

Community Partnership for Child Development Head Start Community Assessment 2020

Updated September 2020

Executive Summary

Community Partnership for Child Development (CPCD) operates a Head Start and Early Head Start program serving primarily low income children and families in El Paso County, Colorado. Head Start and Early Head Start are federally funded early childhood education programs. CPCD operates 26 Head Start/Early Head Start centers in Colorado Springs, Colorado as well as in surrounding communities including Fountain, Falcon and on the Fort Carson Army Installation. These centers provide a variety of services in addition to preschool, including health, mental health and dental screenings, services to children with disabilities, and other social services and referrals. The program is funded to serve 945 Head Start children and 191 Early Head Start. CPCD also provides Colorado Preschool Program (CPP) services through contracts with 6 school districts in the county, serving more than 500 children.

Head Start and Early Head Start programs are required to conduct a Community Assessment every 5 years that identifies the eligible population, provides demographic information about that population and identifies family needs. To accomplish this, CPCD gathered and analyzed a variety of demographic and economic data and conducted focus group sessions with the families it serves as well as with staff and community partner agencies. Through this process a number of interrelated key issues were identified, including a shortage of quality, affordable child care for infants and toddlers, a high cost of living, and a shortage of teaching staff. A number of strengths were also identified, including an overall high quality of life in El Paso County as well as excellent access to quality health care in the region.

CPCD created this assessment in late 2019 and updated it in September 2020 to reflect the changes that COVID-19 has had on El Paso County, Colorado and low-income families. Because the community is still in the midst of the pandemic, much of the data in this report is in flux and will change frequently. Thus far, data shows that El Paso County has lower infection and death rates when compared to most other counties its size. Within the state of Colorado, people of color are infected and dying by COVID-19 at higher rates than Whites. In El Paso County, the need for public assistance such as TANF and SNAP has increased when compared to pre-COVID need, and, since March 2020, the number of child care providers has decreased by at least twenty.

Impact of COVID-19

The COVID-19 pandemic began in Colorado Springs and surrounding communities in mid-March 2020, forcing local school districts to close their classrooms. Most of CPCD's classrooms are in local elementary schools and when schools closed, so did CPCD's classrooms. CPCD quickly pivoted its approach to learning and offered virtual and remote programming. Classroom staff created developmentally appropriate online learning activities for children, and Family Service staff connected families with resources and financial support for basic needs. In mid-June, CPCD reopened Early Head Start classrooms and offered a six week summer program for children transitioning to kindergarten and for children with special needs. CPCD began the

2020-2021 school year with a month of online learning before returning to in-person classrooms in mid-September.

To gauge the impact of COVID-19 on the children and families that CPCD serves, this section includes local COVID infection rates, COVID death rates, changes in demand for public services and changes in availability of child care. The data included in this report is accurate as of early September 2020.

El Paso County has recorded 6,070 COVID-19 cases and 153 deaths due to COVID-19, which are lower numbers than in most counties of comparable size.¹ Throughout the state of Colorado, the rate of infection is higher among people of color when compared to the racial breakdown of the general population, and the rate of death is slightly higher among people of color when compared to the racial breakdown of the general population. For example, people of Hispanic ethnicity make up 21.69% of Colorado's population and 38.4% of the state's COVID cases and Black or African Americans make up 3.92% of Colorado's population and 4.82% of the state's COVID cases.² Race and ethnicity data is not available by county.

When the COVID-19 pandemic began in March, the demand for public services spiked the first two months.³ March saw a 69% increase in SNAP (Supplemental Nutrition Assistance Program) applications from 3,281 in February to 5,556 in March and a 101% increase in TANF applications from 547 in February to 1,103 in March. In April applications fell, but they remained higher than pre-COVID amounts. Applications fell further in May, below pre-COVID amounts, likely because of a boost in unemployment benefits. TANF caseloads increased from a pre-COVID amount of 2,697 in February to a peak of 3,009 in May, an increase of 11%. A comparison of TANF cases in 2019 to 2020 saw an increase in every month from March through July.

El Paso County's unemployment rate jumped from 3.4% in February to 6.2% in March. The rate peaked in April at 12.5% and was 6.9% in July, the latest month with available data.⁴ The impact of COVID-19 on family homelessness is not yet available. State and federal legislation limiting evictions and COVID-related assistance programs have helped stabilize many families' housing.

El Paso County began March with 441 licensed early childhood education programs, 211 center-based and 230 family child care homes. As of September, 20 child care providers closed, losing 229 child care slots, 38 infant and toddler and 191 preschool. Three of the closures accepted CCCAP (Colorado Child Care Assistance Program payments). An additional 10 providers are unaccounted for and have not responded to outreach attempts.⁵ From March to September, the number of child care providers that accept CCCAP increased from 200 to 219. This increase is likely due to a new policy allowing providers up to 22 absences per child

¹ <https://covid19.colorado.gov/data>, US Census Bureau, and New York Times.

² <https://covid19.colorado.gov/data>

³ The El Paso County Department of Human Services provided the data in this paragraph.

⁴ Bureau of Labor Statistics (<https://www.bls.gov/lau/>)

⁵ Alliance for Kids

enrolled in CCCAP per month. Per the policy, the number of paid absences decreased each month between April and August and by September the pre-COVID policy was back in place.⁶

Head Start capacity & the eligible population

The capacity to serve Head Start eligible children in the service area includes primarily CPCD's Head Start program as well as the Colorado Preschool Program (CPP), which is provided through local school districts as well as through CPCD. Because CPP eligibility requirements differ from that of Head Start, it is difficult to make an overall estimate of the capacity for services. CPP provides services to primarily 4 year olds up to 185% of Federal Poverty Guidelines (FPL). For 3 year olds it requires other eligibility factors to be present such as abuse, homelessness and foster care placement. As a result, only about a quarter of CPP enrollment is comprised of 3 year olds. Head Start provides services to 3 and 4 year olds based on the presence of any one eligibility factor which includes family income at or below 100% of FPL. At current funding levels, Head Start in El Paso County has the capacity to serve 33.1% of the estimated 2,857 Head Start eligible children in the county. Since all 4 year olds and many 3 year olds at or below FPL are also eligible for CPP, it is helpful to look at the county's capacity to serve all CPP eligible children across both Head Start and CPP. There are an estimated 7,517 CPP eligible 3 and 4 year olds in the county, with 2,188 funded CPP slots available to serve those children. If CPP and Head Start slots are combined, then there is capacity to serve about 41.7% of eligible CPP children, though the prioritization of 4 year olds in CPP will leave out much of this population.

Early Head Start capacity and need for child care

Early Head Start (EHS) serves primarily low income infants, toddlers and pregnant mothers. Funding levels for Early Head Start programs are typically much lower compared to Head Start. There are an estimated 4,285 Early Head Start eligible children in El Paso County. CPCD operates the only Early Head Start program in the service area, and is funded to serve 191 infants, toddlers and pregnant mothers. This represents a capacity to serve only 4.5% of the eligible EHS population. For comparison purposes, EHS is funded state wide to serve 6% of the estimated eligible EHS population. In Colorado, there is no comparable state funded program available for infants and toddlers. This data indicates a significant shortage of child care options for low income families with infants and toddlers. While child care subsidies are available through the Colorado Child Care Assistance Program (CCCAP), the overall funding level for EHS is drastically lower than average when compared to funding for CPP and Head Start. Focus group sessions with families and community partners confirm this shortfall. A lack of affordable, quality child care in El Paso County was identified as the number one acute issue facing families in the region. A number of parents expressed that child care costs for infants and toddlers are too high, even with CCCAP subsidies and that the locations and times when care is available do not always match with work schedules.

⁶ El Paso County Department of Human Services.

Shortage of teaching staff

A significant barrier to meeting the need for child care in El Paso County is a shortage in teaching staff and related high turnover and low wages among early childhood education staff. CPCD experiences almost 25% annual turnover in its teaching staff each year on average. This is in line with regional averages, in southeast Colorado turnover rates are 22% for teachers and 30% for assistant teachers. Median hourly wages for teachers is \$13.61, barely above the 2020 state minimum wage of \$12 per hour. Because CPCD's Head Start funding is fixed every year, there is little room for increased pay for teachers and other center staff. As a result, pay for teaching staff is not competitive with entry level work in El Paso County, especially with dropping unemployment rates in the region and in the state. El Paso County unemployment is at 3.9% in 2018 and preliminary 2019 data indicates a rate of around 3.4-3.5%. This results in high levels of competition for staff in the region. The Colorado Early Childhood Workforces Survey found that ECE teachers experience depression at twice the rate of the general population, and suffer from emotional and physical fatigue. Workforce issues extend into private childcare settings. The Infant and Child Care Action Plan for Colorado found that providers often live in poverty and rely on public subsidies. These workforce issues exacerbate shortages of quality child care in El Paso County, particularly for infants and toddlers. At current funding levels and at current pay rates, it remains extremely difficult for early childhood educators to make a decent living.

Housing, Transportation and Cost of Living

Results of the Community Assessment Focus Group sessions found that affordable child care, affordable housing, transportation and employment were the most acute needs experienced by low income families in El Paso County. These issues represent the structural needs of families living in poverty. Childcare is needed for families to find work, and housing represents one of the biggest costs faced by low income families. When combined, rent and child care alone can cost more than \$33,000 per year for a family of 4. The federal poverty level for a family of 4 is

\$26,200 per year. Even for a family making 200% of the federal poverty level, the cost of living in El Paso County is out of reach. It is estimated that a family of 4 would have to make over \$72,000 per year to be self sufficient in El Paso County, paying for all costs of living including child care without the need for state or federal subsidies. This amount is 2.75 times the federal poverty level, and represents an income level that is out of reach for many families, and certainly out of reach for the low income families that CPCD serves.

Strengths: Health care accessibility, Quality of life

Families and staff also overwhelmingly expressed that the quality of life in El Paso County is very high, with outdoor recreation opportunities as well as a friendly community. The county borders the Colorado Rockies and the Mueller State Park. Garden of the Gods, a National Natural Landmark, is within Colorado Springs. A number of other city parks in the area provide hiking, biking and other outdoor recreation opportunities.

Community Assessment focus groups identified hospitals and healthcare centers as the 3rd most cited strength among focus group participants. Head Start data confirms this, with nearly 100% of Head Start and Early Head Start children placed with a healthcare home and with continuous access to health care. About 80% of children in Head Start and Early Head Start receive health care services through medicaid, primarily through Peak Vista, the region's community health center. Many of the remaining children in the program are covered by Tricare, the US Department of Defense's health care program which is available to military personnel and their families. About 11% of EHS children and 12% of Head Start children in CPCD have a parent who is an active duty member of the military. The presence of 5 military bases in the region bring a large number of young families to El Paso County as well as a high level of military services. Though this also brings a high number of children and families with needs that must be fulfilled by the greater El Paso County community. Still, health staff, community partners and parents report many overlapping health care services which ensure that children and families receive the services they need. These include free health care clinics in addition to those services provided through medicaid and Tricare.

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Methodology

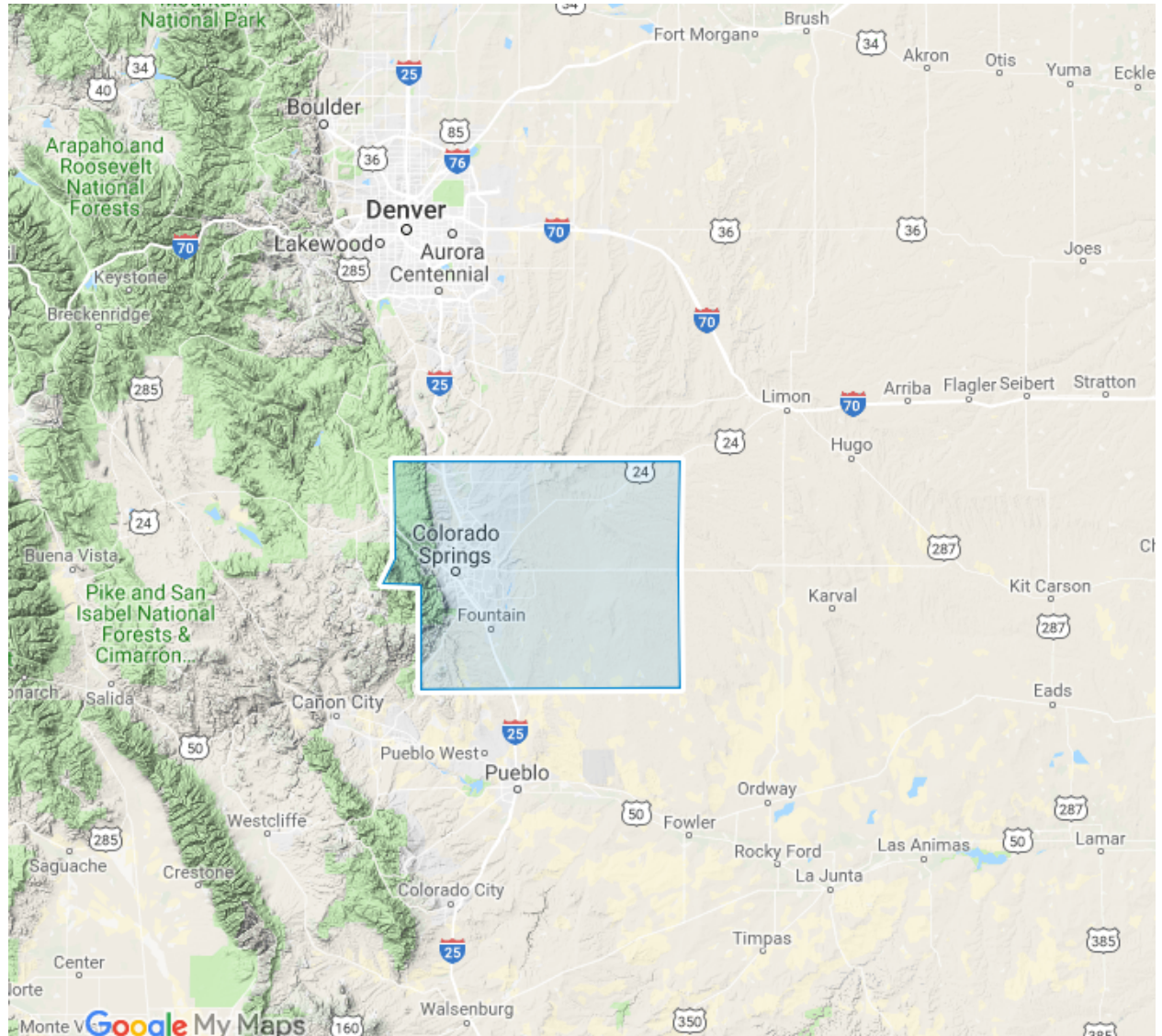
In producing this Community Assessment Update, CPCD contracted with Early Childhood Analytics.

Data sources used include:

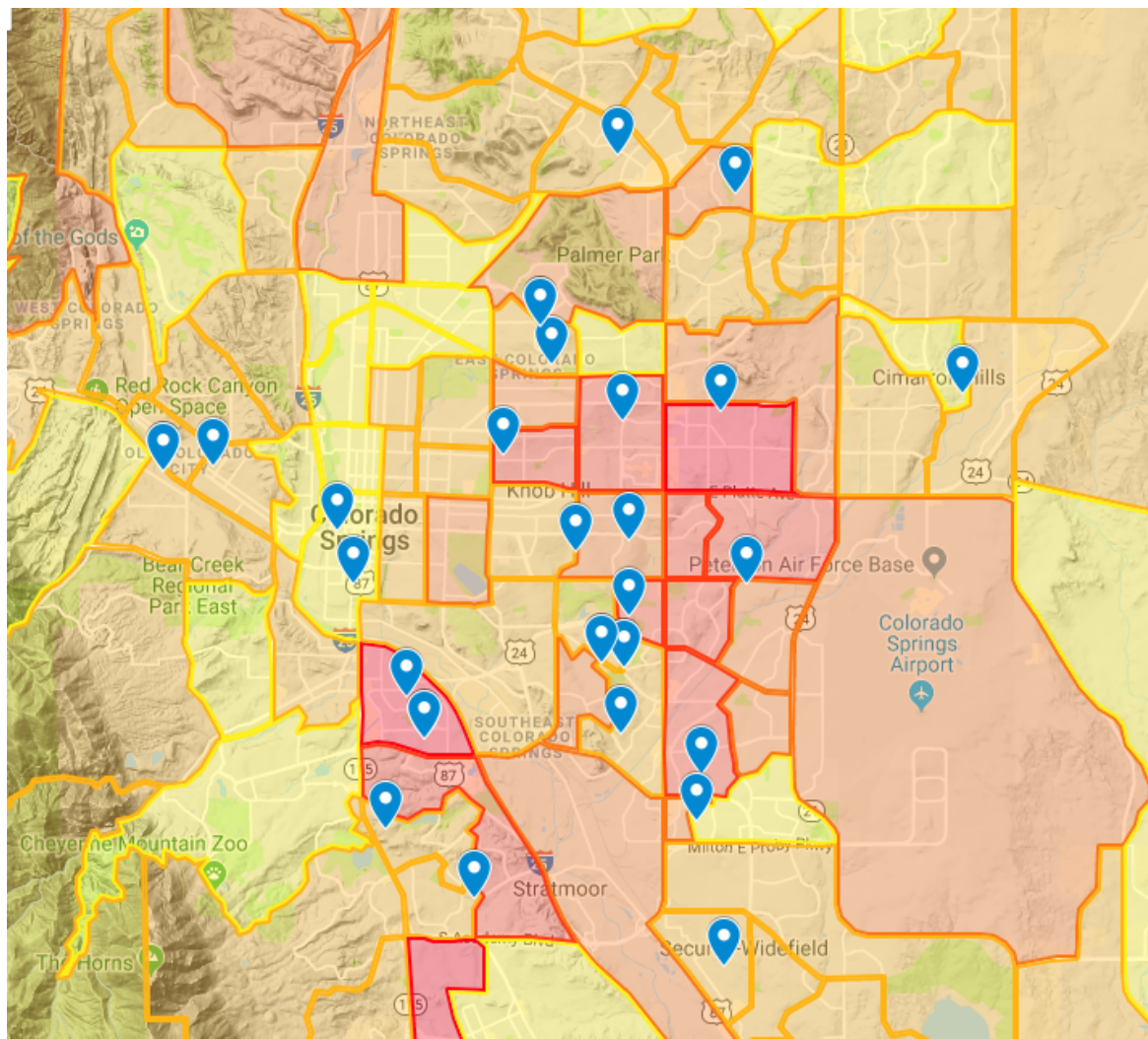
- 5-year American Community Survey (ACS) data produced by the United States Census Bureau
 - Geographies Used:
 - El Paso County, Colorado
 - All Census Tracts within El Paso County County
 - Colorado
 - United States
 - Tables Used:
 - B02001 - Race
 - B16001 - Language spoken
 - B17001A-I - Poverty Status in the Past 12 Months by Sex by Age by race
 - B17001 - Poverty Status in the Past 12 Months by Sex by Age
 - B18101 - Sex by Age and Disability Status
 - DP02 - Selected Social Characteristics
 - DP03 - Selected Economic Characteristics
 - DP04 - Selected Housing Characteristics
 - S0101 - Age & Sex
 - S0901 - Child Characteristics
 - B09018 - Relationship to Householder for Children under age 18
- Head Start Enterprise System data:
 - Aggregated Program Information Reports:
 - Head Start and Early Head Start
 - State Level Head Start and Early Head Start
 - National Level Head Start and Early Head Start
- Head Start/Early Head Start parent survey/focus group
- National Center for Health Statistics
- Behavioral Risk Factor Surveillance System - by the Center for Disease Control
- 2018 State of Preschool Yearbook, National Institute for Early Education Research
- El Paso County Community Health Improvement plan 2018-2022
- Colorado Early Childhood workforce Survey 2017
- Fountain Valley ECE Needs Assessment Summary Report, 2019
- Colorado Department of Education, Department of Public Health and Environment. and Department of Human Services

Map & Service Area

Location of El Paso County within the U.S. state of Colorado



El Paso County - distribution of Head Start eligible children and center locations



<https://drive.google.com/open?id=1wHAiEvVAKkF22nF15g5GIHCtfqSXnUIk&usp=sharing>

The map above shows the service area of Head Start and Early Head Start. The map is color coded by Census Tract and shows the number of Head Start eligible children. Blue markers indicate Head Start center locations. An interactive version of this map is available at the following link. It contains demographic information as well as poverty rates, and number of children under age 5 by Census Tract:

- Light yellow: 0-9
- Orange: 10-24
- Reddish Orange: 25-49
- Red: 50-75
- Dark Red: >75

Service Area Data

Estimating the eligible population

Head Start compared to Colorado Preschool Program (CPP)

There are two publicly funded early childhood education programs serving low income children in a center based setting in El Paso County: the Colorado Preschool Program (CPP) and Head Start. CPP programs are operated through local school districts using state funding and Head Start is operated by CPCD using federal funds. 6 out of 15 school districts in El Paso County contract some or all of their CPP slots through CPCD. Though both programs target a similar population of preschool age children, their eligibility criteria differ. Head Start has fewer eligibility factors, but may qualify a child as eligible for services if any one of these factors is present. CPP has more eligibility factors, but the program prioritizes services to 4 year old children by qualifying them with only one factor present while only qualifying 3 year olds who have three factors present.⁷ Because of the differences in eligibility factors, it is difficult to directly compare the total capacity for services and the total eligible population for both programs combined. There is significant overlap in the populations that are eligible for both programs, but it is impossible to determine the extent of overlap. All 4 year olds who qualify for Head Start will likely also qualify for CPP, however the reverse is not true. 3 year olds who qualify for Head Start may not qualify for CPP. Below is a table illustrating eligibility factors between the two programs.

Eligibility Criteria	Head Start (any one factor qualifies an age eligible child, 3 or 4 years old)	CPP eligibility factors (one must be present for a 4 year old, three for a 3 year old)
Income below poverty	✓	✓ ⁸
Foster care	✓	✓
Receipt of public assistance	✓	
Homelessness	✓	✓
Free/Reduced school lunch		✓
Abuse in the home/of the child		✓
Drug abuse in the home		✓
Parent under the age of 18		✓
Frequent relocation of family		✓
Poor social skills of the child		✓

⁷ In the 18-19 school year 22.9% enrolled children were under age 4 across the state of Colorado. 77.1% of CPP enrolled children were 4 or 5 years old.

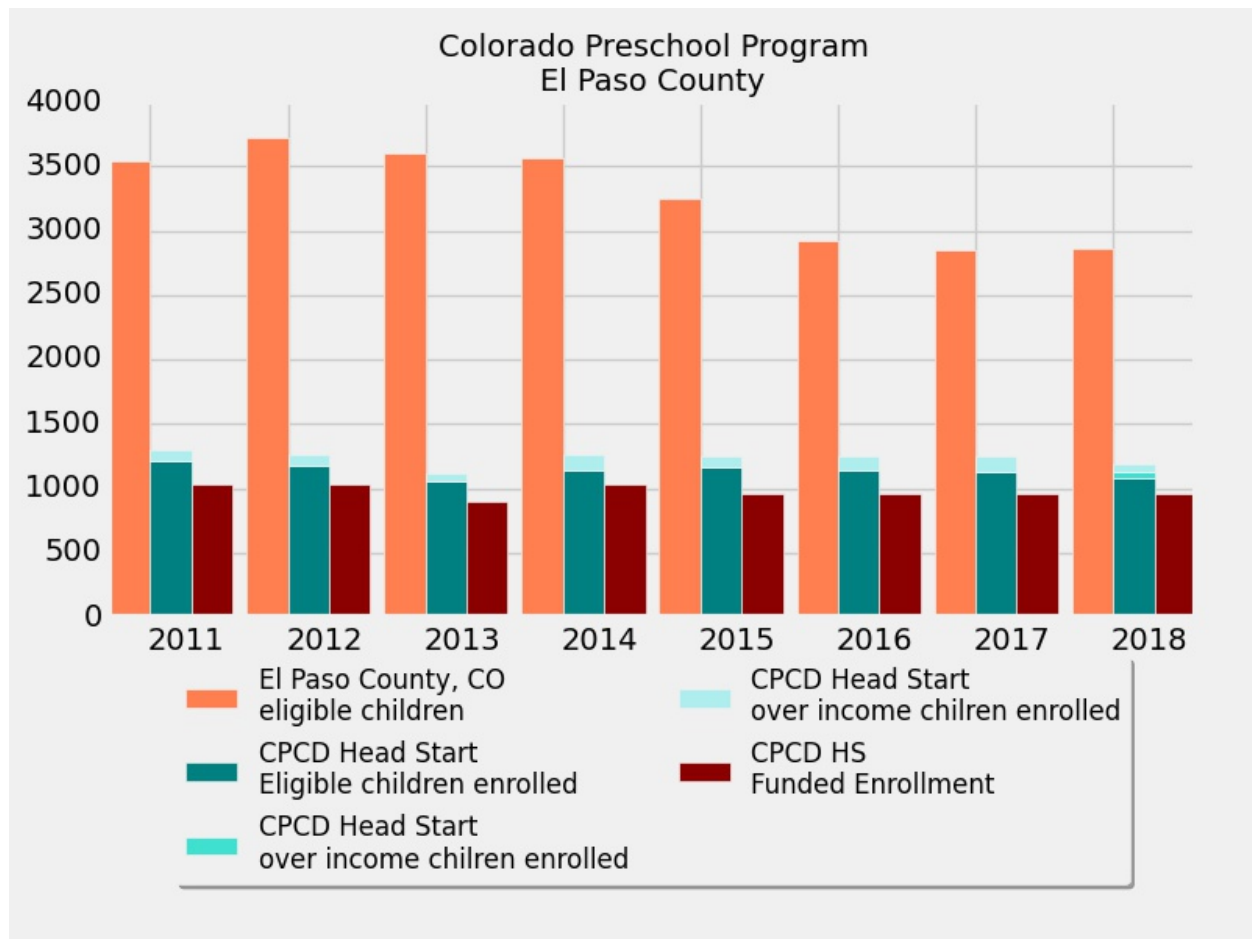
⁸ Though income below the federal poverty line is not explicitly stated as a qualifying factor for CPP, it is implied. A child whose family income is below the federal poverty level will also qualify for free/reduced school lunch.

Child in need of language development		✓
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CPP eligibility requirements take income into account, but it is only one of many eligibility factors. Most children in CPP are qualified for services under the free/reduced school lunch eligibility factor. In terms of income level, this means that CPP enrolls children at or below 185% of the federal poverty level while Head Start enrolls children at or below 100% of the poverty level. It should be noted that local school districts may prioritize eligibility factors to fit the specific needs in their respective communities.

Estimated number of Head Start eligible children

The ACS produces an estimate for the number of children under age 5 in poverty. This represents the best overall estimate for the total number of eligible children in El Paso County, as most children in any Head Start program are eligible for services under this category. The estimated number of Head Start eligible children in El Paso County has declined from 3,542 in 2011 to 2,857 in 2018, a decline of 19.3%. Over the same time period the number of Head Start slots has declined from 1,034 to 945 and the total combined CPP and Head Start slots in the county has increased from 2,841 to 3,150, an increase of 10.9%. Head Start has the capacity to serve about 33.7% of the Head Start eligible population. However many of these children may also be served by CPP. Changes in the Head Start eligible population are likely driven by an improving economy and an increase in the state minimum wage. The poverty rate for families with children under age 5 has declined from 17% to 11.6% (see page 16). The chart and table below compares the Head Start eligible population to total Head Start funded enrollment and actual enrollment from 2011 to 2018, the latest year for which there is ACS data.

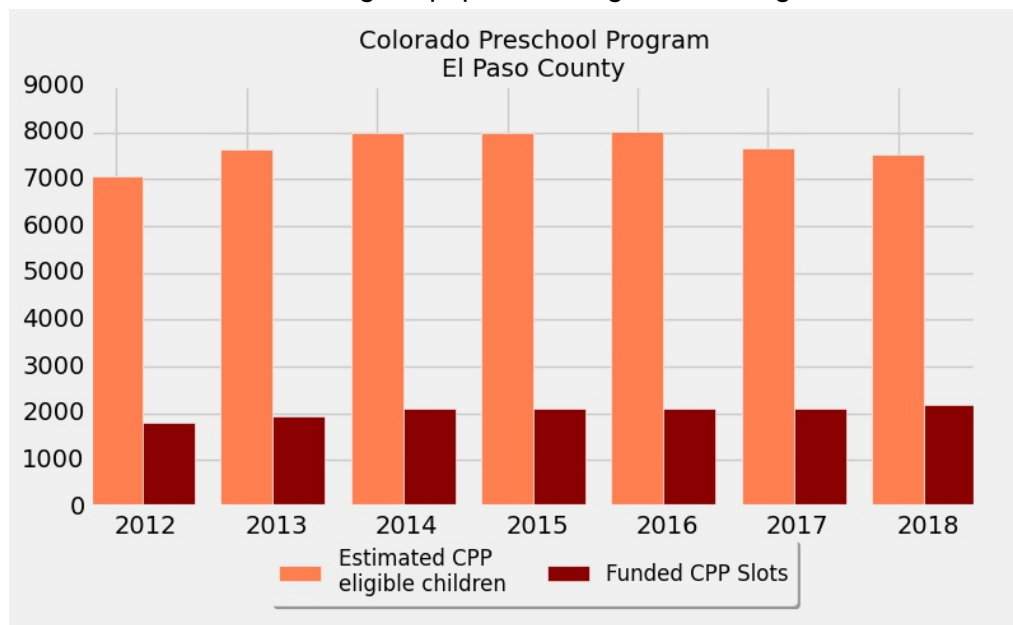


CPCD Head Start	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
Total Funded Enrollment	1,034	1,034	892	1,031	962	962	962	962
Enrollment that was eligible	1,216	1,177	1,053	1,138	1,158	1,137	1,131	1,082
Enrollment that was over income	75	86	63	119	89	109	113	57
Estimate HS eligible children	3,542	3,726	3,600	3,558	3,251	2,919	2,847	2,857

Estimated number of Colorado Preschool Program eligible children

To produce an estimate of the number of CPP eligible children in El Paso County, the percentage of children who qualify for free and reduced school lunch in each school district is applied to the estimated number of 3 and 4 year olds in each school district. This methodology used is similar to that used in the Colorado Preschool Program 2020 Legislature Report; the vast majority of children in CPP are qualified for services using the free and reduced school lunch eligibility factor. In the 18-19 school year there were an estimated 7,517 children potentially eligible for CPP. About half (approximately 3,760) of these would be 4-year olds, and

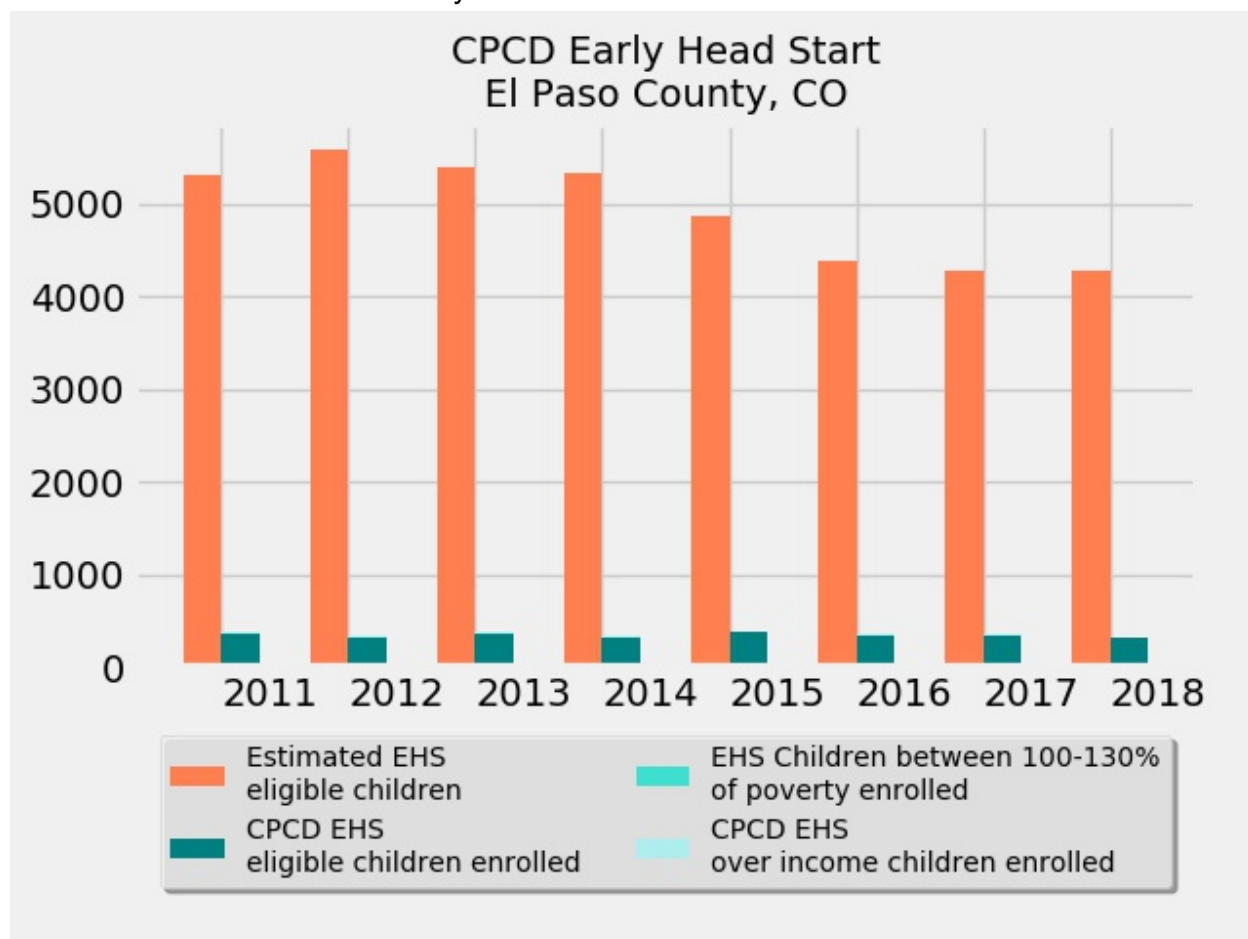
would be fully eligible for CPP with one qualifying factor. The other half would be 3-year olds who require two more eligibility factors to qualify for CPP services. An estimated 2,857 of these CPP eligible children are also eligible for Head Start services. This is because all children who are income eligible for Head Start are also income eligible for free and reduced school lunch. The graph below displays the estimated number of CPP eligible 3 and 4 year old children in all of El Paso County's school districts. CPP in El Paso County has the capacity to serve about 58.2% of all estimated eligible 4 year old children, assuming only 4 year olds were served. If 3 year olds are included then this capacity drops to 29.1% of all eligible children. If Head Start capacity is included in this figure, then the two programs combined have the capacity to serve about 41.9% of the CPP eligible population, regardless of age.



El Paso County	2012	2013	2014	2015	2016	2017	2018
Total children under 5	40,999	41,401	42,086	42,260	42,129	41,975	42,193
% of children eligible for school lunch K12	17.2%	18.4%	19.0%	18.9%	19.0%	18.2%	17.8%
Estimated 3 & 4 year olds eligible for school lunch	7,068	7,632	7,982	8,004	8,017	7,653	7,517
Colorado Preschool Program in El Paso County	12-13	13-14	14-15	15-16	16-17	17-18	18-19
Total funded enrollment	1,807	1,945	2,109	2,099	2,099	2,099	2,188
Estimated CPP eligible children	7,068	7,632	7,982	8,004	8,017	7,653	7,517

Early Head Start^[OBJ]

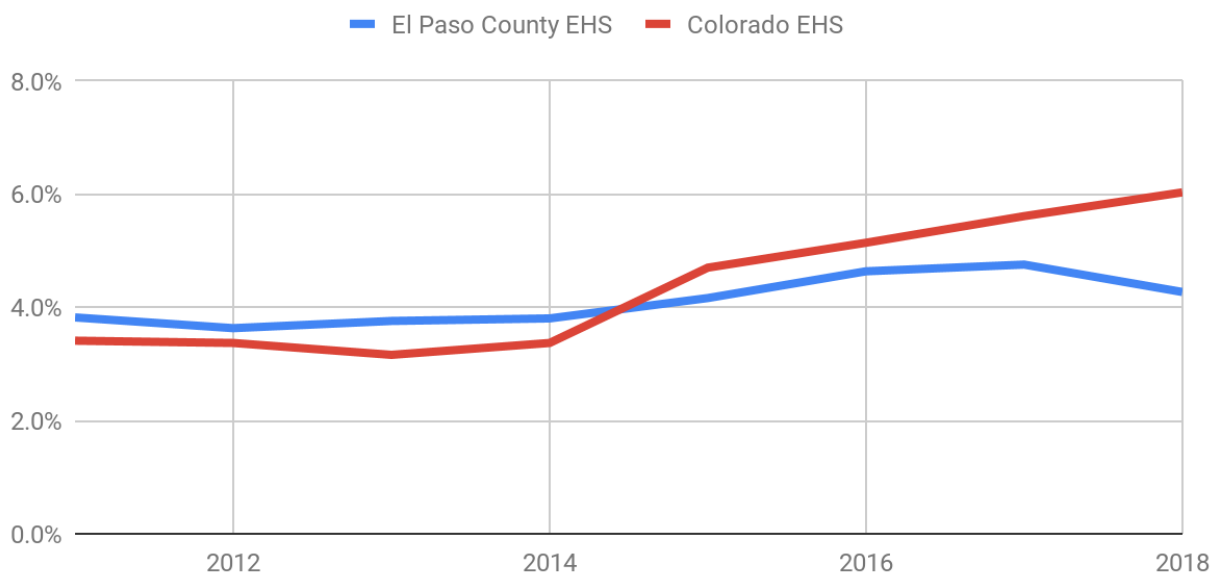
The same methodology used to estimate the Head Start eligible population is used to estimate the Early Head Start eligible population. The ACS produces an estimate for the number of children under age 5 in poverty. Based on this data there are an estimated 4,285 EHS eligible children in El Paso County, down from a high of 5,590 in 2012. CPCD EHS is funded to serve 191 infants, toddlers and pregnant mothers. If all slots were used to serve eligible infants and toddlers, then CPCD EHS has the capacity to serve 4.5% of eligible infants and toddlers in El Paso County. In contrast, Colorado EHS programs statewide have the capacity to serve 6% of the estimated eligible EHS population in the state, up from a low of 3.2% in 2013. Since the 2011-2012 program year, funded EHS slots have grown by almost 25% across the state of Colorado while funded EHS slots in El Paso County have decreased by almost 10%. This demonstrates a lack of services for infants and toddlers in the county. A need for services was expressed by Head Start/Early Head Start parents, staff and other community partners in CPCD's Community Assessment focus group sessions. It was the most cited acute need in all focus groups, and was particularly expressed as a need by EHS parents and teachers. The chart and table below compares the estimated number of EHS eligible children to the capacity for EHS services in El Paso County.



CPCD Early Head Start	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
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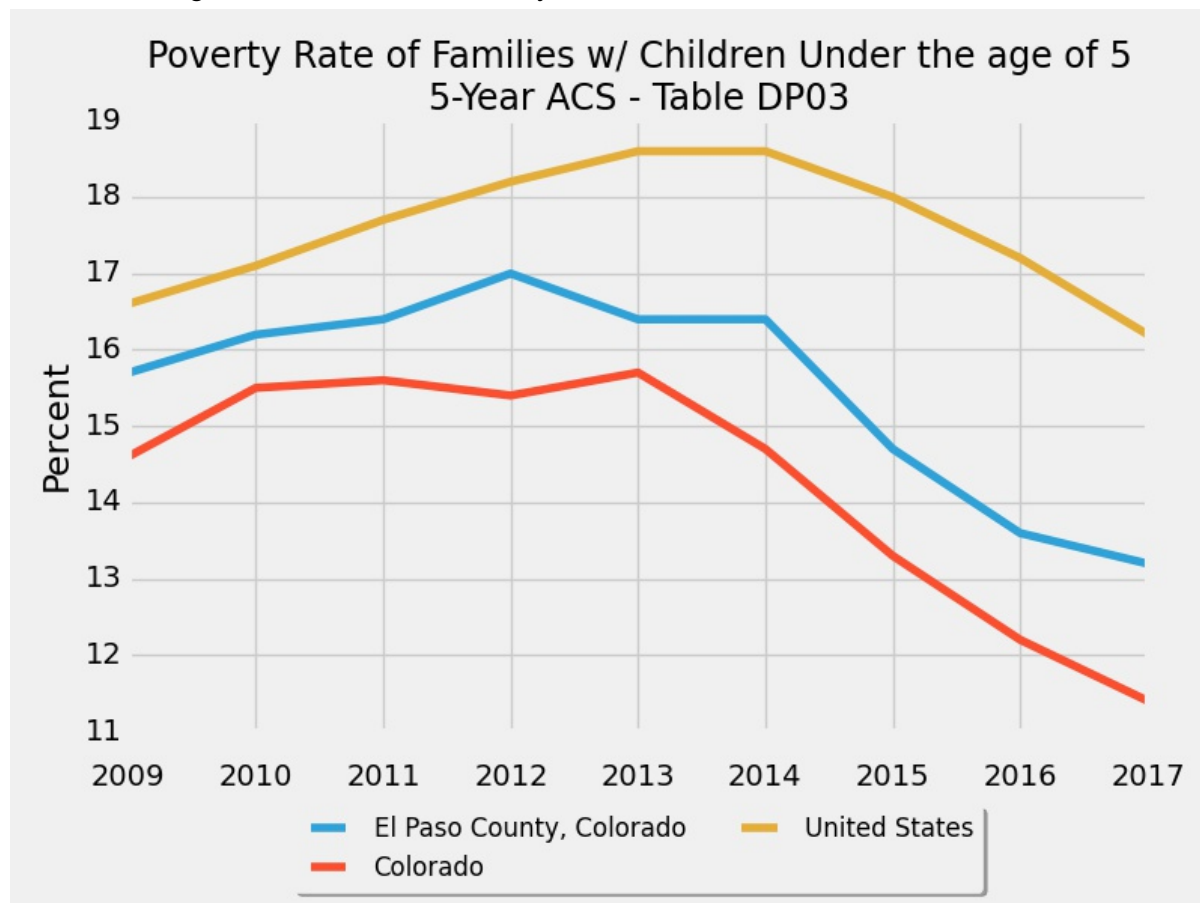
Total Funded Enrollment	203	203	203	203	203	203	203	183
Enrollment that was eligible	351	326	353	308	369	342	333	306
Enrollment that was over income	21	20	25	33	21	26	23	4
El Paso County, CO	2011	2012	2013	2014	2015	2016	2017	2018
Estimate EHS eligible children	5,313	5,590	5,401	5,337	4,876	4,379	4,270	4,285
Funded Enrollment as a percentage of estimated eligible children	2011	2012	2013	2014	2015	2016	2017	2018
El Paso County EHS	3.8%	3.6%	3.8%	3.8%	4.2%	4.6%	4.8%	4.3%
Colorado EHS	3.4%	3.4%	3.2%	3.4%	4.7%	5.1%	5.6%	6.0%

Funded Enrollment as a percentage of estimated eligible children



Poverty Rate

The poverty rate for children under age 5 peaked at 17% in 2013 in El Paso County, and has since declined to 11.6% in 2018. This follows state and national trends in the poverty rate as the economy began its recovery from the 2008-2009 recession. El Paso County's poverty rate for children under age 5 is almost perfectly correlated with that of the state of Colorado; however, on average the poverty rate in El Paso County is 1.3 percentage points higher than that of Colorado. The poverty rate for families with children under age 5 follows the same definition used by Head Start for family income. Any child under age 5 in one of these families would be considered eligible for Head Start or Early Head Start services based on income.



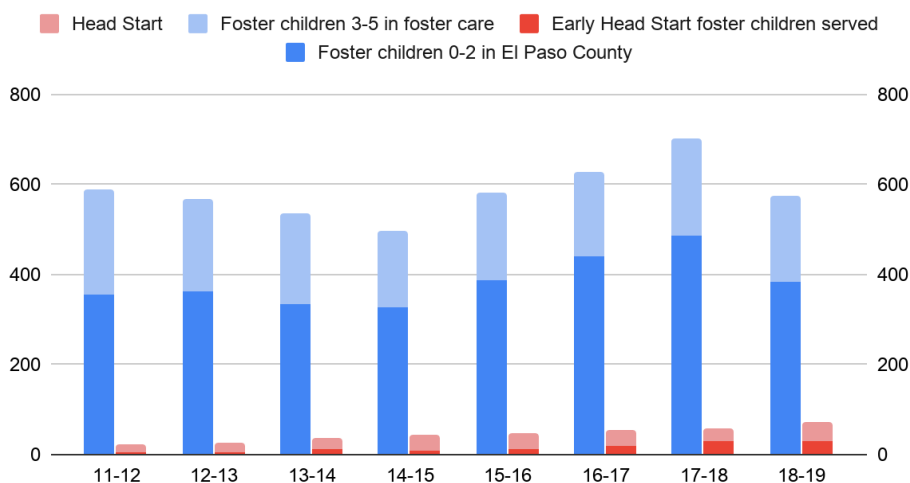
Poverty rate for families w/ children under age 5	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
El Paso County, Colorado	15.7%	16.2%	16.4%	17.0%	16.4%	16.4%	14.7%	13.6%	13.2%	11.6%
Colorado	14.6%	15.5%	15.6%	15.4%	15.7%	14.7%	13.3%	12.2%	11.4%	10.1%
United States	17.1%	17.7%	18.2%	18.6%	18.6%	18.0%	17.2%	16.2%	15.3%	15.3%

Foster Children

Age-eligible children who are in foster care are categorically eligible for Head Start and Early Head Start services. The Colorado Department of Human Services reports the number of foster care children by age group and by county for each year. In 2019 there were a total of 573 foster children ages 0 to 5 in El Paso County; 385 of these were infants and toddlers and 188 were ages 3 to 5 (this number includes children who may have been in kindergarten.) This is down from an 8-year high of 703 foster children in 2018. CPCD HS/EHS has increased the total number of foster care children served in its program from 23 in 11-12 to 73 in 18-19. The program served 12.7% of children in this age range who were in foster care in 2019. While this seems low, the percentage of enrolled children that are foster children in CPCD is in line with state averages. Additionally, recruitment, selection and enrollment of children occurs at specific points during the year

while children enter the foster care system throughout the year. The program reserves enrollment opportunities for foster care children, but must also maintain full enrollment and may fill empty slots with children under other eligibility categories.

Foster care children

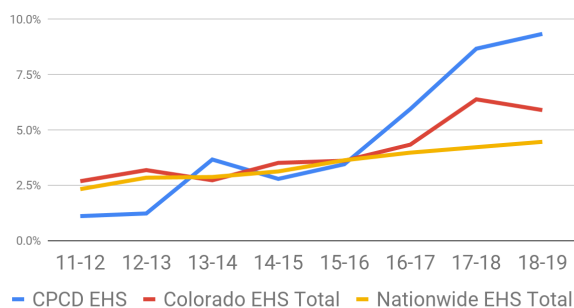


El Paso County - Children in out-of-home (OOH) placement anytime during the report period	2012	2013	2014	2015	2016	2017	2018	2019
0-2	354	363	333	327	388	441	487	385
3-5	235	206	204	169	192	188	216	188
Total	589	569	537	496	580	629	703	573
CPCD children served who were in foster care	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
Early Head Start	4	4	13	9	13	21	29	29
Head Start	19	22	25	34	34	33	29	44
Total	23	26	38	43	47	54	58	73

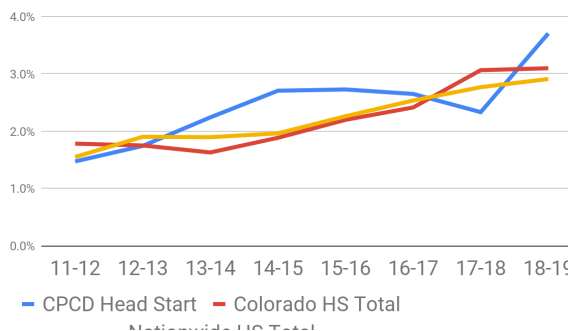
Percentage of Enrollment that was foster children

This increase in enrollment of foster care children follows state and nationwide trends in HS/EHS. The percentage of enrollment that was foster children in CPCD rose from 1.5% in HS and 1.1% in EHS in 2012 to 3.7% and 9.3% respectively in 2019. In the state of Colorado, this percentage rose to 3.1% and 5.9% respectively in 2019. The graphs and table below illustrates the percentage of enrollment in Head Start and Early Head Start that is foster care children.

Foster Care Children Served - Percent



Foster Care Children Served - Percent



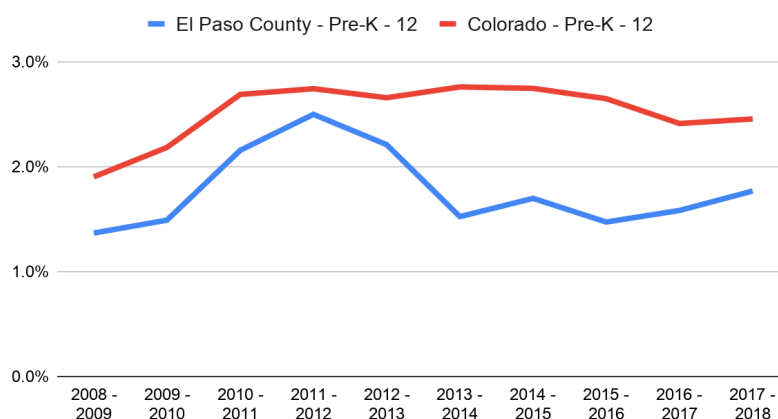
Foster Care Children Served - Percent - PIR	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD Head Start	1.5%	1.7%	2.2%	2.7%	2.7%	2.6%	2.3%	3.7%
Colorado HS Total	1.8%	1.7%	1.6%	1.9%	2.2%	2.4%	3.1%	3.1%
Nationwide HS Total	1.5%	1.9%	1.9%	2.0%	2.3%	2.5%	2.8%	2.9%
CPCD EHS	1.1%	1.2%	3.7%	2.8%	3.4%	5.9%	8.7%	9.3%
Colorado EHS Total	2.7%	3.2%	2.7%	3.5%	3.6%	4.3%	6.4%	5.9%
Nationwide EHS Total	2.3%	2.8%	2.9%	3.1%	3.6%	4.0%	4.2%	4.5%

Homelessness

School districts identify homeless children within their schools and report total numbers to the Colorado Department of Education. Unfortunately the available data does not break down homeless children by age. However, an overall homelessness rate can be derived from the data available. In El Paso County school districts there were 2,142 homeless pre-k through 12th grade children identified in the 2017-2018 school year. This represents 1.8% of all children enrolled in county school districts. This is down from a high of 2,786 homeless children in county school districts representing 2.5% of enrolled children in the 2011-2012 school year. On average the homelessness rate among El Paso County school children is lower than that of children in Colorado as a whole. In the 2017-2018 school year 2.5% of Colorado students across the state were homeless.

It is unclear if this difference is the result of a lower homelessness rate in the county or if it is due to effectiveness in identifying homeless children according to the definition of homelessness in the McKinney-Vento homeless act, which includes a more inclusive definition of homelessness that goes beyond visible homelessness. This definition includes families in overcrowded housing or substandard housing as homeless, and identifying such families takes a higher degree of training that may not be in place across all school districts in El Paso County.

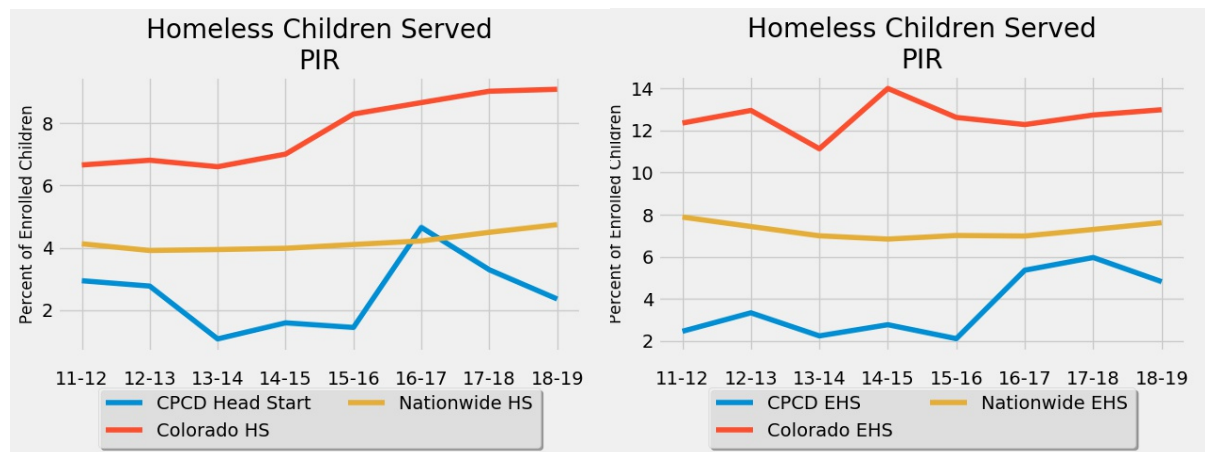
Student Homelessness Rate



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
El Paso County	-	-	-	-	-	-	-	-	-	-
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total Enrollment Pre-K - 12	109,246	110,001	111,318	111,533	116,061	117,031	118,707	120,128	120,776	121,192
Homeless children enrolled Pre-K - 12	1,493	1,639	2,399	2,786	2,564	1,783	2,015	1,768	1,911	2,142
Rate of homelessness	1.4%	1.5%	2.2%	2.5%	2.2%	1.5%	1.7%	1.5%	1.6%	1.8%
Colorado	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
	-	-	-	-	-	-	-	-	-	-

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Rate of homelessness	1.9%	2.2%	2.7%	2.7%	2.7%	2.8%	2.7%	2.6%	2.4%	2.5%

If the most recent homeless rate among school district enrolled children is applied to the population under age 5 (46,962 in 2018) then there are an estimated 845 children under age 5 who are homeless in El Paso County. Homeless children are enrolled in CPCD Head Start and Early Head Start at a greater rate than they are in school district schools in the county. In the 18-19 program year the program served 28 homeless children in Head Start and 15 in Early Head Start representing 2.4% and 4.8% of enrollment respectively. This is lower than state and national averages, but the total number and percentage of total enrollment that is homeless has increased in recent years. The 2018 Point in Time Homeless Count only identified 278 homeless children in the county. The criteria for identifying homeless children differs than that of the school districts and Head Start, and only counts families with children in homeless shelters or those who are unsheltered (living on the streets.) It does not include the broader McKinney-Vento Act's definition of homelessness which is used by Head Start.



Homeless Children Served - Percent	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD Head Start	2.9%	2.8%	1.1%	1.6%	1.4%	4.7%	3.3%	2.4%
Colorado HS Total	6.7%	6.8%	6.6%	7.0%	8.3%	8.7%	9.0%	9.1%
Nationwide HS Total	4.1%	3.9%	3.9%	4.0%	4.1%	4.2%	4.5%	4.7%
Homeless Children Served - Percent - PIR	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD EHS	2.5%	3.3%	2.2%	2.8%	2.1%	5.4%	6.0%	4.8%
Colorado EHS Total	12.4%	13.0%	11.1%	14.0%	12.6%	12.3%	12.7%	13.0%
Nationwide EHS Total	7.9%	7.4%	7.0%	6.8%	7.0%	7.0%	7.3%	7.6%
Homeless Children Served - Percent - PIR	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD HS Homeless Children	38	35	12	20	18	58	41	28

Served								
CPCD EHS Homeless Children Served	9	11	8	9	8	19	20	15

Disabilities

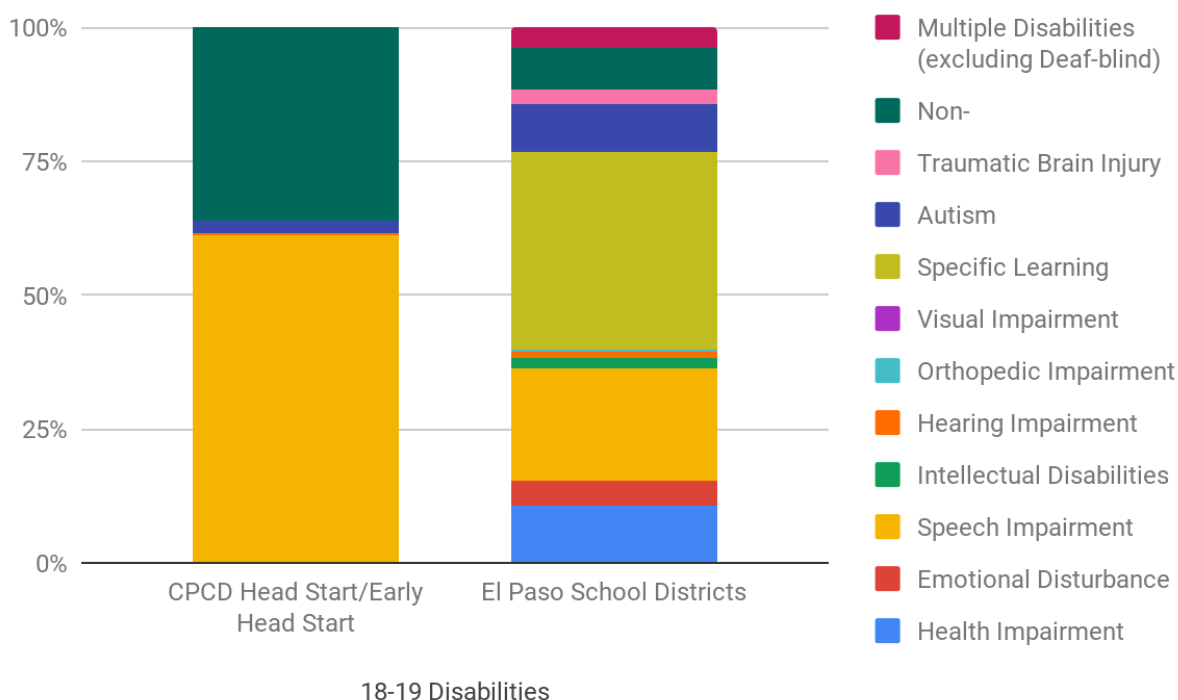
The Colorado Department of Education released detailed disabilities data for 8 school districts in El Paso County. These school districts identified 1,206 preschool age children with a disability in the 18-19 school year. CPCD served a total of 185 children ages 3 and 4 with a disability in that same year. In all 1,391 preschool age children with a disability were identified, though there is likely some overlap between children identified by school districts with a disability and children identified in Head Start with a disability. An additional 35 infants and toddlers with a disability were served in Early Head Start. The Resource Exchange, which provides disabilities services to infants and toddlers in El Paso County, identified an additional 167 children with diagnosed disabilities and another 944 children who were identified as at risk for a developmental delay and eligible for early intervention services. These children are referred for screening by the Department of Human Services, child care, Early Head Start and parents. Adding the 279 diagnosed infants and toddlers brings the total number of children with disabilities in El Paso County to about 1,670, though again there is likely a great degree of overlap between Head Start and school district data as well as EHS data and data from the Resource Exchange.

CPCD Head Start/Early Head Start	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
IEP	219	202	158	186	138	150	169	185
IFSP	40	39	36	46	37	44	46	35
Total	259	241	194	232	175	194	215	220

Preschool age children with disability in El Paso County school districts	16-17	17-18	18-19
El Paso 2, Harrison	110	149	137
El Paso 3, Widefield	179	190	176
El Paso 8, Fountain	168	187	206
El Paso 11, Colorado Springs	202	237	267
El Paso 12, Cheyenne Mountain	56	51	58
El Paso 20, Academy	149	161	142
El Paso 38, Lewis-Palmer	36	33	41
El Paso 49, Falcon	167	189	179

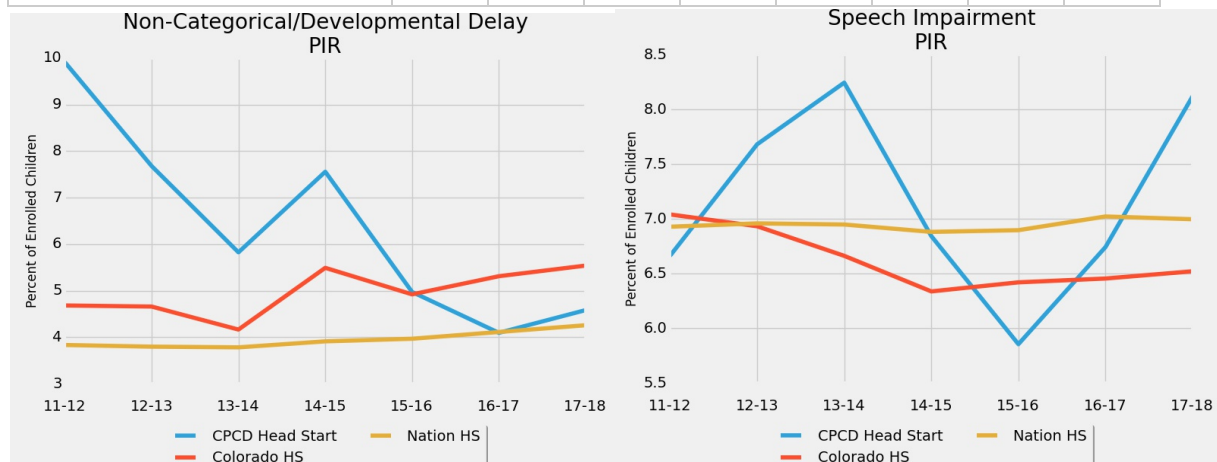
Total	1,067	1,197	1,206
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The graph and tables below compare disabilities by type between CPCD Head Start children and El Paso School District children in reporting school districts. The school district data includes all children from pre-k to 12th grade. Head Start children are primarily diagnosed with either a speech impairment or non-categorical/developmental delay. It is likely that a high number of children in the developmental delay category have autism.



School District disabilities – all ages	2016-2017	2017-2018	2018-2019
Intellectual Disability	226	232	231
Serious Emotional Disability	541	533	530
Specific Learning Disability	3,940	4,027	4,153
Hearing Impairment, including Deafness	121	125	139
Visual Impairment, including Blindness	0	0	0
Speech or Language Impairment	2,079	2,238	2,329
Multiple Disabilities	421	446	451
Developmental Delay	829	856	866
Autism Spectrum Disorders	834	916	1,004
Traumatic Brain Injury (TBI)	245	257	291
Orthopedic Impairment	0	17	20
Other Health Impairment	1,105	1,161	1,207

CPCD Head Start/Early Head Start	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
Health Impairment	0	0	0	1	1	2	1	0
Emotional Disturbance	0	0	0	0	0	0	0	0
Speech Impairment	86	97	92	86	73	84	101	113
Intellectual Disabilities	0	0	0	0	0	0	0	0
Hearing Impairment	2	1	0	3	0	2	4	1
Orthopedic Impairment	0	0	0	0	0	2	0	0
Visual Impairment	1	1	0	1	0	0	0	0
Specific Learning Disabilities	0	0	0	0	0	0	0	0
Autism	2	4	1	0	1	7	5	4
Traumatic Brain Injury	0	1	0	0	0	1	1	0
Non-Categorical/Developmental Delay	128	97	65	95	62	51	57	67
Multiple Disabilities (excluding Deaf-blind)	0	1	0	0	1	1	0	0
Deaf-blind	0	0	0	0	0	0	0	0



Non-Categorical/Developmental Delay - %	11-12	12-13	13-14	14-15	15-16	16-17	17-18
CPCD Head Start	9.9%	7.7%	5.8%	7.6%	5.0%	4.1%	4.6%
Colorado HS Total	4.7%	4.7%	4.2%	5.5%	4.9%	5.3%	5.5%
Nation HS Total	3.8%	3.8%	3.8%	3.9%	4.0%	4.1%	4.3%
Speech Impairment - %	11-12	12-13	13-14	14-15	15-16	16-17	17-18
CPCD Head Start	6.7%	7.7%	8.2%	6.8%	5.9%	6.7%	8.1%
Colorado HS Total	7.0%	6.9%	6.7%	6.3%	6.4%	6.5%	6.5%
Nation HS Total	6.9%	7.0%	6.9%	6.9%	6.9%	7.0%	7.0%

Population estimates

Population in El Paso County has increased by approximately 88,000 since 2010, from 599,988 to 688,153 in 2018, an increase of 14.7%. Over this same time period Colorado grew by 11.4%. There is a decline in the percentage of the population that is children under age 5, from 7.2% in 2010 to 6.8% in 2018. Over the same time period the percentage of the population under age 5 in Colorado went from 7% in 2010 to 6.1%. El Paso County still has a higher than average percentage of the population under age 5. The overall growth in the population has offset the decline in the percentage of the population under age 5, causing an overall increase in the population under age 5 from 43,199 in 2010 to 46,962 in 2018.

El Paso County	2010	2011	2012	2013	2014	2015	2016	2017	2018
Population:	599,988	611,377	622,816	634,423	645,707	655,024	665,171	674,826	688,153
Percentage of population under 5:	7.2%	7.2%	7.2%	7.2%	7.1%	7.0%	7.0%	6.9%	6.8%
Estimated population under 5:	43,199	44,019	44,842	45,678	45,845	45,851	46,561	46,562	46,962
Poverty rate for families with children under 5:	16.2%	16.4%	17.0%	16.4%	16.4%	14.7%	13.6%	13.2%	11.6%
Estimated HS eligible	3,289	3,542	3,726	3,600	3,558	3,251	2,919	2,847	2,857
Estimated EHS eligible	4,933	5,313	5,590	5,401	5,337	4,876	4,379	4,270	4,286

Child care cost & Self sufficiency

Infant center-based child care in Colorado costs an average of \$15,600 annually in 2018 (released in a 2019 report from Child Care Aware). This is up from an average of \$13,145 in 2014, representing an 18.7% increase over 4 years. When adjusted for inflation this increase is 12%. Inflation-adjusted median family income rose only 4.4% over this same time period, indicating that family income has not kept up with rising costs in the state. Currently, the cost of child care as a percentage of median family income is 19.9%. For families who make less than median income the cost of child care is out of reach without subsidies. A two parent family with one infant child and income at 200% of federal poverty guidelines would pay almost 36% of their annual income toward child care. The same family at 200% of poverty and paying median rent for El Paso County would spend 55.4% of their annual income toward housing and child care. It is even worse for families living at the poverty level; a 3 person family living at or below poverty would simply not be able to afford housing and child care. Combined these two expenses would cost 133% of their annual income. Using in-home child care, which is often more affordable than center-based care, the total cost of housing and child care would still cost a combined 109% of annual income for a 3 person family living at the federal poverty level. There are an estimated 4,285 infants and toddlers living at or below the federal poverty level in El Paso County. When the family adds another child, the cost increases. Center-based care for an infant and a preschool age child costs a total of \$27,300 on average. A family at the federal poverty level would have a budget shortfall of \$14,528 after paying for rent and childcare alone.

Annual costs	Infant center based	Infant home based	Infant + Preschool center based	Infant + Preschool home based
Child care	\$15,600.0	\$10,400.0	\$27,300.0	\$19,760.0
Housing (median rent)	\$13,428.0	\$13,428.0	\$13,428.0	\$13,428.0
Housing and child care total	\$29,028.0	\$23,828.0	\$40,728.0	\$33,188.0
FPL - 4 person family	\$26,200.0	\$26,200.0	\$26,200.0	\$26,200.0
shortfall/surplus	-\$2,828.0	\$2,372.0	-\$14,528.0	-\$6,988.0
200% of FPL - 4 person family	\$52,400.0	\$52,400.0	\$52,400.0	\$52,400.0
shortfall/surplus	\$23,372.0	\$28,572.0	\$11,672.0	\$19,212.0

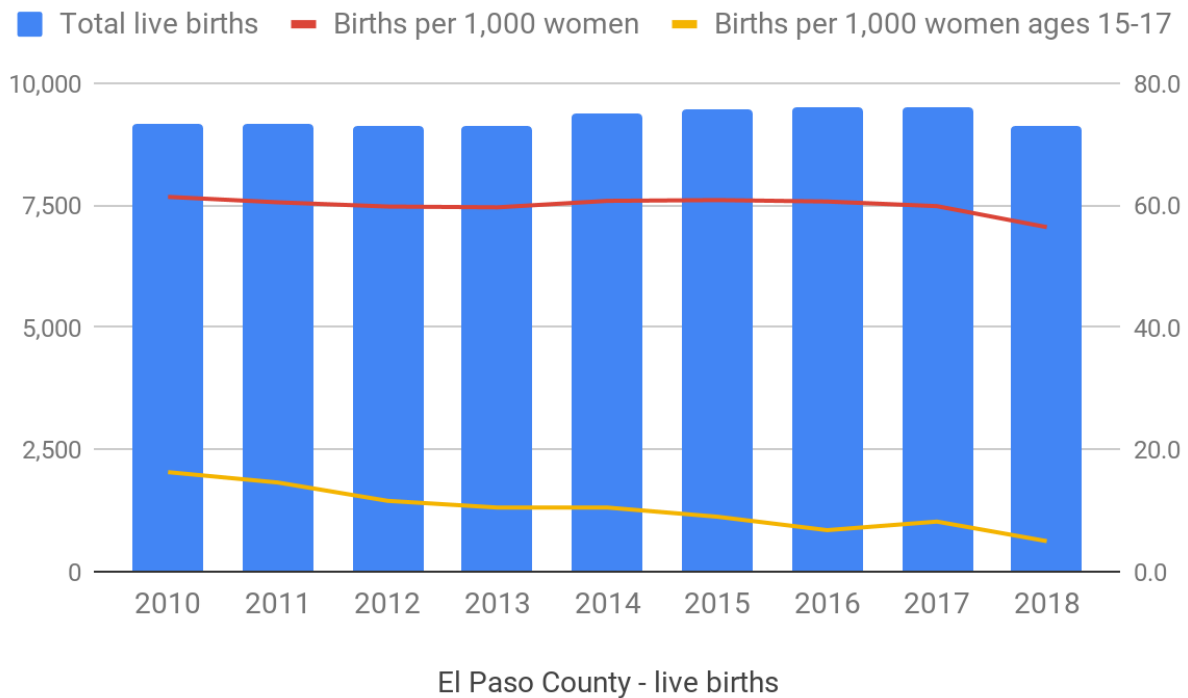
The Colorado Child Care Assistance Program (CCCAP) provides child care subsidies to families who earn up to 185% of the federal poverty level. However parents are expected to cover a portion of the cost, and the cost of living in El Paso County is so high that a self sufficient income for a family of 4 is 2.75 times higher than the poverty rate for a family of 4. This indicates a significant gap between wages and affordability for working families in El Paso County. The Self-Sufficiency Standard⁹ published by the Colorado Center on Law and Policy estimates that a two parent family in El Paso County with one infant and one preschooler would need to earn \$72,267 to be self-sufficient. This calculation is based off of cost of living in the county, and accounts for a family setting aside money every month for savings.

Costs		Self Sufficiency Wage	
Housing Costs	\$ 1,020.00	Annually	\$ 72,267.00
Child Care Costs	\$ 2,129.00	Monthly	\$ 6,022.00
Food Costs	\$ 733.00	Hourly	\$ 17.11
Transportation Costs	\$ 516.00	Credits and Savings	
Health Care Costs	\$ 448.00	Earned Income Tax Credit	\$ -
Miscellaneous Costs	\$ 485.00	Child Care Tax Credit	\$ (100.00)
Taxes	\$ 1,124.00	Child Tax Credit	\$ (333.00)
		Emergency Savings	\$ 81.00

⁹ https://cclponline.org/pub_library/self-sufficiency-standard-for-colorado-2018/#

Birth Rates

Since 2010, total births peaked at 9,449 in 2015. This is up 312 since 2010 and births are down 338 in 2018. These children turned 4 in 2019, and represent a 3.6% higher- than-average jump in births. The decline in birth rates since then may impact the overall population under age 5 in the county. However, population data indicates an overall inflow of people into El Paso County, which is keeping the population under age 5 at a steady level. The birth rate for teens ages 15-17 is down significantly, at 5 per 1,000 in 2018 compared to a high of 16.3 in 2010.



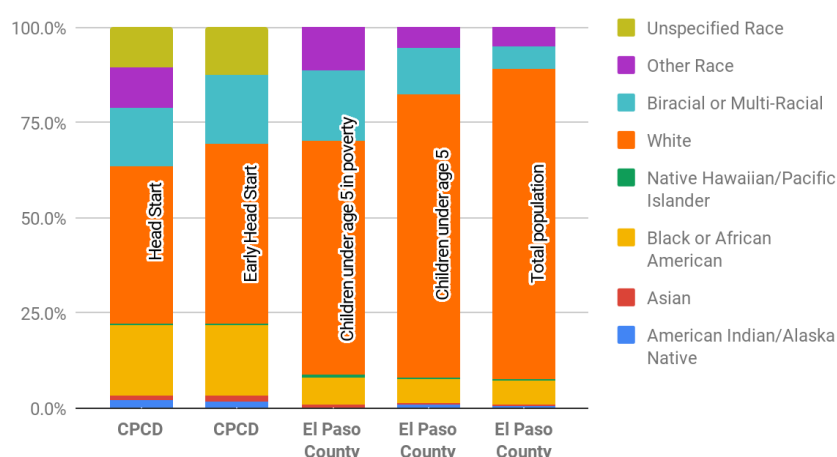
El Paso County - live births	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total live births	9,187	9,148	9,125	9,134	9,375	9,449	9,499	9,492	9,111
Total women 15 and over	149,662	151,220	152,580	153,066	154,364	155,248	156,685	158,553	161,463
Births per 1,000 women	61.4	60.5	59.8	59.7	60.7	60.9	60.6	59.9	56.4
Births per 1,000 women ages 15-17	16.3	14.6	11.6	10.5	10.5	9.0	6.8	8.2	5.0

Racial & Ethnic Characteristics

26.7% of CPCD Head Start and 25.8% of CPCD EHS children are white and non-Hispanic/non-Latino, making this racial group the largest among enrolled children. However it is not the largest ethnic group, which is Hispanic/Latino children. About 39% of children under age 5 in poverty in El Paso County are white and not Hispanic and not Latino. Because of the different ways that race and ethnicity are reported in the ACS and Head Start enrollment data, it is difficult to make direct comparisons about the racial make up of children in the program and children in the overall population of El Paso County. Many of the children in the “other race”, “biracial or multi-racial” and

“unspecified race” are Hispanic/Latino children. The next page discusses the Hispanic/Latino population. Black or African American children make up another significant portion of the population, at 15.3% of enrolled Head Start children and 18.1% of enrolled Early Head Start children.

Race - 2018/2019

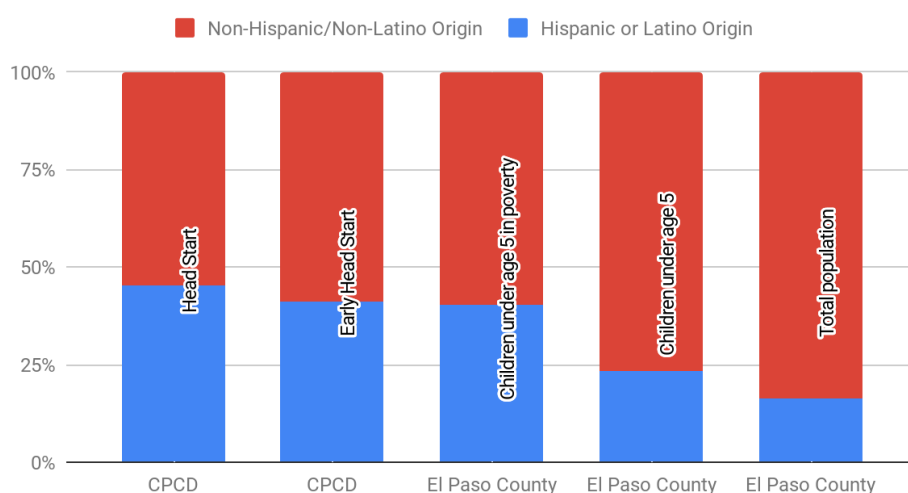


	CPCD		El Paso County		
Race	Head Start	Early Head Start	Children under age 5 in poverty	Children under age 5	Total population
American Indian/Alaska Native	2.0%	1.8%	0.0%	0.8%	0.7%
Asian	1.3%	1.5%	0.8%	0.3%	0.4%
Black or African American	18.4%	18.4%	7.2%	6.5%	6.3%
Native Hawaiian/Pacific Islander	0.8%	0.3%	0.8%	0.3%	0.4%
White	41.2%	47.5%	61.3%	74.3%	81.4%
Biracial or Multi-Racial	15.3%	18.1%	18.6%	12.2%	5.9%
Other Race	10.4%	0.0%	11.3%	5.4%	4.9%
Unspecified Race	10.6%	12.3%	0.0%	0.0%	0.0%

14.6% of CPCD Head Start children and 21.8% of CPCD EHS children are white and Hispanic/Latino. A total of 45.1% of Head Start and 41.1% of EHS children are Hispanic/Latino

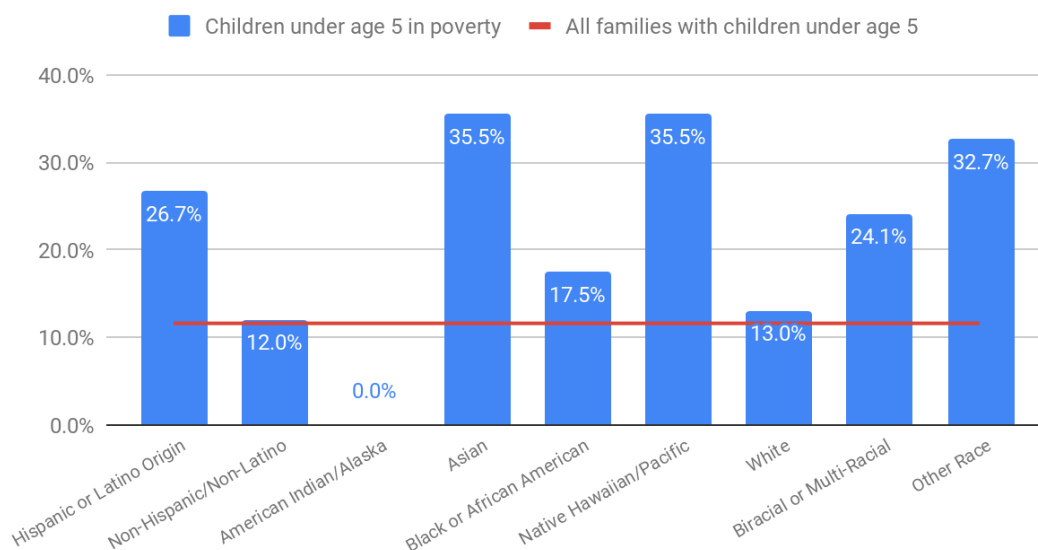
children of any race (many families identify their Hispanic/Latino children as biracial, multiracial, or of some other race). This is consistent with the ethnicity of the population served; 40.5% of all children under age 5 in poverty in El Paso County are Hispanic/Latino of any race. Despite making up 40.5% of the population under age 5 in poverty, Hispanic/Latino children make up only 23.5% of all children under age 5 regardless of income. An estimated 26.7% of all Hispanic/Latino children under age 5 are below the federal poverty level. This is more than twice the poverty rate of all families with children under age 5, which is 11.6%. The graph and table below compare the ethnic origin of children in the program compared to the population in El Paso County.

Hispanic Origin - 2018/2019



	CPCD		El Paso County		
Hispanic/Latino Origin	Head Start	Early Head Start	Children under age 5 in poverty	Children under age 5	Total population
Hispanic or Latino Origin	45.1%	41.1%	40.5%	23.5%	16.5%
Non-Hispanic/Non-Latino Origin	54.9%	58.9%	59.5%	76.5%	83.5%

The graph below shows the derived poverty rate for children under age 5 by race. Because some of these rates are based on very small populations, they have high margins of error. The poverty rate for American Indian/Alaska Native children, Asian children and Native Hawaiian children are all based on populations estimated to be under 100. As an example, the margin of error for the number of AI/AN children under age 5 in poverty is +/- 39.5. At 39.5 the poverty rate for AI/AN children would be 10.5%.



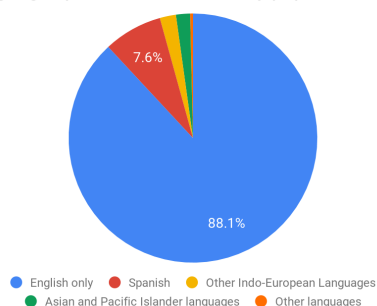
Derived Poverty rate - 2018

El Paso County, Colorado	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
White	4,876	5,373	5,654	6,020	5,462	5,797	4,808	4,255	4,084	4,391
Black/African American	900	836	1,051	1,258	1,038	825	694	610	538	519
AI/AN	141	99	64	0	0	0	0	0	0	0
Asian	0	32	21	57	62	88	23	50	35	39
Native Hawaiian and other Pacific Islander	0	0	0	0	0	0	17	64	55	55
Some other race alone	994	950	1,201	1,187	1,400	1,444	1,587	1,179	1,127	806
Two or more races	835	933	864	795	1,040	742	999	1,141	1,279	1,333
Total	7,746	8,223	8,855	9,317	9,002	8,896	8,128	7,299	7,118	7,143
El Paso County, Colorado	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
White alone, not Hispanic/Latino	3,152	3,449	3,630	3,704	3,536	3,863	3,336	2,832	2,800	2,825
Hispanic or Latino	3,280	3,438	3,785	4,057	3,946	3,795	3,535	3,189	3,036	2,895
Total	6,432	6,887	7,415	7,761	7,482	7,658	6,871	6,021	5,836	5,720

Language Spoken

Total number of Spanish speakers in the county grew by 29% from 2010 to 2018 to almost 49,000 speakers. Over the same time period the total population grew by about 15%. The number of Spanish speakers who do not speak English very well grew by 12.9% to 13,452 over this same time period. Spanish speakers make up 7.6% of the population, making them the second largest language group.

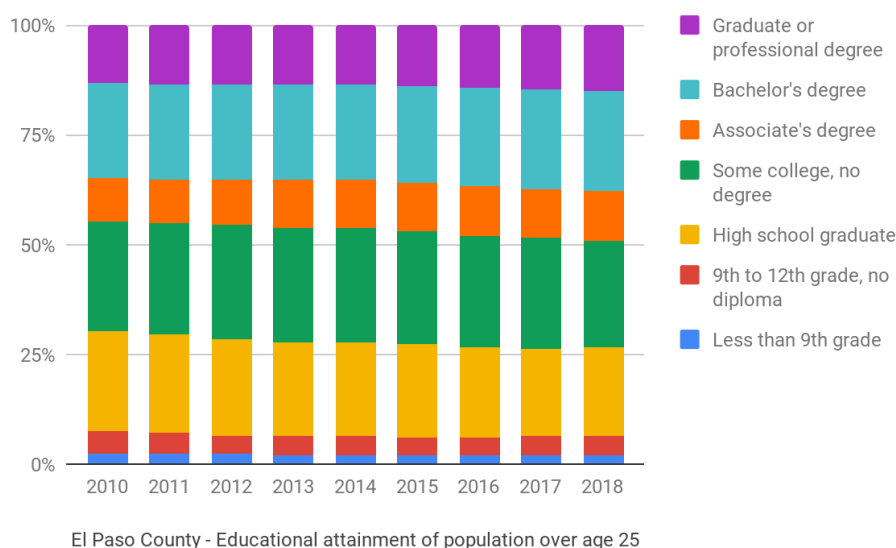
2018 Language spoken - El Paso County population over age 5



CPCD Head Start - language spoken	2010	2011	2012	2013	2014	2015	2016	2017	2018
Population 5 years and over	556,585	567,317	578,250	589,049	599,826	609,044	618,639	628,302	641,191
English only	492,316	502,752	512,782	520,513	530,860	537,136	545,234	554,764	564,656
Spanish	37,951	38,000	39,033	40,823	41,558	44,184	45,526	45,610	48,966
Spanish (& English "less than very well")	14,218	13,879	13,807	14,313	14,582	15,328	15,777	15,158	16,050
Other Indo-European Languages	14,578	14,022	13,930	14,485	14,096	13,800	13,547	13,459	13,452
Other Indo-European Languages (& English "less than very well")	2,940	2,859	2,831	3,144	2,553	2,336	2,041	2,061	2,078
Asian and Pacific Islander languages	10,212	10,836	10,590	11,137	11,409	11,899	11,731	11,800	11,739
Asian and Pacific Islander languages (& English "less than very well")	4,811	4,586	4,651	4,752	4,903	5,125	5,191	5,270	5,341
Other languages	1,528	1,707	1,915	2,091	1,903	2,025	2,601	2,669	2,378
Other languages (& English less than very well)	476	695	885	960	894	819	1,084	992	559

Educational Attainment

The overall education level of adults in El Paso County has increased since 2010, with 73.5% of the population pursuing education levels beyond high school in 2018 compared to 69.8% in 2010. About 23% of the population now has a bachelor's degree, and 15% has a graduate degree or higher, compared to 21.7% and 13.2% respectively in 2010. Among Head Start parents there is a similar trend, with 67% of parents going beyond high school compared to 57.5% in the 2011-2012 program year. The percentage of parents without a high school diploma or equivalency has declined by 10 percentage points over this same time period, to just 2.1% in the most recent program year.

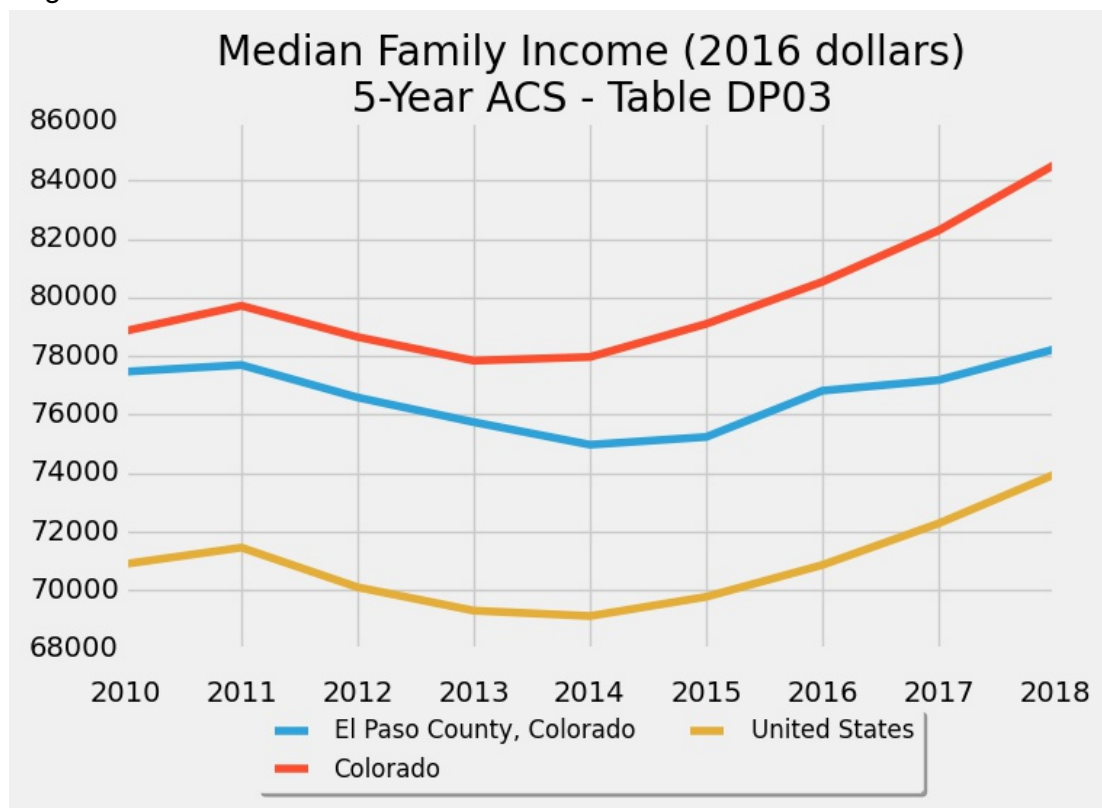


El Paso County - Educational attainment of population over age 25	2010	2011	2012	2013	2014	2015	2016	2017	2018
Population 25 years and over	376,883	385,128	393,192	400,054	407,656	414,724	422,966	432,176	442,086
Less than 9th grade	9,404	9,232	8,631	8,185	8,357	8,191	8,245	8,763	9,525
9th to 12th grade, no diploma	19,032	18,404	17,238	17,367	18,131	17,529	17,352	18,488	18,267
High school graduate	85,376	86,750	86,113	85,755	86,172	87,190	86,947	86,821	89,218
Some college, no degree	94,859	97,163	102,106	104,481	106,586	106,458	107,711	108,455	108,192
Associate's degree	36,564	38,455	40,335	43,427	44,719	46,616	48,049	48,546	49,204
Bachelor's degree	81,874	83,171	85,305	86,611	87,758	90,952	94,598	97,863	101,417
Graduate or professional degree	49,774	51,953	53,464	54,228	55,933	57,788	60,064	63,240	66,263

Other Economic data

Median Family Income

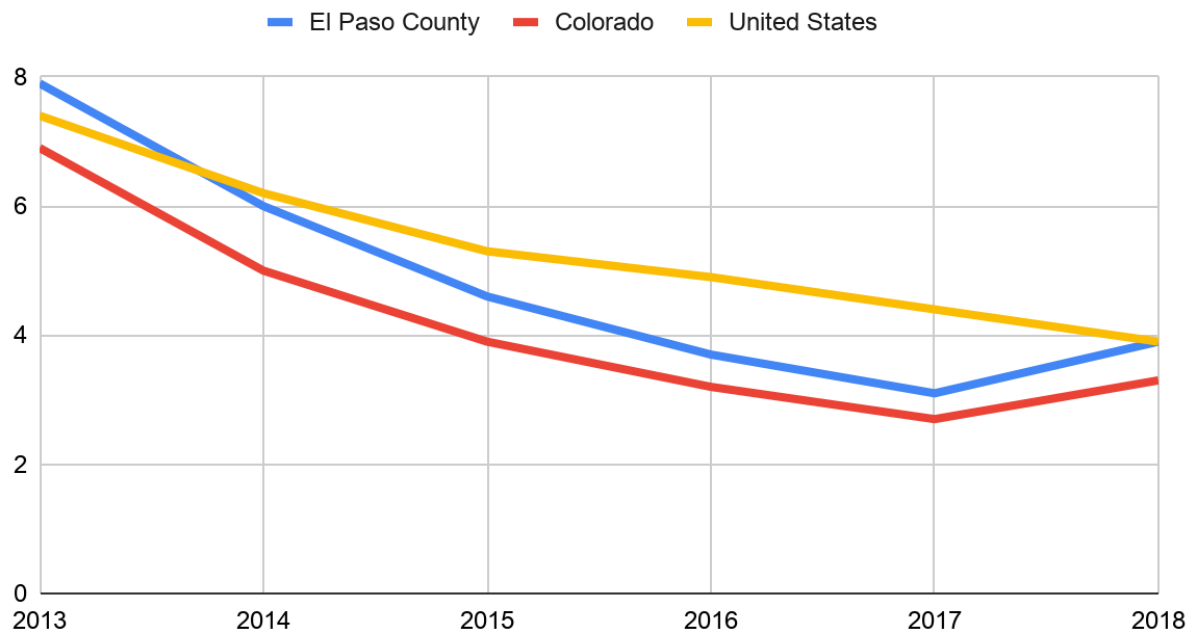
Median family income in El Paso County is at \$78,239. It is up 4.4% since a low of \$74,976 in 2014. Over this same time period median family income in the state grew by 8.4% and across the nation it grew by 7%. This indicates that income growth in El Paso County is relatively stagnant. The self sufficiency wage for a family of four in the county is \$72,267, about 92.3% of median family income. By definition half of families make less than the median family income, indicating that a high percentage of families are likely making less than the self-sufficiency wage.



Median family income (2018 dollars)	2010	2011	2012	2013	2014	2015	2016	2017	2018
El Paso County, Colorado	77,469	77,697	76,588	75,746	74,976	75,240	76,819	77,181	78,239
Colorado	78,857	79,720	78,652	77,844	77,971	79,100	80,537	82,290	84,540
United States	70,904	71,463	70,109	69,310	69,126	69,782	70,869	72,287	73,965

Unemployment Rate

The unemployment rate for El Paso County was 3.9% for 2018 according to the Bureau of Labor Statistics (BLS). Historically this rate has been about 0.5 to 1.0 percentage points higher than that of the state of Colorado as a whole. Preliminary data for El Paso County indicate an average annual unemployment rate for 2019 of 3.4%. This low unemployment rate impacts the Head Start program in many ways. First it means more jobs available for parents. However other economic data such as rising child care and housing costs indicate that this is not lifting low income families out of poverty. Additionally, employment levels among Head Start families have remained consistent over the past 5 years, with about 2 out of 3 families having at least one parent working each year. The second way it impacts the program is through staffing. The program is limited by grant funding in its ability to offer competitive wages for teaching staff. Starting wages for Teacher's Assistants in the program are barely above minimum wage in the program and below pay for entry level positions at other major employers in the area.

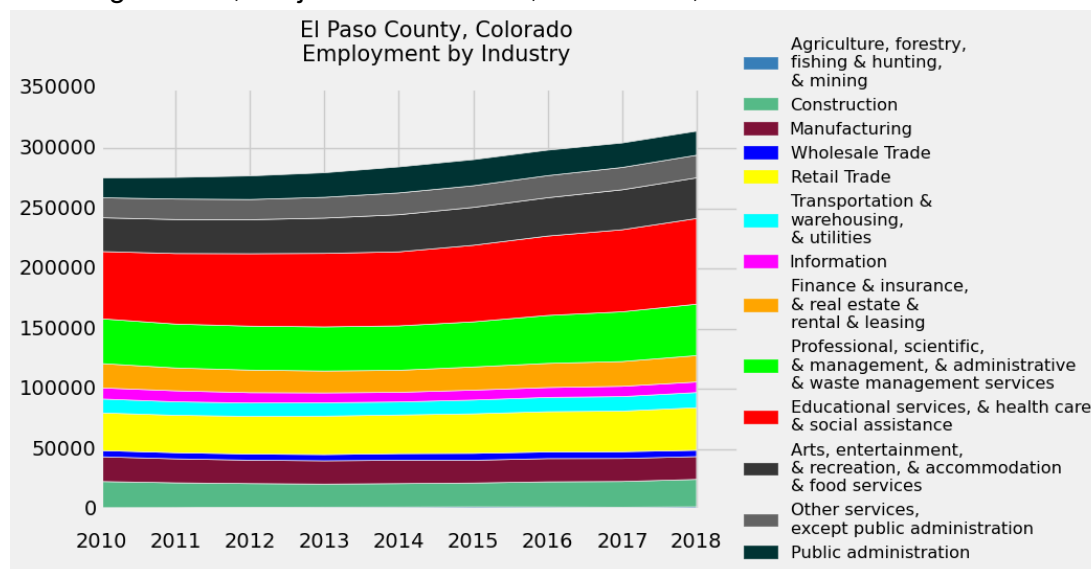


BLS - Unemployment Rate

BLS - Unemployment Rate	2013	2014	2015	2016	2017	2018
El Paso County	7.9	6	4.6	3.7	3.1	3.9
Colorado	6.9	5	3.9	3.2	2.7	3.3
United States	7.4	6.2	5.3	4.9	4.4	3.9

Employment and industry sectors

Overall employment is up 14.1% since 2010, from 275,260 to 314,102 in 2018. Significant growth in employment was in education/health care/social services up 27.4%, public administration up 21.7% and arts/entertainment/food service/accommodations up 20.4%. Other industries grew similar percentages however low overall employment levels make the statistical significance of this growth uncertain. Significant contraction occurred in manufacturing, shrinking from 20,500 jobs in 2010 to 18,900 in 2018, a 7.8% decrease.



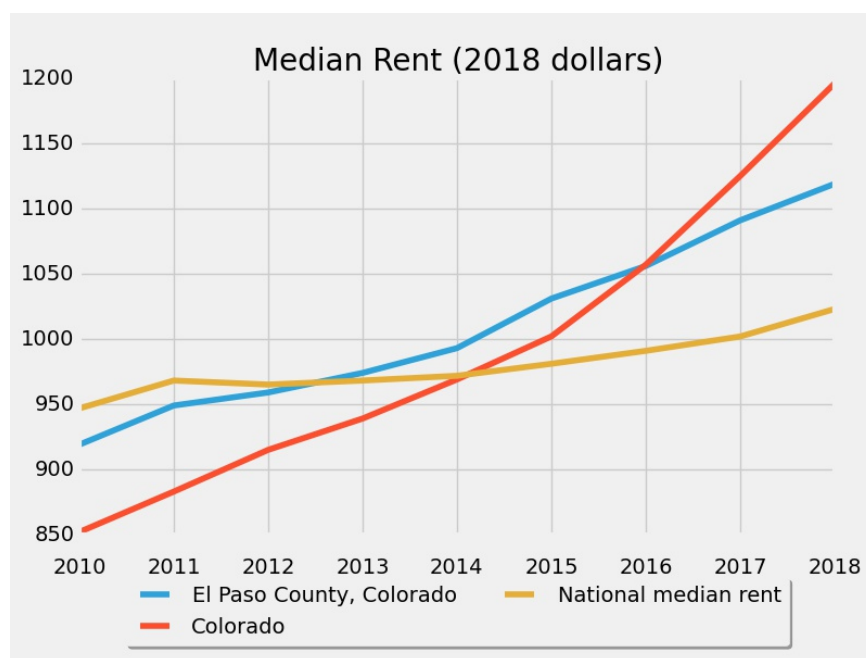
El Paso County, Colorado	2012	2013	2014	2015	2016	2017	2018
Civilian employed population 16 years & older	276,952	279,591	284,443	290,448	298,334	304,289	314,102
Agriculture, forestry, fishing, hunting, & mining	1,877	1,971	2,043	2,206	2,112	1,926	2,243
Construction	19,652	19,139	19,468	19,805	20,887	21,356	22,778
Manufacturing	19,423	19,340	19,369	18,885	19,281	19,106	18,924
Wholesale trade	5,139	5,163	5,544	5,758	5,531	5,631	5,254
Retail trade	31,231	31,915	32,027	32,778	33,394	33,687	35,352
Transportation, warehousing & utilities	11,138	11,147	10,877	11,477	11,872	12,032	12,565
Information	8,568	8,146	7,977	8,197	8,191	8,567	8,775
Finance & insurance, real estate rental & leasing	18,719	18,174	18,278	19,232	20,057	20,558	21,919
Professional, scientific, & management, & administrative & waste management services	36,491	36,619	36,874	37,461	39,804	41,303	42,665
Education, health care & social assistance	60,134	61,005	61,465	63,578	65,907	68,096	71,124
Arts, entertainment, recreation, accommodation & food services	28,248	29,320	30,839	31,444	31,825	33,165	33,760
Other services, except public administration	16,755	17,260	18,078	17,958	18,317	18,539	18,757
Public administration	19,577	20,392	21,604	21,669	21,156	20,323	19,986

Housing

Affordable housing was cited as the 2nd most acute need in focus group sessions with HS and EHS family and staff as well as among community partners. Median rent in El Paso County and Colorado as a whole has increased 21.8% and 40.1% respectively since 2010, compared to just 8% nationwide. 40.9% of households in El Paso County pay 35% or more of their monthly income toward rent. These households are “rent overburdened” meaning their housing cost is so high that it threatens the ability of the household to pay for other expenses such as health care, child care and food. Another 10.7% of households pay between 30% to 34.9% of their income toward rent. Combined, 51.6% of households in the county pay 30% or more of their income toward rent compared to 51.1% in the state and 49.7% across the nation.

EHS parents and teachers in particular discussed affordable housing as a huge hurdle. They cited young families moving back in with grandparents, a high number of displaced families, constant moving and displacement due to rising housing costs.

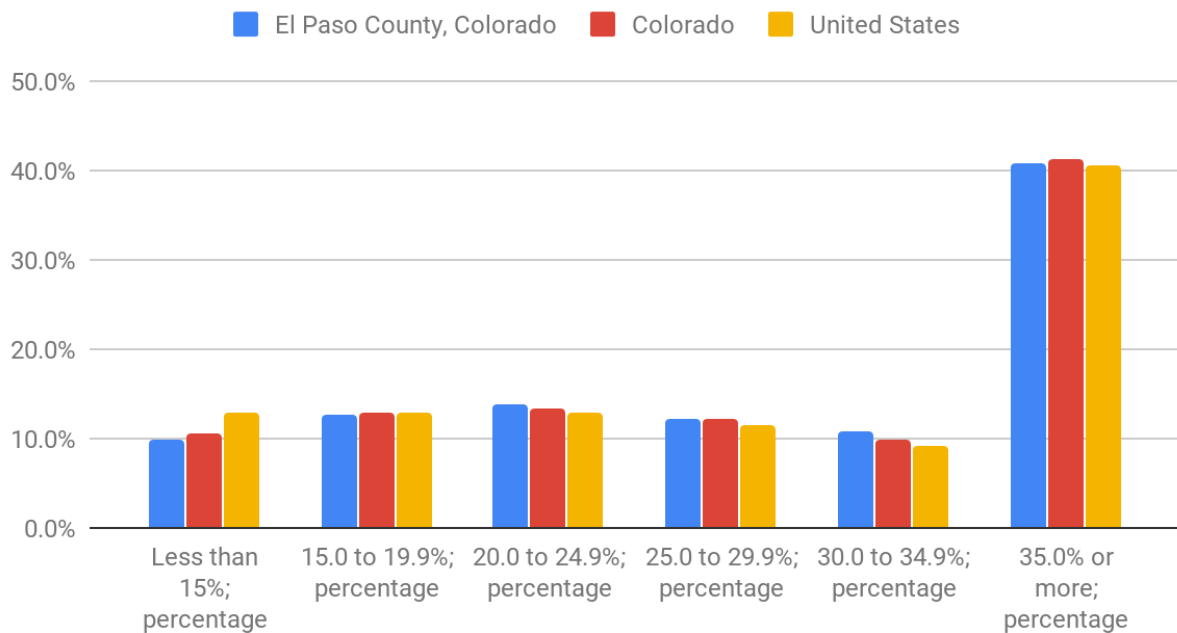
Assuming rent at \$1,000 per month (more than 10% less than the median rent for the county) a family would have to make more than \$34,000 per year to not be considered rent overburdened and more than \$40,000 per year to pay less than 30% of their income toward rent. The federal poverty line for a family of 4 is \$26,200 for 2020.



Median Rent (2018 dollars)	2010	2011	2012	2013	2014	2015	2016	2017	2018
El Paso County, Colorado	919	949	959	974	993	1,031	1,056	1,091	1,119
Colorado	852	883	915	939	969	1,002	1,057	1,125	1,196
United States	947	968	965	968	972	981	991	1,002	1,023

The graph and table below illustrate rent as a percentage of income. This data indicates that a high percentage of households in the county, state and nation are rent over burdened. This is a

trend that is common for growing economic regions across the nation, and indicate that cost of living is not keeping up with wages and salaries.



2018 5-year ACS; Rent as a percentage of Income

2018 5-year ACS; Rent as a percentage of Income	Less than 15%; percentage	15.0 to 19.9%; percentage	20.0 to 24.9%; percentage	25.0 to 29.9%; percentage	30.0 to 34.9%; percentage	35.0% or more; percentage
El Paso County, Colorado	9.8%	12.7%	13.8%	12.1%	10.7%	40.9%
Colorado	10.6%	12.9%	13.3%	12.1%	9.8%	41.3%
United States	13.0%	12.9%	12.8%	11.6%	0.091	40.6%

Transportation

In Community Assessment Focus Group sessions, transportation was the third most cited acute need for Head Start/Early Head Start families and other low income families in El Paso County. The bus system, operated by Mountain Metropolitan Transit, was cited as very lacking, particularly for families who had to bring children to and from Head Start/Early Head Start centers and get to and from work. In a 2017 survey of Mountain Metropolitan riders¹⁰, the frequency of services in the transit system received the second highest number of “Bad” responses, the worst response possible, and received an overall score of 2.71 out of 4. Many riders submitted comments requesting additional hours in the evenings and on weekends, accessibility to additional destinations, and specific complaints regarding route performance and transfer connections. These same issues were brought up by parents in Head Start/Early Head Start focus group sessions. One Early Head Start parent shared that she had a 2 hour commute due to pick up and drop off of her child and multiple bus transfers. The 2040 Long Range Transportation Plan produced by the Pikes Peak Area Council of Governments identified gaps in transportation services in the region including gaps in service for Monument, CO and in the northern portion of the city. Expansion of bus services is critical for low income families, particularly as commute times in the county are up 7.3% since 2010 to 23.4 minutes in 2018. Many of the long term planning reports for the region cite budgetary constraints in providing expanded services, and the most recent Fare Study in 2018¹¹ recommends a 14% fare hike in single ride tickets, though it does also recommend fare cuts in monthly passes.

CPCD Head Start provides some transportation services, including bus transportation for 200 Head Start children daily. However, this represents services to only about 20% of Head Start children enrolled in the program. Also included is transportation assistance for families to attend meetings at the program.

¹⁰How do we roll? 2017 rider survey, Mountain Metropolitan Transit, https://coloradosprings.gov/sites/default/files/2017_survey_analysis_0.pdf

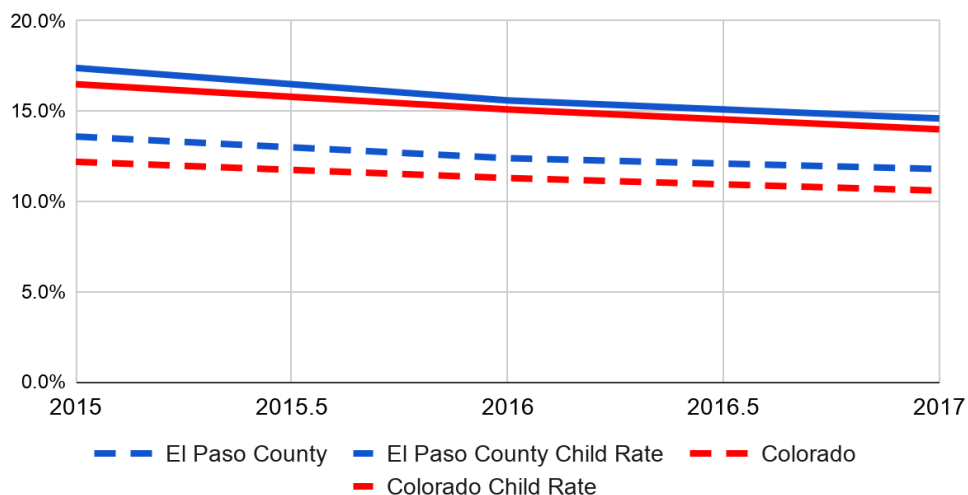
¹¹ Mountain Metro Fare Study 2018, https://coloradosprings.gov/sites/default/files/inline-images/mountain_metro_fare_study_executive_summary_draft_v2.pdf

Food Insecurity

Almost 1 in 5 children were food insecure¹² in El Paso County in 2015. This rate has dropped to 14.6% in 2017. On average the child food insecurity rate in El Paso County is .7 percentage points higher than that of Colorado as a whole. The food insecurity rate is produced by Feeding America, a nationwide non-profit. It takes into account cost of living and household/family economic data from a wide range of data sources. Food insecure households are those with a food budget shortfall for 7 months in a year. These households must make choices between buying food and paying other essential bills such as health care, housing and utilities. It is likely that this rate is highly correlated with the “rent overburdened household” rate on page 37. This is another indicator that cost of living for El Paso County is outpacing growth in wages and salaries. The

average cost per meal in El Paso County has increased 6.6% from \$3.02 per meal in 2015 to \$3.22 in 2017. Over the same time period the average cost per meal in Colorado as a whole increased 4.9%.

Food Insecurity Rate



Food Insecurity	2015	2016	2017
El Paso County	13.6%	12.4%	11.8%
El Paso County Child Rate	17.4%	15.6%	14.6%
Colorado	12.2%	11.3%	10.6%
Colorado Child Rate	16.5%	15.1%	14.0%

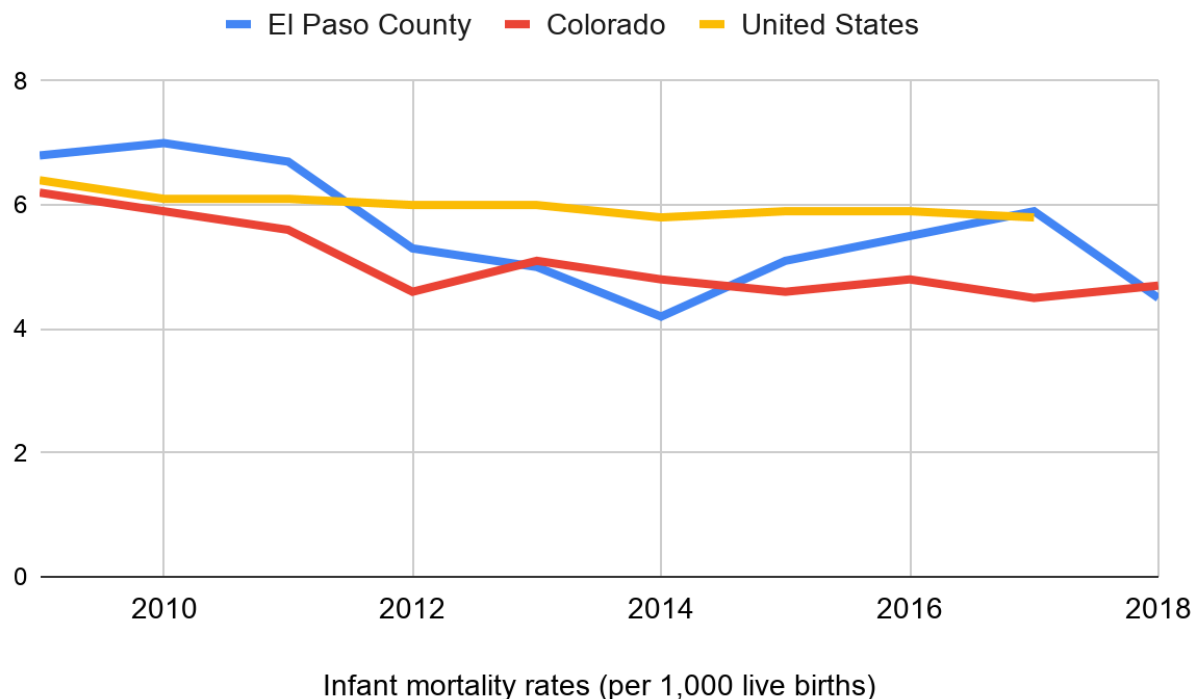
Average meal cost	2015	2016	2017
El Paso County	3.02	3.17	3.22
Colorado	3.09	3.19	3.24

¹² Feeding America - Map the Meal Gap 2019, https://public.tableau.com/profile/feeding.america.research#!/vizhome/2017StateWorkbook-Public_15568266651950/CountyDetailDataPublic

Health

Infant mortality

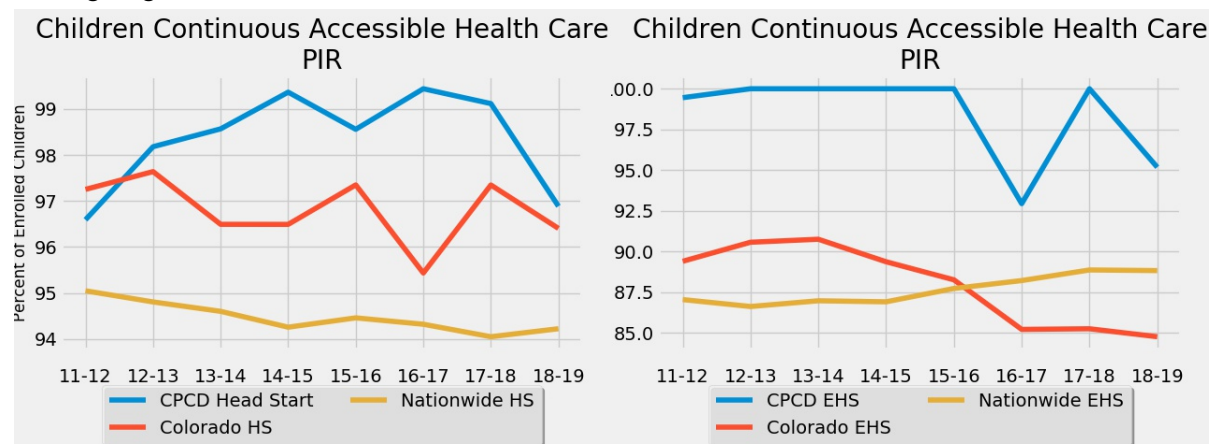
Infant mortality has generally declined in El Paso County, from a high of 7 per 1,000 live births in 2010 to just 4.5 in 2018. This puts it below the rate for the state and nation. The infant mortality rate is an important overall health indicator, since a variety of factors affect it from nutrition to access to prenatal care, income levels and education levels.



Infant mortality rates (per 1,000 live births)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
El Paso County	6.8	7	6.7	5.3	5	4.2	5.1	5.5	5.9	4.5
Colorado	6.2	5.9	5.6	4.6	5.1	4.8	4.6	4.8	4.5	4.7
United States	6.4	6.1	6.1	6	6	5.8	5.9	5.9	5.8	N/A

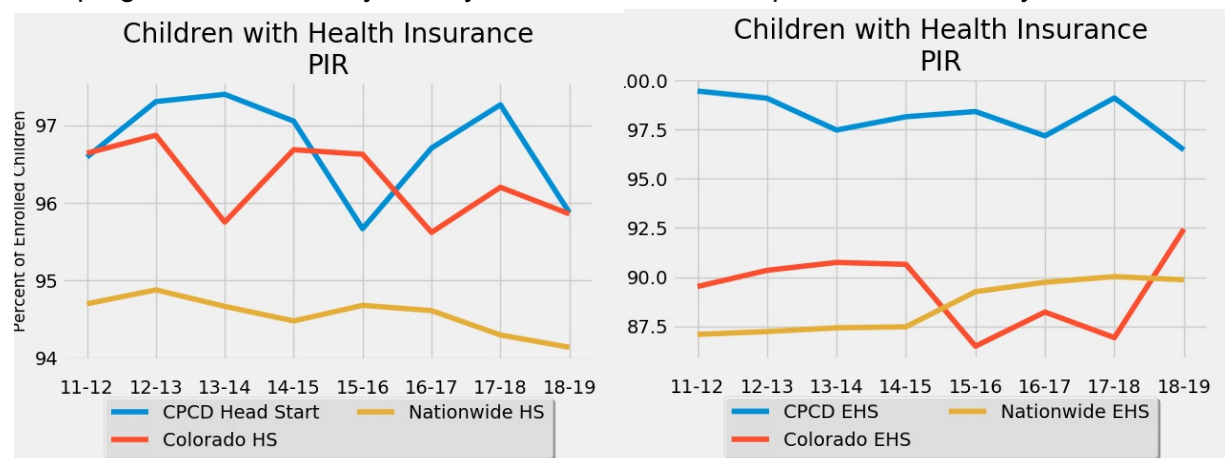
Health Care Accessibility

CPCD Head Start children have higher than average continuous access to health care. On average 98.3% of children have continuous access, compared to 96.8% of Head Start children state wide and 94.5% of Head Start children across the nation. CPCD Early Head Start children have a higher than average continuous access to health care. On average 98.4% have continuous access, compared to 87.9% of EHS children state wide and 87.6% of children across the nation. Health care was cited as tied for the third biggest strength in the community among focus group participants. Community partners voiced this opinion the most, followed by one EHS parent/teacher. In contrast, one participant in the Head Start parent/teacher focus group cited health care affordability as an area of need in the service area. Staff cite that medicaid and TriCare (health care service provider for military families) cover almost all children enrolled in Head Start/Early Head Start. Despite these high levels of access, the Community Health Improvement Plan for El Paso County continues to identify health care accessibility as an ongoing area of focus.



Children Continuous Accessible Health Care (at End of Enrollment Year) - Percent - PIR	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD Head Start	96.6%	98.2%	98.6%	99.4%	98.6%	99.4%	99.1%	96.9%
Colorado HS Total	97.3%	97.6%	96.5%	96.5%	97.3%	95.4%	97.3%	96.4%
Nationwide HS Total	95.0%	94.8%	94.6%	94.3%	94.5%	94.3%	94.1%	94.2%
CPCD EHS	99.5%	100.0%	100.0%	100.0%	100.0%	92.9%	100.0%	95.2%
Colorado EHS Total	89.4%	90.6%	90.8%	89.4%	88.3%	85.2%	85.2%	84.8%
Nationwide EHS Total	87.0%	86.6%	87.0%	86.9%	87.7%	88.2%	88.9%	88.8%

Health insurance enrollment rates among CPCD children are high, with 95.9% of CPCD Head Start children and 96.5% of CPCD EHS children enrolled in health insurance. These rates are at or higher than state and national levels. Staff cite overlapping opportunities for health care as a key to these high rates, including enrollment in medicaid and in Tricare, the US military's health care program for active duty military members and their dependents and family.

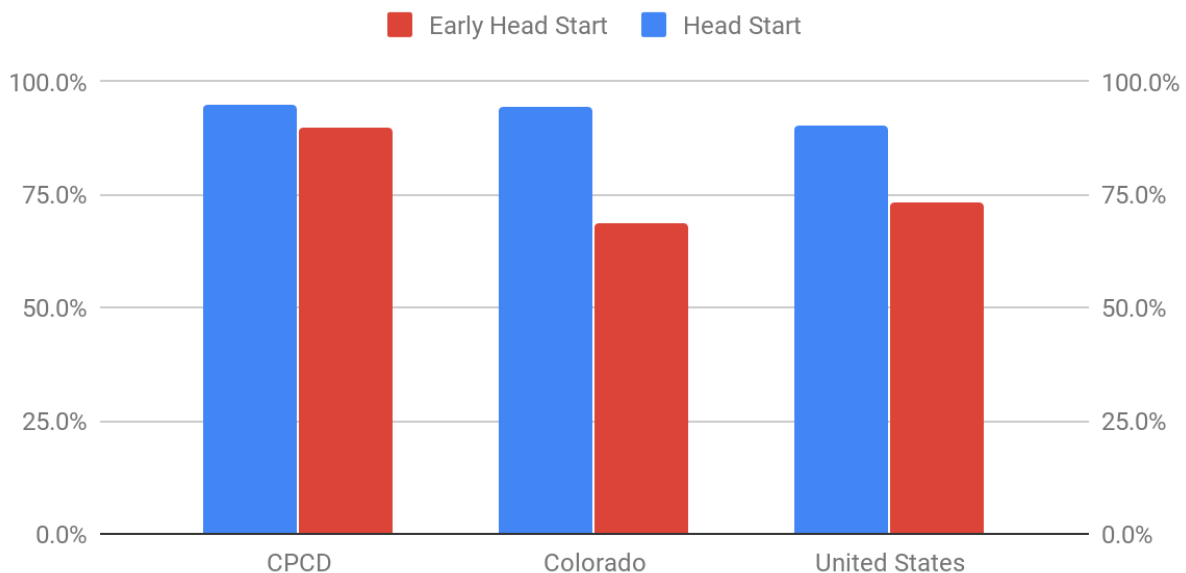


Children with Health Insurance (at End of Enrollment Year) - Percent	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD Head Start	96.6%	97.3%	97.4%	97.1%	95.7%	96.7%	97.3%	95.9%
Colorado HS Total	96.6%	96.9%	95.8%	96.7%	96.6%	95.6%	96.2%	95.9%
Nationwide HS Total	94.7%	94.9%	94.7%	94.5%	94.7%	94.6%	94.3%	94.1%
CPCD EHS	99.5%	99.1%	97.5%	98.1%	98.4%	97.2%	99.1%	96.5%
Colorado EHS Total	89.5%	90.3%	90.8%	90.7%	86.5%	88.2%	86.9%	92.4%
Nationwide EHS Total	87.1%	87.2%	87.4%	87.5%	89.3%	89.7%	90.0%	89.9%

Continuous access to dental care is lower among CPCD HS/EHS children compared to access to health care. This is likely due to the need to arrange for separate dental insurance plans for military families and other families whose children are not on medicaid. This same trend is present for HS/EHS children across the state and nation, though CPCD children have higher rates of access compared to these groups. A barrier to receiving dental services is education for parents on the importance of dental care for infants and toddlers. Again, this is a statewide and nationwide trend among EHS families.

Health and Dental care was cited as a need in the Head Start teacher/parent focus group. Specifically the cost of care was mentioned. This is consistent with the need to arrange for separate dental insurance/services for those families not on medicaid and not enrolled with Tricare.

17-18 Children Continuous Accessible Dental Care (at End of Enrollment Year)

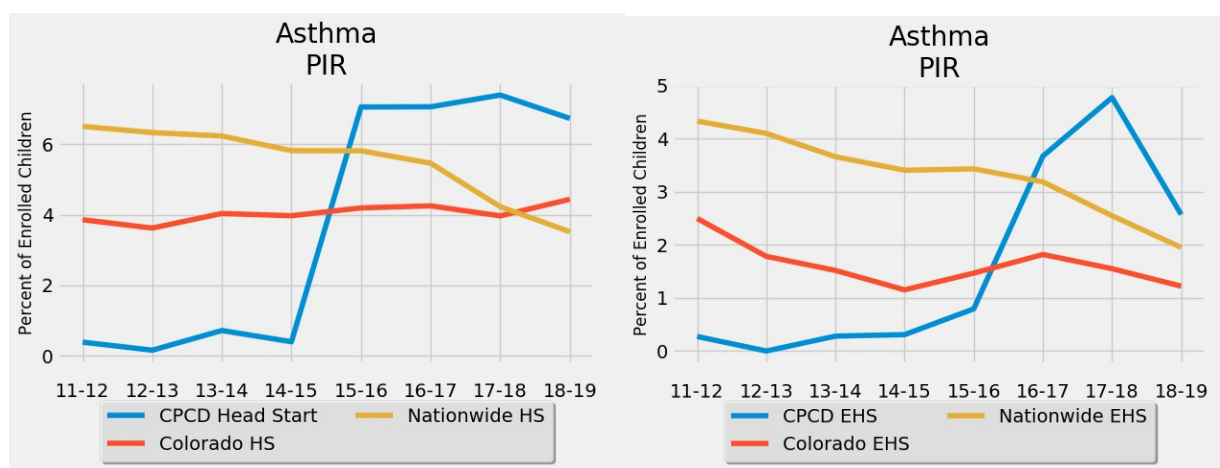


17-18 Children Continuous Accessible Dental Care (at End of Enrollment Year)	Head Start	Early Head Start
CPCD	94.8%	89.7%
Colorado	94.5%	68.8%
United States	90.2%	73.2%

Diagnosed health issues

Asthma

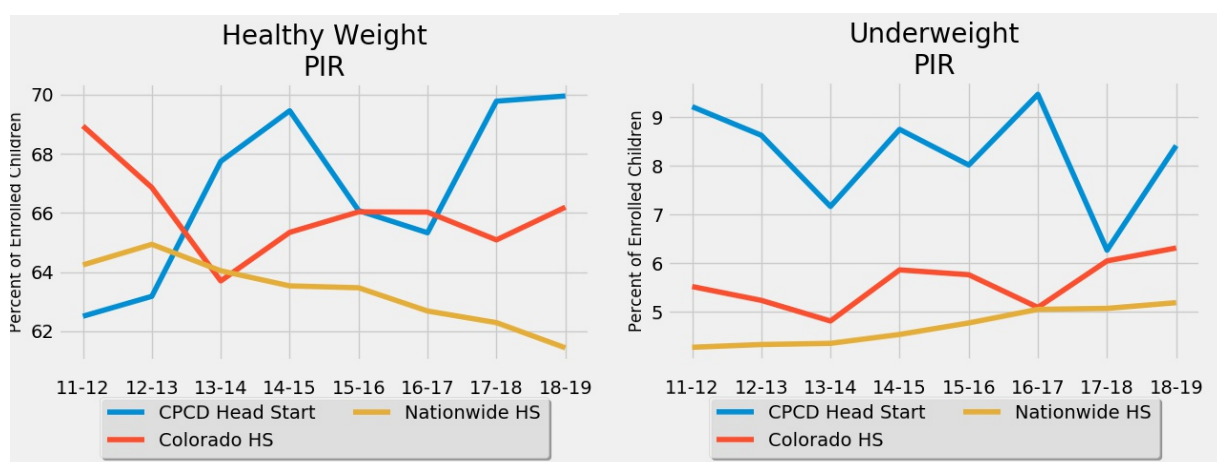
The rate of asthma among CPCD children has increased significantly since the 14-15 and 15-16 program year. 6.7% of CPCD HS and 2.6% of CPCD EHS children were diagnosed with the condition in the 2018-2019 program year. This is in contrast to asthma rates among children enrolled in HS/EHS state wide, where only 4.4% of Head Start and 1.2% of Early Head Start children are diagnosed with Asthma. Reasons for elevated rates include allergies, a high rate of premature infants in the program, smoking in the home (14% of El Paso County adults smoke, though this is consistent with state wide trends), and orthopneumovirus among infants and children in the program.



Asthma - Percent - PIR	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD Head Start	0.4%	0.2%	0.7%	0.4%	7.1%	7.1%	7.4%	6.7%
Colorado HS Total	3.9%	3.6%	4.0%	4.0%	4.2%	4.3%	4.0%	4.4%
Nationwide HS Total	6.5%	6.3%	6.2%	5.8%	5.8%	5.5%	4.2%	3.5%
CPCD EHS	0.3%	0.0%	0.3%	0.3%	0.8%	3.7%	4.8%	2.6%
Colorado EHS Total	2.5%	1.8%	1.5%	1.2%	1.5%	1.8%	1.6%	1.2%
Nationwide EHS Total	4.3%	4.1%	3.7%	3.4%	3.4%	3.2%	2.5%	2.0%

Body Weight

CPCD Head Start has a higher rate of enrolled children with a healthy body weight compared to state and nationwide averages among Head Start children. Almost 70% had a healthy body weight in the 2018-2019 program year compared to just 66% of Head Start children in the state and 61% of Head Start children across the nation. A lower percentage of CPCD Head Start children are obese and overweight, at 10.8% and 10.9% respectively compared to 12.3% and 12.9% of Head Start children across the state. CPCD Head Start has a higher rate of enrolled children who are underweight, at 8.4% compared to 6.3% of Head Start children in the state. This may be linked to higher rates of food insecurity among El Paso County children. 14.6% of children in the county are food insecure compared to 14% in the state of Colorado as a whole. However, food insecurity is also sometimes linked to unhealthy diets and can lead to obesity.



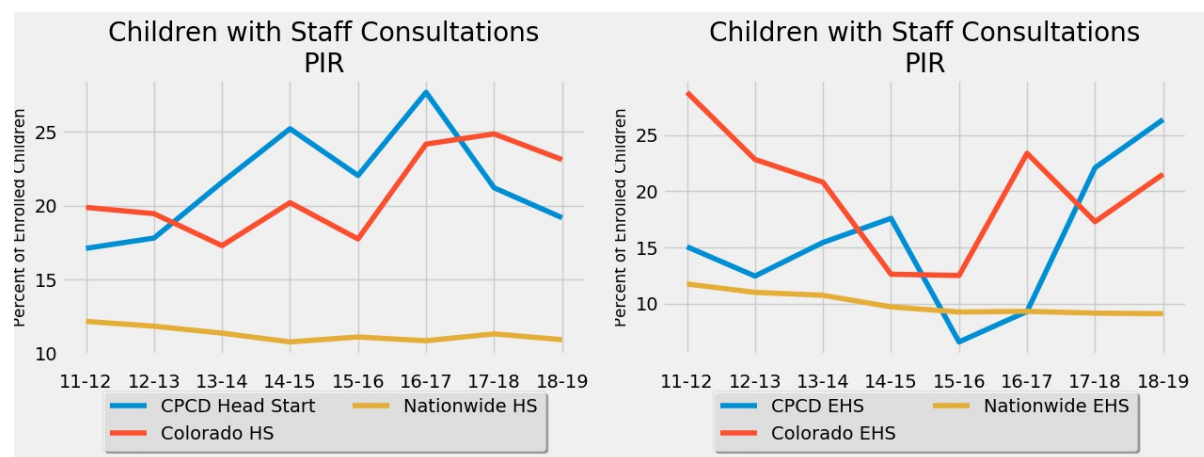
Healthy Weight (at Enrollment according to 2000 CDC BMI-for-age growth chart) - Percent - PIR								
	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD Head Start	62.5%	63.2%	67.7%	69.5%	66.1%	65.3%	69.8%	69.9%
Colorado HS Total	68.9%	66.9%	63.7%	65.3%	66.0%	66.0%	65.1%	66.2%
Nationwide HS Total	64.2%	64.9%	64.0%	63.5%	63.5%	62.7%	62.3%	61.4%
Underweight (at Enrollment according to 2000 CDC BMI-for-age growth chart) - Percent - PIR								
	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD Head Start	9.2%	8.6%	7.2%	8.8%	8.0%	9.5%	6.3%	8.4%
Colorado HS Total	5.5%	5.2%	4.8%	5.9%	5.8%	5.1%	6.1%	6.3%
Nationwide HS Total	4.3%	4.3%	4.4%	4.5%	4.8%	5.1%	5.1%	5.2%

Mental Health

The 2019 Community Health Assessment for El Paso County cited mental health and substance abuse as one of its two priority issues in the community. This was the result of a survey of 87

medical and health care providers in the community. County health rankings also found higher than average rates of depression and suicidal thoughts among high school students in the region, at 36.2% and 20.7% respectively compared to 31.4% and 17% state wide. A high level of mental health issues can be found among CPCD Head Start and Early Head Start children as well.

A high percentage of CPCD children receive staff consultations for mental health or behavioural issues. This is true for Colorado as a whole as well. 19.2% of CPCD Head Start children and 23.1% of Colorado Head Start children received at least one staff consultation in the 18-19 program year, compared to just 10.9% across the nation. More than 1 out of every 4 CPCD EHS children have had a staff consultation, higher than the state average of 21.5%. Staff in the program report hitting, screaming, and escalation of behavioural issues. While there is no hard data in the program on the root cause of these behavioural issues, staff cite high levels of trauma among enrolled children. The wider El Paso County community is impacted by military deployments and frequent moves across the country due to military service. This would certainly be true for the 12% of Head Start children and 11% of EHS children in CPCD who have a parent on active military duty. Aside from that, an estimated 20% of Coloradans suffer from some sort of mental health condition¹³. The graphs and tables below illustrate the high levels of staff consultations with Head Start and EHS children enrolled in CPCD.



Children with Staff Consultations - Percent	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD Head Start	17.1%	17.8%	21.6%	25.2%	22.1%	27.7%	21.2%	19.2%
Colorado HS Total	19.9%	19.5%	17.3%	20.2%	17.8%	24.2%	24.9%	23.1%
Nationwide HS Total	12.2%	11.8%	11.4%	10.8%	11.1%	10.9%	11.3%	10.9%
Children with Staff Consultations - Percent	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD EHS	15.1%	12.5%	15.4%	17.6%	6.6%	9.3%	22.1%	26.4%
Colorado EHS Total	28.8%	22.8%	20.8%	12.6%	12.5%	23.4%	17.3%	21.5%
Nationwide EHS Total	11.8%	11.0%	10.8%	9.7%	9.3%	9.3%	9.2%	9.1%

¹³ <https://gazette.com/special-coverage/continuing/mental-health/intro/>

Children with Staff Consultations	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD Head Start	221	225	241	317	275	345	264	228
CPCD EHS	55	41	55	57	25	33	74	82

The high level of mental health needs among families has led to a higher than average level of mental health staffing. CPCD has 9 behavioural health specialists, and has among the highest concentrations of mental health services in the country. On average, a mental health professional is on site in the program for 328 hours every month for Head Start and 122 hours every month for Early Head Start. This works out to about 17 minutes per child for Head Start and about 24 minutes per child for Early Head Start. In the rest of the country this statistics is about 6 minutes per child for Head Start and almost 10 minutes per child for Early Head Start.

Average Total Hours per month Mental Health Professional On-site per enrolled child	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD Head Start	0.20	0.23	0.36	0.40	0.52	0.47	0.70	0.28
Colorado HS Total	0.23	0.30	0.18	0.16	0.21	0.23	0.28	0.26
Nationwide HS Total	0.09	0.09	0.09	0.09	0.10	0.10	0.10	0.11
Average Total Hours per month Mental Health Professional On-site per enrolled child	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
CPCD EHS	0.15	0.16	0.25	0.26	0.28	0.29	0.28	0.39
Colorado EHS Total	0.30	0.32	0.21	0.32	0.26	0.32	0.31	0.46
Nationwide EHS Total	0.17	0.18	0.17	0.17	0.17	0.17	0.17	0.16

Typical schedule of families

31.2% of CPCD Head Start families have all parents working and another 34.2% are two parent families with one parent working. In all about 2 out of every 3 families has a parent who is employed. This has remained fairly steady, since at least 2012. The rate of employment among Head Start families across the state has risen in recent years, to 77.3% of families with at least one parent working in the 2018-2019 program year. This number has risen along with overall employment levels throughout the state.

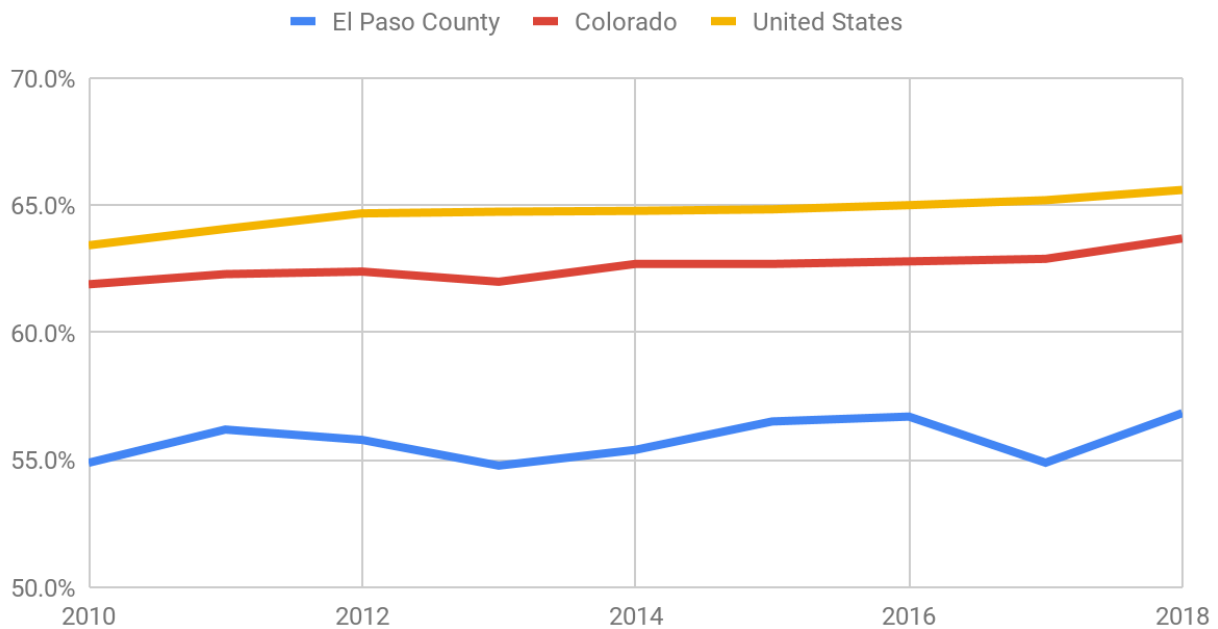
ACS data reports that 56.8% of families with children under age 6 have all parents in the workforce. This is up from 54.9% but the increase may not be statistically significant based how little it has changed since 2010 when it was at 54.9% as well. This statistic is not directly comparable to the rate of all parents working in the Head Start and Early Head Start program for two reasons: the age group in the ACS includes kindergarten-age children and “in the labor force” includes people who are searching for work but are not employed. The Head Start PIR asks whether or not a parent is employed and does not include unemployed parents who are seeking work.

Both data points have moved only modestly or not at all. This is surprising given the drop in unemployment. This may indicate that the improving economy is not benefiting young families as much as others. Still, the overall picture is that most Head Start families have at least one working parent, and 1 out of every 3 families has both parents working. An additional 17.2% of families have at least one parent in training or school.

Community Partnership For Child Development PIR Totals	2012	2013	2014	2015	2016	2017	2018	2019
All parents working	382	340	268	319	311	366	351	344
One of two parents working	431	445	410	456	440	399	397	378
No parents working	384	395	353	396	416	389	397	382
Community Partnership For Child Development PIR Totals	2012	2013	2014	2015	2016	2017	2018	2019
All parents working	31.9%	28.8%	26.0%	27.2%	26.6%	31.7%	30.7%	31.2%
One of two parents working	36.0%	37.7%	39.8%	38.9%	37.7%	34.6%	34.7%	34.2%
No parents working	32.1%	33.5%	34.2%	33.8%	35.6%	33.7%	34.7%	34.6%

A parent in training/school	2012	2013	2014	2015	2016	2017	2018	2019
CPCD Head Start	12.6%	16.3%	19.7%	19.2%	20.7%	22.4%	16.1%	17.2%
Colorado Head Start	14.6%	14.3%	13.7%	14.6%	28.1%	24.9%	24.0%	24.7%

The graph and table below illustrates the rate of full labor force participation among parents with children under age 6. El Paso County exhibits lower than average rates of employment among all parents in a family with children under age 6.



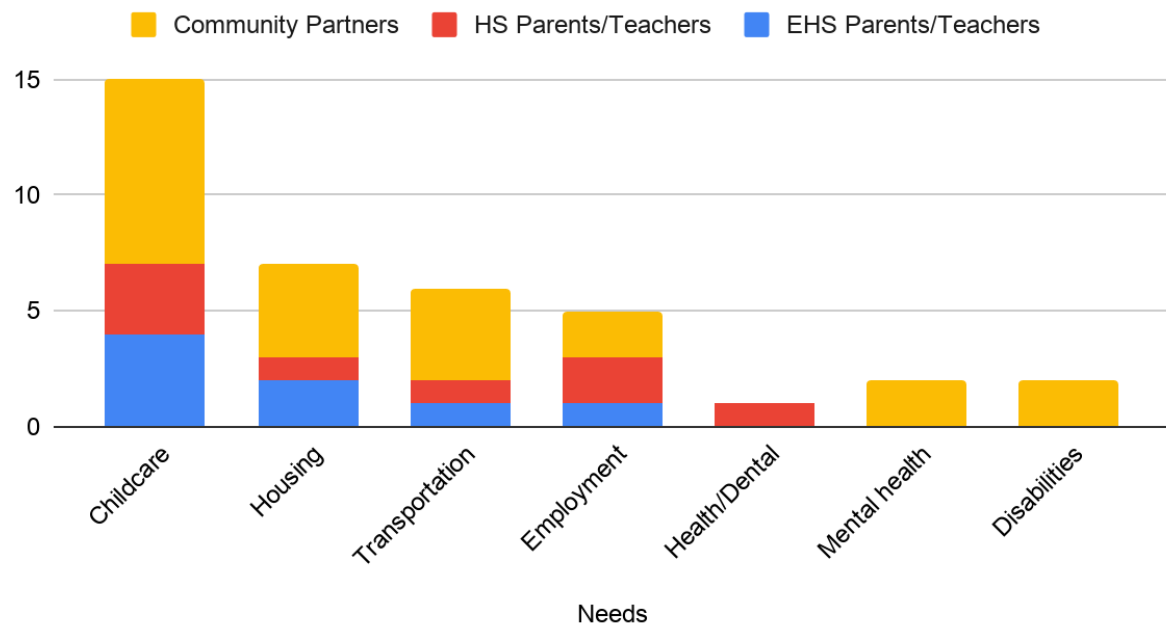
Percent of families with children under age 6 and all parents in the work force

El Paso County - Percent of families with children under age 6 and all parents in the work force	2010	2011	2012	2013	2014	2015	2016	2017	2018
El Paso County	54.9%	56.2%	55.8%	54.8%	55.4%	56.5%	56.7%	54.9%	56.8%
Colorado	61.9%	62.3%	62.4%	62.0%	62.7%	62.7%	62.8%	62.9%	63.7%
United States	63.4%	64.1%	64.7%	64.8%	64.8%	64.8%	65.0%	65.2%	65.6%

Focus Group Results

Community Needs

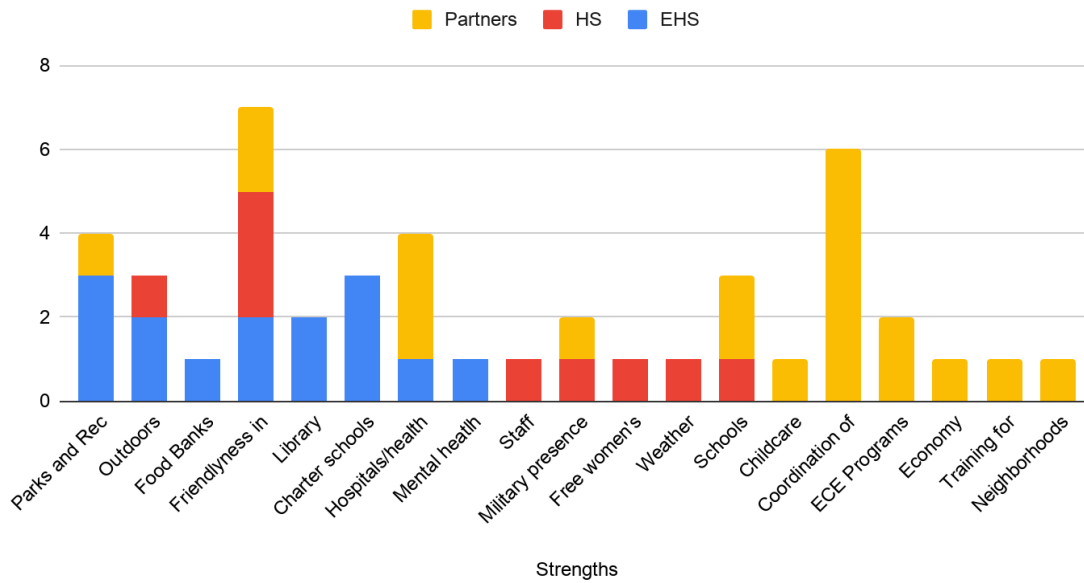
Focus Group results - community needs



Community/Family Needs	EHS Parents/Teachers	HS Parents/Teachers	Community Partners	Total
Childcare	4	3	8	15
Housing	2	1	4	7
Transportation	1	1	4	6
Employment	1	2	2	5
Health/Dental		1		1
Mental health			2	2
Disabilities			2	2

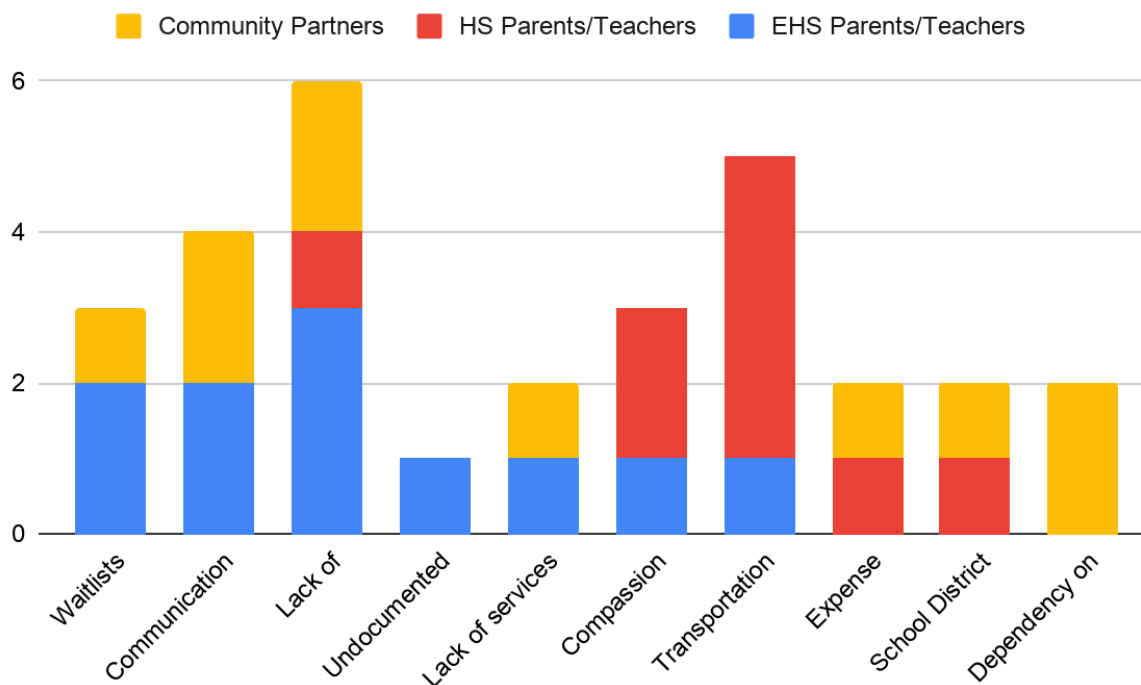
Strengths

EHS, HS and Partners



Strengths	EHS Parents & Teachers	HS Parents & Teachers	Community Partners	Total
Parks and Rec	3		1	4
Outdoors	2	1		3
Food Banks	1			1
Friendliness in community	2	3	2	7
Library	2			2
Charter schools	3			3
Hospitals/health care & accessibility	1		3	4
Mental health	1			1
Staff		1		1
Military presence		1	1	2
Free women's clinic		1		1
Weather		1		1
Schools		1	2	3
Childcare			1	1
Coordination of services			6	6
ECE Programs funding			2	2
Economy			1	1
Training for services staff			1	1
Neighborhoods			1	1

Barriers to receiving services



Barriers to receiving services	EHS Parents & Teachers	HS Parents & Teachers	Community Partners	Total
Waitlists	2		1	3
Communication between services	2		2	4
Lack of referrals, advertising of social services, eligibility	3	1	2	6
Undocumented families scared to ask for help	1			1
Lack of services	1		1	2
Compassion Fatigue of social services staff/Unwelcoming environments	1	2		3
Transportation	1	4		5
Expense		1	1	2
School District boundaries		1	1	2
Dependency on military services			2	2