffery Stidham	I mean, churches have you know, they have a governing body themselves, and they have their own agenda. And there's this whole separation of church and state, but we have a large catholic community here. We have a large Christian Protestant. We have a lot of people still going to church despite what's happening in this society. And you know, if we can get these pastors. There's a lot of people in the Body of Christ they want. They'll do canvassing, you know.	Yes	Partnerships with faith-based organizations are described in our report.
Hilda Stidham	*Regarding involvement of churches in our community* - There's a small one in Oildale Open Gate. They just opened two years ago. And the pastor there is awesome. They go out to the river out. They feed the homeless and talk to them. I think you know clinical services goes out there and helps the homeless.	Yes	Partnerships with faith-based organizations are described in our report.
Ana Vigil	I want the Fatherhood Program back. Even if we can't bring the whole program back, you know, find a way to where we can integrate it with our Head Start program. It is very important for you know our male figures to be involved with our children. I went to a conference in Atlanta, and they talked about how some kids were like really getting out of hand and they were out of control, they need to know what to do, and somebody had suggested hey why don't we give them male figures. The mothers are always involved and involving male figures will improve the kid's behavior.	Yes	Parenting programs are discussed in the "Linkages and Funding Coordination" of our report. Fatherhood specific programming is currently being researched.

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Community Action Partnership of Kern

Community Needs Assessment, 2023

Helping People... Changing Lives.

The Promise of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities and makes America a better place to live. We care about the entire community, and are dedicated to helping people help themselves and each other.

Table of Contents

Introduction

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

Approach and Methods

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

US Census and Literature Review: CAPK performs extensive research of secondary data sources such as the Bakersfield Kern Homeless Collaborative, Feeding America, US Department of Human Services, CA Department of Labor, the Kern Community Health Needs Assessment, and numerous studies and reports. This information is used to gain overall community context and to assist in the development of the CAPK Community Needs Surveys.

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

Interviews & Focus Groups: These are conducted with CAPK Clients and stakeholders to do a deeper dive into the survey data.

<u>CAPK Programs and CSBG Data:</u> This type of information is used to compare surveys and other information to ensure CAPK programs and services are needed in the community.

<u>Priority Areas:</u> Information and data are analyzed to identify top priority community need areas for CAPK strategic planning and continuous improvement.

Key Findings

The following are highlights of the Community Needs Assessment for Kern County:

- ➢ 905,644 total population
- ➢ 1% average growth over the last 2 years
- ➢ 29% of Kern's population are ages 0-18 years
- ➢ 13.9% of Kern's population are ages 60 and over
- ➢ 20% of the population is foreign-born
- ➢ $58,824 median household income
- ➢ 18.5% of all residents live at or below 100% of poverty
- ➢ 5th highest poverty rate for all California counties
- ➢ 8 of 11 (73%) of Kern cities have higher poverty rates than the county
- ➢ 35.7% of female-headed households with children live in poverty
- ➢ 26.4% of Kern children ages 0-18 years live in poverty
- ➢ 8% of Kern's working population is unemployed
- ➢ 24% of residents with less than a high school education lives in poverty compared to 7% of those with a bachelor's degree or higher
- ➢ 1,603 people are homeless in the county
- ➢ 97% increase in people who are homeless and since January 2017
- ➢ 16% of Kern County residents are food-insecure
- ➢ 55% of the census tracts in Kern County meet the requirements of a food desert
- ➢ 12.3% of Kern County youth are disconnected from the community
- ➢ 54% of Kern renters use well over 30 percent of their income for rent
- ➢ $15,192 is the average annual cost per child for full-time infant care

CAPK Service Area: Kern County

CAPK's service area includes all of Kern County, California. CAPK also operates programs in other counties in California including Women, Infants, and Children (WIC) supplemental nutrition program in the communities of Adelanto, Big Bear, Phelan, Needles, and Crestline in San Bernardino County; the Migrant Alternative Payment Childcare program (MCAP) at entry points in the counties of Kern, Tulare, Kings, Fresno, Madera, and Merced; and CAPK 2-1-1 Information and Referral program in Kings, Tulare, Merced, Stanislaus, and Mariposa Counties.

Geography

Although CAPK serves other communities, most services are provided in Kern County, which is the focus of this Needs Assessment. Kern County is in Central California, at the southern end of the San Joaquin Valley. Kern is California's third- largest county by land area. At 8,172 square miles, Kern is larger than the states of Massachusetts, New Jersey, or Hawaii. Kern terrain varies dramatically within the county, from the valley lowlands to the mountain peaks of the southern Sierra Nevada, to arid stretches of the Mojave Desert. Because of this geographic diversity, the county has a wide range of climates, determined largely by elevation and precipitation. Summer temperatures often reach over 100 degrees during the summer on the valley floor and in the Mojave Desert. Winter temperatures drop into the teens in the higher mountains. Kern is primarily a rural county with two Standard Metropolitan Area (SMA), which includes the cities of Bakersfield and Delano. Other incorporated cities include Wasco, Taft, Shafter, Maricopa, McFarland, Arvin, Ridgecrest, Tehachapi, and California City. The county has many other unincorporated communities with populations over 1,000 (statistically referred to as "Census Designated Places") including Bear Valley Springs, Bodfish, Boron, Buttonwillow, Caliente, North Edwards, China Lake Acres, Edwards Air Force Base, Frazier Park, Ford City, Golden Hills, Greenacres, Greenfield, Kernville, Lake Isabella, Lamont, Lost Hills, Oildale, Pine Mountain Club, Stallion Springs, Taft Heights, Weedpatch, Weldon, and Wofford Heights.

Kern County Demographics
Population

In 2021, Kern County had an estimated population of 905,644, consisting of about 48 percent females and 51 percent males. The County has seen a steady growth of 1% from 2019 to 2021 (Census, 2021). It is expected that the Kern population will reach one million people by 2028 and Bakersfield (Kern's major metropolitan area) will meet the one million people milestone by 2042. In 2021, Tehachapi was the fastest-growing city in Kern County (Census, 2021).

Kern County Population and Growth, 2021

City	2019	2021	% Change
Arvin	21,249	20,674	-3%
Bakersfield	377,917	398,756	6%
California City	13,826	14,914	8%
Delano	52,866	55,487	5%
Maricopa	1,229	1,314	7%
McFarland	14,823	14,085	-5%
Ridgecrest	28,755	27,989	-3%
Shafter	19,477	22,642	16%
Taft	9,372	18,113	93%
Tehachapi	12,680	31,281	147%
Wasco	27,193	28,337	4%
Balance of County	320,815	272,052	-15%
Total	**900,202**	**905,644**	**1% (Average)**

Source: US Census, 2021

There are 262,988 children in Kern ages 0-18 (29%) and 125,790 (13.9%) of Kern residents are seniors, ages 60 and over. Together children and seniors are almost half of the Kern County total population (Census, 2021).

Kern County Population by Age, 2021

Category	Percent
UNDER 5	7.5%
UNDER 18	29.0%
OVER 18	71.0%
20-24	7.2%
25-34	15.4%
35-44	13.1%
45-54	11.1%
60-64	5.0%
65+	6.8%
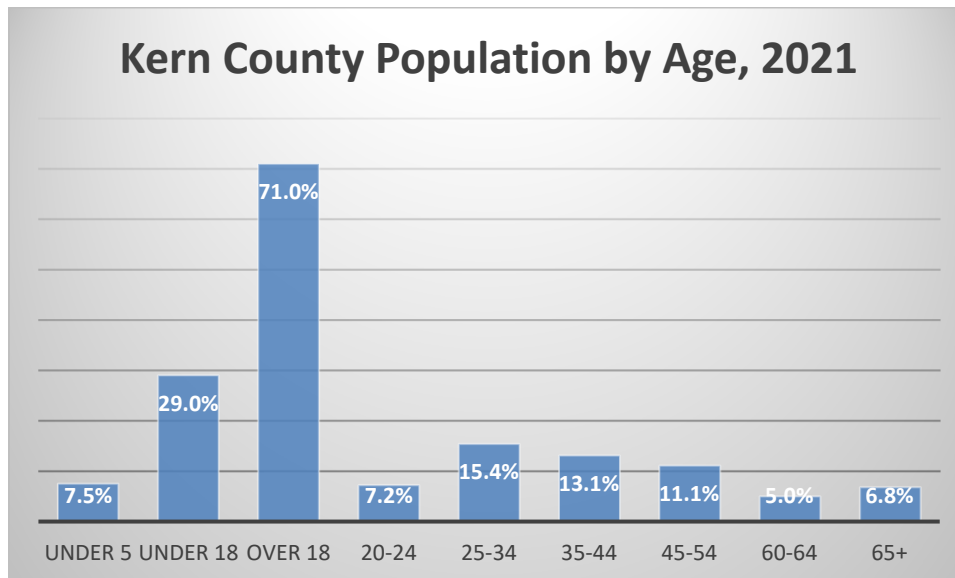
Source: US Census, 2021

Households and Families

In 2021, there were 274,705 households in Kern County, California with an average household size of 3.19 people (Census, 2021). Married-couple households made up 50.4 percent of the households in Kern while cohabiting couple households made up 8.4 percent. There were close to 6.9 percent of single female households with their own children under 18 years of age compared to 1.9 percent of single male-headed family households. Of people living alone, 10.3 percent were male, and 10.4 percent were female households, for a total of 20.7 percent of all households (Census, 2021).

In Kern County, California, 43.0 percent of all households have one or more people under the age of 18, while 25.8 percent of all households have one or more people 65 years and over (Census, 2021).

Kern Native and Foreign Born, 2021

- U.S. Born
- Foreign Born

20%

80%
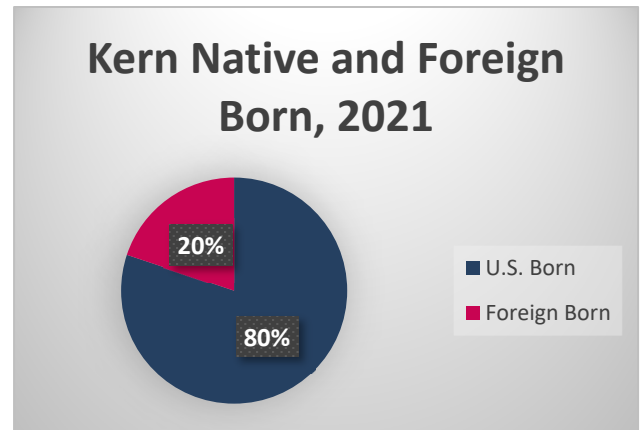
Multigenerational Households

Multigenerational households continued to be prevalent as a household type in Kern County with an estimated 25,049 grandparents living with their grandchildren, in 2021. Of those grandparents, 31 percent were responsible for the basic needs of their grandchildren.

Race and Ethnicity

Kern County's population is somewhat diverse with almost 54.7 percent of the population Hispanic/Latinx of any race. Close to 62.3 percent of Kern's population is White and 5 . 4 percent are African American/Black.

Kern County Race and Ethnicity, 2021

WHITE	62.3%
BLACK	5.4%
AMERICAN INDIAN	1.0%
ASIAN	4.8%
NATIVE HAWIAN AND PACIFIC ISLANDER	0.1%
SOME OTHER RACE	13.8%
HISPANIC	54.7%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0%
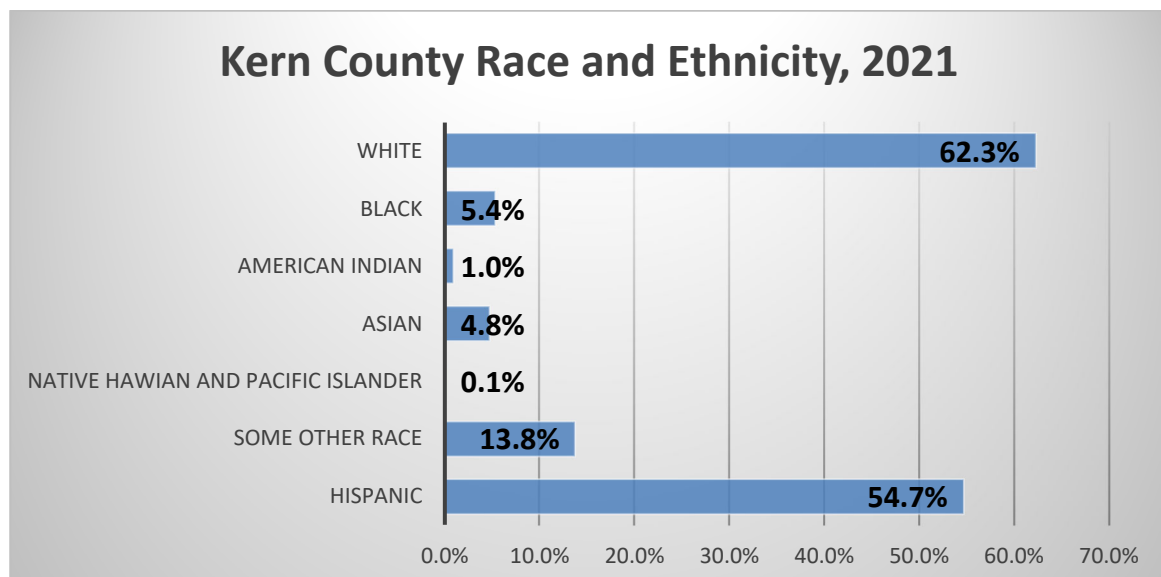
Source: US Census, 2021

Foreign-Born

Of Kern County's 2021 population, 79.4 percent were born in the United States, and 19.7 percent were foreign-born. Of the county's foreign-born population, 78.4% came from Latin America.

Median Income

For 2021, the estimated median household income in Kern County was $58,217, up from the 2015 estimate of $49,026, and still less than the California median household income of $84,907. An estimated 6.2 percent of households had income below $10,000 a year and 6.4 percent had income over $200,000 or more.

Industry and Employment

The county's economy is driven primarily by the petroleum and agriculture industries. Both are cyclical and affected by environmental and national and global economic factors. For example, recent decreases in oil prices have resulted in mass layoffs by oil producers and service companies and business closures and the recent statewide drought resulted in layoffs and reduced hours for agricultural workers and food processing operations as growers scale back on production because of the water shortage. The volatility of Oil and Agriculture can greatly impact Kern's economy as it doesn't just affect the people who are directly employed but also the thousands of trade and service industries connected to these industries and the County, which relies heavily on the tax revenue from the oil industry.

On the positive side, Kern County is becoming the renewable energy hub of California with over 5,000 wind turbines in the Tehachapi-Mojave wind corridor, capable of producing 1.3 million megawatts each year (Kern County, 2020). Wind energy is expanding with the completion of the Wind Hub Substation and transmission line that is being constructed by Southern California Edison.

Solar power is seeing tremendous growth in Kern with over 19 commercial solar projects in the permitting process and two utility-scale solar projects (200+ megawatts) in the approval process with the California Energy Commission.

Jobs in these industries tend to be higher paying than Kern's average wages and have many opportunities for higher-paying STEM (Science, Technology, Engineering, and Math) related jobs.

Kern County Poverty

Poverty is defined as lacking the means (income) to meet basic needs. CAPK uses the federal guidelines for determining people who live at 100% of poverty, as follows (US Department of Health & Human Services, n.d.):

2023 Poverty Guidelines for the 48 Contiguous States and the District of Columbia	
1	$14,580
2	$19,720
3	$24,860
4	$30,000
5	$35,140
6	$40,280
7	$45,420
8	$50,560
For families/households with more than 8 persons, add $5,140 for each additional person.	

18.5 percent of Kern County residents live in poverty—***the fifth-highest poverty rate for all California Counties***—and almost double the rate for the whole state.

Kern County Poverty, 2021

City	Poverty Rate
MCFARLAND	29.3%
ARVIN	27.9%
TAFT	29.2%
MARICOPA	19.2%
CALIFORNIA CITY	25.4%
SHAFTER	22.2%
DELANO	18.7%
WASCO	19.2%
KERN COUNTY	18.5%
BAKERSFIELD	16.1%
TEHACHAPI	11.1%
RIDGECREST	11.4%
CALIFORNIA	12.3%
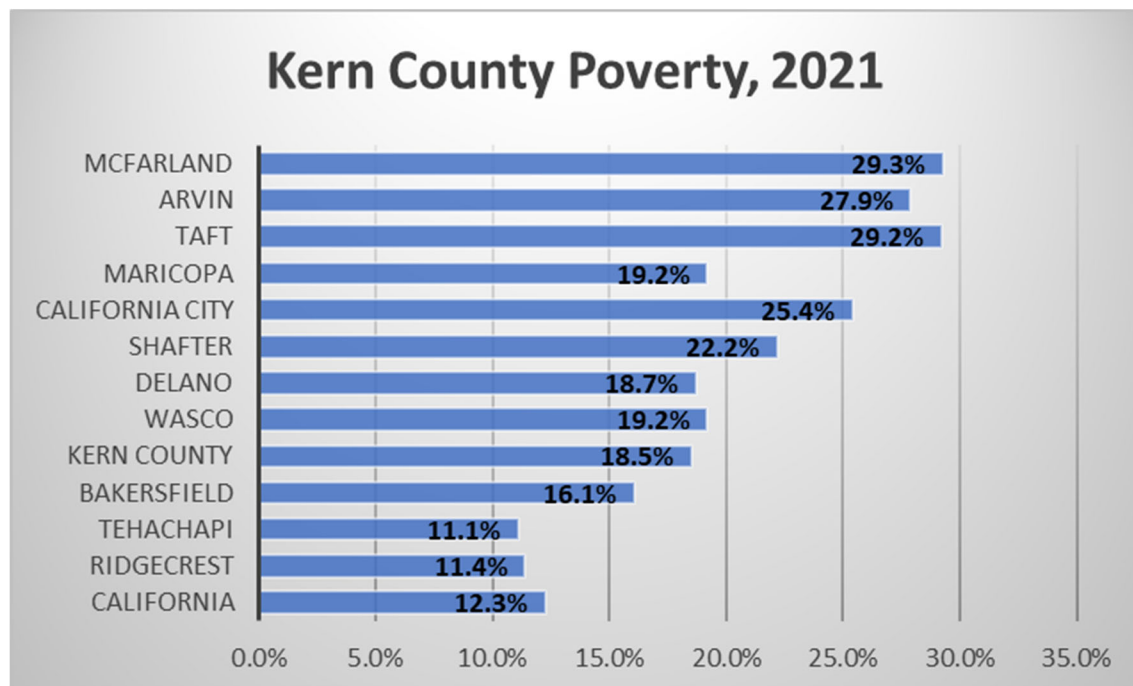
Source: US Census, 2021

When looking at Kern poverty by cities, 8 of 11 (73%) have higher rates than the county with the more rural agriculture areas of Taft and McFarland having the most people living in poverty. There are many areas of concentrated poverty in Kern County with rates as high as well over 40%.

Family Poverty

Single female-headed households have the highest rates of poverty in Kern, over double that of all families. Households led by people ages 65 and lower have the lowest rates.

Kern County Family Poverty, 2021

PEOPLE AGE 65 AND OVER	14.1%
ALL FAMILIES	15.6%
CHILDREN UNDER 18	26.4%
FEMALE HEADED HOUSEHOLDS	35.7%
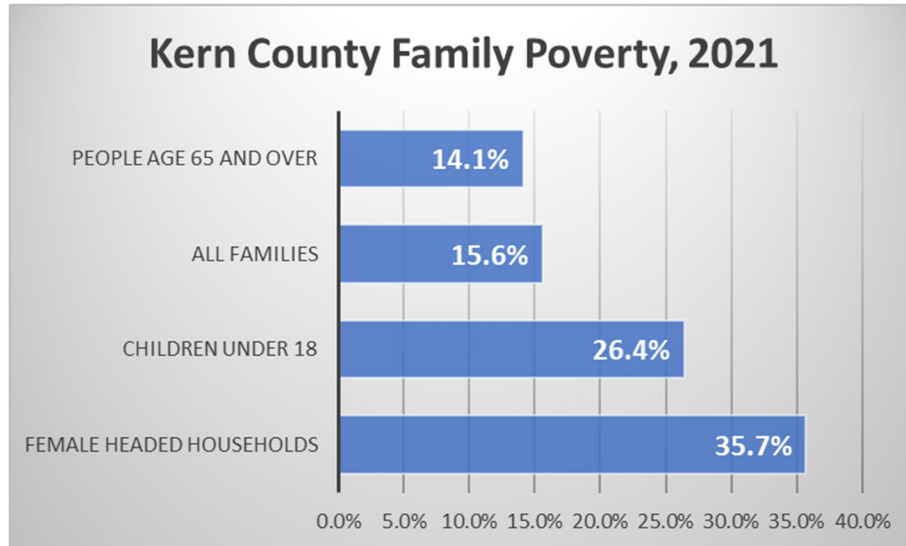
Source: US Census, 2021

Child Poverty

Research shows that the longer children live in poverty the greater the likelihood that they will remain in poverty as adults. According to research conducted by Columbia University's National Center for Children in Poverty, 45% of those who spent at least half of their childhood in poverty were still living in poverty at age 35. This has significant implications when considering the poverty rates for Kern County children.

Kern County Child Poverty, 2021

CHILDREN UNDER 18	20.8%
CHILDREN AGES 0-5	15.2%
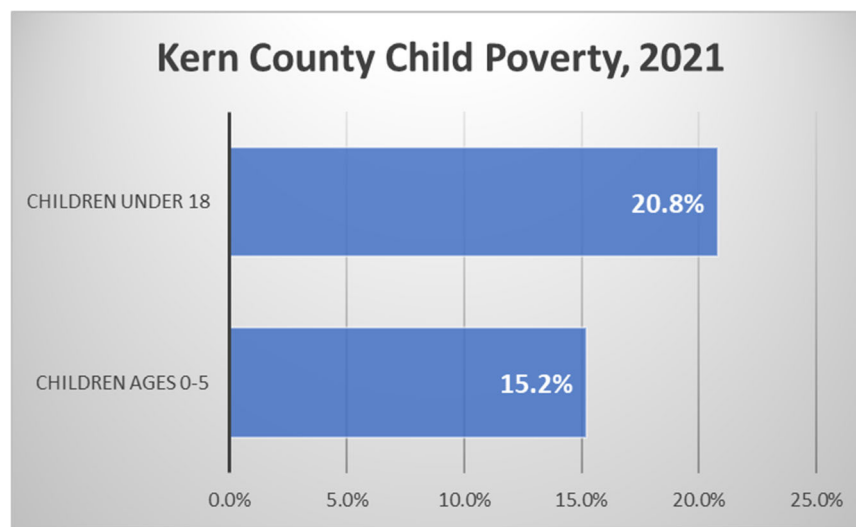
Source: US Census, 2021

Poverty and Race/Ethnicity

As seen in the chart below, people who are Asian or White have the lowest poverty in Kern County while Black/African American and Native Hawaiian/Pacific Islanders have the highest rates.

Poverty by Race & Ethnicity, 2021

Race/Ethnicity	% Below Poverty	% of Kern County Population
HISPANIC	21.0%	55%
NATIVE HAWIAN AND PACIFIC ISLANDER	23.0%	0.1%
ASIAN	14.4%	5%
AMERICAN INDIAN	23.0%	1%
BLACK	31.6%	5%
WHITE	18.3%	62.00%
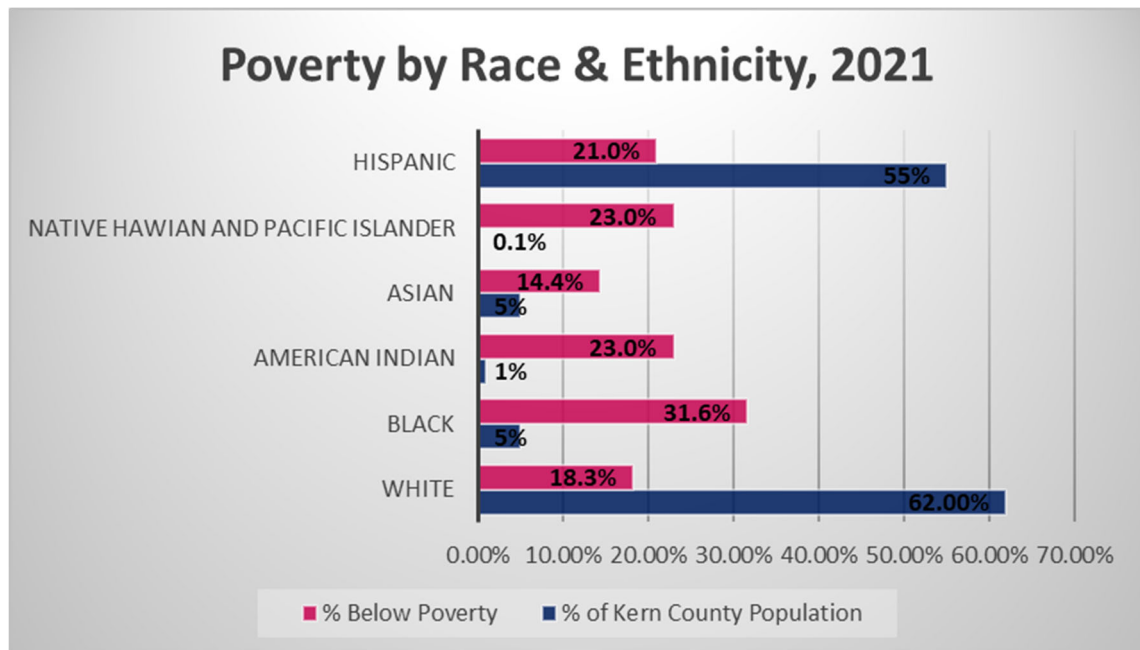
Source: US Census, 2021

Working Poor

The "working poor" can be defined as people in the labor force who fall below the federal poverty level and spend 27 weeks or more in a year working or looking for work. The face of poverty in the United States has changed greatly over the last decade. In a report presented at the National Community Action Partnership Mega Trends Learning Cluster, *Inequality in America*, former Secretary of Labor Robert Reich discusses trends of those living in poverty in the U.S. According to Reich, as the median family income continues to drop, an estimated 65% of U.S. families live paycheck to paycheck. He goes on to say that a significant number of people in poverty are working but are unable to earn enough to lift themselves out of poverty. Reich also claims that about 55% of all Americans aged 25 to 60 have experienced at least one year of poverty or near poverty (150% of poverty), and at least half of all U.S. children have relied on food stamps at least once in their lifetime.

The University of California, Davis reports that 51.8% of people living in poverty ages 18 to 64 years that are not disabled or in school, worked for part of the year and 25.2 percent worked more than 50 weeks. According to the Economic Policy Institute, the majority of people who live in poverty are eligible to work—not disabled, a student, or retired—are working. This is also supported by the California Budget and Policy Center, *Five Facts Everyone Should Know About Poverty,* which states that the majority of families that live in poverty are working and 67% of those families have one or more workers supporting them. The key reasons cited for working families remaining in poverty are a lack of good-paying jobs and the low minimum wage. In Kern County, almost 9.8% of employed residents who are 16 years of age or over are living in poverty.

Causes of Poverty

Causes of poverty are the negative factors that create or foster barriers to self-sufficiency and/or reduce access to resources in communities in which low-income individuals live.

Unemployment

Kern County unemployment rates typically run in the double digits and about 2 to 3 times higher than the State and Nation. However, Kern saw historic lows in unemployment in 2018 and 2019. However, these gains disappeared during the pandemic when over 12% of Kern's working population became unemployed. Currently, for 2022-23, Kern County's unemployment rate has been between 6-8%, which is consistently higher than California's unemployment rate. (Employment Development Department, 2023)

As stated previously, a major driver of Kern's employment is the oil and agricultural industries. These industries allow many under-skilled and under-educated workers to earn a good wage and support their families. However, they are the most vulnerable when there are downturns in these industries causing long-term unemployment.
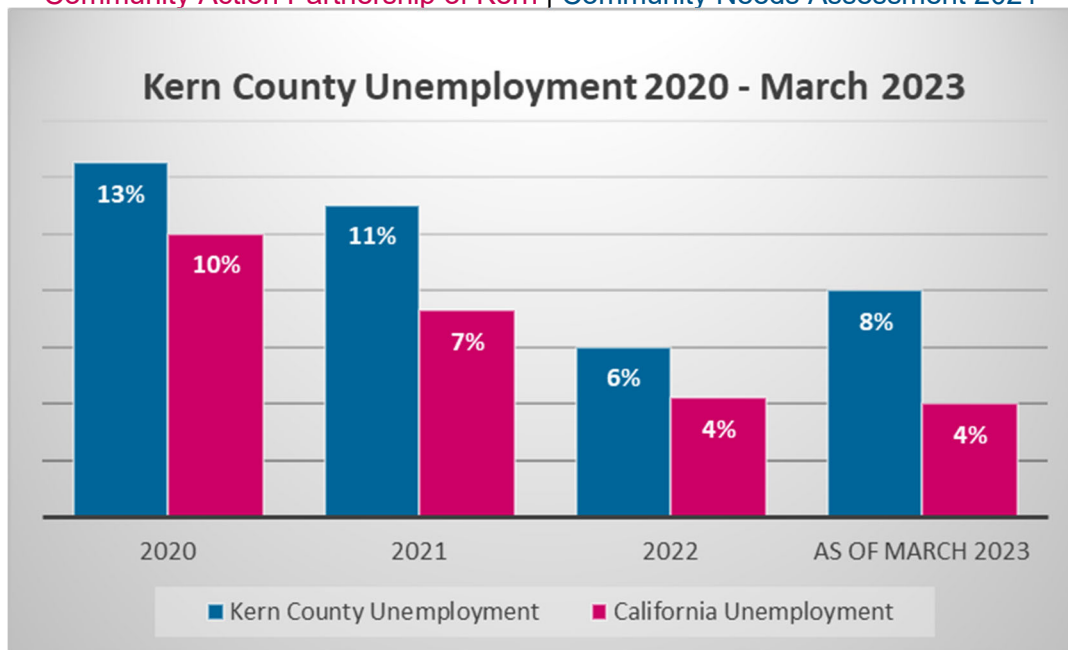
Source: California Department of Labor, 2023

Educational Attainment

When comparing the highest level of education achieved for Kern residents ages 25 and over to those of all Californians, Kern County falls far behind. More Kern residents never go beyond high school when compared to the State of California and far less achieve bachelor's degrees or higher.
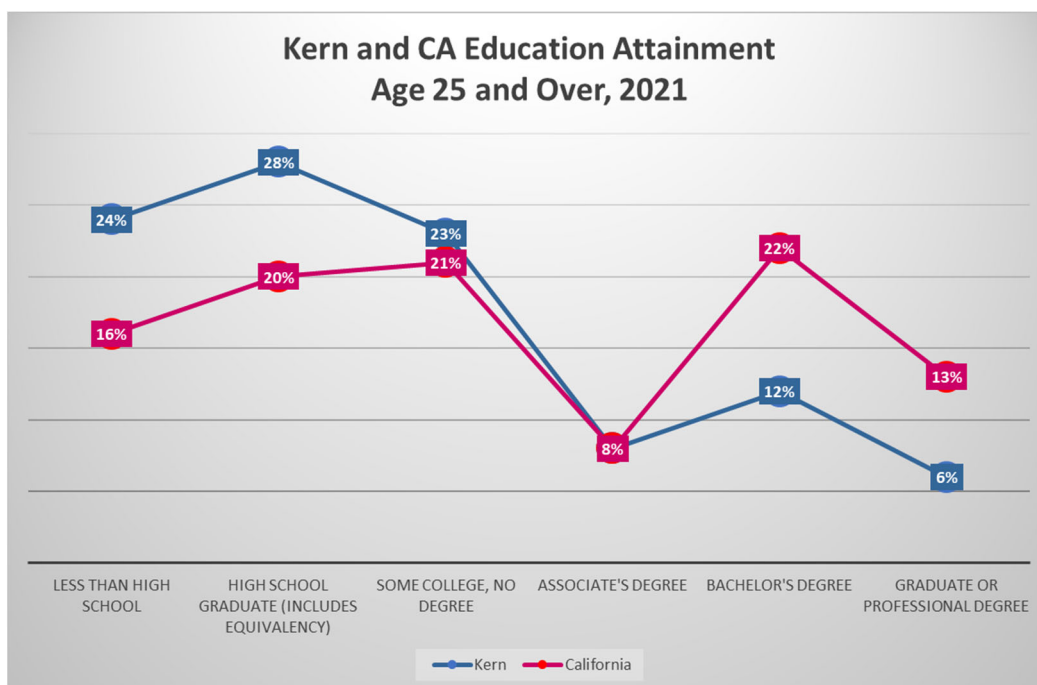
The effects of this lack of higher education can be seen when comparing poverty to education levels. As seen below, clearly as education increases, poverty decreases. And as discussed above, with the growing alternative energy industries in the county, higher education can ensure long-term employment and much higher wages.

Kern County
Educational Attainment and Poverty, 2021

- LESS THAN HIGH SCHOOL: 23.1%
- HIGH SCHOOL GRAD/GED: 15.7%
- SOME COLLEGE/ASSOCIATE'S DEGREE: 13.4%
- BACHELOR'S OR HIGHER: 6.3%
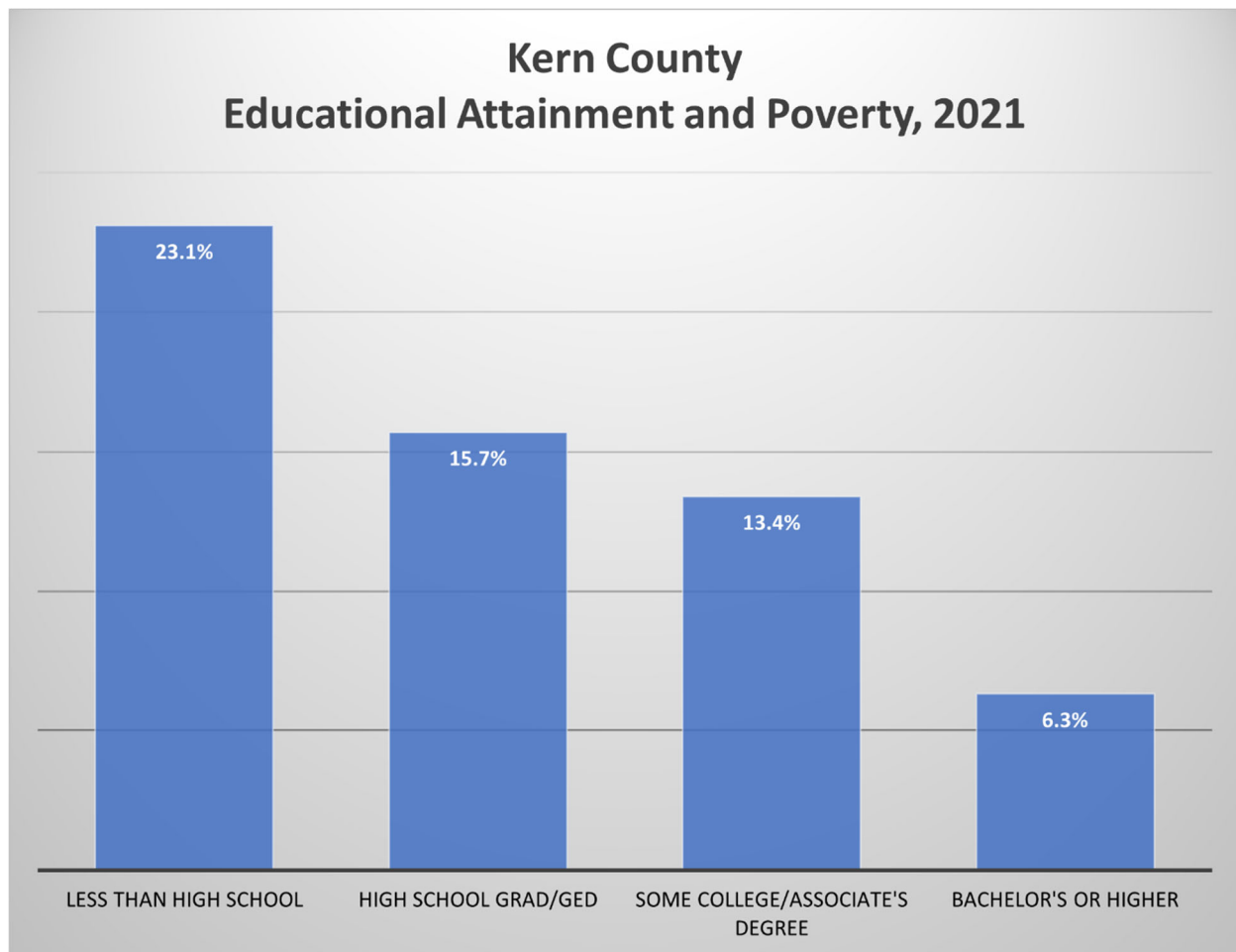
Source: US Census, 2021

Homelessness

The Homeless Point-in-Time Count is an annual census conducted in a 24-hour period in counties throughout the United States. In the 2022 Point-in-Time conducted by the Bakersfield Kern Regional Homeless Collaborative (BKRHC), there were 1,603 unduplicated people that were homeless countywide—sheltered and unsheltered. Other key points of this census were:

   ❖ 1,603 unduplicated homeless people countywide were sleeping in shelters and

on the streets—1.5% increase over 2020.

❖ Compared to 2020, Kern County increased its total sheltered count by 52 percent

❖ 9.5% rise in the numbers of individuals and families with children sleeping in emergency shelters or transitional housing program compared to 2020.

97% increase since January 2017 (from 810 to 1,603 people), with a 273% increase in unsheltered people 84% of Kern County's sheltered and unsheltered homeless populations were in Metro Bakersfield and 16% in rural cities and communities outside of Bakersfield. This represents a 2% increase in homelessness in rural areas of Kern County

The City of Bakersfield and Kern County have made some great strides to increase the number of emergency beds. In 2020, the M Street Homeless Navigation Center and the Brundage Homeless Navigation Center opened with a combined 300 bed capacity. These shelters are both "low barrier" allowing men, women, partners, and pets. Other shelters are the Bakersfield Rescue Mission—which, in 2021, added 40 beds to the men's shelter and opened a 32-bed women and children shelter—and the Bakersfield Homeless Shelter, which provides emergency shelter to 170 men, women, and families. All of which are in the city of Bakersfield. Except for emergency housing specifically for victims of domestic violence and their children, there are no emergency shelters in the rural areas of Kern County.

With the events of COVID, all shelters had to reduce the number of people who are homeless for health and public safety concerns. This may account for some of the drastic increase in those who are unsheltered during the pandemic.

Food Insecurity

As of 2021, Kern County, California had a food insecurity rate (households receiving food stamps/SNAP benefits) of 17%, which means that approximately 1 in 6 residents may not have consistent access to enough food for an active, healthy life. This figure represents a decrease from the previous year's rate of 18.7% but is still higher than the national average of 11.4%. Food insecurity is often linked to poverty and unemployment, and can have serious health consequences, particularly for children and seniors.

Throughout the nation, an emerging issue is food insecurity in older adults. According to the USDA's latest report on food insecurity in the US (2021), 3.8% of households with seniors (age 65 or older) were food insecure with hunger, which means that at least one household member experienced a reduction in their food intake due to lack of resources. Additionally, 7.6% of households with seniors were food insecure without hunger, which means that they were able to provide enough food, but it was of lower quality or variety than what is considered healthy. In 2019, Feeding America reported that 5.3 million seniors (age 60 or older) experienced food insecurity in the US, which represents 7.3% of the senior population. The COVID-19 pandemic has also had a significant impact on food insecurity among older adults. According to a survey conducted by the National Council on Aging (NCOA) in 2020, 27% of older adults experienced food insecurity during the pandemic.

Kern County is a key supplier of food for the nation through its abundant agricultural production. In 2017, Kern County edged out Tulare County to become the top agricultural county in the nation for the first time, bringing in $7.2 billion in crop revenue. However, despite this great abundance of produce, Kern County has a significant problem with food deserts. The FDA's Food Access Research Atlas defines a food desert as a low-income census tract where a substantial number or share of residents has low access to a supermarket or large grocery store where there is fresh produce and access to healthy food. According to the latest data available on the FDA's Food Access Research Atlas, which is from 2019, Kern County, California had a total of 38 census tracts, of which 21 were classified as food deserts. This means that about 55% of the census tracts in Kern County meet the criteria for a food desert.

Health

Overall, the health of Kern County residents falls far behind residents of other California counties in health outcomes and factors. According to the County Health Rankings and Roadmaps for 2023 (University of Wisconsin, n.d.), Kern County ranked 49 out of 58 California counties in 'Health Outcomes' and 54 out of 58 in 'Health Factors'—the fifth-worst in the State. Health factors that affect people living in Kern County include many of the socio-economic factors previously discussed, such as educational attainment, unemployment, and income inequality. Additionally, Kern is the worst county in the State

for health behaviors such as adult smoking, obesity, access to exercise opportunities, sexually transmitted diseases, and teen births.

Health Outcomes	2019	2021	2023
Length of Life	46	50	49
Quality of Life	55	43	54
Health Factors	2019	2021	2023
Health Behaviors	58	51	51
Clinical Care	52	42	52
Social & Economic Factors	53	49	56
Physical Environment	57	43	53

Disconnected Youth

Disconnected youths can be defined as people ages 16 – 24 who are neither working nor in school. According to the Forum for Youth Investment's Opportunity Index (2020), 12.3 percent of Kern County youth are disconnected from the social institutions that provide them with the knowledge, skills, identity, and purpose needed to lead productive lives as adults. Overall, Kern County ranked 22nd out of the 58 counties in California. The long-term consequences of this condition are staggering—decrease in a skilled labor force; increase in public assistance; increase in crime and incarceration; poor physical and mental health; and increase in substance abuse.

A real concern over this past year is the social isolation experienced by young people, especially from the lack of connection through school, caused by the pandemic. This disconnection can have real consequences for our youths with a lower connection to school corresponding to increased gang activity.

Level of Gang Activity by School Connectedness

School Connectedness:
- High: 4%
- Medium: 7%
- Low: 16%
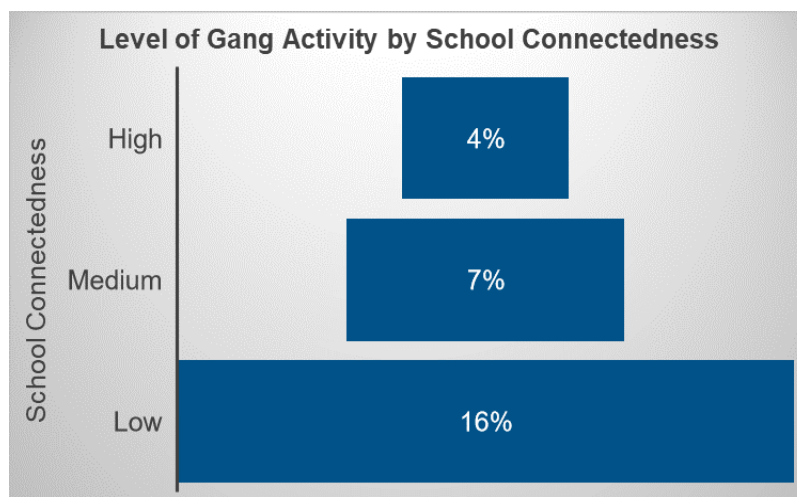
Conditions of Poverty

Conditions of poverty are the negative environmental, safety, health and/or economic conditions that may reduce investment or growth in communities where low-income individuals live.

Housing

As of 2021, there were a total of 299,810 housing units in Kern County. Of these housing units, 274,705 were occupied, and 25,105 were vacant. Of the occupied housing units, slightly more were owner-occupied than renter-occupied (Census, 2021). This is important to note because homeownership provides stability and provides a path to financial security.

Renter vs. Owner Occupied Housing

- 41% Renter
- 59% Owner
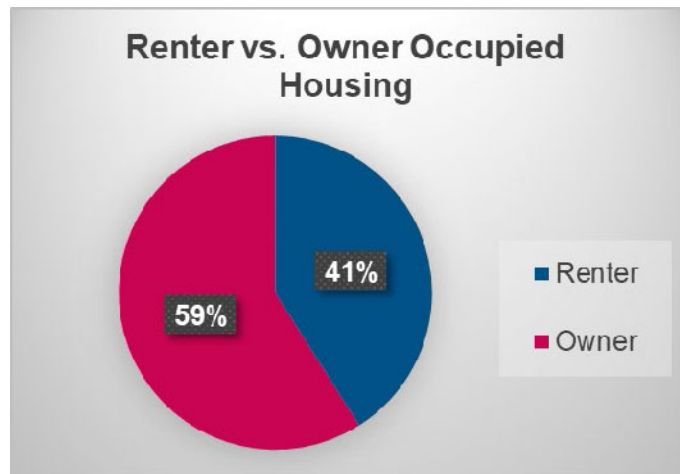
Most Kern residents pay much of their income for housing (rent/mortgage). The maximum threshold of income that should be paid for rent is approximately 30 percent. Using more than 30 percent of the household income for rent leaves people cost-burdened and difficulty affording necessities such as food, clothing, transportation, and medical care (U.S. Department of Housing and Urban Development, n.d.).

In Kern County, most renters use well over 30 percent of their income for rent (Census, 2021).

Kern County Gross Rent as Percentage of Household Income

Category	Percentage
25-29%	11%
30-34%	9%
35% OR MORE	45%
TOTAL	66%
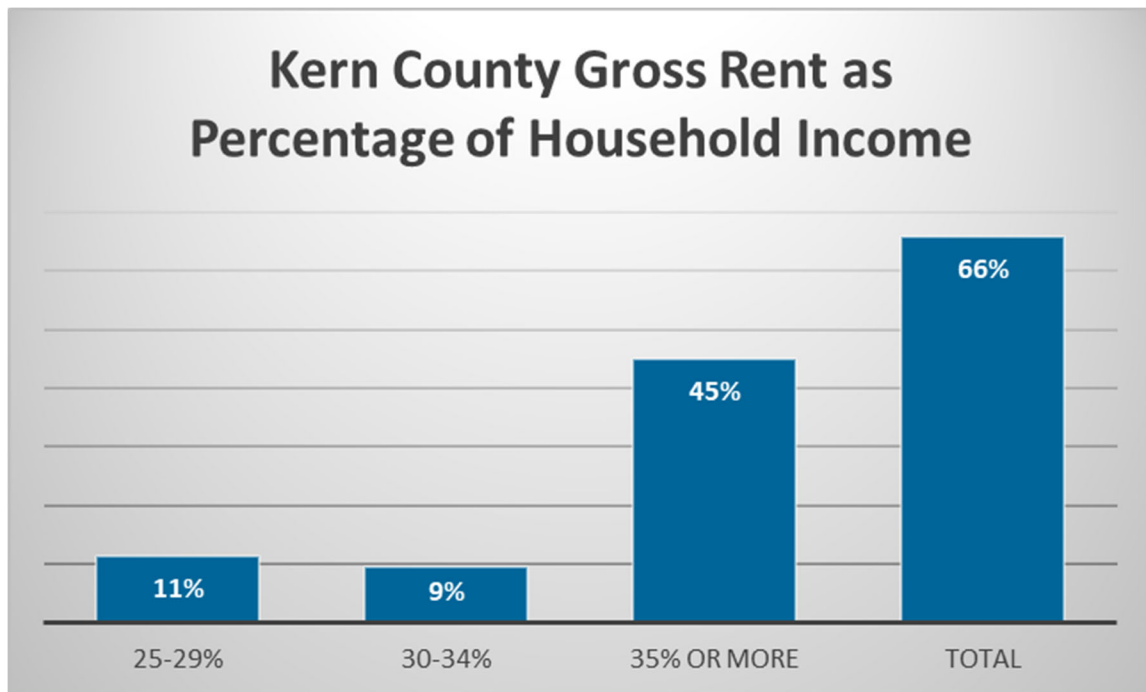
Source: US Census, 2021

There is a shortage of affordable housing in Kern County. According to the *Kern County 2022 Affordable Housing Needs Report*, by the California Housing Partnership (2022):

❖ ***25,550*** low-income renter households in Kern County do not have access to an affordable home.

❖ 80% decrease in tax credits for low-income housing production and preservation in Kern County while state production and preservation decreased 13%.

❖ 75% of extremely low-income households are paying more than half of their income on housing costs compared to just 4% of moderate-income households.

❖ Additionally, the report states that renters in Kern County need to earn $22.27 per hour—1.5 times the state's minimum wage— to afford the average monthly Kern rent of $1,158.

Affordable Childcare

According to data from the 2021 Child Care Portfolio by California Child Care Resource and Referral Network, 40 percent of Kern County residents requested childcare for preschool aged children. Additionally, 31 percent requested childcare for infants.

Furthermore, the data states that the average annual costs of infant childcare in Kern County is $15,192. This indicates a high need for affordable childcare options in Kern County. However, there have been local efforts to combat the problem. In May 2021, the Kern County Board of Supervisors approved the allocation of $3.5 million in federal funding to support childcare providers and families in need of childcare during the COVID-19 pandemic. The same month, the Kern County Superintendent of Schools announced a new partnership with the California State University, Bakersfield to launch a new program to train and support childcare providers in the county. According to a 2021 report by the National Women's Law Center, in Kern County, a single parent with one child would need to earn at least $30.37 per hour to afford basic needs, including childcare, housing, and food, highlighting the ongoing challenges facing low-income families in the county. Additionally, the *2021 Child Care Portfolio by the California Child Care Resource & Referral Network,* provided insight into the nature of childcare requests countywide; it shows that while 31% of requests for provider referrals were from parents seeking infant/toddler care, only 1% of licensed center slots in Kern County were specifically for children under the age of 2 years.

Environmental Health (Air and Water Quality)

According to the American Lung Association *2022 State of the Air Report*, Bakersfield had the worst air quality in the United States for year-round particle pollution, as it has had for many years. Kern County also received failing grades for both short-term particle pollution and ozone pollution.

- ❖ Short-term particulate: Episodes of increased particulates caused by events such as wildfires.
- ❖ Year-round particulate: chronic exposure to particulates caused by things like soot, diesel exhaust, chemicals, metals, and aerosols.
- ❖ Ozone: mostly attributed to wood-burning and auto exhaust.

Kern County ranked as the worst county in the nation with the highest year-round particle pollution. These particulates are of special concern for Kern County residents because of the significant health risks. As noted in this report, Kern has a high poverty rate,

especially in our rural farming communities, which is linked to lower access to health care. Another factor to consider is that Kern's main industries (agriculture and oil) are major contributors to the poor air quality. Asthma rates for Kern County are ranked among the highest in the state as indicated by asthma hospitalizations. Children are more vulnerable to the effects on health from poor air quality due to more permeable skin and fragile systems. In addition to the health effects of the poor air quality in Kern already discussed, children are also at risk of increased cognitive defects and cancer.

Access to Health Services and Insurance

According to the County Health Rankings & Roadmaps program, in 2022, 10% of adults in Kern County were uninsured, which is higher than the statewide average of 8%.

The Effects of COVID-19

As of April 2023, the COVID-19 pandemic in Kern County, California is showing signs of improvement. The vaccination rates have increased significantly, with 73% of the county's population fully vaccinated as of the end of March 2023. The daily infection rate has decreased to less than 1 case per 100,000 people, and the hospitalization rate has dropped significantly, with fewer than 20 COVID-19 patients hospitalized in the county.

However, the pandemic has had a lasting impact on the economy and the education system in Kern County. The unemployment rate in the county remains higher than pre-pandemic levels, at 8% as of March 2023. Many small businesses in the region are still struggling to recover from the economic downturn, with some closing permanently due to the financial impact of the pandemic.

Underserved communities in Kern County have been disproportionately affected by the pandemic. For example, Hispanic/Latino residents account for 64% of COVID-19 cases in the county despite making up only 52% of the population. In response to these disparities, local organizations and schools have implemented various programs to support these communities. For instance, the Kern County Latino COVID-19 Task Force has organized free vaccine clinics, testing, and education campaigns to address vaccine hesitancy and increase access to COVID-19 resources among Hispanic/Latino residents.

The COVID-19 pandemic has had significant impacts on the education and youth of Kern County, California. School closures and disruptions have caused significant learning loss

for many students, particularly those in underserved communities. According to data from the California Department of Education, Kern County students have experienced significant declines in academic performance during the pandemic. For example, in the 2020-2021 school year, only 31% of Kern County students met or exceeded standards in English language arts, compared to 50% in the previous year. Similarly, only 19% of students met or exceeded standards in math, compared to 38% the previous year.

The pandemic has also had significant impacts on the mental health and well-being of Kern County youth. According to a survey conducted by the Kern County Superintendent of Schools Office, 53% of students reported experiencing anxiety or depression during the pandemic. Additionally, the pandemic has increased social isolation and exacerbated existing disparities in mental health access and outcomes, particularly for students in underserved communities.

An indicator of local needs is the CAPK 2-1-1 Call Report. CAPK 2-1-1 is Kern County's 24-hour 365 days-a-year resources and referral call center. During the height of the pandemic, t he CAPK 2-1-1 Referral and Helpline had an overall call volume increase of 29 percent, in 2020. Forward to 2022, and we now see an 80 percent decrease in call volume. Furthermore, when comparing the top referrals from 2020 to 2022, one can see the continued economic ramifications of the pandemic. That is, there remains a population of Kern County residents that are still in need of emergency assistance.

Top Three Referrals, 2019	Number
Food Assistance	33,765
Homeless Diversion Programs	8,269
Utility Service Payment Assistance	5,903
Total	47,937
Top Three Referrals, 2020	Number
Food Assistance	81,328
Rent Payment Assistance * COVID-19	10,005
Utility Service Payment Assistance	34,068
Total	125,401

Top Three Referrals, 2022	Number
Homeless Diversion Programs	10,826
Food Stamps/SNAP	7,038
Utility Service Payment Assistance	6,552
Total	24,416

In addition to the 2-1-1 report, CAPK gathered data from an Internal Referral Management System (IRM) for the year 2022. The chart below shows which internal CAPK program received the most internal referrals from July 2022-December 2022.

Count of Active Referrals by Delivery Framework

Delivery Framework	Count of Active Referrals
CES	43
Rental Assistance	41
Energy	31
Senior Food Program	19
VITA	14
Food Bank	6
Head Start	3
CalFresh Healthy Living	1
WIC	1

Count of Active Referrals was highest for CES at 43, followed by Rental Assistance and Energy.

CES accounted for 27.04% of Count of Active Referrals.

Across all 9 Delivery Framework, Count of Active Referrals ranged from 1 to 43.

As shown, the internal CAPK program that received the most referrals is the Coordinated Entry Systems (CES). CES provides a single point of access for shelter, job resources, mental health, substance abuse and other services for individuals experiencing homelessness in Kern County. This internal data reflects the top referral from 2-1-1, the need for homeless diversion programs.

CAPK 2023 Community Needs Assessment
Overview

As a Community Services Block Grant (CSBG) eligible entity, Community Action Partnership of Kern (CAPK) completes a bi-annual Community Needs Assessment (CNA). The CNA identifies and assesses poverty-related needs and resources in the community to identify priority areas of focus. The assessment includes CAPK surveys, secondary data (US Census and other reports), and client feedback. CAPK is in the process of gathering and analyzing data for the CNA to be completed by May 2023. The following information is based on the results of the CAPK 2023 Community Needs Surveys.

Method

The CAPK 2023 Community Needs Survey was conducted from September 17, 2022 to March 31, 2023. Three different surveys were distributed to measure what is most needed in Kern County to assist low-income people and families—CAPK clients (in English and Spanish); CAPK partners and other community agencies; and CAPK board members. The service-related questions were identical on all three surveys. The only differences between the three were in the optional identification area consisting of demographics in the Client Survey; organization information in the Partner/Community Agency Survey; and CAPK affiliation information in the CAPK Board Survey.

Links to the survey were shared through email blasts, social media, and printed postcards that were distributed directly to clients. A mailing was also conducted of the postcards. Paper surveys were handed out and collected at CAPK program sites. Additionally, CAPK staff attended food distribution sites and community resource events to conduct and collect surveys from community members. The average scores from the three surveys (client, partner, and Board) were used to determine the top five needs.

A total of 1,108 surveys were collected as follows:

Survey	Response
CAPK Clients	920
Partners/Community Agencies	175
CAPK Board Members	13
Total Responses	**1,108**

Of the client survey, 780 (84%) were completed in English and 140 (15%) were collected in Spanish. The race/ethnicity of those completing the survey (presented below) indicate the lack of Spanish language surveys does not necessarily mean that there was a lack of Hispanic survey respondents. Additionally, in previous years, Spanish language surveys were mostly completed by paper.

Client Survey Demographics

The majority of clients surveyed were people of color (73%) followed by White (27%). This closely mirrors CAPK's total client race/ethnicity, indicating a strong sample of the CAPK client population.

Client Respondents Race/Ethnicity

NATIVE HAWAIIAN/PACIFIC ISLANDER	1%
ASIAN	1%
AMERICAN INDIANT/ALASKAN NATIVE	3%
OTHER	3%
MULTI RACE	4%
BLACK/AFRICAN AMERICAN	12%
WHITE/CAUCASIAN	27%
HISPANIC	56%
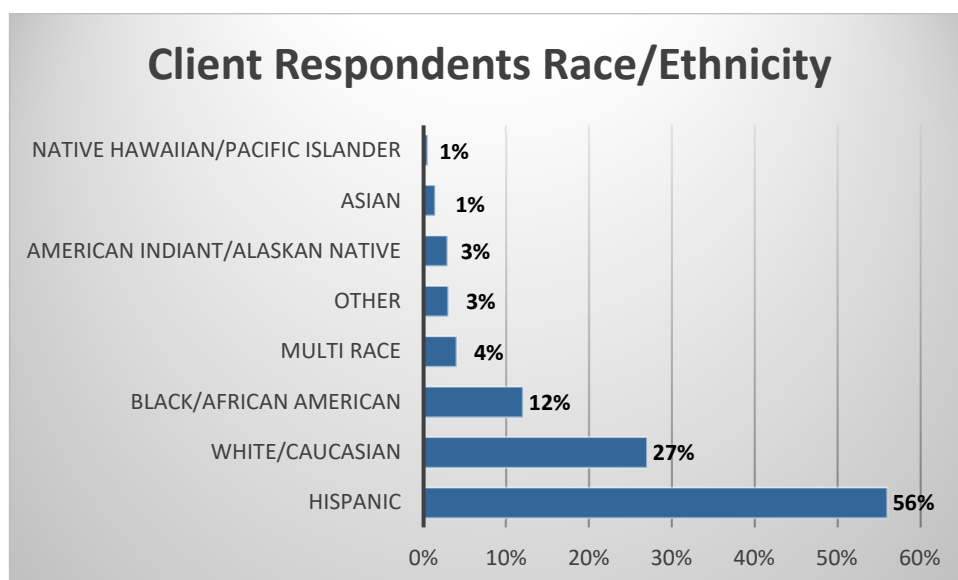
There were significantly more female client respondents (81%) to the survey and less than 2 percent identified as Transgender or Other.

Gender	Response
Male	14.5%
Female	83%
Transgender	0.1%
Other (please specify)	1.5%

Age ranges for client responses varied with over half between the ages of 25 and 44 years and 8 percent ages 65 and over.

AGE	Response
18-19	2%
20-24	15%
25-34	29%
35-44	21%
45-54	15%
55-59	5%
60-64	5%
65 and over	8%

Almost half of the client respondents (59%) live in household sizes above the Kern Median household size of 3.3 people.

Client Respondents Household Size

Household Size	Percentage
1	2%
2	15%
3	23%
4	29%
5	20%
6 OR MORE	10%
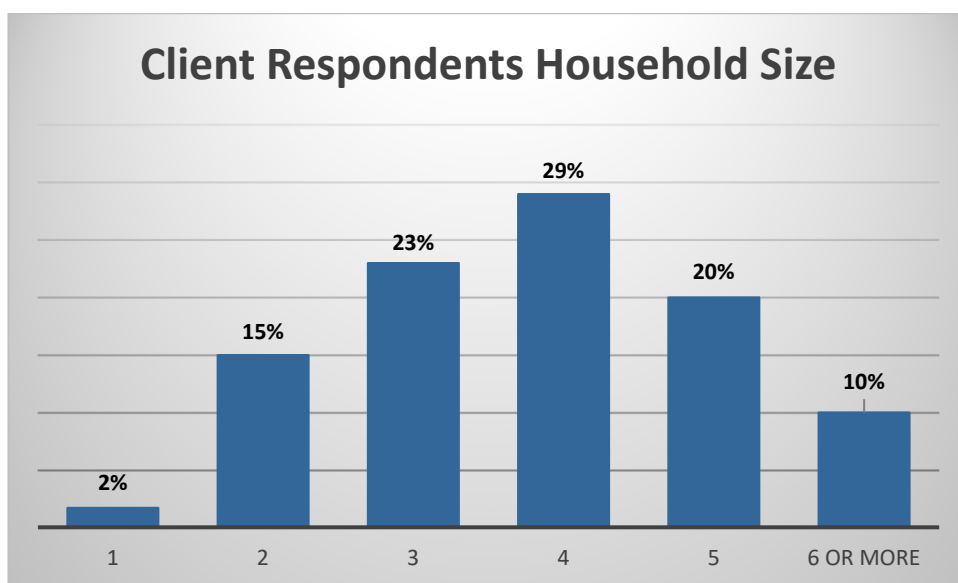
Results

The survey had a list of 26 services. Respondents were asked, "***Please note your level of need for each topic below?***" Each topic was ranked by Most Needed, Somewhat Needed, Not Needed, or Don't Know. The Score range is 1.0-3.0 with higher scores indicating the most need. The following table shows the top needed services identified by each of the three groups with the average total for all.

Needs	All Surveys	Clients	Partners	Board
Affordable Housing	2.24	2.32	2.71	1.69
Mental Health Treatment	2.16	1.9	2.69	1.9
Nutritious Food	2.07	2.13	2.49	1.6
After-School Programs	2.06	2.1	2.5	1.6
Homeless Services	2.04	1.8	2.63	1.7
Job Skills Training	2.02	1.9	2.66	1.5
Affordable Childcare	1.9	1.9	2.69	1.38

When looking at the top five needs identified, the table shows where each group was similar, and each was different. For example, partners and staff members both thought that mental health needs are a significant need in our community. Additionally, clients and partners believe affordable housing and childcare is a service needed to assist low-income families and individuals.

Rank	Clients	Partners and Community Agencies	CAPK Board
1	Affordable Housing	Mental Health Needs	Services/Programs in
2	Utility Bill Assistance	Substance Abuse	Financial Education
3	Afterschool Activities	Affordable Housing	Employment for Youth
4	More Education for Children	Affordable Childcare	Leadership Skills for Youth
5	Affordable Childcare	Homeless Services	Mental Healt Needs

The survey also asked respondents "***What services are most needed to help people due to the COVID-19 pandemic?***" Results, using the same scale and scoring as above, are in the table below. In some groups, there are more than five service needs identified due to tied scores.

Service Needs	All	Clients	Partners	Board
Food	2.27	2.24	2.58	2
Internet Access for at Home work/School	2.24	1.7	2.54	2.5
Rent/Mortgage Assistance	2.22	2.18	2.5	2.0
No Cost Health Care	2.13	2.01	2.4	1.99
Utility Assistance	2.12	1.77	2.6	2.0
Employment Assistance	2.12	2.15	2.29	1.92
Homeless Services	2.09	1.9	2.49	1.9
Child Care	2.00	1.9	2.42	1.69

In-Person Focus Groups

The 2023 Community Needs Assessment conducted two in-person focus groups in California City and Shafter.

California City

Date: April 11, 2023

Time: 12 pm to 1:30 pm

Location: Arts & Community Center - 10400 Heather Ave California City, CA 93505

Shafter

Date: April 13, 2023

Time: 12 pm to 1:30 pm

Location: Shafter Youth Center – 455 E. Euclid Ave Shafter, CA 93263

These cities were selected because they are among the top three outlying cities in East and West Kern, respectively, where CAPK clients reside. The in-person focus groups were meant to gauge the survey findings as they relate to the needs in those

communities, identify common concerns, and gain a deeper understanding of survey results.

A PowerPoint presentation was presented to gather community feedback. Community members had an opportunity to review survey findings and provide feedback on how they rate these needs at the local level. CAPK staff found that most residents in California City and Shafter agreed with our survey findings but disagreed on their rating of needs (most to least important). Meetings included breakout sessions with a small workgroups of two to four community members.

In California City, a total of 10 work groups were established. Staff found the following need-based themes from our focus group in California City:

1. Utility Assistance

2. After-school programs for youth

3. Transportation

4. Affordable Housing

5. Affordable Childcare

Utility Assistance was the number 1 response. Five of the 10 workgroups cited utility assistance as a concern. Topics numbered 2 through 5 were equally mentioned by a total of four workgroups during the discussion.

In Shafter, a total of 7 work groups were established with two to three members each. Staff found the following need-based themes from our focus group in Shafter:

1. After-school programs for youth

2. Medical services/access to specialty care

3. Job skills and job training

4. Senior Services

After-school programs for youth was the number 1 response. Four of the 7 workgroups cited after-school services as a need in the community. Topics numbered 2 through 4 were equally mentioned by three workgroups.

1. Nutritious Food	91%	Need to increase access; healthy foods are too expensive.
2. Affordable Housing	73%	Need to expand income limits to include those who fall through the cracks. Need to increase availability (inventory).
3. Homeless Services	36%	Need to understand the subgroups so programs can better assist them. Assistance needs to move faster. Mental health and substance abuse should be part of homeless services.
4. After-School/Summer Recreation	73%	Support all children's healthy growth and development. After School/summer programs supports working parents by having a no-cost option.
5. Job Skills Training	91%	Job skills lead to better paying jobs and financial security: need more programs/services.

Affordable Childcare continued to be an issue with most people stating the after-school programs are needed to provide free care for working families.

Comparison

In the last CAPK Community needs Survey (2021) the top three needs in order were: nutritional food, affordable housing, and homeless services. The 2023 survey results show that the top three needs are affordable housing, assistance with utility bills, and afterschool activities for youth. In comparison to the 2021 top three needs results: nutritious food, affordable housing, and homeless services, two needs have remained a need for the community: affordable housing and homeless services. This comparison reflects Kern County's 1.5% increase of unduplicated homeless individuals since 2020 and 75% of extremely low-income households paying more than half of their income on housing costs.

Agency Priorities	
1	Affordable Childcare
2	Job Skills Training
3	After School/Summer Recreation
4	Affordable/Quality Housing
5	Homelessness
6	Youth Programs
7	Seniors

Conclusion

Kern is a county that continues to struggle with deep poverty and disparities. However, each challenge can be seen as an opportunity for change. The County's rich agriculture, abundant natural resources, and innovative industries can provide great opportunities for low-income families to improve their circumstances. It is clear by the research, surveys, and interviews, that low-income people want the ability to earn better wages, safe and affordable housing, and the resources to support their climb out of poverty. It is incumbent upon the community to meet these challenges with innovative programs that assist families with building stability. This not only helps those we serve, but also serves the entire community by assuring Kern has a diverse and skilled workforce to meet the challenges ahead. As a Community Action Agency, staff members have taken the initiative to be certified in a Results-Oriented Management and Accountability (ROMA) and serve as an implementor for our agency. ROMA provides a framework for continuous agency growth and provides accountability to how Community Action Agencies report results. Through the ROMA course, staff members identified the need for and the importance of collecting customer satisfaction data. CAPK staff are currently developing a customer satisfaction survey to be implemented and available through our website. The expected date of completion is May 2023.

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2022 Community Needs Survey-Client

1. Please note your level of need for each topic below.

	Most Needed	Somewhat Needed	Not Needed	Don't Know
More education for myself	○	○	○	○
More education for my child	○	○	○	○
Skills for a job	○	○	○	○
Knowledge about finances	○	○	○	○
Better health or eating habits	○	○	○	○
Academic skills	○	○	○	○
Affordable childcare	○	○	○	○
Activities for after school or the summer	○	○	○	○
Employment for youth	○	○	○	○
Leadership skills for youth	○	○	○	○
Programs for seniors	○	○	○	○
Health Insurance	○	○	○	○
Knowledge to prevent teen pregnancies	○	○	○	○
Mental health needs	○	○	○	○
Substance abuse assistance	○	○	○	○
Immigration or Citizenship requirements	○	○	○	○
Transportation	○	○	○	○
Services/programs in Rural Areas	○	○	○	○

Financial Education (credit assistance, knowledge about household budget management or starting a business)	◯	◯	◯	◯
Affordable Housing	◯	◯	◯	◯
Homelessness	◯	◯	◯	◯
High or overdue utility bills	◯	◯	◯	◯
Domestic violence	◯	◯	◯	◯
Local gang or violence	◯	◯	◯	◯

Other (please specify)

[   ]

2. In the last 12 months, did you worry food would run out before you had money to buy more?

☐ Monthly or more often

☐ At least twice

☐ Never

3. In the last 12 months, were you unable to eat healthy food because you could not afford it?

◯ Monthly or more often

◯ At least twice

◯ Never

4. In the last 12 months, did you ever eat less than you felt you should because there was not enough money for food?

○ Monthly or more often

○ At least twice

○ Never

5. What services are most needed to help people due to the COVID-19 pandemic?

	Most Needed	Somewhat Needed	Not Needed	Don't Know	
Food	◯	◯	◯	◯	◯
Contact delivery food and necessities	◯	◯	◯	◯	◯
Rent/Mortgage Assistance	◯	◯	◯	◯	◯
Utility Assistance	◯	◯	◯	◯	◯
Emergency cash aid	◯	◯	◯	◯	◯
No cost health care	◯	◯	◯	◯	◯
Tutoring/ education assistance	◯	◯	◯	◯	◯
Homeless Services	◯	◯	◯	◯	◯
Internet Access for at home work/school	◯	◯	◯	◯	◯
Child Care	◯	◯	◯	◯	◯
In Home Child Care	◯	◯	◯	◯	◯
Employment Assistance	◯	◯	◯	◯	◯
COVID Education/Information	◯	◯	◯	◯	◯
COVID Testing Location	◯	◯	◯	◯	◯
COVID Vaccination Scheduling Assistance	◯	◯	◯	◯	◯
COVID Vaccination Transportation Assistance	◯	◯	◯	◯	◯
COVID Personal Protective Equipment	◯	◯	◯	◯	◯
Other	◯	◯	◯	◯	◯

6. Which CAPK program/s have you had contact with in the last 12 months?

○ 2-1-1 Kern

○ Home Visiting Program

○ CalFresh Health & Nutrition Education

○ Housing Service

○ Energy Program (Utility Assistance and Weatherization)

○ East Kern Family Resource Center

○ Food Bank

○ Friendship House Community Center

○ Head Start / Early Head Start

○ Homeless Services (M Street Homeless Shelter and/or Coordinated Entry Systems)

○ Rental Assistance

○ Migrant Childcare Alternative payment

○ Oasis Family Resource Center

○ Shafter Youth Center

○ Volunteer Income Tax Assistance

○ Women's Infant and Children Nutrition Assistance

○ None/ Don't Know

7. Do you think COVID-19 vaccines are safe?

○ Yes

○ No

8. Are you vaccinated against COVID-19 ?

○ Yes

○ No

9. If you are not vaccinated, do you intend to get the COVID-19 vaccination?

○ Yes

○ No

10. Do you intend to get a COVID-19 booster?

○ Yes

○ No

11. Are you concerned that you, a family member, or friend will contract COVID-19?

○ Yes

○ No

12. Do you feel that Kern County is still in the middle of a pandemic?

○ Yes

○ No

13. What is your gender?

☐ Male

☐ Female

☐ Transgender

☐ Other

14. What is your military status?

☐ Veteran

☐ Not a Veteran

15. What is your age?

[   ]

16. What Zip Code do you live in?

[   ]

17. What is the highest level of education that you have completed?

○ Less than High School

○ High School

○ Some College (No Degree)

○ 2 Year College Graduate

○ 4 Year College Graduate

○ Post Graduate Degree

18. How many people live in your household?

[   ]

19. Annual Household Income

[   ]

20. Race/Ethnicity

- [ ] American Indian/Alaskan Native
- [ ] Asian
- [ ] Black/African American
- [ ] Hispanic
- [ ] Native Hawaiian/Pacific Islander
- [ ] White/Caucasian
- [ ] Multi Race
- [ ] Other

1. Note su nivel de necesidad para cada tema a continuación.

	Más necesario	Se necesita poco	Innecesario	No sé
Más educación para mí	○	○	○	○
Más educación para mi hija/o	○	○	○	○
Habilidades para un trabajo	○	○	○	○
Conocimientos sobre finanzas.	○	○	○	○
Mejor salud o hábitos alimenticios.	○	○	○	○
Habilidades academicas	○	○	○	○
Cuidado de niños asequible	○	○	○	○
Actividades para después de la escuela o en el verano	○	○	○	○
Empleo juvenil	○	○	○	○
Liderazgo juvenil	○	○	○	○
Programas para ancianos	○	○	○	○
Seguro de salud	○	○	○	○
Conocimientos para prevenir embarazos adolescentes	○	○	○	○
Tratamiento de salud mental	○	○	○	○
Tratamiento de abuso de sustancias	○	○	○	○
Inmigración / Ciudadanía	○	○	○	○
Transporte	○	○	○	○
Servicios y programas en zonas rurales	○	○	○	○
Educación financiera (asistencia crediticia, conocimiento sobre el manejo del presupuesto familiar o cómo iniciar un	○	○	○	○

negocio)				
Vivienda asequible	◯	◯	◯	◯
Servicios para desamparados	◯	◯	◯	◯
Facturas de servicios públicos altas o vencidas	◯	◯	◯	◯
Violencia doméstica	◯	◯	◯	◯
Pandillas / violencia local	◯	◯	◯	◯

Other (please specify)

[   ]

2. En los últimos 12 meses, ¿le preocupó que se acabara la comida antes de tener dinero para comprar más?

☐ Mensual o más a menudo

☐ Por lo menos dos veces

☐ Nunca

3. En los últimos 12 meses, ¿no pudo comer alimentos saludables porque no podía pagarlos?

☐ Mensual o más a menudo

☐ Por lo menos dos veces

☐ Nunca

4. En los últimos 12 meses, ¿alguna vez comió menos de lo que creía que debía porque no había suficiente dinero para comprar alimentos?

☐ Mensual o más a menudo

☐ Por lo menos dos veces

☐ Nunca

5. ¿Qué servicios son más necesarios para ayudar a las personas debido a la pandemia de COVID-19?

	Más necesario	Se necesita poco	Innecesario	No sé
Alimentos	○	○	○	○
Servicios de comunicación para la entrega de alimentos y necesidades	○	○	○	○
Asistencia con el pago de renta o de hipoteca	○	○	○	○
Asistencia con el pago de servicios públicos	○	○	○	○
Ayuda monetaria de emergencia	○	○	○	○
Atención médica gratuita	○	○	○	○
Asistencia con de tutoría y educación	○	○	○	○
Servicios para personas desamparadas	○	○	○	○
Acceso a internet para el trabajo en casa o la escuela	○	○	○	○
Cuidado infantil	○	○	○	○
Cuidado infantil en casa	○	○	○	○
Asistencia laboral	○	○	○	○
Ubicaciones e información sobre los centros de vacunación de COVID	○	○	○	○
Encontrar ubicaciones para prueba de COVID-19	○	○	○	○
Asistencia para conseguir una cita para la vacunación contra el COVID-19	○	○	○	○
Transporte de cita de vacunación COVID-19	○	○	○	○
Equipo de protección personal COVID-19	○	○	○	○
Otro (por favor especifique):	○	○	○	○

6. ¿Con qué programas de CAPK ha tenido contacto en los últimos 12 meses?

- [ ] 2-1-1 Kern
- [ ] Programa de visitas domiciliarias
- [ ] Educación sobre salud y nutrición CalFresh
- [ ] Servicios de vivienda
- [ ] Climatización o asistencia con servicios públicos
- [ ] Centro de recursos familiares del este de kern
- [ ] Banco de alimentos
- [ ] Centro comunitario "Casa de la Amistad"
- [ ] Head Start o Early Head Start
- [ ] Centro de navegación para personas desamparadas de la calle M
- [ ] MCAP, siglas en inglés (Pago alterno para el cuidado de niños migrantes)
- [ ] Centro de recursos familiares oasis
- [ ] Centro juvenil Shafter
- [ ] VITA, siglas en inglés (Asistencia voluntaria para declaración de impuestos)
- [ ] WIC, siglas en inglés (Asistencia nutricional para mujeres embarazadas, bebés e infantes)
- [ ] Ninguno / no sé

7. ¿Cree que las vacunas COVID-19 son seguras?

- ( ) Si
- ( ) No

8. ¿Estás vacunado contra el COVID-19?

- ( ) Si
- ( ) No

9. Si no está vacunado, ¿tiene intención de vacunarse contra el COVID-19?

- ( ) Si
- ( ) No

10. ¿Tiene la intención de obtener la vacuna de refuerzo COVID-19?

- ( ) Si
- ( ) No

11. ¿Le preocupa que usted, un familiar o un amigo contraigan COVID-19?

- ( ) Si
- ( ) No

12. ¿Cree que la pandemia sigue siendo un problema en el condado de Kern?

○ Si

○ No

13. ¿Cuál es su género?

☐ Masculino

☐ Femenino

☐ Transgenero

☐ Otro

14. ¿Cuál es su estado militar?

○ Veterano

○ No es veterano

15. ¿Edad?

[ ]

16. ¿En que codigo postal vive?

[ ]

17. ¿Nivel mas alto de educacion?

○ Bachillerato sin terminar

○ Bachillerato / GED

○ Algo de universidad (sin titulo)

○ Graduado Universitario de 2 anos

○ Graduado Universitario de 4 anos

○ Posgrado

18. Numero de personas en el hogar

[ ]

19. Ingreso anual de hogar

[ ]

20. Raza o etnia:

- ◯ Hispano
- ◯ Nativo de Hawái/isleño del Pacífico
- ◯ Blanco
- ◯ Indio americano / nativo de Alaska
- ◯ Asiático
- ◯ Afroamericano
- ◯ Múltiples razas
- ◯ Otro

2022 Community Needs Survey - Partner/Agency

1. Which services are needed in your community? (Please check one box per service)

	Most Needed	Somewhat Needed	Not Needed	Don't Know
Education	○	○	○	○
Adult Education	○	○	○	○
Pre-School (Kindergarten readiness)	○	○	○	○
Job Skills Training	○	○	○	○
Financial Education	○	○	○	○
Health/Nutrition Education	○	○	○	○
Tutoring/Reading Assistance	○	○	○	○
Affordable Childcare	○	○	○	○
After School/Summer Recreation	○	○	○	○
Youth Employment	○	○	○	○
Youth Leadership	○	○	○	○
Senior Programs	○	○	○	○
Health Insurance	○	○	○	○
Teen Pregnancy Prevention	○	○	○	○
Mental Health Treatment	○	○	○	○
Substance Abuse Treatment	○	○	○	○
Nutritious Food	○	○	○	○
Immigration/Citizenship	○	○	○	○
Transportation	○	○	○	○
Services/programs in Rural Areas	○	○	○	○
Building Credit	○	○	○	○
Business Start-up	○	○	○	○
Affordable Housing	○	○	○	○

Homeless Services	○	○	○	○
Utility Assistance	○	○	○	○
Domestic Violence	○	○	○	○
Anti-Gang/Violence	○	○	○	○

Other (please specify)

[   ]

2. What services are most needed to help people due to COVID-19 pandemic?

	Most Needed	Somewhat Needed	Not Needed	Don't Know
Food	○	○	○	○
No Contact delivery food and necessities	○	○	○	○
Rent/Mortgage assistance	○	○	○	○
Utility Assistance	○	○	○	○
Emergency cash aid	○	○	○	○
No cost health care	○	○	○	○
Tutoring/education assistance	○	○	○	○
Homeless Services	○	○	○	○
Internet Access for at home work/school	○	○	○	○
Child Care	○	○	○	○
In Home Child Care	○	○	○	○
Employment Assistance	○	○	○	○
COVID Testing location	○	○	○	○
COVID Vaccination locations/information	○	○	○	○

Other (please specify)

[   ]

3. What is your primary role in the community? (Please check one)

☐ Faith Based Organization

☐ Private Sector Representative

☐ Community Organization / Partner

☐ Educational Institution

☐ Government/ Public Sector

☐ Other (please specify)

4. Which CAPK Program have you primarily worked with over the past 12 months? (Check all that apply)

- ☐ 2-1-1 Kern
- ☐ Home Visiting Program
- ☐ CalFresh Healthy Living & Nutrition Education
- ☐ East Kern Family Resource Center
- ☐ Coordinated Entry Services
- ☐ Energy Program (Utility Assistance and Weatherization)
- ☐ Housing Services
- ☐ Food Bank
- ☐ Friendship House Community Center
- ☐ Head Start/ Early Head Start
- ☐ M Street Low Barrier Homeless Navigation Center
- ☐ Migrant Childcare Alternative Payment
- ☐ Oasis Family Resource Center
- ☐ Shafter Youth Center
- ☐ Volunteer Income Tax Assistance (VITA)
- ☐ Women's Infants and Children Nutrition Assistance (WIC)
- ☐ None/Don't Know

5. What is your agency's primary targeted service population?

6. In your opinion, what are the gaps in services needed in Kern County?

2022 Community Needs Survey - Board Member and Volunteers

1. Please note your level of need for each topic below.

	Most Needed	Somewhat Needed	Not Needed	Don't Know
More education for myself	○	○	○	○
More education for my child	○	○	○	○
Skills for a job	○	○	○	○
Knowledge about finances	○	○	○	○
Better health or eating habits	○	○	○	○
Academic skills	○	○	○	○
Affording childcare	○	○	○	○
Activities for after school or the summer	○	○	○	○
Employment for Youth	○	○	○	○
Leadership skills for Youth	○	○	○	○
Programs for seniors	○	○	○	○
Health Insurance	○	○	○	○
Knowledge to prevent teen pregnancies	○	○	○	○
Mental health needs	○	○	○	○
Substance abuse assistance	○	○	○	○
Immigration/Citizenship requirements	○	○	○	○
Transportation	○	○	○	○
Services/programs in Rural Areas	○	○	○	○
Financial Education (credit assistance, knowledge about household budget management or starting a business)	○	○	○	○

Assistance with starting a business	○	○	○	○
Affording a housing	○	○	○	○
Homelessness	○	○	○	○
High or overdue utility bills	○	○	○	○
Domestic Violence	○	○	○	○
Local gang or violence	○	○	○	○

Other (please specify)

[   ]

2. What services are most needed to help people due to COVID-19 pandemic?

	Most Needed	Somewhat Needed	Not Needed	Don't Know
Food	○	○	○	○
No Contact delivery food and necessities	○	○	○	○
Rent/Mortgage assistance	○	○	○	○
Utility Assistance	○	○	○	○
Emergency cash aid	○	○	○	○
No cost health care	○	○	○	○
Tutoring/education assistance	○	○	○	○
Homeless Services	○	○	○	○
Internet Access for at home work/school	○	○	○	○
Child Care	○	○	○	○
In Home Child Care	○	○	○	○
Employment Assistance	○	○	○	○
COVID Testing location	○	○	○	○
COVID Vaccination locations/information	○	○	○	○

Other (please specify)

[   ]

3. What is your primary role in the community? (Please check one)

☐ Staff / Employee

☐ Board Member

☐ Volunteer/ Intern

4. Which CAPK Program have you primarily worked with over the past 12 months? (Check all that apply)

☐ 2-1-1 Kern

☐ Home Visiting Program

☐ CalFresh Healthy Living & Nutrition Education

☐ East Kern Family Resource Center

☐ Coordinated Entry Services

☐ Energy Program (Utility Assistance and Weatherization)

☐ Housing Services

☐ Food Bank

☐ Friendship House Community Center

☐ Head Start/ Early Head Start

☐ M Street Low Barrier Homeless Navigation Center

☐ Migrant Childcare Alternative Payment

☐ Oasis Family Resource Center

☐ Shafter Youth Center

☐ Volunteer Income Tax Assistance (VITA)

☐ Women's Infants and Children Nutrition Assistance (WIC)

☐ None/Don't Know

5. What is your gender?

☐ Male

☐ Female

6. What is your military status?

☐ Veteran

☐ Not a Veteran

7. What is your age?

[   ]

8. What Zip Code do you live in?

[   ]

9. What is the highest level of education that you have completed?

☐ Less than High School

☐ High School Grad/GED

☐ Some College (No Degree)

☐ 2 year College Graduate

☐ 4 year College Graduate

☐ Post Graduate Degree

10. How many people live in your household?

[   ]

11. Annual Household Income?

[   ]

12. What is your race/ethnicity?

☐ American Indian/Alaskan Native

☐ Asian

☐ Black/African American

☐ Hispanic

☐ Native Hawaiian/Pacific Islander

☐ White/Caucasian

☐ Multi Race

☐ Other

13. Is there anything else you would like to share about the needs in your community?

2022 Community Needs Survey - Board Member and Volunteers

CAPK SITE LIST

Div	Site Name	Address	City	Zip
CDD	211Kern	2323 16th St. #305	Bakersfield	93301
HS/SCD	Alberta Dillard	5704 Pioneer Dr	Bakersfield	93306
HS/SCD	Alicante	7998 Alicante Ave	Lamont	93241
HS/SCD	Angela Martinez EHS	4032 Jewett	Bakersfield	93301
HS/SCD	Angela Martinez HS	4032 Jewett	Bakersfield	93301
HS/SCD	Angela Martinez HB/HVI	4032 Jewett	Bakersfield	93301
HS/SCD	Bakersfield College	1801 Panorama Drive	Bakersfield	93305
SJ/EHS	Barnett House	347 E Poplar St	Stockton	95202
HS/SCD	Blanton Academy	1300 17th St	Bakersfield	93301
HS/SCD	Broadway	970 Broadway	Wasco	93280
HNS	Cal Fresh	2323 16th St. #302	Bakersfield	93301
HS/SCD	California City	9124 Catalpa Ave	California City	93505
SJ/EHS	California Street	425 N California St	Stockton	95202
HNS	Central Kitchen	3101 Mall View Rd	Bakersfield	93306
SJ/EHS	Chrisman	23950 S Chrisman	Tracy	95304
HS/SCD	Cleo Foran	1410 11TH St	Bakersfield	93304
HSS	Coordinated Entry Sys	300 19th St	Bakersfield	93301
HS/SCD	Delano	1835 Cecil Ave	Delano	93215
YCS	E Kern Family Res	16804 Hwy 14	Mojave	93501
HS/SCD	East California	1900 East California Ave	Bakersfield	93307
YCS	Energy	300 19th St	Bakersfield	93301
HS/SCD	Fairfax	1500 So Fairfax Rd	Bakersfield	93307
HNS	Food Bank	1807 Feliz Dr	Bakersfield	93307
HNS	Food Bank	2550 E Belle Terrace #400	Bakersfield	93308
HNS	Food Bank	2550 E Belle Terrace #200	Bakersfield	93309
YCS	Friendship House	2425 Cottonwood	Bakersfield	93304
SJ/EHS	Gianone	1509 N Golden Gate	Stockton	95205
HS/SCD	Harvey Hall	315 Stine Rd	Bakersfield	93309
HS/SCD	Harvey Hall EHS	315 Stine Rd	Bakersfield	93309
HS/SCD	Heritage Park	2320 Mt Vernon Ave	Bakersfield	93306
SJ/EHS	Home Base	1145 N Hunter	Stockton	95202
SJ/EHS	Hunter Admin	1145 N Hunter	Stockton	95202
SJ/EHS	Kennedy	2800 S D St	Stockton	95206
HS/SCD	Lamont	8201 Palm Ave	Lamont	93241
SJ/EHS	Lathrop	850 J St.	Lathrop	95330
SJ/EHS	Lodi UCCC	701 S Hutchins St	Lodi	95240
HSS	M Street Navigation	2900 M Street	Bakersfield	93301
OPS	Maintenance	1825 #B Feliz Dr	Bakersfield	93307
SJ/EHS	Marci Massei	236 W 4th St	Stockton	95206
HS/SCD	Martha Morgan	3811 River Blvd	Bakersfield	93305
HNS	MCAP	5351 Olive Drive #200	Bakersfield	93308
HNS	MCAP-Fresno	1815 Van Ness	Fresno	93721
HNS	MCAP-Kings	220 N. 11th Ave	Hanford	93230
HNS	MCAP-Madera	525 East Yosemite	Madera	93638
HNS	MCAP-Tulare	1840 Wardrobe Ave	Merced	95341
HNS	MCAP-Visalia	7000 Doe Ave	Visalia	93291
HS/SCD	McFarland	410 Perkins	McFarland	93250
HS/SCD	Mojave	1940 Inyo St	Mojave	93501
HS/SCD	Oasis	814 North Norma	Ridgecrest	93555
HS/SCD	Pete Parra	1825 Feliz Dr	Bakersfield	93304
HS/SCD	Pete Parra EHS	1825 Feliz Dr	Bakersfield	93304
HS/SCD	Primeros Pasos	1111 Bush St	Arvin	93203
HS/SCD	Rosamond	2584 Felsite Ave	Rosamond	93560
HS/SCD	San Diego	10300-½ San Diego	Lamont	93241

HS/SCD	Seibert	2800 Agate St	Bakersfield	93304
HS/SCD	Shafter EHS	459 East Euclid Ave	Shafter	93263
HS/SCD	Shafter HS	452 W Los Angeles	Shafter	93263
YCS	Shafter Youth Ctr	455 East Euclid Ave	Shafter	93263
SJ/EHS	St Mary's	545 W Sonora St	Stockton	95203
HS/SCD	Sterling	3000 Sterling Rd	Bakersfield	93306
HS/SCD	Sterling EHS	3000 Sterling Rd	Bakersfield	93306
HS/SCD	Stockdale HS	5 Real Rd	Bakersfield	93309
HS/SCD	Sunrise Villa	1600 Poplar St	Wasco	93280
HS/SCD	Taft	819 6th St	Taft	93268
HS/SCD	Tehachapi	1120 S Curry	Tehachapi	93561
HS/SCD	Vineland	14327 S Vineland Rd	Bakersfield	93307
HS/SCD	Virginia	3301 Virginia Ave	Bakersfield	93307
YCS	VITA	300 19th Street	Bakersfield	93301
HS/SCD	Wesley	1314 Oswell St	Bakersfield	93306
HNS	WIC	500 E California Ave	Bakersfield	93307
HNS	WIC Homeless Clinic	1600 E Truxtun Ave	Bakersfield	93305
HNS	WIC-Adelanto	11336 Bartlett Ave	Adelanto	92301
HNS	WIC-Big Bear	41820 Garstin	Big Bear City	92314
HNS	WIC-Boron Clinic	26904 Nicholas St	Boron	93515
HNS	WIC-California City	8401 Cal City Blvd # 8	California City	93505
HNS	WIC-China Lk Clinic	610 Blandy	China Lake	93561
HNS	WIC-Crestline/Arrowhead Clinic	24028 Lake Dr, Suite A	Crestline	92325
HNS	WIC-Delano	1001 Main St	Delano	93215
HNS	WIC-Edwards Clinic	90 Farrell Dr Bldg 5620	Edwards	93524
HNS	WIC-FHCC	2425 Cottonwood	Bakersfield	93304
HNS	WIC-Lost Hills Clinic	14823 Office Lane	Lost Hills	93249
HNS	WIC-Needles	244 G. St #A	Needles	92363
HNS	WIC-Niles	6019 Niles #3	Bakersfield	93306
HNS	WIC-Oasis	814 No Norma St	Ridgecrest	93555
HNS	WIC-Oildale	525 Roberts Ln	Bakersfield	93308
HNS	WIC-Panama	4600 Panama	Bakersfield	
HNS	WIC-Phelen Clinic	8820 Sheep Creek Rd	Phelen	92371
HNS	WIC-Rosamond	2739 Diamond St #B	Rosamond	93560
HNS	WIC-Shafter	650 James St	Shafter	93263
HNS	WIC-Tehachapi	108 So Robinson	Tehachapi	93261
HNS	WIC-Wasco	2101 7th St Bldg # E	Wasco	93280
HS/SCD	Willow	401 Willow	Bakersfield	93308

SUBRECIPIENTS

Making Subawards

From time to time, CAPK may find it practical to make subawards of federal funds to other organizations. All subawards will be subject to the CODE OF CONDUCT policies described in the PURCHASING POLICIES AND PROCEDURES section. In addition, all subrecipients must be approved in writing by the federal awarding agency and agree to the subrecipient monitoring provisions described in the next section.

CAPK is required to evaluate each subrecipient's risk of noncompliance with federal statutes, regulations, and the terms and conditions of the subaward to determine the appropriate monitoring. Evaluations may include such factors as: (2 CFR Part 200.331(b))

- The subrecipient's prior experience with the same or similar subawards;
- The results of previous audits including whether or not the subrecipient receives a Single Audit, and the extent to which the same or similar subaward has been audited as a major program;
- Whether the subrecipient has new personnel, or new or substantially changed systems; and
- The extent and results of federal awarding agency monitoring (e.g., if the subrecipient also receives federal awards directly from a federal awarding agency).

In addition, CAPK will obtain the following documents from all new subrecipients:

1. Articles of Incorporation
2. Bylaws or other governing documents
3. Determination letter from the IRS (recognizing the subrecipient as exempt from income taxes under IRC section 501(c)(3))
4. Last three years' Forms 990 or 990-EZ, including all supporting schedules and attachments (also Form 990-T, if applicable)
5. Copies of the last three years' audit reports and management letters received from subrecipient's independent auditor (including all reports associated with audits performed in accordance with 2 CFR Part 200 Subpart F, if applicable)
6. Copy of the most recent internally-prepared financial statements and current budget
7. Copies of reports of government agencies (Inspector General, state or local government auditors, etc.) resulting from audits, examinations, or monitoring procedures performed in the last three years

CAPK will ensure that every subaward is clearly identified to the subrecipient as a subaward and include the following data elements at the time of the subaward and if any of the data elements change, including changes in subsequent subaward modifications. When some of this information is not available, CAPK will provide the best information available to describe the federal award and subaward. The following required information will be provided to all subrecipients:

1.   Federal Award Identification.

Subrecipient name (which must match the name associated with its unique entity identifier);

Subrecipient's unique entity identifier (DUNS)

Federal Award Identification Number (FAIN);

d.   Federal Award Date;

e.   Subaward Period of Performance Start and End Date;

f.   Amount of federal funds obligated by this action;

g.   Total Amount of federal funds obligated to the subrecipient;

h.   Total Amount of the federal award;

i.   Federal award project description, as required to be responsive to the Federal Funding Accountability and Transparency Act (FFATA);

j.   Name of federal awarding agency, pass-through entity, and contact information for awarding official;

k.   Catalogue of Federal Domestic Assistance (CFDA) Number and Name. CAPK must identify the dollar amount made available under each federal award and the CFDA number at time of disbursement;

l.   Identification of whether the award is research and development (R & D); and

m.   Indirect cost rate for the federal award (including if the de minimis rate is charged per

2 CFR Part 200.414 Indirect (F&A) costs).

Additional Resources

Tax Preparation Services

United Way of Kern
1707 Eye St. Floor 3
Bakersfield, CA 93301
(661) 834-1820

Internal Revenue Service
212 Coffee Rd.
Bakersfield, CA 93308
(661) 358-4399

Homeless Services

Housing Authority of the County of Kern
601 24th Street
Bakersfield, CA 93301
(661) 631-8500

Catholic Charities
825 Chester Ave
Bakersfield, CA 93301
(661) 281-2130

Kern Behavioral Health and Recovery Services/Substance Abuse
2001 28th Street
Bakersfield, CA 93301
(661) 868-8080

Community/Family Services

The Open Door Network
1921 19th St.
Bakersfield, CA 93301
(661) 322-9199

Kern County Department of Human Services
100 E. California Ave.
Bakersfield, CA 93307
(661) 631-6000

East Kern

Clinica Sierra Vista
730 N Norma St. Suite A
Ridgecrest, CA 93555
(760) 375-4357

Salvation Army (Ridgecrest)

151 N. Downs St.

Ridgecrest, CA 93555

(760) 375-7219

Community College Services

16940 CA-14

Mojave, CA 93501

(661) 824-5020

Salvation Army (Tehachapi)

538 E Tehachapi Blvd

Tehachapi, CA 93561

(661) 823-9508