



Blue Valley Community Action Partnership

Comprehensive Community Needs Assessment

2016 - 2017

Administrative Office

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Nebraska Nine County Region

Butler • Fillmore • Gage • Jefferson
Polk • Saline • Seward • Thayer
York

Overview

Blue Valley Community Action Partnership serves nine counties in southeast Nebraska. Census data indicates the area has a higher home ownership rate, lower unemployment, and lower individual and household poverty rates than the State of Nebraska as a whole. Yet, the per capita income is \$1,000 lower than the state figure, which is itself approximately \$1,000 less than the national per capita income.

The poverty rate in the service area increased between 2000-2016, even as the overall population declined by 4.37%. Children and teens are the age demographic most likely to be impoverished in the area, and the poverty rate for the 2,745 children in the service area ages 0-17 rose faster than the overall rate during the same 16 year period. Hispanic children and teens are more than twice as likely to be impoverished in the service area as their non-Hispanic peers. Of the seniors (ages 65+) living in the service area, 8.2% are impoverished compared to the state average of 7.8%.

What causes poverty in BVCA's service area? The data helps identify some contributing factors:

- People are working, but aren't getting ahead. All but 3.3% of the area workforce is employed, yet the per capita income is lower than the state average. The number one barrier to self-sufficiency was insufficient income to provide basic needs, according to BVCA consumer, board of director, staff, and partner survey results. Eighty-three percent of surveyed BVCA staff and 87% of surveyed consumers said insufficient income was a significant hurdle to self-sufficiency.

Other significant barriers BVCA consumers, staff, and partner agencies saw include the limited number of well-paying jobs in the area, and not having the education or job training to qualify for a good or better job.

- The cost of medical treatment is prohibitive, and either burdens those who seek it or encourages people to put off or avoid seeking treatment altogether. The top three basic needs problems in BVCA's service area, according to the Regional Community Assessment Survey, were affordable medical care, affordable dental care, and affordable eye care. All three issues saw a dramatic increase in being reported as problems in 2016 over the previous survey in 2013. Delaying dental care and health care due to cost were the two highest reported healthcare problems in the same survey.

Free or sliding fee medical clinics for non-emergencies were one of the top five highest priorities identified by BVCA consumers. Also worth noting, the most commonly cited barrier to employment, according to the regional assessment, was poor health or disability.

- Along with healthcare, other basic needs and expenses present challenges to the residents of the service area. The lack of childcare and/or the expense of childcare was reported by 61% of consumers and 80% of partners to be a significant barrier to self-sufficiency, and 25% identified affordable childcare as a top priority. The insufficient number of childcare slots for sick children means working parents often have to take time off work when their children are ill.
- Getting to and from work is also difficult for many, as lack of reliable transportation was named a significant barrier to self-sufficiency, while assistance with emergency auto repairs and public transportation were identified as high priorities. Partner agencies echoed this sentiment, with 60% calling lack of reliable transportation a significant barrier to self-sufficiency.
- The two highest consumer reported priorities also fall under the basic needs umbrella: utility and/or rent assistance, and access to free or low-cost nutritious food. Families are struggling to meet even the threshold of having a roof over their heads and food to eat.

- People may not be aware of what help is available to them. Census data indicates that nearly as many people in BVCA's service area are living below the poverty level yet do not receive SNAP benefits, as there are people who do receive SNAP benefits both above and below the poverty line combined. Census data indicates that 2,871 households with income levels below the poverty level were not receiving SNAP benefits. Language barriers of the large Hispanic population in the service area may possibly play a role in this discrepancy along with the accessibility among the seniors in the service area that live below the poverty level.
- Safe, affordable housing is among the highest needs in the service area and is one of BVCA's top priorities. The state of home ownership in the service area is worse than it was in 2000 in several regards, particularly complicated by the advanced age of housing stock in the region. Home ownership rates declined sharply during 2000-2015 from nearly 73% to just over 63%. More than half of service-area respondents to the Regional Assessment cited the lack of a down payment as the largest barrier to home ownership, with being unable to get a loan and having poor credit also ranking as significant obstacles. BVCA consumers echoed those sentiments, with 53% reporting poor or no credit as the largest barrier to home ownership. A similar percentage reported being unable to afford a house payment, and nearly 40% said they lacked the money to make a down payment on a home. A quarter of respondents said they couldn't find a house in their price range.

The housing stock in the service area is old by state standards, and very old in comparison to the national figure. The average age (54) of housing units in each of the nine BVCA counties is higher than the state (42) and national (38) averages. The average ages of housing in two counties in particular date back to the early-to-mid 1950s: Thayer at 63 years old, and Jefferson at 65.

Older homes mean more repairs are necessary, and in some instances those repairs are urgent in nature. Half of BVCA consumers reported their homes were in need of significant repairs, and 49% said their home was in need of weatherization. Indeed, assistance with unexpected home repairs was one of the 10 highest priorities identified by consumers.

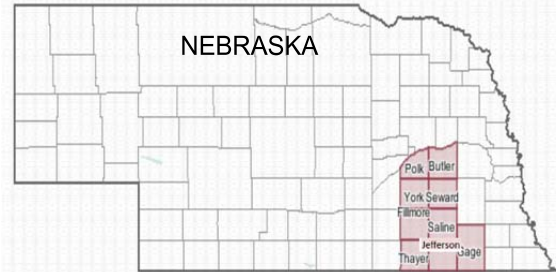
- BVCA consumers identified several challenges related to financial literacy among their barriers to self-sufficiency. Four out of five reported having bad credit, and nearly three-quarters said they struggled with prioritizing needs versus wants. Significant numbers of respondents also indicated they carried a large amount of debt, and had difficulty understanding financial matters such as credit, interest, and creating a budget. More than half of BVCA board members, staff, and partners surveyed cited poor credit and difficulty understanding finances as significant barriers to self-sufficiency as well.

According to the regional assessment, fewer than half of service-area residents surveyed engage in positive financial behavior such as following a budget, saving for retirement, or putting money into savings. A significant percentage of the respondents also indicated that they engage in negative financial behaviors such as using payday loans, spending their savings, and depending on credit cards to get by.

With these contributing factors in mind, Blue Valley Community Action Partnership will utilize the results to evaluate, revise and/or create new programs and services to respond to the needs of our communities in order to alleviate the causes and conditions of poverty in our communities.

Introduction

Blue Valley Community Action Partnership (BVCA), located in rural Southeast Nebraska, is a locally operated non-profit belonging to a national network of over 1,000 Community Action Agencies that are dedicated to reducing poverty and improving self-sufficiency among low income populations. Headquartered in the city of Fairbury, the BVCA service area includes Butler, Fillmore, Gage, Jefferson, Polk, Saline, Seward, Thayer, and York County.

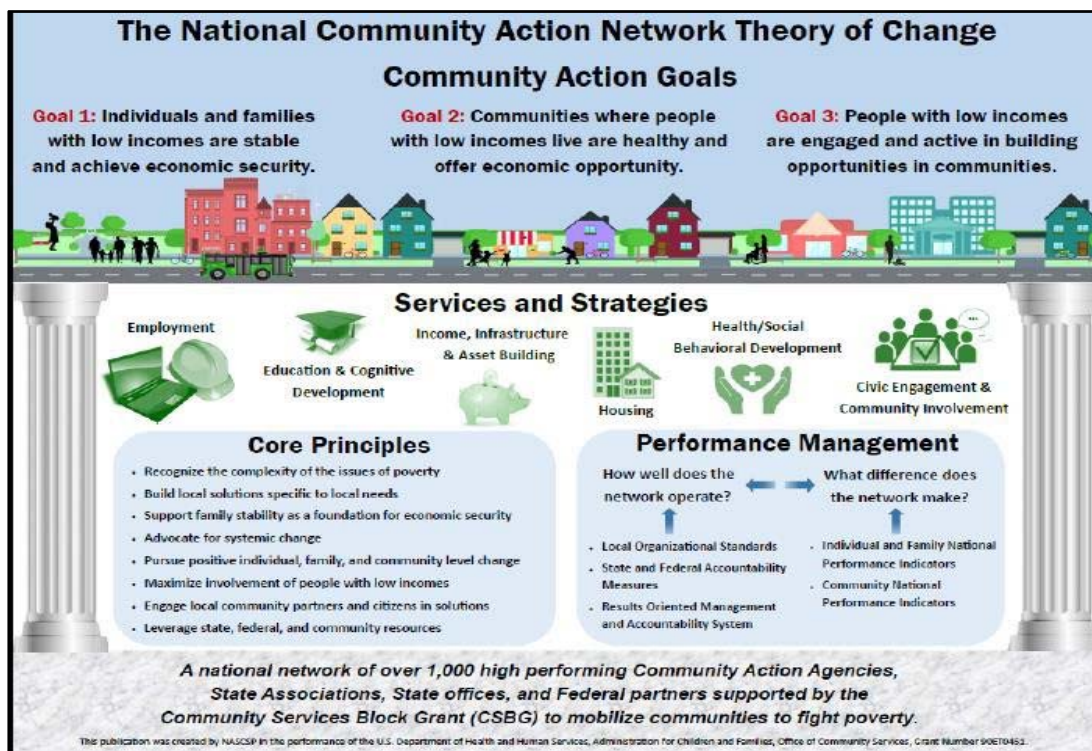


Mission: Overcoming poverty by helping people, improving lives and strengthening communities.

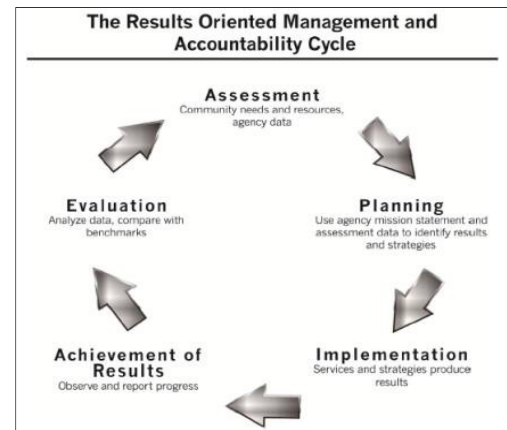
The Community Action network is united by three primary overarching goals:

- Individuals and families with low incomes are stable and achieve economic security.
- Communities where people with low incomes live are healthy and offer economic opportunity.
- People with low incomes are engaged and active in building opportunities in communities.

To this end, BVCA operates 21 field offices located throughout each of the nine counties to provide assessable housing, employment, education, health, nutrition, and emergency services to low income residents. In year 2016, funding of \$11, 223,317 from federal, state and local government sources as well as private revenue was utilized to employ 176 staff and offer over 30 anti-poverty programs to help 8,272 individuals in need. BVCA not only offers direct services to low income populations, but also serves as a valuable consumer resource through referral networks and more than 500 community partnerships.



To ensure programs and initiatives best serve the communities throughout our region, BVCA implements a comprehensive planning and outcome measurement process known as Results Oriented Management and Accountability (ROMA).



Conceptualized as a five stage cycle, a crucial beginning step for the development of planning for results using the ROMA process is “Assessment”. BVCA conducts a Comprehensive Needs Assessment every three years to evaluate current conditions and identify local family and community needs. Identified needs within the scope of our organization’s mission are prioritized, allowing us to mobilize resources that focus on programs which provide meaningful services to improve the lives and financial stability of low income families.

The population profile in this Comprehensive Community Needs Assessment contains employment, education, housing, income, nutrition, and health care data categories. Quantitative data sources include government and state agencies, and qualitative data sources include input gathered from BVCA area residents, consumers (low income residents), partners (public and private officials, community based organizations, educational institutions, faith based organizations), employees, and BVCA Board of Directors. Results of this assessment are an indispensable basis for BVCA’s strategic commitments, which will subsequently be identified within our agency’s Strategic Plan.

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- Addendum I, April 13, 2018 Consumer Satisfaction Report
- Addendum II, May 15, 2018 Head Start Community Needs Assessment
- Addendum III, August 2018 Staff Satisfaction Report

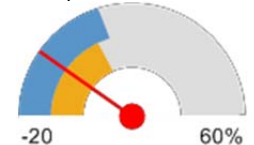
POPULATION PROFILE

Population Change

Population changes within the report area from 2000-2015 are shown below. During the fourteen-year period of this study, 7 of the 9 BVCA counties reported a net decline in total population, a total decrease of 4.37% or over 4,500 people. This is compared to the State of Nebraska receiving a 9.24% increase, and the United States' 12.47% increase in total population.

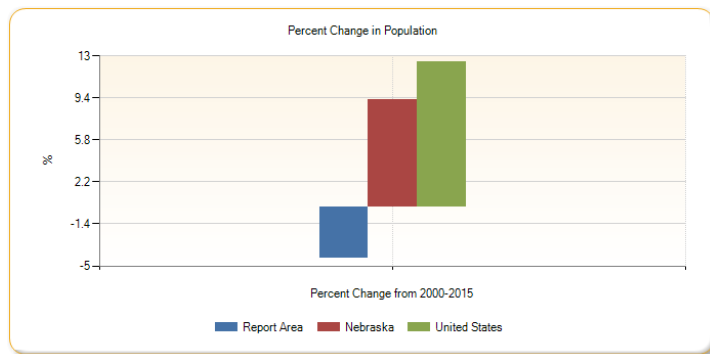
Report Area	Total Population, 2015 ACS	Total Population, 2000 Census	Population Change from 2000-2015 Census/ACS	Percent Change from 2000-2015 Census/ACS
Area	98,840	103,358	-4,518	-4.37%
Butler	8,256	8,767	-511	-5.83%
Fillmore	5,697	6,634	-937	-14.12%
Gage	21,818	22,993	-1,175	-5.11%
Jefferson	7,433	8,333	-900	-10.8%
Polk	5,271	5,639	-368	-6.53%
Saline	14,360	13,843	517	3.73%
Seward	16,998	16,496	502	3.04%
Thayer	5,182	6,055	-873	-14.42%
York	13,825	14,598	-773	-5.3%
NE	1,869,365	1,711,263	158,102	9.24%
U.S.	316,515,021	281,421,906	35,093,115	12.47%

Percent Change in Population



Report Area (-4.37%)
Nebraska (9.24%)
United States (12.47%)

Data Source: US Census Bureau, American Community Survey. US Census Bureau, Decennial Census. 2011-15. Source geography: County



Age and Gender Demographics

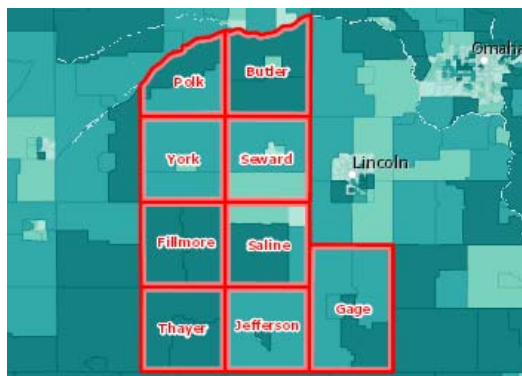
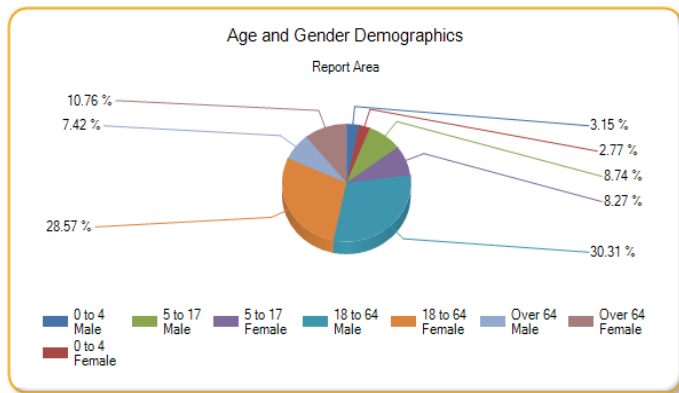
According to ACS 2011-2015 5 year population estimates for the report area, the female population comprised 50.37% of the report area, while the male population represented 49.63%.

Report Area	0 to 4 Male	0 to 4 Female	5 to 17 Male	5 to 17 Female	18 to 64 Male	18 to 64 Female	Over 64 Male	Over 64 Female
Area	3,086	2,711	8,549	8,094	29,650	27,948	7,263	10,524
Butler	258	225	747	718	2,411	2,229	665	922
Fillmore	140	122	461	463	1,655	1,549	451	742
Gage	627	589	1,831	1,744	6,424	6,189	1,651	2,503
Jefferson	183	210	641	593	2,096	2,055	628	933
Polk	147	136	486	470	1,517	1,452	418	581
Saline	582	379	1,217	1,258	4,727	4,140	813	1,145
Seward	530	489	1,547	1,443	5,347	4,878	1,176	1,498
Thayer	159	125	401	390	1,420	1,358	492	756
York	460	436	1,218	1,015	4,053	4,098	969	1,444
NE	67,062	62,974	171,601	163,320	574,876	565,470	102,560	147,995
U.S.	10,175,713	9,736,305	27,479,063	26,292,744	98,539,826	99,675,896	17,538,907	25,075,79

Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County

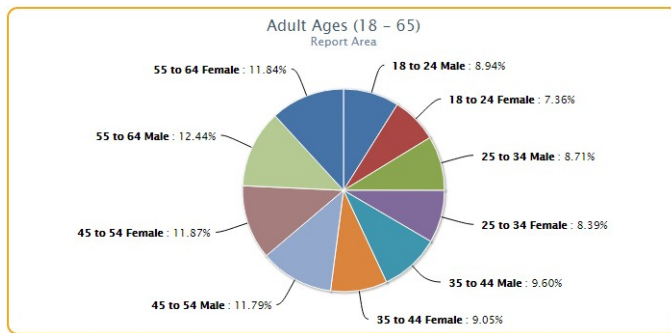
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Age and Gender Demographics



Adult Ages (18 - 65)

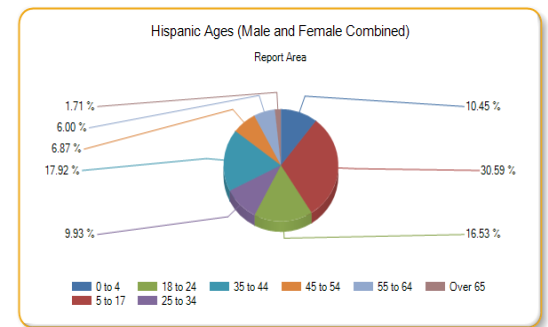
Report Area	18 to 24 Male	18 to 24 Female	25 to 34 Male	25 to 34 Female	35 to 44 Male	35 to 44 Female	45 to 54 Male	45 to 54 Female	55 to 64 Male	55 to 64 Female
Area	5,149	4,242	5,015	4,832	5,531	5,215	6,790	6,837	7,165	6,822
Butler	303	252	434	354	455	411	621	637	598	575
Fillmore	198	201	300	269	269	259	432	402	456	418
Gage	845	732	1,153	1,076	1,212	1,195	1,619	1,600	1,595	1,586
Jefferson	259	229	364	366	374	404	492	487	607	569
Polk	182	174	223	216	287	292	390	348	435	422
Saline	1,219	968	623	678	1,018	767	865	930	1,002	797
Seward	1,258	948	918	821	939	921	1,138	1,116	1,094	1,072
Thayer	180	146	218	214	244	229	358	361	420	408
York	705	592	782	838	733	737	875	956	958	975
NE	96,674	92,334	128,507	123,451	113,880	110,468	121,970	122,183	113,845	117,034
U.S.	16,071,993	15,296,681	21,615,387	21,266,262	20,230,555	20,421,355	21,623,393	22,272,465	18,998,498	20,419,130



Hispanic Ages (Male and Female Combined)

The BVCA service area has a large Hispanic community, with the highest concentration centered around the city of Crete. Saline County, which includes the city of Crete, is home to 57% of BVCA's total Hispanic population. The largest age group in the Hispanic population is children (defined as ages 0-17), comprising 41% of the Hispanic population in our service area.

Report Area	0 to 4	5 to 17	18 to 24	25 to 34	35 to 44	45 to 54	55 to 64	Over 65
Area	587	1,719	929	558	1,007	386	337	96
Butler	26	68	20	35	40	24	12	5
Fillmore	6	90	30	44	12	8	3	10
Gage	62	150	62	19	65	29	35	21
Jefferson	20	90	50	13	42	10	8	24
Polk	2	68	50	7	28	31	14	0
Saline	402	882	608	339	608	179	210	0
Seward	18	145	33	42	107	16	4	9
Thayer	13	0	5	0	0	31	9	0
York	38	226	71	59	105	58	42	27
NE	22,916	52,735	23,053	29,606	25,895	16,732	9,237	6,094

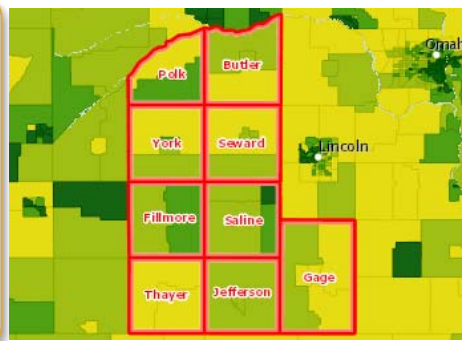
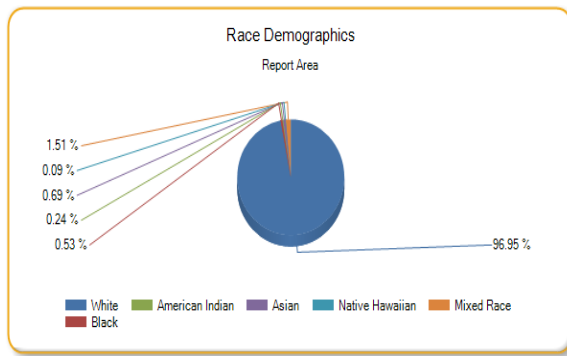


Race Demographics

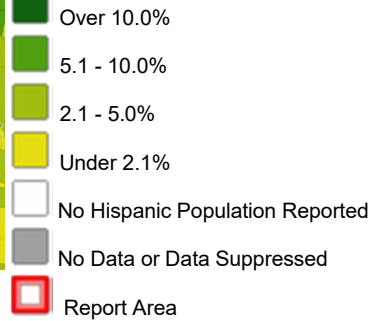
Population by racial identity within the report area is shown below. According to ACS 2011-2015 5 year population estimates, the white population comprised 96.95% of the report area, black population represented 0.53%, and other races combined were 2.52%. Persons identifying themselves as mixed race made up 1.51% of the population.

Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County

Report Area	White Total	Black Total	American Indian Total	Asian Total	Native Hawaiian Total	Mixed Race Total
Area	94,735	518	233	673	85	1,476
Butler	7,994	53	32	46	0	37
Fillmore	5,537	52	8	1	0	42
Gage	21,090	93	42	91	43	334
Jefferson	7,223	1	44	18	0	143
Polk	5,085	13	22	19	0	50
Saline	13,157	114	9	385	17	220
Seward	16,399	60	22	82	0	232
Thayer	5,032	3	11	0	0	136
York	13,218	129	43	31	25	282
NE	1,647,551	88,195	16,319	38,066	1,280	41,595



**Population, Minority (Non-White)
Percent by Tract, ACS 2011-15**



Race Demographics – Male

Report Area	White Male	Black Male	American Indian Male	Asian Total	Native Hawaiian Male	Mixed Race Male
Report Area	47,409	311	100	295	55	732
Butler	4,029	53	7	10	0	16
Fillmore	2,741	18	8	1	0	30
Gage	10,431	54	25	36	38	168
Jefferson	3,557	1	32	8	0	40
Polk	2,509	8	13	6	0	38
Saline	6,717	84	0	200	17	117
Seward	8,365	42	15	34	0	108
Thayer	2,492	3	0	0	0	58
York	6,568	48	0	0	0	157
NE	818,354	44,774	8,035	18,319	577	20,206

Ethnicity Demographics – Male

Report Area	Total Males Hispanic / Latino	Total Males Not Hispanic / Latino	Percent Males Hispanic / Latino	Percent Males Not Hispanic / Latino
Area	3,225	46,338	6.51%	93.49%
Butler	123	4,039	2.96%	97.04%
Fillmore	96	2,725	3.4%	96.6%
Gage	231	10,562	2.14%	97.86%
Jefferson	107	3,535	2.94%	97.06%
Polk	117	2,515	4.45%	95.55%
Saline	1,894	5,544	25.46%	74.54%
Seward	223	8,467	2.57%	97.43%
Thayer	43	2,510	1.68%	98.32%
York	391	6,441	5.72%	94.28%
NE	97,553	832,053	10.49%	89.51%

Race Demographics – Female

Report Area	White Female	Black Female	American Indian Female	Asian Female	Native Hawaiian Female	Mixed Race Female
Area	47,326	207	133	378	30	744
Butler	3,965	0	25	36	0	21
Fillmore	2,796	34	0	0	0	12
Gage	10,659	39	17	55	5	166
Jefferson	3,666	0	12	10	0	103
Polk	2,576	5	9	13	0	12
Saline	6,440	30	9	185	0	103
Seward	8,034	18	7	48	0	124
Thayer	2,540	0	11	0	0	78
York	6,650	81	43	31	25	125
NE	829,197	43,421	8,284	19,747	703	21,389

Ethnicity Demographics – Female

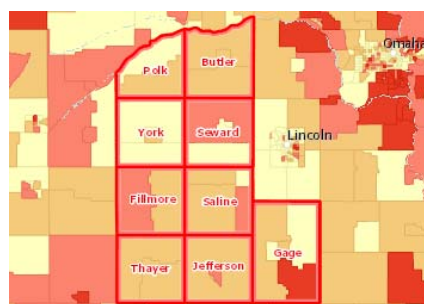
Report Area	Total Females Hispanic / Latino	Total Females Not Hispanic / Latino	Percent Females Hispanic / Latino	Percent Females Not Hispanic / Latino
Area	2,394	46,883	4.86%	95.14%
Butler	107	3,987	2.61%	97.39%
Fillmore	107	2,769	3.72%	96.28%
Gage	212	10,813	1.92%	98.08%
Jefferson	150	3,641	3.96%	96.04%
Polk	83	2,556	3.15%	96.85%
Saline	1,334	5,588	19.27%	80.73%
Seward	151	8,157	1.82%	98.18%
Thayer	15	2,614	0.57%	99.43%
York	235	6,758	3.36%	96.64%
NE	88,715	851,044	9.44%	90.56%
U.S.	26,787,898	133,992,843	16.66%	83.34%

Veterans, Age and Gender Demographics

According to the American Community Survey (ACS), 9.24% of the adult populations in the report area are veterans, which is more than the national average of 8.32%.

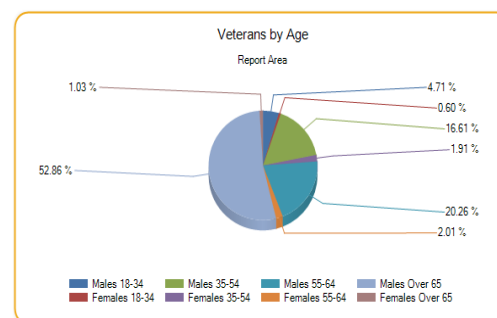
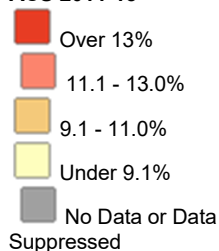
Report Area	Veterans Total	Veterans Male	Veterans Female	% Pop over 18 Total	% Pop over 18 Males	% Pop over 18 Females
Area	7,054	6,662	392	9.24%	17.57%	1.02%
Butler	657	622	35	10.42%	19.7%	1.11%
Fillmore	472	458	14	10.46%	20.63%	0.61%
Gage	1,730	1,589	141	10.16%	19.07%	1.62%
Jefferson	625	564	61	10.76%	20.01%	2.04%
Polk	379	358	21	9.41%	17.94%	1.03%
Saline	825	810	15	7.55%	14.36%	0.28%
Seward	1,014	974	40	7.82%	14.75%	0.63%
Thayer	421	407	14	10.25%	20.43%	0.66%
York	931	880	51	8.7%	17.07%	0.92%
NE	132,918	122,451	10,467	9.5%	17.83%	1.47%
U.S.	20,108,332	18,529,804	1,578,528	8.32%	15.81%	1.27%

Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County



Veterans, Percent of Total Population by Tract

ACS 2011-15



Veterans by Age and Gender

Gage County has the highest number of veterans in all age groups, and of both genders, totaling 1,730, nearly 25%, of the service area's 7,016 veterans.

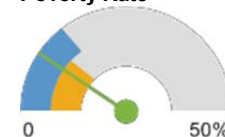
Report Area	Veteran Age Males 18-34	Veteran Age Females 18-34	Veteran Age Males 35-54	Veteran Age Females 35-54	Veteran Age Males 55-64	Veteran Age Females 55-64	Veteran Age Males Over 65	Veteran Age Females Over 65
Area	332	42	1,172	135	1,429	142	3,729	73
Butler	41	11	101	6	111	7	369	11
Fillmore	21	0	62	0	67	9	308	5
Gage	100	14	295	60	379	50	815	17
Jefferson	1	0	77	29	181	12	305	20
Polk	25	5	50	8	66	5	217	3
Saline	28	0	148	13	168	2	466	0
Seward	60	0	226	17	198	18	490	5
Thayer	11	4	38	0	50	3	308	7
York	45	8	175	2	209	36	451	5
NE	10,219	2,200	28,386	4,764	24,144	1,936	59,702	1,567

Poverty

2015 poverty estimates show a total of 9,020 persons living below the poverty level in the BVCA service area. Poverty information is at 100% of the federal poverty income guidelines.

Report Area	All Ages No of Persons	All Ages Poverty Rate	Age 0-17 No of Persons	Age 0-17 Poverty Rate	Age 5-17 No of Persons	Age 5-17 Poverty Rate
Area	9,020	9.54%	2,809	12.52%	1,855	11.15%
Butler	647	8.1%	198	10.4%	124	8.7%
Fillmore	532	9.8%	128	12.8%	85	11.4%
Gage	2,210	10.2%	718	15%	477	13.4%
Jefferson	882	12.3%	266	17.1%	177	15.4%
Polk	401	7.9%	127	10.8%	83	9.5%
Saline	1,328	10%	464	13.3%	312	12.6%
Seward	1,191	7.5%	300	7.6%	197	6.7%
Thayer	513	10.2%	171	14.9%	117	13.6%
York	1,316	10.1%	437	14.2%	283	13.5%
NE	449,396	12.20%	146,704	15.78%	95,522	14.26%
U.S.	46,812,738	14.70%	14,509,000	20.36%	10,836,000	19.05%

All Ages Poverty Rate



Report Area (9.54%)
Nebraska (12.20%)
United States (14.70%)

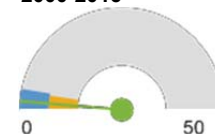
Data Source: US Census Bureau, Small Area Income, Poverty Estimates. 2015. Source geography: County

Poverty Rate Change

Poverty rate change in the report area from 2000 to 2015 is shown below. According to the U.S. Census, the poverty rate for the area increased by 1.29%, compared to a national increase of 3.4%.

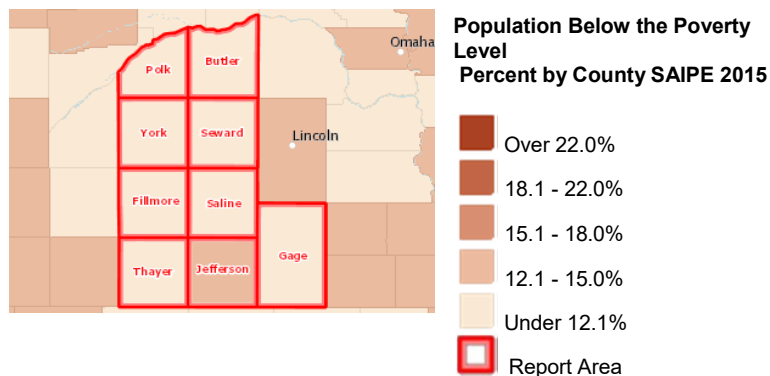
Report Area	Persons in Poverty 2000	Poverty Rate 2000	Persons in Poverty 2015	Poverty Rate 2015	Change in Poverty Rate 2000-2015
Area	8,174	8.25%	9,020	9.54%	1.29%
Butler	718	8.1%	647	8.1%	0%
Fillmore	550	8.7%	532	9.8%	1.1%
Gage	1,990	9%	2,210	10.2%	1.2%
Jefferson	803	9.8%	882	12.3%	2.5%
Polk	395	7.3%	401	7.9%	0.6%
Saline	1,029	7.8%	1,328	10%	2.2%
Seward	985	6.4%	1,191	7.5%	1.1%
Thayer	622	10.9%	513	10.2%	-0.7%
York	1,082	7.8%	1,316	10.1%	2.3%
NE	297,643	8.89%	449,396	12.2%	3.3%
U.S.	31,581,086	11.3%	46,153,077	14.7%	3.4%

Change in Poverty Rate 2000-2015



Report Area (1.29)
Nebraska (3.3)
United States (3.4)

Data Source: US Census Bureau, Small Area Income Poverty Estimates. 2015. Source geography: county

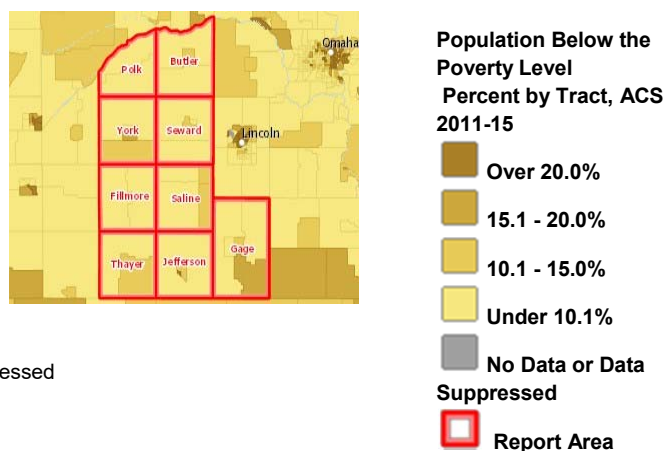
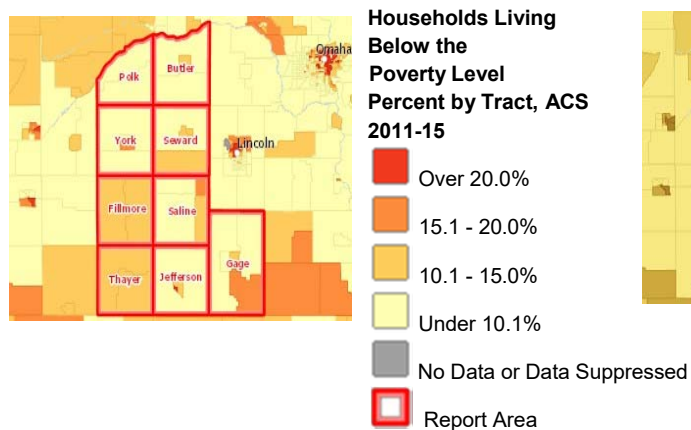
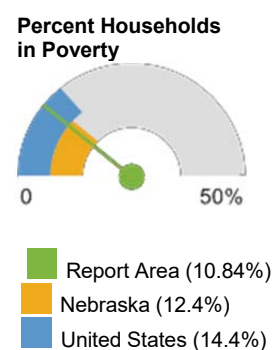


Households in Poverty

In 2015, it is estimated that there were 4,359 households, or 10.84%, living in poverty within the report area.

Report Area	Total Households	Households in Poverty	Percent Households in Poverty
Report Area	40,216	4,359	10.84%
Butler	3,577	305	8.5%
Fillmore	2,464	272	11%
Gage	9,240	1,017	11%
Jefferson	3,359	421	12.5%
Polk	2,179	167	7.7%
Saline	5,104	676	13.2%
Seward	6,348	646	10.2%
Thayer	2,341	258	11%
York	5,604	597	10.7%
NE	736,613	91,062	12.4%
U.S.	125,819,000	18,117,936	14.4%

Data Source: US Census Bureau, American Community Survey, 2011-15. Source geography: County
"Income and Poverty in the United States, 2015"

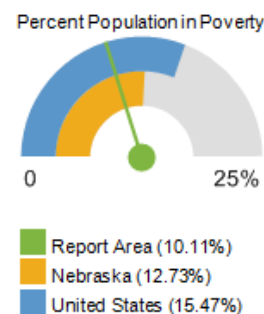


Poverty Rate (ACS)

According to the American Community Survey 5 year estimates, an average of 10.11 percent of all persons lived in a state of poverty during the 2011 - 2015 period. The poverty rate for all persons living in the report area is less than the national average of 15.47 percent

Data Source: US Census Bureau, ACS 2011-15. Source geography: Tract

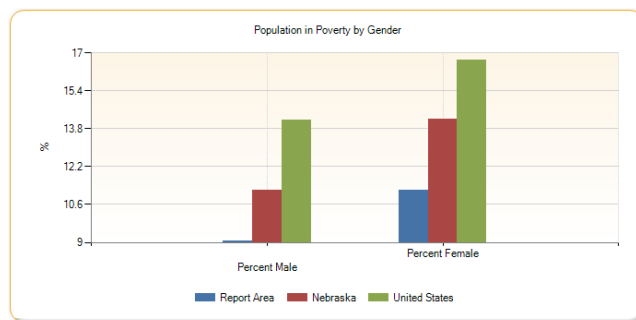
Report Area	Total Population	Population in Poverty	Percent Population in Poverty
Area	94,222	9,530	10.11%
Butler	8,065	682	8.46%
Fillmore	5,465	514	9.41%
Gage	21,422	2,080	9.71%
Jefferson	7,297	909	12.46%
Polk	5,147	389	7.56%
Saline	13,298	1,492	11.22%
Seward	15,543	1,467	9.44%
Thayer	5,029	604	12.01%
York	12,956	1,393	10.75%
NE	1,815,585	231,115	12.73%
U.S.	315,804,000	46,657,000	15.47%



Population in Poverty by Gender

The population breakdown by gender illustrates that across the region, state, and nation; women are more at-risk of poverty than men.

Area	Total Male	Total Female	Percent Male	Percent Female
Area	4,308	5,222	9.05%	11.21%
Butler	309	373	7.54%	9.41%
Fillmore	167	347	6.11%	12.7%
Gage	925	1,155	8.67%	10.74%
Jefferson	361	548	10.05%	14.79%
Polk	184	205	7.12%	8%
Saline	705	787	10.05%	12.53%
Seward	738	729	9.31%	9.57%
Thayer	298	306	11.92%	12.09%
York	621	772	9.54%	11.97%
NE	101,235	129,880	11.22%	14.22%
U.S.	20,708,000	25,949,000	14.18%	16.71%



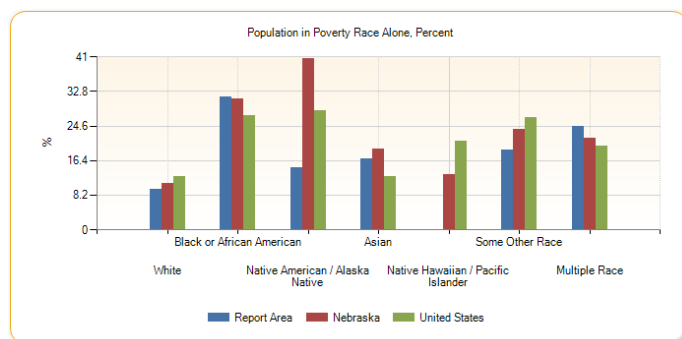
Population in Poverty by Ethnicity Alone

Data Source: 2014 Census "People in Poverty by Selected Characteristics", table 3

Report Area	Total Hispanic / Latino	Total Not Hispanic / Latino	Percent Hispanic / Latino	Percent Not Hispanic / Latino
Area	1,101	8,429	20.48%	9.49%
Butler	19	663	8.48%	8.46%
Fillmore	48	466	26.52%	8.82%
Gage	102	1,978	23.83%	9.42%
Jefferson	72	837	28.69%	11.88%
Polk	63	326	31.5%	6.59%
Saline	557	935	17.55%	9.23%
Seward	77	1,390	23.19%	9.14%
Thayer	8	596	14.29%	11.98%
York	155	1,238	29.14%	9.96%
NE	46,679	184,436	25.72%	11.29%
U.S.			24.3%	13.63%

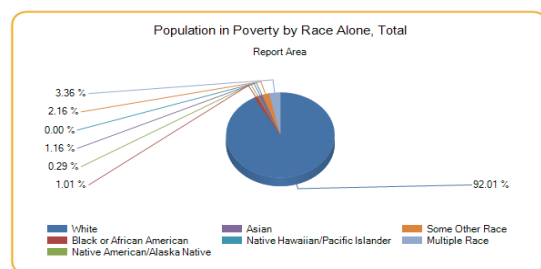
Population in Poverty Race Alone, Percent

Report Area	White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
Area	9.68%	31.48%	14.74%	16.87%	0%	18.88%	24.56%
Butler	8.41%	0%	26.92%	17.39%	no data	4.26%	11.76%
Fillmore	8.99%	0%	0%	no data	no data	52.63%	8%
Gage	9.31%	4.88%	30.77%	20.88%	0%	50%	19.13%
Jefferson	11.81%	no data	0%	55.56%	no data	0%	43.36%
Polk	7.52%	0%	0%	0%	no data	0%	32%
Saline	10.68%	92.19%	0%	18.7%	0%	3.14%	25.14%
Seward	8.7%	10.2%	56.25%	2.67%	no data	36.68%	37.5%
Thayer	11.64%	100%	0%	no data	no data	no data	25.74%
York	10.48%	60%	0%	0%	0%	29.9%	11.2%
NE	10.89%	30.95%	40.46%	19.23%	13.14%	23.87%	21.68%
U.S.	12.7%	27%	28.3%	12.57%	20.96%	26.53%	19.94%



Population in Poverty by Race Alone, Total

Report Area	White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
Area	8,769	96	28	111	0	206	320
Butler	659	0	7	8	0	4	4
Fillmore	482	0	0	0	0	30	2
Gage	1,932	4	12	19	0	56	57
Jefferson	837	0	0	10	0	0	62
Polk	373	0	0	0	0	0	16
Saline	1,303	59	0	72	0	14	44
Seward	1,306	5	9	2	0	73	72
Thayer	568	1	0	0	0	0	35
York	1,309	27	0	0	0	29	28
NE	174,540	25,911	6,322	7,038	149	8,515	8,640

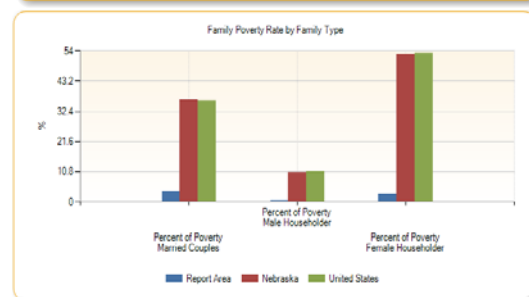
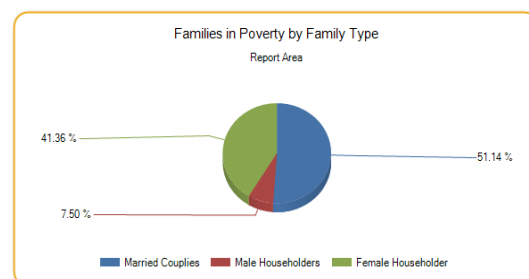


Families in Poverty by Family Type

According to ACS 2011-2015 5 year estimates for the report area, there were 1,893 families living in poverty.

Report Area	Total Families	Families in Poverty Total	Families in Poverty Married Couples	Families in Poverty Male Householder	Families in Poverty Female Householder
Area	26,838	1,893	968	142	783
Butler	2,469	161	56	23	82
Fillmore	1,563	121	56	19	46
Gage	5,964	376	256	6	114
Jefferson	2,085	161	58	3	100
Polk	1,489	76	50	3	23
Saline	3,457	290	174	33	83
Seward	4,489	241	92	17	132
Thayer	1,528	128	93	2	33
York	3,794	339	133	36	170
NE	476,627	41,690	15,302	4,315	22,073

Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County

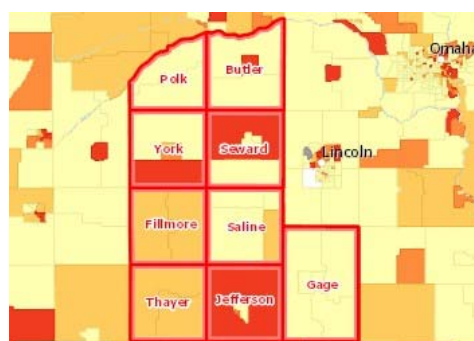


Family Poverty Rate by Family Type

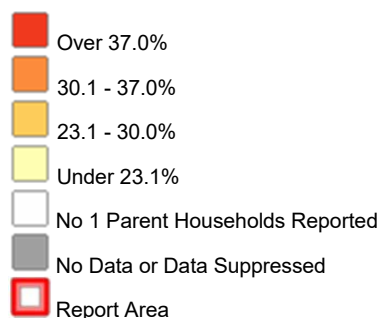
It is estimated that 7.1% of all households were living in poverty within the report area, compared to the national average of 11.3%. Of the households in poverty, female headed households represented 2.9% of all households in poverty, compared to 3.6% and 0.5% of households headed by males and married couples, respectively.

Report Area	Poverty Rate All Types	Percent of Poverty Married Couples	Percent of Poverty Male Householder	Percent of Poverty Female Householder
Area	7.1%	51.2%	7.6%	41.2%
Butler	6.5%	34.8%	14.3%	50.9%
Fillmore	7.7%	46.3%	15.7%	38%
Gage	6.3%	68.1%	1.6%	30.3%
Jefferson	7.7%	36%	1.9%	62.1%
Polk	5.1%	65.8%	3.9%	30.3%
Saline	8.4%	60.0%	11.4%	28.6%
Seward	5.4%	38.2%	7.1%	54.8%
Thayer	8.4%	72.7%	1.6%	25.8%
York	8.9%	39.2%	10.6%	50.1%
NE	8.7%	36.7%	10.4%	52.9%
U.S.	11.3%	36.2%	10.7%	53.1%

Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County



Single Parent Family Households
Living Below the Poverty Level, Percent by Tract, ACS 2011-15

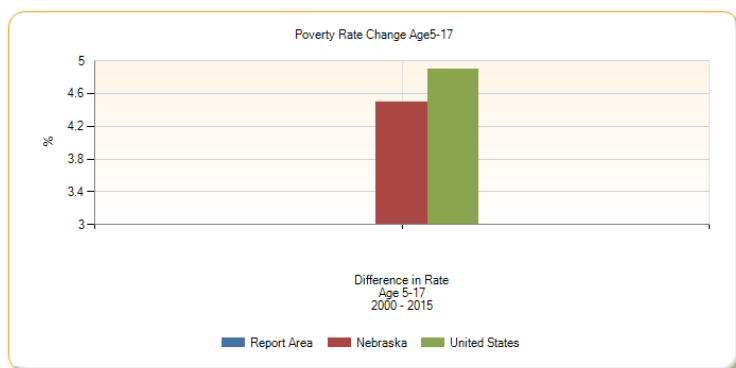


Poverty Rate Change (Age 0-17)

The poverty rate change for all children in the report area from 2000 to 2015 is shown below. According to the U.S. Census, the poverty rate for the area increased by 2.3%, compared to a national increase of 4.5%.

Report Area	Poverty Age 0-17 2000	Poverty Rate Age 0-17 2000	Poverty Age 0-17 2015	Poverty Rate Age 0-17 2015	Difference in Rate Age 0-17 2000 - 2015
Area	2,535	10.4%	2,809	12.7%	2.3%
Butler	255	11%	198	10.4%	-0.6%
Fillmore	168	10.6%	128	12.8%	2.2%
Gage	587	11.1%	718	15%	3.9%
Jefferson	247	13.5%	266	17.1%	3.6%
Polk	125	9.6%	127	10.8%	1.2%
Saline	313	9.3%	464	13.3%	4%
Seward	279	7.2%	300	7.6%	0.4%
Thayer	216	16.1%	171	14.9%	-1.2%
York	345	10%	437	14.2%	4.2%
NE	53,579	11.9%	73,520	15.9%	4%
U.S.	no data	16.2%	44,997,842	20.7%	4.5%

Data Source: US Census Bureau, Small Area Income Poverty Estimates. 2015. Source geography: County

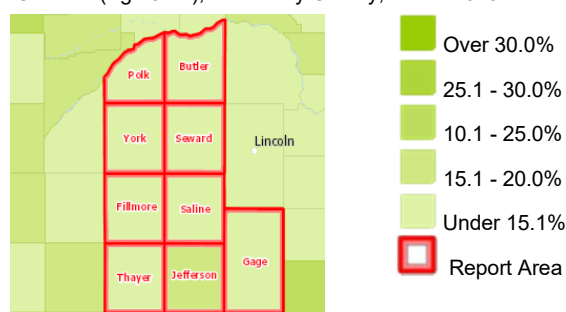


Poverty Rate Change (Age 5-17) According to the U.S. Census, the poverty rate for the area increased by 3% between 2000-2015, compared to a national increase of 4.9%.

Report Area	Poverty Age 5-17 2000	Poverty Rate Age 5-17 2000	Poverty Age 5-17 2015	Poverty Rate Age 5-17 2015	Difference in Rate Age 5-17 2000 - 2015
Area	1,556	8.5%	1,855	11.5%	3%
Butler	153	8.9%	124	8.7%	-0.2%
Fillmore	102	8.5%	85	11.4%	2.9%
Gage	349	8.9%	477	13.4%	4.5%
Jefferson	150	11%	177	15.4%	4.4%
Polk	77	7.8%	83	9.5%	1.7%
Saline	204	8.2%	312	12.6%	4.4%
Seward	173	6%	197	6.7%	0.7%
Thayer	139	13.6%	117	13.6%	0%
York	209	7.9%	283	13.5%	5.6%
NE	61,726	9.9%	95,522	14.4%	4.5%
U.S.	no data	14.6%	No data	19.5%	4.9%

Data Source: US Census Bureau, Small Area Income, Poverty Estimates. 2015. Source geography: County

Population Below the Poverty Level
Children (Age 5-17), Percent by County, SAIPE 2015

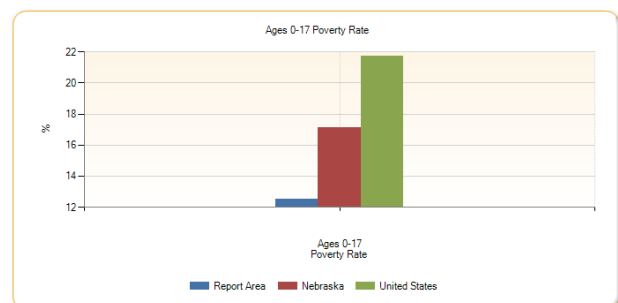
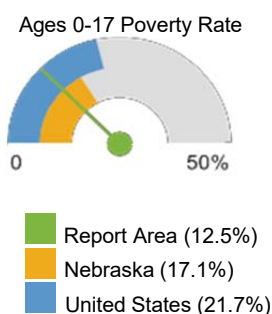


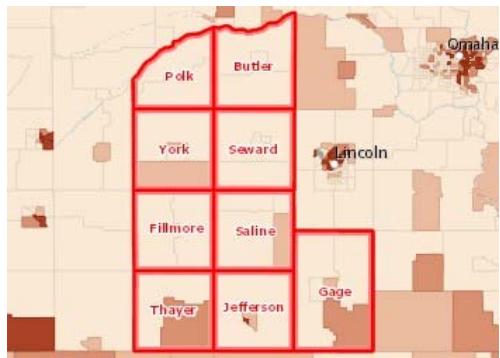
Child Poverty Rate (ACS) Ages 0-17

According to the American Community Survey 5 year data, an average of 12.5% percent of children lived in a state of poverty during the survey calendar year. The poverty rate for children living in the report area is less than the national average of 21.7 percent.

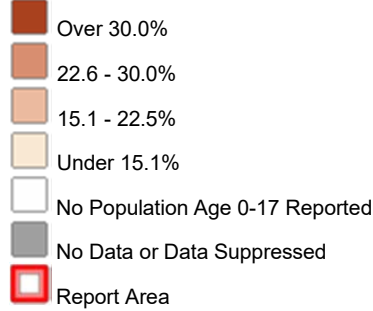
Report Area	Ages 0-17 Total Population	Ages 0-17 In Poverty	Ages 0-17 Poverty Rate
rea	22,009	2,745	12.5%
Butler	1,928	204	10.6%
Fillmore	1,105	128	11.6%
Gage	4,676	545	11.7%
Jefferson	1,604	325	20.3%
Polk	1,227	101	8.2%
Saline	3,413	374	11%
Seward	3,917	436	11.1%
Thayer	1,075	193	18%
York	3,064	439	14.3%
NE	456,687	78,029	17.1%
U.S.	72,540,829	15,760,766	21.7%

Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County





**Population Below the Poverty Level
Children (Age 0-17), Percent by Tract, ACS 2011-15**

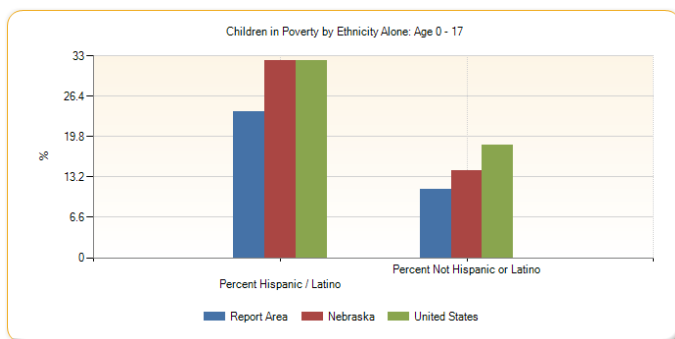


Children in Poverty by Gender: Age 0 – 17 Data Source: US Census Bureau, 2015 ACS POV01: Age and Sex of All People
Below 100% Poverty – All Races

Report Area	Total Male	Total Female	Percent Male	Percent Female
Area	1,500	1,245	13.09%	11.8%
Butler	109	95	10.98%	10.16%
Fillmore	46	82	7.93%	15.62%
Gage	282	263	11.7%	11.61%
Jefferson	178	147	21.98%	18.51%
Polk	73	28	11.53%	4.71%
Saline	171	203	9.52%	12.56%
Seward	234	202	11.46%	10.77%
Thayer	112	81	20%	15.73%
York	295	144	18.03%	10.08%
NE	39,247	38,782	16.76%	17.43%
U.S.	7,327,000	24,086,000	21.61%	21.85%

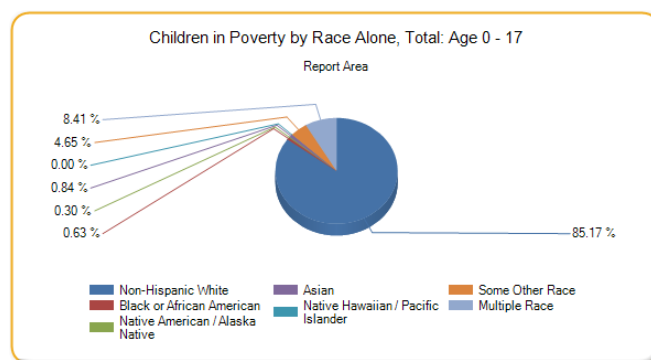
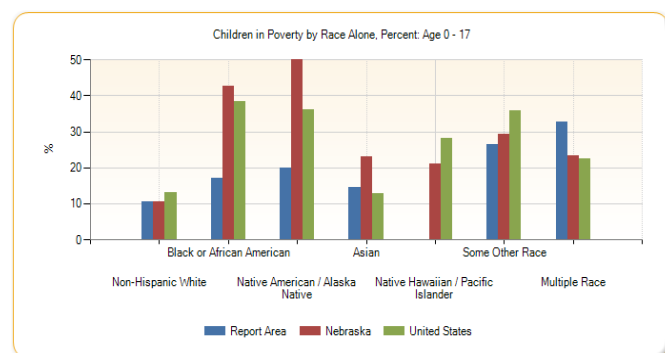
Children in Poverty by Ethnicity Alone: Age 0 – 17 Data Source: US Census Bureau, 2015 ACS POV01: Age and Sex of All People Below 100% Poverty – Hispanic Origin

Report Area	Total Hispanic / Latino	Total Not Hispanic / Latino	Percent Hispanic / Latino	Percent Not Hispanic or Latino
Area	541	2,204	23.84%	11.17%
Butler	2	202	2.13%	11.01%
Fillmore	16	112	20.78%	10.89%
Gage	71	474	34.47%	10.6%
Jefferson	48	277	43.64%	18.54%
Polk	21	80	30%	6.91%
Saline	230	144	17.91%	6.76%
Seward	51	385	32.48%	10.24%
Thayer	0	193	0%	18.17%
York	102	337	39.53%	12.01%
NE	23,920	54,109	32.25%	14.15%
U.S.	5,269,000	no data	32.29%	18.37%



Children in Poverty by Race Alone, Percent: Age 0 – 17

Report Area	Non-Hispanic White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
Area	10.62%	17.05%	20%	14.49%	no data	26.38%	32.68%
Butler	11.1%	0%	no data	66.67%	no data	0%	8.33%
Fillmore	11.07%	0%	no data	no data	no data	100%	10%
Gage	9.82%	0%	100%	no data	no data	58.93%	40.43%
Jefferson	19.16%	no data	0%	0%	no data	no data	43.75%
Polk	7.25%	0%	0%	0%	no data	0%	0%
Saline	6.1%	0%	no data	22.5%	no data	3.92%	24.05%
Seward	9.19%	0%	0%	0%	no data	50%	38.85%
Thayer	16.16%	no data	no data	no data	no data	no data	68.29%
York	11.51%	51.72%	0%	0%	no data	80%	16.67%
NE	10.7%	42.79%	49.94%	23.15%	21.11%	29.26%	23.26%
U.S.	13.07%	38.31%	36.05%	12.9%	28.12%	35.88%	22.39%



Children in Poverty by Race Alone, Total: Age 0 – 17

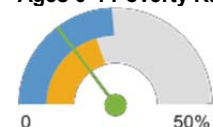
Report Area	Non-Hispanic White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
Area	2,016	15	7	20	0	110	199
Butler	201	0	0	2	0	0	1
Fillmore	110	0	0	0	0	8	2
Gage	429	0	7	0	0	33	38
Jefferson	274	0	0	0	0	0	35
Polk	80	0	0	0	0	0	0
Saline	123	0	0	18	0	6	19
Seward	331	0	0	0	0	51	54
Thayer	165	0	0	0	0	0	28
York	303	15	0	0	0	12	22
NE	34,679	11,522	2,866	2,089	61	3,759	5,210
U.S.	4,946,654	3,928,519	251,937	432,552	41,057	1,615,988	970,189

Child Poverty Rate (ACS) Ages 0-4

Population and poverty estimates for children age 0-4 are shown for the report area. According to the American Community Survey 5 year data, an average of 14.7% percent of children lived in a state of poverty during the survey calendar year. The poverty rate for children living in the report area is less than the national average of 24.5 percent.

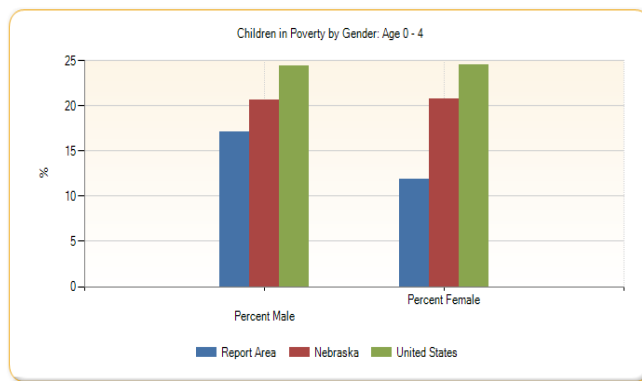
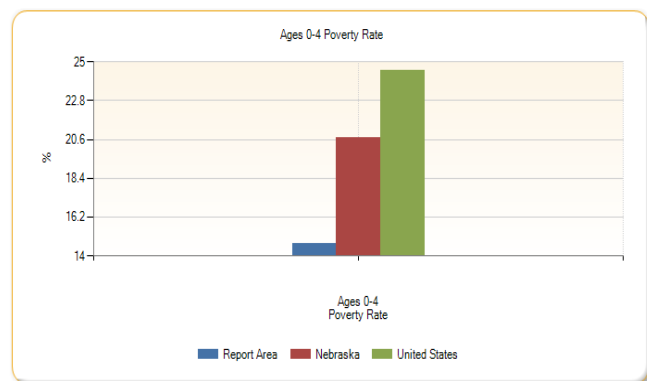
Report Area	Ages 0-4 Total Population	Ages 0-4 In Poverty	Ages 0-4 Poverty Rate
Area	5,772	848	14.7%
Butler	480	60	12.5%
Fillmore	262	43	16.4%
Gage	1,213	194	16%
Jefferson	393	56	14.2%
Polk	283	32	11.3%
Saline	959	120	12.5%
Seward	1,006	146	14.5%
Thayer	284	65	22.9%
York	892	132	14.8%
NE	128,219	26,600	20.7%
U.S.	19,605,884	4,795,039	24.5%

Ages 0-4 Poverty Rate



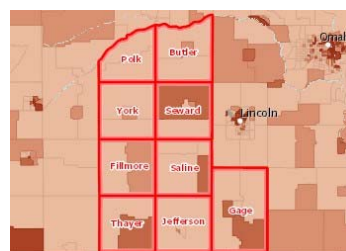
Report Area (14.7%)
Nebraska (20.7%)
United States (24.5%)

Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County



Children in Poverty by Gender: Age 0 – 4

Report Area	Total Male	Total Female	Percent Male	Percent Female
Area	526	322	17.12%	11.93%
Butler	49	11	19.22%	4.89%
Fillmore	21	22	15%	18.03%
Gage	93	101	14.83%	17.24%
Jefferson	33	23	18.03%	10.95%
Polk	25	7	17.01%	5.15%
Saline	59	61	10.17%	16.09%
Seward	96	50	18.25%	10.42%
Thayer	23	42	14.47%	33.6%
York	127	5	27.85%	1.15%
NE	13,684	12,916	20.68%	20.81%
U.S.	2,442,509	2,352,530	24.38%	24.54%



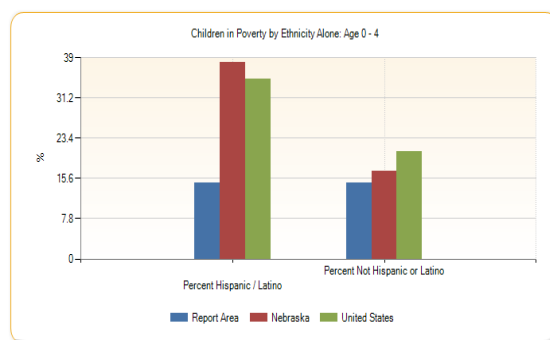
Population Below the Poverty Level
Children (Age 0-4), Percent by Tract,
ACS 2011-15

Over 37.0%
27.1 - 37.0%
17.1 - 27.0%
Under 17.1%
No Population Age 0-4 Reported
No Data or Data Suppressed
Report Area

Data Source: US Census Bureau, 2015 ACS POV: Age and Sex of all People Below 100% Poverty – All Races

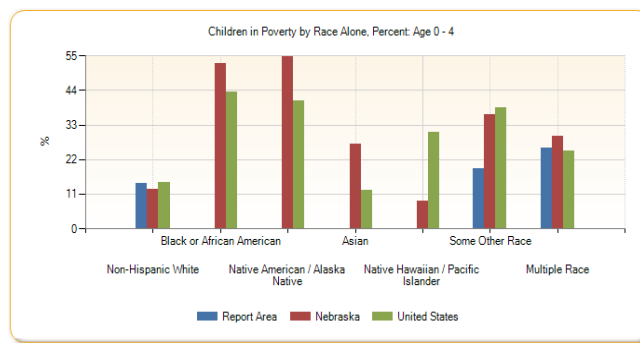
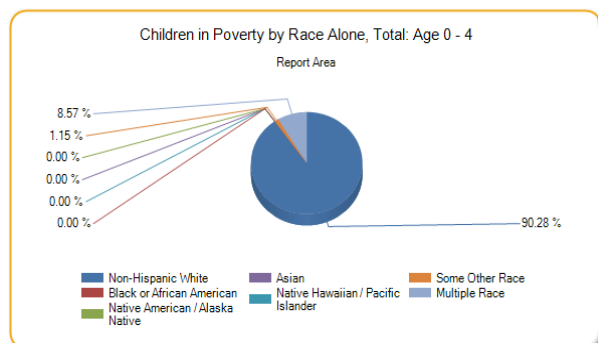
Children in Poverty by Ethnicity Alone: Age 0 – 4

Report Area	Total Hispanic / Latino	Total Not Hispanic / Latino	Percent Hispanic / Latino	Percent Not Hispanic or Latino
Area	86	762	14.65%	14.7%
Butler	0	60	0%	13.22%
Fillmore	0	43	0%	16.8%
Gage	3	191	4.84%	16.59%
Jefferson	11	45	55%	12.06%
Polk	2	30	100%	10.68%
Saline	64	56	15.92%	10.05%
Seward	0	146	0%	14.78%
Thayer	0	65	0%	23.99%
York	6	126	15.79%	14.75%
NE	8,563	18,037	38.06%	17.06%
U.S.	1,537,000	2,678,000	34.77%	20.88%



Children in Poverty by Race Alone, Percent: Age 0 – 4

Report Area	Non-Hispanic White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
Area	14.37%	0%	0%	0%	no data	19.15%	25.77%
Butler	13.76%	0%	no data	no data	no data	0%	0%
Fillmore	16.8%	no data	no data	no data	no data	no data	no data
Gage	16.1%	no data	no data	no data	no data	30%	37.04%
Jefferson	13.27%	no data	no data	no data	no data	no data	24.44%
Polk	11.36%	0%	no data	no data	no data	no data	0%
Saline	10.37%	no data	no data	no data	no data	0%	0%
Seward	13.65%	0%	no data	0%	no data	no data	36%
Thayer	20.55%	no data	no data	no data	no data	no data	72.22%
York	14.57%	no data	0%	no data	no data	100%	17.05%
NE	12.59%	52.71%	54.8%	26.99%	8.82%	36.22%	29.33%
U.S.	14.9%	43.46%	40.83%	12.19%	30.61%	38.48%	24.88%

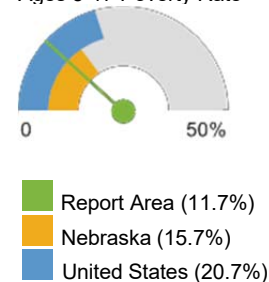


Child Poverty Rate (ACS) Ages 5-17

According to the American Community Survey 5 year data, an average of 11.7% percent of children lived in a state of poverty during the survey calendar year. The poverty rate for children living in the report area is less than the national average of 20.7 percent.

Report Area	Ages 5-17 Total Population	Ages 5-17 In Poverty	Ages 5-17 Poverty Rate
Area	16,237	1,897	11.7%
Butler	1,448	144	9.9%
Fillmore	843	85	10.1%
Gage	3,463	351	10.1%
Jefferson	1,211	269	22.2%
Polk	944	69	7.3%
Saline	2,454	254	10.4%
Seward	2,911	290	10%
Thayer	791	128	16.2%
York	2,172	307	14.1%
NE	328,468	51,429	15.7%
U.S.	52,934,945	10,965,727	20.7%

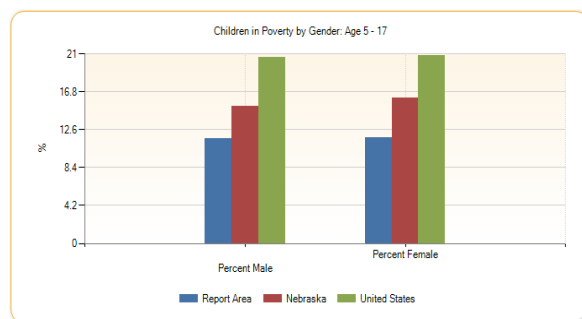
Ages 5-17 Poverty Rate



Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County

Children in Poverty by Gender: Age 5 – 17

Report Area	Total Male	Total Female	Percent Male	Percent Female
Area	974	923	11.61%	11.76%
Butler	60	84	8.13%	11.83%
Fillmore	25	60	5.68%	14.89%
Gage	189	162	10.6%	9.64%
Jefferson	145	124	23.13%	21.23%
Polk	48	21	9.88%	4.59%
Saline	112	142	9.2%	11.48%
Seward	138	152	9.1%	10.9%
Thayer	89	39	22.19%	10%
York	168	139	14.24%	14.01%
NE	25,563	25,866	15.21%	16.12%
U.S.	5,563,891	5,401,836	20.58%	20.85%



Children in Poverty by Ethnicity Alone: Age 5 - 17

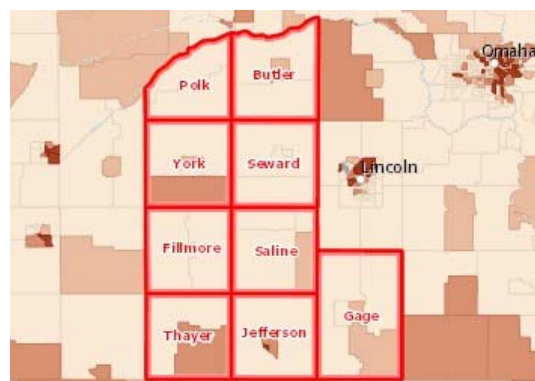
Report Area	Total Hispanic / Latino	Total Not Hispanic / Latino	Percent Hispanic / Latino	Percent Not Hispanic or Latino
Area	455	1,442	27.05%	9.91%
Butler	2	142	2.94%	10.29%
Fillmore	16	69	22.54%	8.94%
Gage	68	283	47.22%	8.53%
Jefferson	37	232	41.11%	20.7%
Polk	19	50	27.94%	5.71%
Saline	166	88	18.82%	5.6%
Seward	51	239	36.69%	8.62%
Thayer	0	128	no data	16.18%
York	96	211	43.64%	10.81%
NE	15,357	36,072	29.71%	13.03%
U.S.	3,892,396	7,073,331	31.29%	17.47%

Children in Poverty by Race Alone, Percent: Age 5 – 17

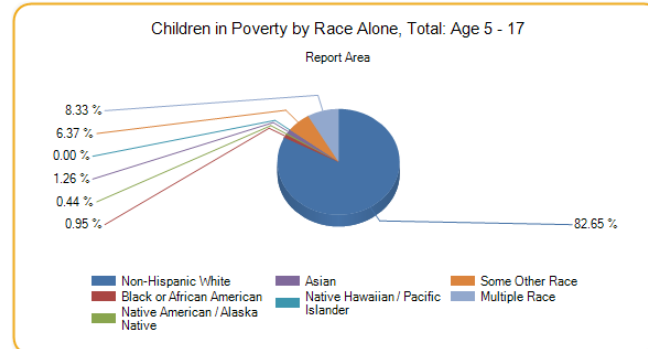
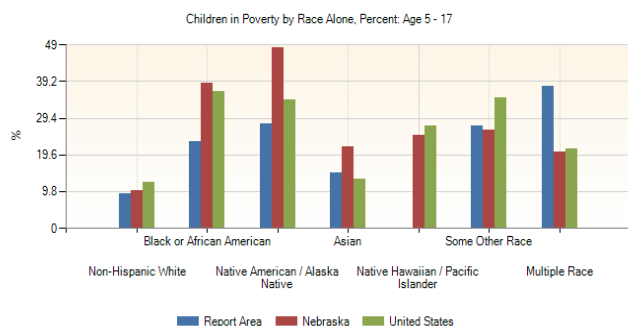
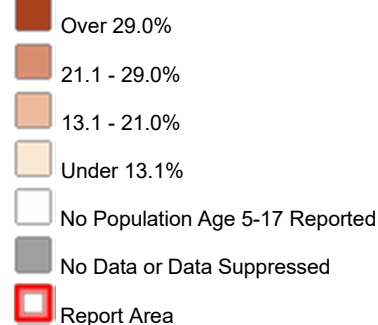
Report Area	Non-Hispanic White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
Area	9.31%	23.08%	28%	14.71%	no data	27.3%	37.82%
Butler	10.25%	no data	no data	66.67%	no data	0%	11.11%
Fillmore	9.08%	0%	no data	no data	no data	100%	10%
Gage	7.65%	0%	100%	no data	no data	65.22%	41.79%
Jefferson	20.99%	no data	0%	0%	no data	no data	68.57%
Polk	5.96%	0%	0%	0%	no data	0%	no data
Saline	4.53%	0%	no data	22.5%	no data	4.65%	30.65%
Seward	7.62%	0%	0%	0%	no data	50%	40.45%
Thayer	14.71%	no data	no data	no data	no data	no data	65.22%
York	10.27%	51.72%	no data	0%	no data	66.67%	15.91%
NE	9.99%	38.72%	48.22%	21.77%	24.89%	26.15%	20.45%
U.S.	12.43%	36.42%	34.36%	13.16%	27.21%	34.86%	21.19%

Children in Poverty by Race Alone, Total: Age 5 – 17

Report Area	Non-Hispanic White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
Area	1,310	15	7	20	0	101	132
Butler	141	0	0	2	0	0	1
Fillmore	67	0	0	0	0	8	2
Gage	248	0	7	0	0	30	28
Jefferson	229	0	0	0	0	0	24
Polk	50	0	0	0	0	0	0
Saline	67	0	0	18	0	6	19
Seward	203	0	0	0	0	51	36
Thayer	113	0	0	0	0	0	15
York	192	15	0	0	0	6	7
NE	23,562	7,394	2,044	1,444	55	2,323	3,135
U.S.	3,486,468	2,731,239	177,383	322,915	29,077	1,127,464	619,068



**Population Below the Poverty Level
Children (Age 5-17), Percent by Tract, ACS 2011-15**



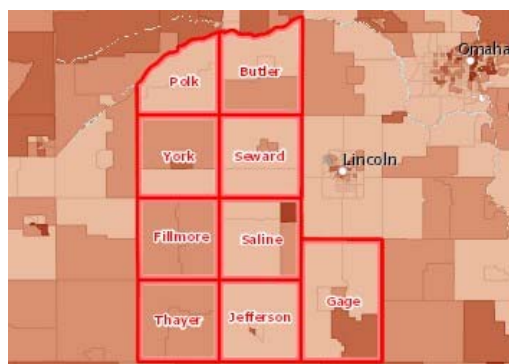
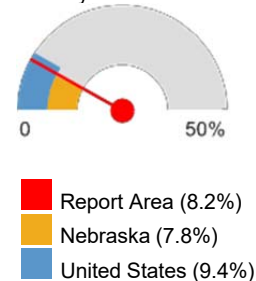
Seniors in Poverty

According to American Community Survey estimates, there were 1,447 seniors, or 8.2% percent, living in poverty within the report area.

Report Area	Ages 65 and Up Total Population	Ages 65 and Up In Poverty	Ages 65 and Up Poverty Rate
Area	17,579	1,447	8.2%
Butler	1,545	94	6.1%
Fillmore	1,182	90	7.6%
Gage	4,214	384	9.1%
Jefferson	1,565	110	7%
Polk	962	61	6.3%
Saline	1,905	261	13.7%
Seward	2,592	164	6.3%
Thayer	1,206	105	8.7%
York	2,408	178	7.4%
NE	252,071	19,542	7.8%
U.S.	43,313,536	4,058,359	9.4%

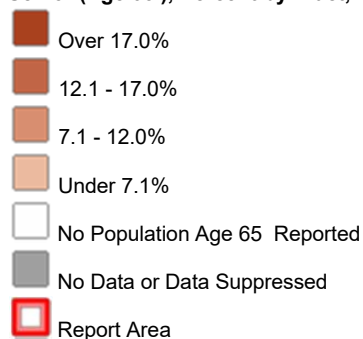
Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: county

Ages 65 and Up Poverty Rate



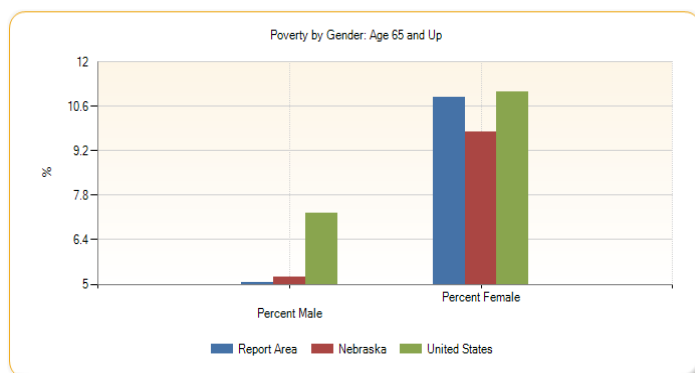
Population Below the Poverty Level

Senior (Age 65), Percent by Tract, ACS 2011-15



Poverty by Gender: Age 65 and Up

Report Area	Total Male	Total Female	Percent Male	Percent Female
Area	401	1,046	5.04%	10.87%
Butler	31	63	4.22%	7.78%
Fillmore	23	67	4.44%	10.09%
Gage	92	292	4.92%	12.45%
Jefferson	41	69	5.79%	8.05%
Polk	27	34	6.15%	6.5%
Saline	72	189	8.24%	18.33%
Seward	37	127	3.03%	9.28%
Thayer	38	67	7.1%	9.99%
York	40	138	3.78%	10.21%
NE	5,882	13,660	5.23%	9.78%
U.S.	1,385,728	2,672,631	7.25%	11.04%

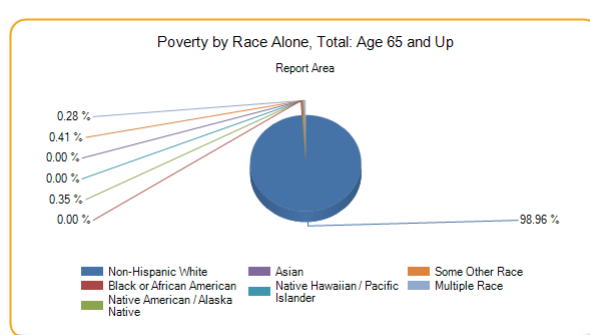
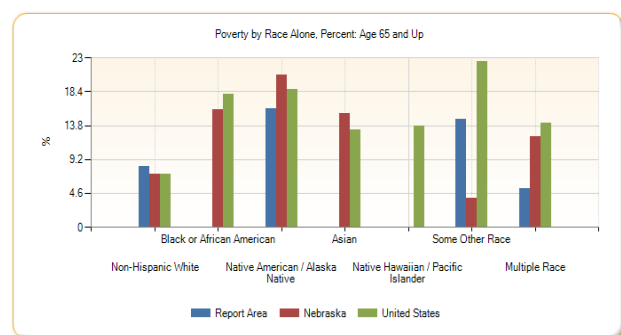


Poverty by Ethnicity Alone: Age 65 and Up

Report Area	Total Hispanic / Latino	Total Not Hispanic / Latino	Percent Hispanic / Latino	Percent Not Hispanic or Latino
Area	6	1,441	6.74%	8.24%
Butler	0	94	0%	6.1%
Fillmore	6	84	60%	7.17%
Gage	0	384	0%	9.14%
Jefferson	0	110	0%	7.14%
Polk	0	61	no data	6.34%
Saline	0	261	no data	13.7%
Seward	0	164	0%	6.35%
Thayer	0	105	no data	8.71%
York	0	178	0%	7.48%
NE	885	18,657	15.13%	7.58%
U.S.	632,589	3,425,770	19.23%	8.56%

Poverty by Race Alone, Percent: Age 65 and Up

Report Area	Non-Hispanic White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
Area	8.27%	0%	16.13%	0%	no data	14.63%	5.19%
Butler	6.08%	no data	no data	0%	no data	no data	100%
Fillmore	7.17%	no data	no data	no data	no data	100%	no data
Gage	9.2%	0%	18.52%	no data	no data	no data	0%
Jefferson	7.14%	no data	no data	no data	no data	no data	no data
Polk	6.4%	no data	0%	0%	no data	no data	no data
Saline	13.62%	no data	no data	0%	no data	no data	42.86%
Seward	6.37%	no data	no data	0%	no data	0%	0%
Thayer	9.06%	no data	no data	no data	no data	no data	0%
York	7.48%	no data	no data	no data	no data	0%	no data
NE	7.25%	15.99%	20.65%	15.42%	0%	3.89%	12.3%
U.S.	7.21%	18.03%	18.69%	13.23%	13.73%	22.51%	14.12%



Poverty by Race Alone, Total: Age 65 and Up

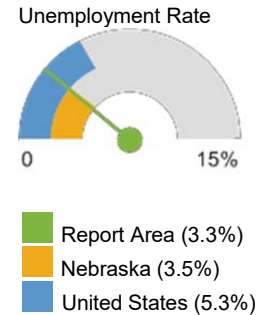
Report Area	Non-Hispanic White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
Area	1,432	0	5	0	0	6	4
Butler	93	0	0	0	0	0	1
Fillmore	84	0	0	0	0	6	0
Gage	379	0	5	0	0	0	0
Jefferson	110	0	0	0	0	0	0
Polk	61	0	0	0	0	0	0
Saline	258	0	0	0	0	0	3
Seward	164	0	0	0	0	0	0
Thayer	105	0	0	0	0	0	0
York	178	0	0	0	0	0	0
NE	17,140	936	198	337	0	41	155
U.S.	2,452,162	674,448	40,402	227,773	5,046	153,622	62,253

Employment

Current Unemployment

Labor force, employment, and unemployment data for each county in the report area is provided in the table below. Overall, the report area experienced an average 3.3% percent unemployment rate in January 2017.

Report Area	Labor Force	Number Employed	Number Unemployed	Unemployment Rate
Area	52,545	50,796	1,749	3.3%
Butler	4,729	4,587	142	3%
Fillmore	3,173	3,072	101	3.2%
Gage	11,001	10,570	431	3.9%
Jefferson	4,319	4,203	116	2.7%
Polk	2,907	2,824	83	2.9%
Saline	7,375	7,074	301	4.1%
Seward	8,807	8,545	262	3%
Thayer	2,957	2,874	83	2.8%
York	7,277	7,047	230	3.2%
NE	999,380	964,218	35,162	3.5%
U.S.	251,221,309	145,708,359	20,851,369	5.3%

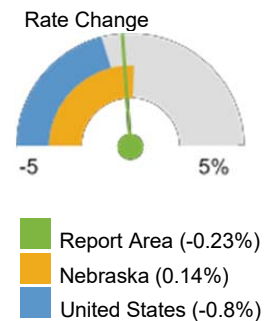


Data Source: US Department of Labor, Bureau of Labor Statistics. 2017 - January. Source geography: County

Unemployment Change

Unemployment change within the report area during the 1-year period from January 2016 to January 2017 is shown in the chart below. According to the U.S. Department of Labor, unemployment for this one year period fell from 1,871 persons to 1,749 persons, a rate change of -0.23% percent.

Report Area	Unemployment January 2016	Unemployment January 2017	Unemployment Rate January 2016	Unemployment Rate January 2017	Rate Change
Area	1,871	1,749	3.56%	3.33%	-0.23%
Butler	153	142	3.2%	3%	-0.2%
Fillmore	90	101	2.78%	3.18%	0.4%
Gage	501	431	4.56%	3.92%	-0.65%
Jefferson	132	116	3.11%	2.69%	-0.42%
Polk	91	83	3.08%	2.86%	-0.22%
Saline	270	301	3.75%	4.08%	0.33%
Seward	302	262	3.43%	2.97%	-0.46%
Thayer	82	83	2.66%	2.81%	0.15%
York	250	230	3.46%	3.16%	-0.3%
NE	33,716	35,162	3.38%	3.52%	0.14%
U.S.	8,381,169	7,552,835	6.12%	5.32%	-0.8%

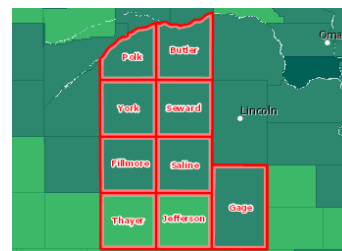


Data Source: US Department of Labor, Bureau of Labor Statistics. 2017 - January. Source geography: County

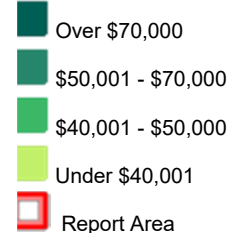
Household Income

Median annual household incomes in the report area for 2015 are shown in the table below. Since this reports a median amount, a "Report Area" value is not able to be calculated.

Report Area	Median Household Income
Butler	\$55,542
Fillmore	\$54,086
Gage	\$50,746
Jefferson	\$46,812
Polk	\$61,965
Saline	\$55,850
Seward	\$62,455
Thayer	\$48,947
York	\$59,500
NE	\$55,073
U.S.	\$55,775



Median Household Income by County, SAIPE 2015



Data Source: US Census Bureau, Small Area Income Poverty Estimates. 2015. Source geography: County

Commuter Travel Patterns

This table shows the method of transportation workers used to travel to work for the report area. Of the 49,358 workers in the report area, 78.1% drove to work alone while 10.8% carpoolled. 0.2% of all workers reported that they used some form of public transportation, while others used some optional means including 4.4% walking or riding bicycles, and 0.6% used taxicabs to travel to work.

Report Area	Workers 16 and Up	Percent Drive Alone	Percent Carpool	Percent Public Transportation	Percent Bicycle or Walk	Percent Taxi or Other	Percent Work at Home
Area	49,358	78.1%	10.8%	0.2%	4.4%	0.6%	5.9%
Butler	4,194	77.5%	11.6%	0%	2.3%	0.7%	7.8%
Fillmore	2,897	79.6%	8.1%	0%	6.2%	0.8%	5.3%
Gage	10,947	80.4%	11%	0%	2.8%	0.5%	5.3%
Jefferson	3,690	76.6%	9.2%	0.8%	6%	0.1%	7.3%
Polk	2,788	76.3%	11.6%	0%	3.4%	0.7%	8.1%
Saline	6,908	71.5%	18.7%	0.2%	5.6%	0.6%	3.5%
Seward	8,362	80.3%	7.5%	0.4%	5.7%	0.8%	5.4%
Thayer	2,448	79.6%	7%	0.1%	3.7%	0.3%	9.4%
York	7,124	79.2%	9%	0.2%	4.4%	0.9%	6.2%
Nebraska	956,034	81.2%	9.6%	0.7%	3.3%	0.8%	4.4%
U.S.	143,621,171	76.4%	9.5%	5.1%	3.4%	1.2%	4.4%

Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County

Thirteen Month Unemployment Rates

According to the U.S. Department of Labor, unemployment for this thirteen month period grew from 3.3% to 3.5%.

Report Area	Jan. 2016	Feb. 2016	Mar. 2016	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016	Sep. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017
Area	3.3%	3.1%	3.1%	2.8%	2.6%	3.2%	3.3%	3.1%	2.9%	3%	2.6%	3.1%	3.5%
Butler	3%	3%	3.5%	3.6%	3.4%	3.4%	3.5%	3.2%	3.1%	3.3%	3.3%	3.5%	3.7%
Fillmore	3.2%	3.1%	2.8%	2.5%	2.6%	2.9%	3.2%	2.8%	2.8%	2.9%	2.6%	2.8%	3.1%
Gage	3.9%	3.7%	3.5%	3.1%	2.9%	3.4%	3.8%	3.5%	3.1%	3.5%	3%	3.5%	4.2%
Jefferson	2.7%	2.5%	2.3%	2.3%	2.2%	2.4%	2.8%	2.7%	2.5%	2.6%	2.2%	2.4%	2.7%
Polk	2.9%	2.6%	2.7%	2.6%	2.4%	2.9%	3.1%	2.7%	2.8%	2.7%	2.5%	2.7%	3%
Saline	4.1%	3.8%	3.4%	2.9%	2.6%	3.2%	3.2%	3.1%	3%	2.9%	2.7%	3.7%	4.4%
Seward	3%	2.8%	2.9%	2.6%	2.6%	3.5%	3.6%	3.1%	3.1%	2.9%	2.3%	2.9%	3.3%
Thayer	2.8%	2.7%	2.8%	2.5%	2.4%	2.6%	2.8%	2.8%	2.5%	2.5%	2%	2.5%	2.7%
York	3.2%	2.9%	3%	2.7%	2.6%	3.1%	3.1%	2.9%	2.6%	3%	2.4%	2.7%	2.9%
Nebraska	3.5%	3.4%	3.3%	3.1%	3%	3.5%	3.5%	3.2%	3.1%	3%	2.8%	3.2%	3.7%
U.S.	5.3%	5.2%	5.2%	4.7%	4.6%	5.1%	5.2%	5.1%	4.9%	4.7%	4.5%	4.6%	5.2%

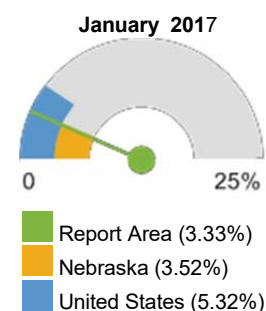
Data Source: US Department of Labor, Bureau of Labor Statistics. 2017 - January. Source geography: County

Five Year Unemployment Rate

Unemployment change within the report area from December 2013 to December 2017 is shown in the chart below. According to the U.S. Department of Labor, unemployment for this five year period fell from 4.32% percent to 3.33% percent.

Report Area	January 2013	January 2014	January 2015	January 2016	January 2017
Area	4.32%	4.57%	3.72%	3.56%	3.33%
Butler	3.96%	3.93%	3.26%	3.2%	3%
Fillmore	3.43%	3.63%	2.89%	2.78%	3.18%
Gage	5.3%	5.41%	4.32%	4.56%	3.92%
Jefferson	3.98%	4.59%	3.2%	3.11%	2.69%
Polk	3.26%	4.26%	3.42%	3.08%	2.86%
Saline	5.06%	5.3%	4.45%	3.75%	4.08%
Seward	3.83%	4.36%	3.5%	3.43%	2.97%
Thayer	3.14%	3.44%	2.98%	2.66%	2.81%
York	4.4%	4.18%	3.75%	3.46%	3.16%
NE	4.52%	4.47%	3.96%	3.38%	3.52%
U.S.	8.88%	8.56%	7.09%	6.12%	5.32%

Data Source: US Department of Labor, Bureau of Labor Statistics. 2017 - January. Source geography: County



Education

Educational Attainment

Educational Attainment shows the distribution of educational attainment levels in the report area. Educational attainment is calculated for persons over 25, and is an estimated average for the period from 2011 to 2015.

Report Area	Percent No High School Diploma	Percent High School Only	Percent Some College	Percent Associates Degree	Percent Bachelor's Degree	Percent Graduate or Professional Degree
Report Area	9.37%	34.89%	23.13%	12.66%	14.11%	5.84%
Butler	9.28%	39.9%	24.7%	10.9%	11.3%	4%
Fillmore	7.17%	39.1%	21%	14.3%	13.5%	5%
Gage	10.63%	34.6%	22.6%	12.5%	14.2%	5.5%
Jefferson	10.4%	42.6%	22.5%	10.8%	10%	3.7%
Polk	6.45%	32.5%	26.4%	15%	14.7%	5%
Saline	15.91%	34.7%	23%	12.3%	8.1%	6%
Seward	7%	29.5%	22%	15.4%	18%	8.1%
Thayer	8.3%	37%	23.4%	12%	14.8%	4.5%
York	5.97%	32.6%	24.4%	11%	19%	7.1%
NE	9.34%	27.5%	23.9%	9.9%	19.6%	9.7%
U.S.	13.35%	27.8%	21.1%	8.1%	18.5%	11.3%

Percent Population with No High School Diploma



■ Report Area (9.37%)
■ Nebraska (9.34%)
■ United States (13.35%)

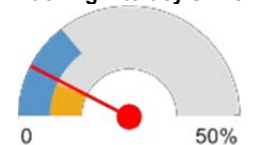
Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County

Adult Literacy

The National Center for Education Statistics (NCES) produces estimates for adult literacy based on educational attainment, poverty, and other factors in each county.

Report Area	Estimated Population over 16	Percent Lacking Literacy Skills
Report Area	78,631	7.58%
Butler	6,842	8%
Fillmore	4,957	7%
Gage	17,982	8%
Jefferson	6,469	8%
Polk	4,254	7%
Saline	10,550	10%
Seward	12,274	6%
Thayer	4,403	8%
York	10,900	7%
NE	1,310,211	7%
U.S.	251,221,309	14.64%

Percentage of Adults Lacking Literacy Skills



■ Report Area (7.58%)
■ Nebraska (7%)
■ United States (14.64%)

Data Source: National Center for Education Statistics, NCES - Estimates of Low Literacy

Veterans - Educational Attainment

Veterans Educational Attainment contrasts the distribution of educational attainment levels between military veterans and non-veterans in the region. Educational attainment is calculated for persons over 25, and is an estimated average for the period from 2011 to 2015. Data Source: US Census Bureau, American Community Survey. 2011-2015.

Report Area	Veterans % No Diploma	Veterans % High School Diploma	Veterans % Some College Diploma	Veterans % Bachelors or Higher Diploma	Non-Veterans % No Diploma	Non-Veterans % High School Diploma	Non-Veterans % Some College Diploma	Non-Veterans % Bachelors or Higher
Area	7.72%	40.07%	37.9%	14.31%	9.57%	34.3%	35.53%	20.61%
Butler	13.48%	50%	29.78%	6.74%	8.76%	38.69%	36.27%	16.29%
Fillmore	7.63%	57.84%	25.21%	9.32%	7.12%	36.62%	36.62%	19.64%
Gage	9.04%	34.48%	40.02%	16.45%	10.84%	34.63%	34.43%	20.1%
Jefferson	10.88%	50.08%	29.44%	9.60%	10.33%	41.64%	33.8%	14.23%
Polk	4.11%	48.49%	34.25%	13.15%	6.71%	30.77%	42.14%	20.37%
Saline	8.19%	33.37%	47.8%	10.64%	16.71%	34.82%	33.94%	14.53%
Seward	4.32%	33.37%	49.05%	13.27%	7.29%	29.09%	36.15%	27.47%
Thayer	6.95%	46.04%	31.65%	15.35%	8.47%	35.86%	35.86%	19.8%
York	4.17%	34.8%	35.24%	25.8%	6.16%	32.32%	35.38%	26.14%
NE	5.99%	30.63%	37.3%	26.08%	9.77%	27.21%	33.43%	29.59%
U.S.	7.11%	29.05%	36.85%	27.00%	14.04%	27.68%	28.24%	30.03%

HOUSING

Housing Age

Total housing units, median year built and median age in 2015 for the report area are shown below. Housing units used in housing age include only those where the year built is known.

Report Area	Total Housing Units	Median Year Built	Median Age (from 2015)
Area	45,750		no data
Butler	4,043	1962	51
Fillmore	2,914	1954	59
Gage	10,419	1964	49
Jefferson	3,902	1948	65
Polk	2,723	1959	54
Saline	5,784	1960	53
Seward	6,966	1970	43
Thayer	2,723	1950	63
York	6,276	1965	48
NE	809,811	1971	42
U.S.	133,351,840	1976	38

Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County

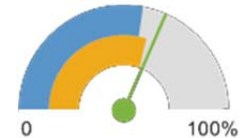
Homeowners

The U.S. Census Bureau estimated there were 29,666 homeowners in the report area in 2000, and 72.92% owner occupied homes in the report area for the 5 year estimated period from 2011 - 2015.

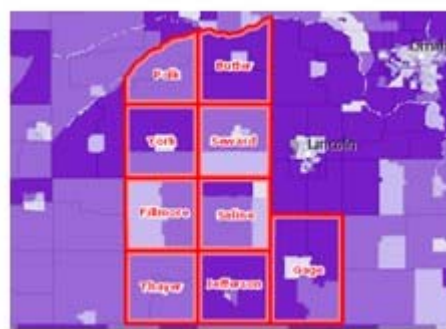
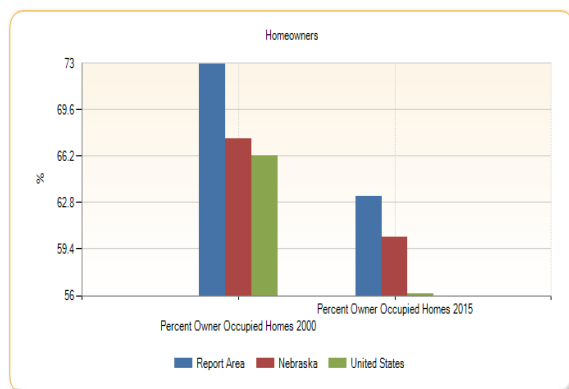
Report Area	Owner Occupied Homes 2000	Owner Occupied Homes 2000	Owner Occupied Homes 2015	Owner Occupied Homes 2015
Area	29,666	72.92%	28,952	63.28%
Butler	2,598	75.83%	2,796	69.16%
Fillmore	2,003	74.49%	1,868	64.1%
Gage	6,631	71.18%	6,570	63.06%
Jefferson	2,683	76.07%	2,552	65.4%
Polk	1,743	77.16%	1,684	61.84%
Saline	3,667	70.68%	3,263	56.41%
Seward	4,331	72.03%	4,514	64.8%
Thayer	2,034	80.05%	1,855	68.12%
York	3,976	69.49%	3,850	61.34%
NE	449,317	67.45%	487,948	60.25%
U.S.	69,815,753	66.19%	74,712,091	56.03%

Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County

Owner Occupied Homes 2015



Report Area (63.28%)
Nebraska (60.25%)
United States (56.03%)



Owner-Occupied Housing Units, Percent by Tract, ACS 2011-15

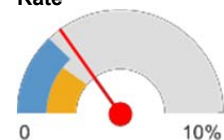
Over 82.0%
74.1 - 82.0%
66.1 - 74.0%
Under 66.1%
No Data or Data Suppressed
Report Area

Vacancy Rates

The U.S. Postal Service provided information quarterly to the U.S. Department of Housing and Urban Development on addresses identified as vacant in the previous quarter. Residential and business vacancy rates for the report area in the first quarter of 2015 are reported. For this reporting period, a total of 1,385 residential addresses were identified as vacant in the report area, a vacancy rate of 3%, and 410 business addresses were also reported as vacant, a rate of 10.5%.

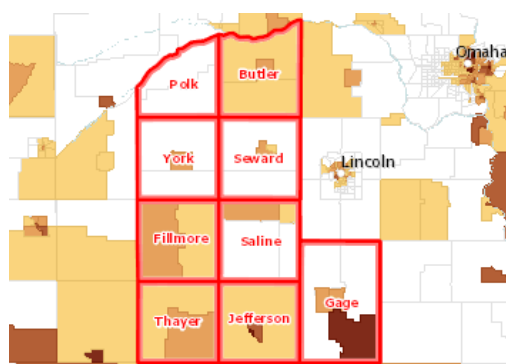
Report Area	Residential Addresses	Vacant Residential Addresses	Residential Vacancy Rate	Business Addresses	Vacant Business Addresses	Business Vacancy Rate
Area	45,968	1,385	3%	3,887	410	10.5%
Butler	3,984	99	2.5%	249	17	6.8%
Fillmore	2,791	80	2.9%	281	16	5.7%
Gage	10,585	499	4.7%	995	168	16.9%
Jefferson	3,770	279	7.4%	379	57	15%
Polk	2,757	0	0%	120	0	0%
Saline	6,870	130	1.9%	412	31	7.5%
Seward	7,109	85	1.2%	550	34	6.2%
Thayer	2,312	68	2.9%	256	22	8.6%
York	5,790	145	2.5%	645	65	10.1%
NE	855,837	18,567	2.2%	80,456	6,552	8.1%
U.S.	146,832,025	3,825,190	2.6%	13,835,679	1,232,945	8.9%

Residential Vacancy Rate

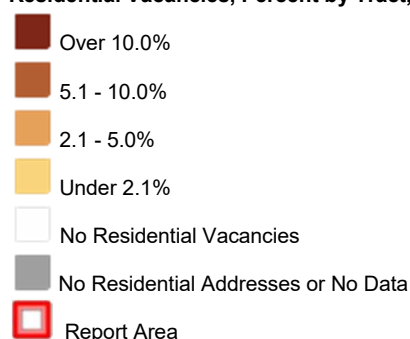


■ Report Area (3%)
■ Nebraska (2.2%)
■ United States (2.6%)

Data Source: US Department of Housing and Urban Development. 2016-Q4. Source geography: County



Residential Vacancies, Percent by Tract, HUD 2016-Q4



Number of Unsafe, Unsanitary Homes

The number and percentage of occupied housing units without plumbing are shown for the report area. U.S. Census data shows 164 housing units in the report area were without plumbing in 2000 and ACS five year estimates show 87 housing units in the report area were without plumbing in 2015.

Report Area	Occupied Housing Units 2000	Housing Units without Plumbing 2000	Percent without Plumbing 2000	Occupied Housing Units 2015	Housing Units without Plumbing 2015	Percent without Plumbing 2015
Area	40,681	164	0.4%	40,216	87	0.22%
Butler	3,426	27	0.69%	3,577	9	0.25%
Fillmore	2,689	0	0%	2,464	5	0.2%
Gage	9,316	23	0.23%	9,240	15	0.16%
Jefferson	3,527	20	0.51%	3,359	2	0.06%
Polk	2,259	8	0.29%	2,179	3	0.14%
Saline	5,188	41	0.73%	5,104	15	0.29%
Seward	6,013	20	0.31%	6,348	11	0.17%
Thayer	2,541	18	0.64%	2,341	22	0.94%
York	5,722	7	0.11%	5,604	5	0.09%
NE	666,184	2,408	0.33%	736,613	2,067	0.28%
U.S.	106,741,426	736,626	0.69%	116,916,306	498,998	0.43%

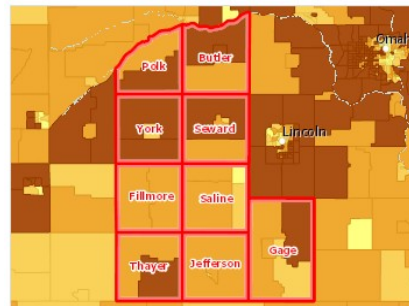
Data Source: US Census Bureau, American Community Survey. US Census Bureau, Decennial Census. 2011-15. Source geography: County

INCOME

Income Levels

Two common measures of income are Median Household Income and Per Capita Income, based on U.S. Census Bureau estimates. Both measures are shown for the report area below. The average Per Capita income for the report area is \$26,810.35, compared to a national average of \$28,930.

Report Area	Median Household Income	Per Capita Income
Area	no data	\$26,810
Butler	\$51,027	\$29,457
Fillmore	\$52,316	\$27,875
Gage	\$50,010	\$26,207
Jefferson	\$43,008	\$25,469
Polk	\$57,312	\$30,428
Saline	\$51,738	\$21,955
Seward	\$59,662	\$28,124
Thayer	\$45,741	\$29,120
York	\$51,802	\$27,646
NE	\$52,997	\$27,882
U.S.	\$53,889	\$28,930



Per Capita Income by Tract, ACS 2011-15

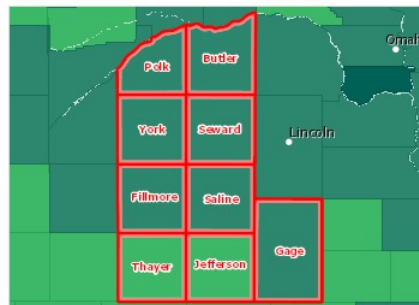


Data Source: US Census Bureau, American Community Survey. 2011-15. Source geography: County

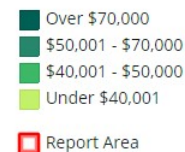
Household Income

Median annual household incomes in the report area for 2015 are shown in the table below. Since this reports a median amount, a "Report Area" value is not able to be calculated.

Report Area	Median Household Income
Butler	\$55,542
Fillmore	\$54,086
Gage	\$50,746
Jefferson	\$46,812
Polk	\$61,965
Saline	\$55,850
Seward	\$62,455
Thayer	\$48,947
York	\$59,500
NE	\$55,073
U.S.	\$55,775



Median Household Income by County, SAIPE 2015



Data Source: US Census Bureau, Small Area Income Poverty Estimates. 2015. Source geography: County

NUTRITION

Children Eligible for Free Lunch (Alone) by Year, 2009-10 through 2013-14

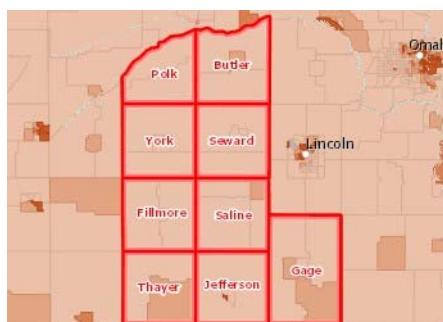
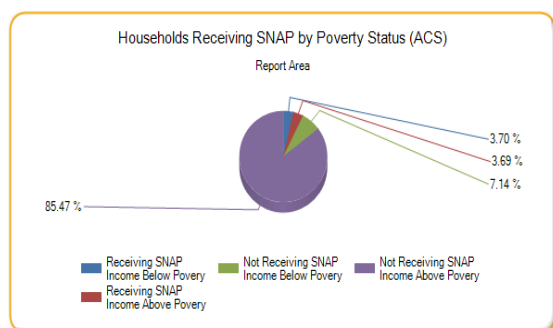
The table below shows local, state, and National trends in student free and reduced lunch eligibility.

Report Area	2009-10	2010-11	2012-13	2013-14
Area	35.73%	35.97%	37.88%	38.7%
Butler	40.91%	41.46%	40.93%	37.61%
Fillmore	28.48%	32.59%	31.8%	31.68%
Gage	35.86%	37.73%	41.81%	43.28%
Jefferson	46.1%	47.92%	46.77%	43.88%
Polk	33.71%	31.51%	34.38%	36.13%
Saline	43.1%	41.07%	44.28%	47.23%
Seward	24.02%	22.1%	23.84%	24.43%
Thayer	33.62%	31.91%	32.67%	31.83%
York	37.5%	37.8%	38.2%	41.71%
NE	41.42%	42.74%	44.3%	45.06%
U.S	47.76%	49.24%	51.77%	52.45%

Households Receiving SNAP by Poverty Status (ACS)

The below table shows that according to the American Community Survey (ACS), 2,972 households (or 7.4%) received SNAP payments during 2015. During this same period there were 2,871 households with income levels below the poverty level that were not receiving SNAP payments.

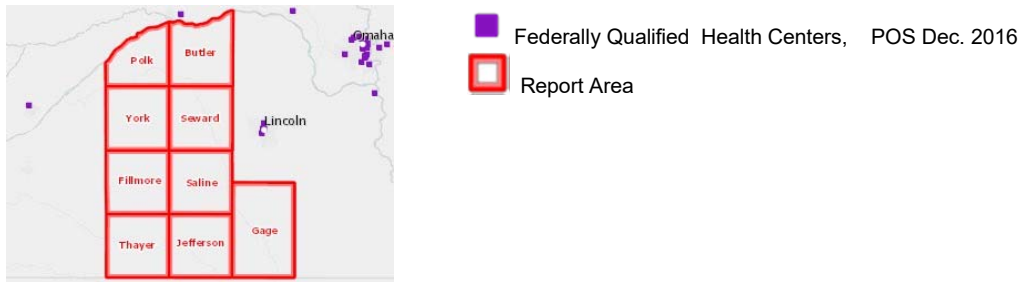
Report Area	Households Receiving SNAP Total	Households Receiving SNAP Percent	Households Receiving SNAP Income Below Poverty	Households Receiving SNAP Income Above Poverty	Households Not Receiving SNAP Total	Households Not Receiving SNAP Percent	Households Not Receiving SNAP Income Below Poverty	Households Not Receiving SNAP Income Above Poverty
Area	2,972	7.4%	1,488	1,484	37,244	92.6%	2,871	34,373
Butler	280	7.83%	124	156	3,297	92.17%	181	3,116
Fillmore	171	6.94%	99	72	2,293	93.06%	173	2,120
Gage	793	8.58%	347	446	8,447	91.42%	670	7,777
Jefferson	307	9.14%	149	158	3,052	90.86%	272	2,780
Polk	71	3.26%	31	40	2,108	96.74%	136	1,972
Saline	415	8.13%	222	193	4,689	91.87%	454	4,235
Seward	324	5.1%	171	153	6,024	94.9%	475	5,549
Thayer	242	10.34%	103	139	2,099	89.66%	155	1,944
York	369	6.58%	242	127	5,235	93.42%	355	4,880
NE	66,635	9.05%	37,404	29,231	669,978	90.95%	53,658	616,320
U.S.	20,436,000	13.17%	35,634,829	5,919,194	no data	86.83%	2,585,000	no data



HEALTH CARE

Federally Qualified Health Centers

Data Source: US Department of Health and Human Services, Center for Medicare Medicaid Services, Provider of Services File. Dec. 2016.



Medicare and Medicaid Providers

Total institutional Medicare and Medicaid providers, including hospitals, nursing facilities, Federally qualified health centers, rural health clinics and community mental health centers for the report area are shown. According to the U.S. Department of Health and Human Services, there were 72 active Medicare and Medicaid institutional service providers in the report area in the fourth quarter of 2016.

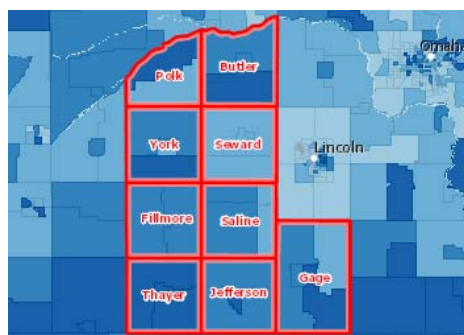
Report Area	Total Institutional Providers	Hospitals	Nursing Facilities	Federally Qualified Health Centers	Rural Health Clinics	Community Mental Health Centers
Area	72	11	24	0	23	0
Butler	4	1	2	0	1	0
Fillmore	4	1	2	0	1	0
Gage	20	1	4	0	7	0
Jefferson	5	1	2	0	1	0
Polk	3	1	2	0	0	0
Saline	9	2	3	0	4	0
Seward	8	1	4	0	3	0
Thayer	10	1	3	0	5	0
York	9	2	2	0	1	0
NE	722	101	213	39	140	0
U.S.	72,892	7,175	15,652	7,666	4,156	163

Data Source: US Department of Health & Human Services, Center for Medicare Medicaid Services, Provider of Services File. Dec. 2016.

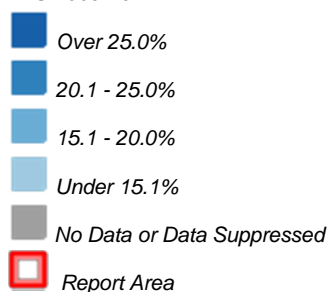
Persons Receiving Medicare

The total number of persons receiving Medicare is shown, broken down by number over 65 and number of disabled persons receiving Medicare for the report area. The U.S. Department of Health and Human Services reported that a total of 22,499 persons were receiving Medicare benefits in the report area in 2013. A large number of individuals in our society are aware that persons over 65 years of age receive Medicare; however, many of them are unaware that disabled persons also receive Medicare benefits. A total of 3,121 disabled persons in the report area received Medicare benefits in 2013. Data Source: Centers for Medicare and Medicaid Services. 2009-13. Source geography: County

Report Area	Persons Over 65 Receiving Medicare	Disabled Persons Receiving Medicare	Total Persons Receiving Medicare
Area	19,378	3,121	22,499
Butler	1,637	239	1,876
Fillmore	1,411	151	1,562
Gage	4,566	996	5,562
Jefferson	1,720	304	2,024
Polk	1,082	125	1,207
Saline	2,192	392	2,584
Seward	2,807	348	3,155
Thayer	1,307	160	1,467
York	2,656	406	3,062
NE	265,962	50,249	316,221
U.S.	43,739,904	10,384,773	54,124,727



**Insured, Medicare, Percent by Tract
ACS 2009-13**



Uninsured Population

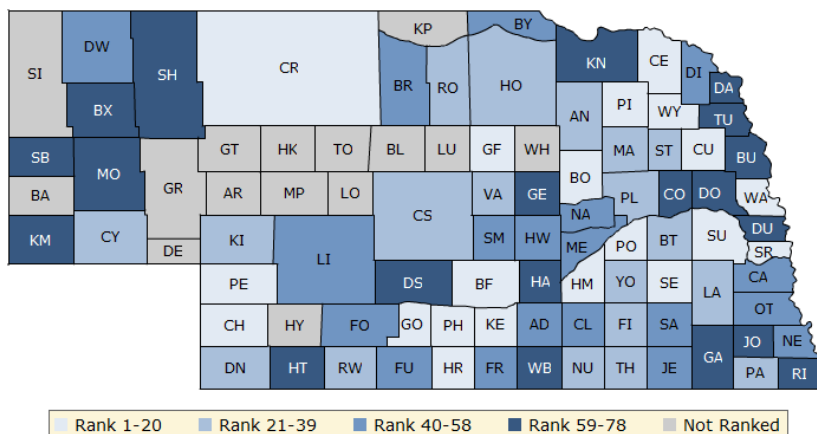
The uninsured population is calculated by estimating the number of persons eligible for insurance (generally those under 65) minus the estimated number of insured persons.

Report Area	Insurance Population (2015 Estimate)	Number Insured	Number Uninsured	Percent Uninsured
a	98,840	69,295	6,783	6.86%
Butler	8,256	5,799	571	9%
Fillmore	5,697	3,856	344	8.2%
Gage	21,818	15,752	1,463	8.5%
Jefferson	7,433	5,031	503	9.1%
Polk	5,271	3,713	374	9.2%
Saline	14,360	9,733	1,453	13%
Seward	16,998	12,263	842	6.4%
Thayer	5,182	3,468	378	9.8%
York	13,825	9,680	855	8.1%
NE	1,869,365	1,428,013	148,165	7.93%
U.S.	316,515,021	237,874,187	29,165,227	9.21%

Data Source: US Census Bureau, American Community Survey. US Census Bureau, Small Area Health Insurance Estimates. 2015. Source geography: County

Nebraska County Health Rankings

The map to the right indicates each county's ranking from www.countyhealthrankings.org based on health behaviors, clinical care, social and economic factors, and the physical environment. The lighter colors depict a higher rating, indicating a healthier county environment. The specific county rankings in the BVCA service area are: Butler – 24, Fillmore – 28, Gage – 67, Jefferson – 54, Polk – 4, Saline – 51, Seward – 5, Thayer – 31, York – 25.



Regional Community Assessment Report

Community Action of Nebraska mailed assessment surveys to residents across the state of Nebraska in 2010, 2013 and 2016. The assessment surveys asked questions covering a wide range of topics including health care, housing, poverty, children/youth, basic needs, employment as well as income and finances.

Below are the results from respondents living within BVCA's nine county service area.

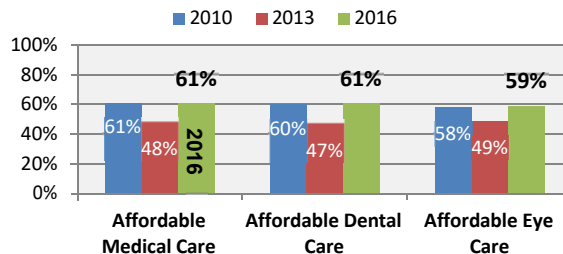
Data Trends 2010, 2013, 2016

TOP 3 BASIC NEEDS PROBLEMS



2016 (292 respondents)

- 61% Affordable medical care
- 61% Affordable dental care
- 59% Affordable eye care

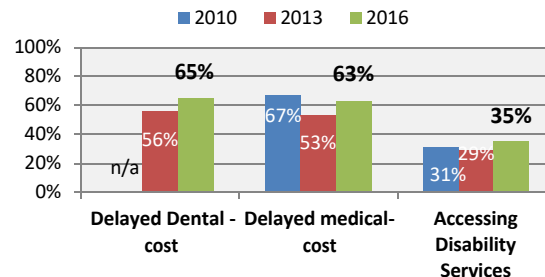


HEALTHCARE ISSUES



2016

- 65% Delayed dental care due to cost
- 63% Delayed medical care due to cost
- 35% Difficulty accessing disability services

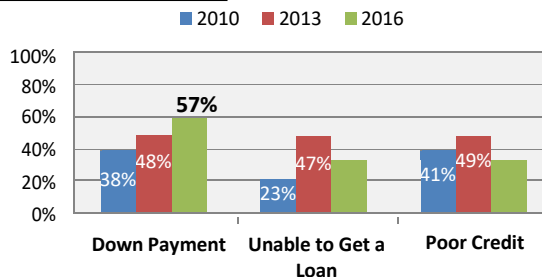


HOMEOWNERSHIP BARRIERS



2016

- 57% lacked down payment
- 33% Unable to get a loan
- 33% Poor credit

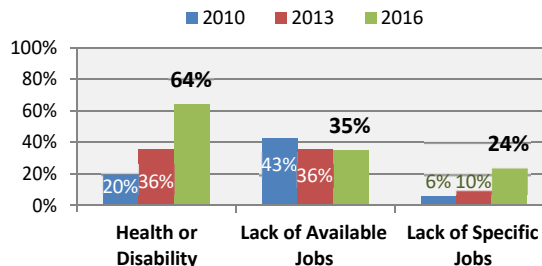


EMPLOYMENT BARRIERS



2016

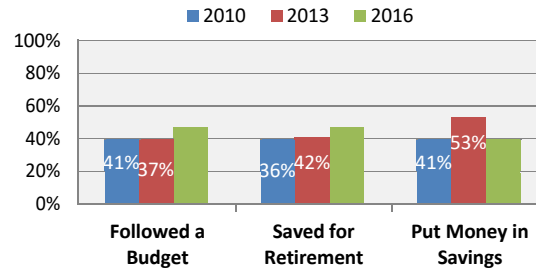
- 64% Poor health or disability
- 35% Lack of available jobs
- 24% Lack of specific jobs



POSITIVE FINANCIAL BEHAVIORS

2016

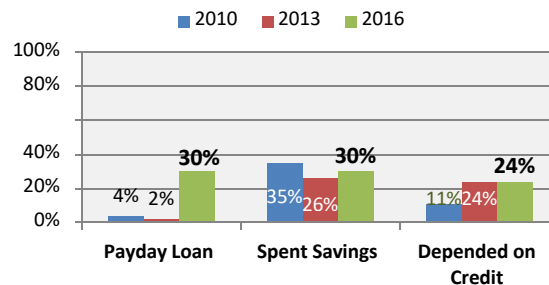
- 48% Followed a budget
- 45% Saved for retirement
- 41% Put money in savings



NEGATIVE FINANCIAL BEHAVIORS

2016

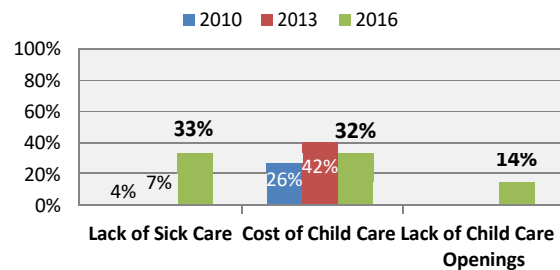
- 30% Accessed payday loan services
- 24% Depended on credit cards



PROBLEMS FOR THOSE RAISING CHILDREN

2016

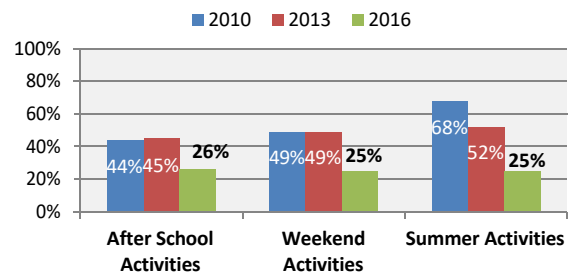
- 33% Lack of available sick child care
- 32% Cost of child care
- 14% Lack of openings



PROBLEMS FOR THOSE RAISING TEENS

2016

- 26% Lack of after school activities
- 25% Lack of weekend activities
- 25% Lack of summer activities



CONSUMER PROGRAM and AGENCY SATISFACTION

534 Total Responses

COMMODITY SUPPLEMENTAL FOOD PROGRAM 195 responses

- | | | |
|--|------|-------|
| 1. I was treated with respect. | 100% | Agree |
| 2. The services and/or information were adequate for my needs. | 100% | Agree |
| 3. The facility was adequate for my needs. | 99% | Agree |
| 4. I would recommend this service to others. | 100% | Agree |

FAMILY AND COMMUNITY SERVICES 90 responses

- | | | |
|--|------|-------|
| 1. I was treated with respect. | 98% | Agree |
| 2. The services and/or information were adequate for my needs. | 98% | Agree |
| 3. The facility was adequate for my needs. | 96% | Agree |
| 4. I would recommend this service to others. | 100% | Agree |

FOSTER GRANDPARENT PROGRAM 37 responses

- | | | |
|--|------|-------|
| 1. I was treated with respect. | 100% | Agree |
| 2. The services and/or information were adequate for my needs. | 100% | Agree |
| 3. The facility was adequate for my needs. | 100% | Agree |
| 4. I would recommend this service to others. | 100% | Agree |

FAMILY & YOUTH INVESTMENT CENTER 62 responses

- | | | |
|--|------|-------|
| 1. I was treated with respect. | 100% | Agree |
| 2. The services and/or information were adequate for my needs. | 100% | Agree |
| 3. The facility was adequate for my needs. | 98% | Agree |
| 4. I would recommend this service to others. | 100% | Agree |

HOUSING 64 responses

- | | | |
|--|------|-------|
| 1. I was treated with respect. | 100% | Agree |
| 2. The services and/or information were adequate for my needs. | 98% | Agree |
| 3. The facility was adequate for my needs. | 100% | Agree |
| 4. I would recommend this service to others. | 100% | Agree |

HEADSTART/EARLY HEAD START 81 responses

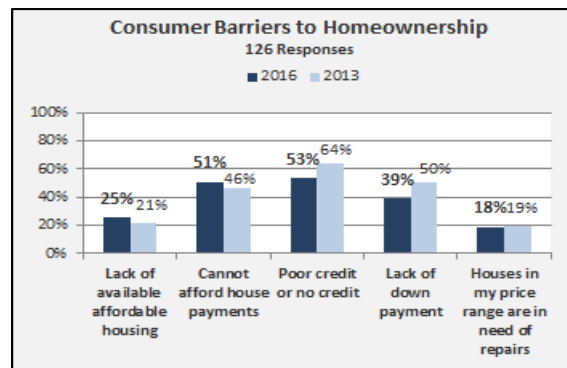
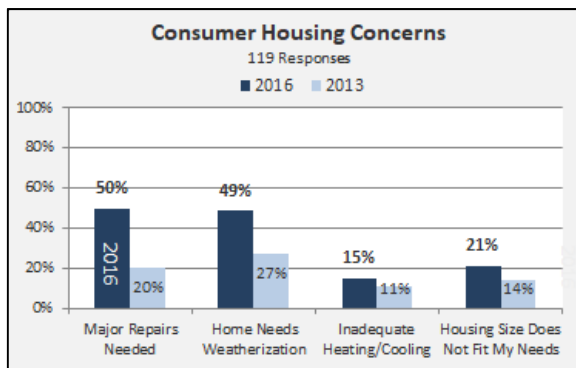
- | | | |
|--|------|-------|
| 1. I was treated with respect. | 100% | Agree |
| 2. The services and/or information were adequate for my needs. | 98% | Agree |
| 3. The facility was adequate for my needs. | 100% | Agree |
| 4. I would recommend this service to others. | 99% | Agree |

SUPPORTIVE SERVICES FOR VETERAN FAMILIES 5 responses

- | | | |
|--|------|-------|
| 1. I was treated with respect. | 100% | Agree |
| 2. The services and/or information were adequate for my needs. | 100% | Agree |
| 3. The facility was adequate for my needs. | 100% | Agree |
| 4. I would recommend this service to others. | 100% | Agree |

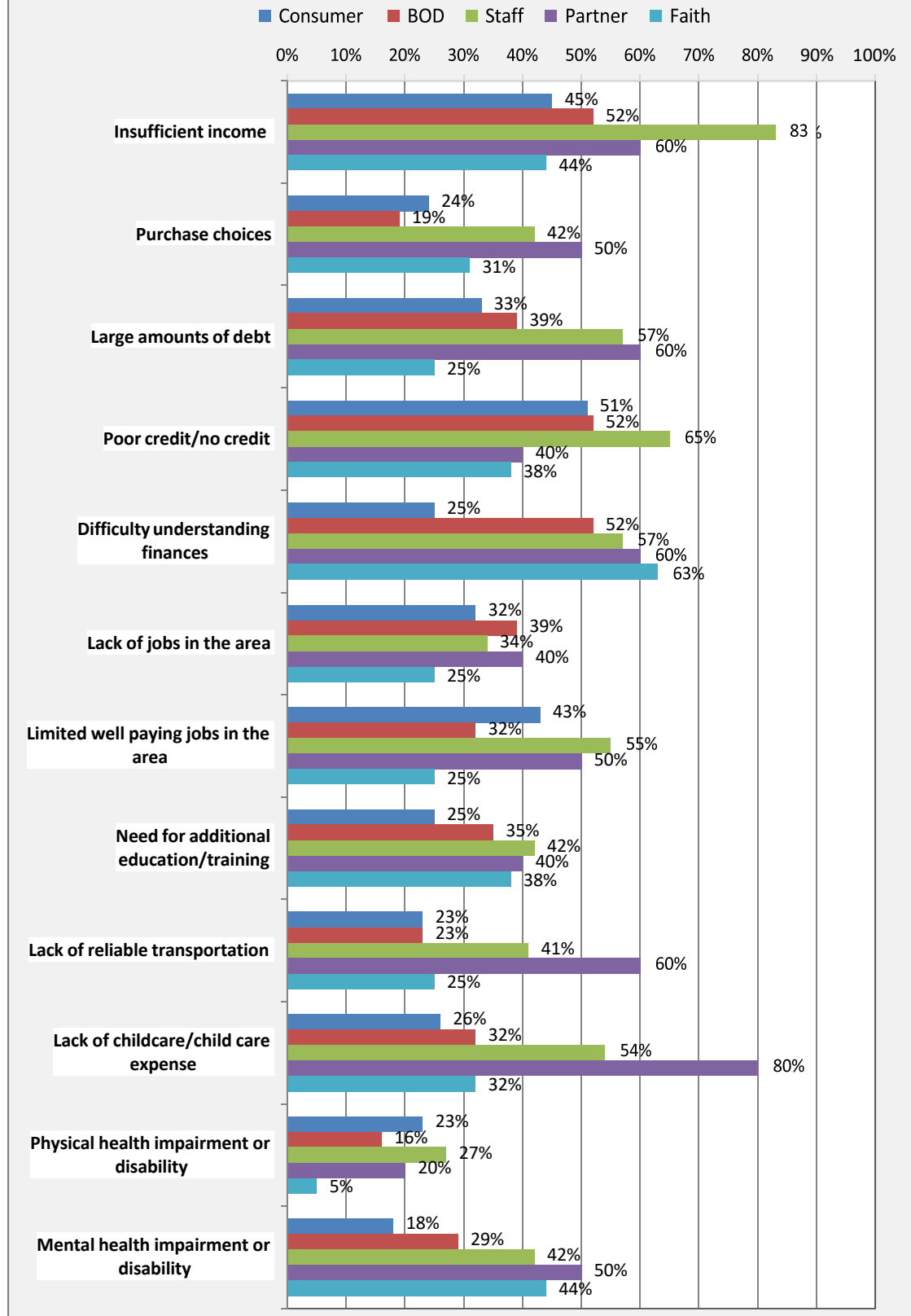
KEY FINDINGS - CONSUMER

CONSUMER High Priority Community Needs Ranked by 2016 High – Low Priority	2016	2013	Percent Change
1. Utility and/or Rent Assistance	31%	36%	-5%
2. Free or Low Cost Nutritious Food	29%	29%	0%
3. Free or Sliding Fee Medical Clinics for Non-Emergencies	28%	27%	+1%
4. Assistance with Emergency Auto Repairs or Affordable Transportation	25%	19%	+6%
5. Affordable Child Care	25%	28%	-3%
6. Safe and Affordable Housing Options	23%	17%	+6%
7. Assistance with Unexpected Critical Home Repairs	22%	14%	+8%
8. Financial Assistance for Medical Related Expenses	20%	15%	+5%
9. Public Transportation	19%	16%	+3%
10. Gas Vouchers or Stipends for Employment, Education or Health Care Support	18%	21%	-3%
11. Free or Low Cost Adult Higher Education and Learning Opportunities	18%	14%	+4%
12. Household Budgeting Classes	16%	10%	+6%
13. Independent Living Services & Support for the Elderly	13%	9%	+4%
14. Affordable Mental Health Services	12%	7%	+5%
15. Employment Readiness	10%	8%	+2%
16. Emergency Housing/Shelter	10%	10%	0%
17. Supervised Youth Fitness and Recreational Activities	9%	7%	+2%
18. Parenting Classes/Education	9%	9%	0%
19. Major Home Rehabilitation	9%	5%	+4%
20. Health Education	7%	4%	+3%
21. Juvenile Diversion Services	6%	4%	+2%
22. Clean & Healthy Living Environment Education	5%	5%	0%
23. Career and College Readiness/Support for Youth	4%	3%	+1%
24. Case Management Services	3%	2%	+1%



CONSUMER Significant + Somewhat Significant Barriers	2016		2013
1 Insufficient income to provide basic needs	87%	↓	92%
2 Poor credit or no credit	81%	↑	74%
3 Purchase choices (prioritizing needs vs. wants)	74%	↓	94%
4 Limited well paying jobs in the area	74%	↑	67%
5 Large amounts of debt	73%	↓	75%
6 Lack of jobs in the area	63%	↑	60%
7 Need for additional education/job training	63%	↓	78%
8 Physical health impairment or disability	63%	↑	47%
9 Lack of childcare or expense of childcare	61%	↑	59%
10 Difficulty understanding finances, credit, interest and/or creating a budget	59%	↓	78%
11 Lack of reliable transportation	59%	↓	61%
12 Mental health impairment or substance abuse	48%	↑	36%

Barriers to Self-Sufficiency Comparison



High Priority Needs in the Community

Priority Ranked by combined surveys responses from Consumers, Board of Directors, Partners, Faith Based Organizations and Staff

1. Safe and Affordable Housing Options
2. Household Budgeting Classes
3. Affordable Child Care
4. Free or Sliding Fee Medical Clinics for Non-Emergencies
5. Utility and/or Rent Assistance
6. Affordable Mental Health Services
7. Parenting Classes/Education
8. Case Management Services (priority and goal setting)
9. Free or Low Cost Nutritious Food
10. Financial Assistance for Medical Related Expenses (office visits, medication, gas for transportation)
11. Assistance with Unexpected Critical Home Repairs
12. Assistance with Emergency Auto Repairs or Affordable Transportation
13. Free or Low Cost Adult Higher Education and Learning Opportunities
14. Employment Readiness (training, job search assistance, application, resume' assistance, etc)
15. Independent Living Services & Support for the Elderly (home maintenance, chores, errands, transportation)
16. Public Transportation
17. Gas Vouchers or Stipends for Employment, Education or Health Care Support
18. Emergency Housing/Shelter
19. Supervised Youth Fitness and Recreational Activities (out of school)
20. Major Home Rehabilitation
21. Health Education (lifestyle choices/wellness, disease education/prevention)
22. Juvenile Diversion Services
23. Career and College Readiness/Support for Youth (career goals, scholarship application assistance, college access)
24. Clean & Healthy Living Environment Education

Assessment Data

Quantitative and qualitative data collected for this assessment is based on the following six national conditions of poverty: Employment, Education, Housing, Income, Nutrition, and Health Care.

Qualitative Data

- Consumers -Community Needs Survey (paper and electronic, September 13- November 14, 2016)
- Consumers – Satisfaction Survey (paper and electronic September 1, 2015 – September 2016)
- Partners (educational institutions, community-based organizations, private sector, public sector) Community Needs Survey (electronic, December 14, 2016 – December 30, 2016)
- BVCA Employees – Community Needs Survey (electronic, November 1 – December 30, 2016)
- Partners (faith based organizations) Community Needs Survey (electronic, December 12, 2016 – December 30, 2016)
- Residents - (general population) Community Needs Survey (paper, mailed U.S. Postal Service (July - December 2016)

Quantitative Data

- U.S. Census Bureau
- American Community Survey
- U.S. Department of Labor
- U.S. Department of Education
- Agency Database
- County Health Rankings.org

Data Analysis and Prioritization of Needs

- Agency Program Directors/Management (Planning Retreat, March 29-30, 2017)
- Board of Directors (Planning Retreat; March 29-30, 2017)
- Agency Program Directors /Management, Board of Directors (March 21, April 18, 2017)

Data Background

The American Community Survey (ACS) is a nationwide, continuous survey designed to provide communities with reliable and timely demographic, housing, social, and economic data. The ACS samples nearly 3 million addresses each year, resulting in nearly 2 million final interviews. The ACS replaces the long-form decennial census; however, the number of household surveys reported annually for the ACS is significantly less than the number reported in the long-form decennial census. As a result, the ACS combines detailed population and housing data from multiple years to produce reliable estimates for small counties, neighborhoods, and other local areas. Negotiating between timeliness and accuracy, the ACS annually releases current, one-year estimates for geographic areas with large populations; three-year and five-year estimates are also released each year for additional areas based on minimum population thresholds. The American Community Survey (ACS) multi-year estimates are based on data collected over 5 years. The US Census Bureau also performed 10 year counts in 2000 and 2010.

Methodology

Population counts for demographic groups and total area population data are acquired from the U.S. Census Bureau's American Community Survey. Data represent estimates for the 5 year period 2011-2015. Mapped data are summarized to 2010 census tract boundaries.

BVCA Senior Management

Chief Executive officer: Richard Nation
Deputy Director: Shari Miller
Administrative Director: Heather Lytle
Children Services Director: Tiffany Shonerd
Family and Community Services Director: Ardith Hoins
Fiscal Director: Jamie Swartz
Health Services Director: Vacant
Housing Director: Kim Vicars
Human Resources Officer: Roxanne Hammond
Juvenile Services Program Director: Collena Laschankzy
Research and Development Officer: Kim Robbins
Weatherization Director: Kelly Davis

BVCA Board of Directors

President: Terry Keslar
Vice President: Tony Likens
Secretary: Dave Dohmen
Treasurer: Randy Williams

Document Produced: June 1, 2017
Board of Director Approval: June 20, 2017
Addendum, page 2-3: 11-10-17

Blue Valley Community Action Partnership

2016-2017 Comprehensive Needs Assessment

Addendum I

Customer Satisfaction Report

BVCA CONSUMER PROGRAM AND AGENCY SATISFACTION REPORT 2018

Total Responses: 340
FY: 2016-2017

HEAD START/EARLY HEADSTART		Number of Respondents: 45
	Agree	
1. I was treated with respect.		100%
2. The services and/or information were adequate for my needs.		100%
3. The facility was adequate for my needs.		100%
4. I would recommend this service to others.		100%

FAMILY AND COMMUNITY SERVICES		Number of Respondents: 6
	Agree	
1. I was treated with respect.		67%
2. The services and/or information were adequate for my needs.		67%
3. The facility was adequate for my needs.		67%
4. I would recommend this service to others.		80%

FAMILY AND YOUTH INVOLVEMENT CENTER		Number of Respondents: 85
	Agree	
1. I was treated with respect.		100%
2. The services and/or information were adequate for my needs.		100%
3. The facility was adequate for my needs.		100%
4. I would recommend this service to others.		100%

HOUSING		Number of Respondents: 30
	Agree	
1. I was treated with respect.		100%
2. The services and/or information were adequate for my needs.		100%
3. The facility was adequate for my needs.		100%
4. I would recommend this service to others.		100%

WOMEN, INFANTS, CHILDRENS PROGRAM		Number of Respondents: 152
	Agree	
1. I was treated with respect.		97%
2. The services and/or information were adequate for my needs.		98%
3. The facility was adequate for my needs.		92%
4. I would recommend this service to others.		99%

WEATHERIZATION		Number of Respondents: 10
	Agree	
1. I was treated with respect.		90%
2. The services and/or information were adequate for my needs.		90%
3. The facility was adequate for my needs.		90%
4. I would recommend this service to others.		90%

SUPPORTIVE SERVICES FOR VETERAN FAMILIES		Number of Respondents: 12
	Agree	
1. I was treated with respect.		100%
2. The services and/or information were adequate for my needs.		100%
3. The facility was adequate for my needs.		100%
4. I would recommend this service to others.		100%

Blue Valley Community Action Partnership
2016-2017 Comprehensive Needs Assessment

Addendum II

Head Start Community Needs Assessment

Community Assessment

Children Services Department

Head Start Birth to Five

***Blue Valley Community Action Partnership
Central Office
P.O. Box 273
620 5th Street
Fairbury NE 68352***

***PH: 402-729-2278
FX: 402-729-3175***

March, 2017

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1. WIC Program Participation	20
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Denotes new section or significant changes from previous Annual Community Assessments

Blue Valley Community Action Partnership

Founded in 1966, Blue Valley Community Action Inc. (BVCA) is a private nonprofit 501 (c) (3) corporation serving children, families, and communities in Nebraska. The first program operated by BVCA was a summer Head Start program. Today, the corporation has five departments – Administration, Blue Valley Crisis Intervention, Family and Community Services, Housing and Rural Development, and Children and Youth Services. The Head Start, Early Head Start and Blue River Family Resource Center programs are part of the Children Services Department.

In addition to Head Start and Early Head Start, Blue Valley Community Action operates 30 programs designed to meet the diverse needs of people living in the service area. This area includes nine Nebraska counties (Butler, Fillmore, Gage, Jefferson, Polk, Saline, Seward, Thayer, and York) and covers 5,310 square miles. Programs include emergency services (food pantries, homeless shelters), transitional services (transitional housing and case coordination), and support services (housing, transportation, nutrition, health care access, case coordination, and information and referral). Such services make BVCA an initial one-stop to eligible Head Start and Early Head Start families.

Purpose



I. Demographic Composition of Head Start Eligible Children and Families

A. Estimated Number of Children

BVCA Head Start serves children in 15 sites in eight towns in seven counties. Table 1 below identifies the number of children ages 0-5 in each of county service area, the number of children under the age of 5 in poverty, the number of children enrolled in BVCA Head Start 0-5 programs or school services and the number of children *not* served is noted as well. The *U.S. Census* indicates that in 2008, 11% of children under the age of 5 are in poverty in the BVCA service area compared to 9% in 2011, 13% in 2012 and most recent estimates of 15% in 2015.

Table 1, Sources: U.S. Census Bureau www.factfinder.census.gov and Nebraska Department of Education Data, <http://www.education.ne.gov>

County	Children in Service Area Under 5 2015	Children Under 5 in Poverty in 2015		Children 0-5 Enrolled in Head Start and Public School Services 2015				Children NOT Served by free or reduced Pre-K. 2015
				EHS	HS	School	Total	
Fillmore	262	43	16%	10	17	89	116	146 / 56%
Gage	1,213	194	16%	20	69	280	369	844 / 70%
Jefferson	319	56	14%	30	31	138	199	120 / 38%
Saline	959	120	12%	44	44	265	353	606 / 63%
Seward	1,006	146	14%	0	17	114	131	875 / 87%
Thayer	284	65	23%	10	10	104	124	160 / 56%
York	892	132	15%	20	51	164	235	657 / 74%
Total	4,935	756	15%	134	239	1,154	1,527	3,408 / 70%

BVCA Head Start 0-5 Programs were funded to serve 322 children ages birth to five during 2013-2014 and 329 in 2014-2015. BVCA has Head Start 0-3 programs in six out of the nine counties that it serves. In 2014-2015, Gage, Jefferson, Saline, and York counties each serve 20 children birth to three years of age while Fillmore and Thayer share 10 enrollment slots for a total of 90 Head Start 0-3 enrollment slots. The Head Start 3-5 program has 239 enrollment slots in eight out of the nine counties in the BVCA service area.

In March of 2015, BVCA received an Early Head Start-Childcare Partnership Grant award to serve 44 infants and toddlers, 24 in Blue River Family Center in Crete and 20 in Kids Connection in Fairbury.

In July of 2015, BVCA received a Sixpence Grant award to serve 24 infants and toddlers in Seward County. Sixpence is a home based program, similar to Early Head Start, and is in coordination with Seward, Centennial, and Milford Public Schools.

BVCAs Quarterly Waitlist inserted at the end of this document demonstrates the needs for more services for children by program option, by county and for the agency.

B. Geographic Location

The following table identifies the land area in square miles, the total population by county, and the number of towns, public and private schools in each county. Transportation is a financial challenge in the areas that are so widely spread and sparsely populated, however it is necessary in Fillmore County to provide transportation in order to meet funded enrollment requirements. In many of these rural areas our small schools are being forced to consolidate in order to operate effectively. Nine public schools and 1 private school either closed or consolidated with another school since 2006. According to Blue Valley Community Action's 1999 Program Information Report there were 60 Local Education Agencies (LEA's), in comparison to 27 Local Education Agencies that were reported in the 2007 Program Information Report. In Spring, 2016, MOU's were made with 23 School Districts and 2 ESUs.

Table 2, Sources: US Census Bureau www.factfinder.census.gov and BVCA Data

County	Land Area	2007 Population	2011 Population	2013 Population	Number of Towns*	Number of Public Schools, 2016	Number of Private Schools, 2016
Fillmore	575 Sq. Miles	6,051	5,866	5,698	8	4	1
Gage	851 Sq. Miles	23,291	22,031	21,864	14	4	2
Jefferson	570 Sq. Miles	7,516	7,519	7,560	9	3	1
Saline	574 Sq. Miles	13,873	14,345	14,416	8	4	2
Seward	571 Sq. Miles	16,546	16,703	17,089	11	3	4
Thayer	574 Sp. Miles	5,163	5,160	5,189	11	3	2
York	573 Sq. Miles	14,370	13,726	13,883	9	3	4
Total	4,288 Sq. Miles	86,810	85,350	85,699	76	28	16

*Number of Towns includes those towns with population of more than 100 residents.

The following chart identifies the population trends from 2007 to 2011 and the population projections for the year 2020 by county for all persons and for children ages 0-5 years estimated by the *UNL Bureau of Business Research*. These projections indicate an expected increase in the zero to five-year-old population by the year 2020 in five of the eight BVCA counties served by Head Start. The most significant increases in the zero to five-year-old population is expected for the counties of Gage, Saline and York.

Table 3, Sources: UNL Bureau of Business Research <http://cba.unl.edu/outreach/bureau-of-business-research>

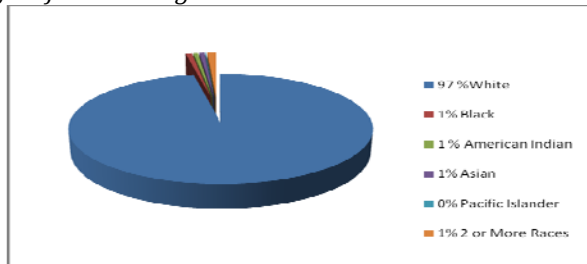
County	Total Population			Population Age 0-5		
	2007	2011	2020	2007	2011	2020
Fillmore	6,051	5,866	5,969	324	311	400
Gage	22,794	22,031	24,763	1,364	1,322	1,676
Jefferson	7,516	7,519	7,437	378	399	426
Saline	13,873	14,345	17,125	931	1,033	1,170
Seward	16,554	16,703	18,298	978	985	912
Thayer	5,163	5,160	4,949	235	273	310
York	14,370	13,726	15,660	924	892	1,044
Total	86,321	85,350	94,201	5,134	5,215	5,938

C. Racial and Ethnic Composition of Children

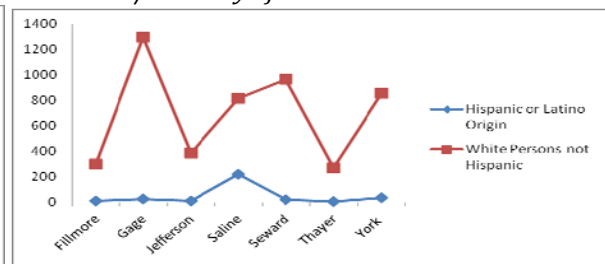
Chart 1, below, identifies the number of children in each racial category based on total population data from the *US Census Bureau*. Chart 2, below, uses the *US Census Bureau* data to depict the number of children who are of Hispanic or Latino Origin and those who are white not Hispanic. Saline County notably has the largest number of children who are of Hispanic or Latino Origin. Six percent of the children in BVCA's service area are of Hispanic or Latino Origin.

Charts 1 and 2, Source: U.S. Census Bureau www.factfinder.census.gov

Origin of Children Ages 0-5 in BVCA Service Area



Race/Ethnicity of Children 0-5 in BVCA Service Area



Further noted in Table 4 is the percentage of minority population in each county. The data being compared is from the *U.S. Census Bureau* and the *Department of Education School Report*. The data from the Department of Education once again shows a higher minority population than that noted in the U.S. Census. Fillmore, Jefferson, Saline and York counties experienced the largest percentage increase in the minority population from 2009 to 2014 according to the Department of Education School Report.

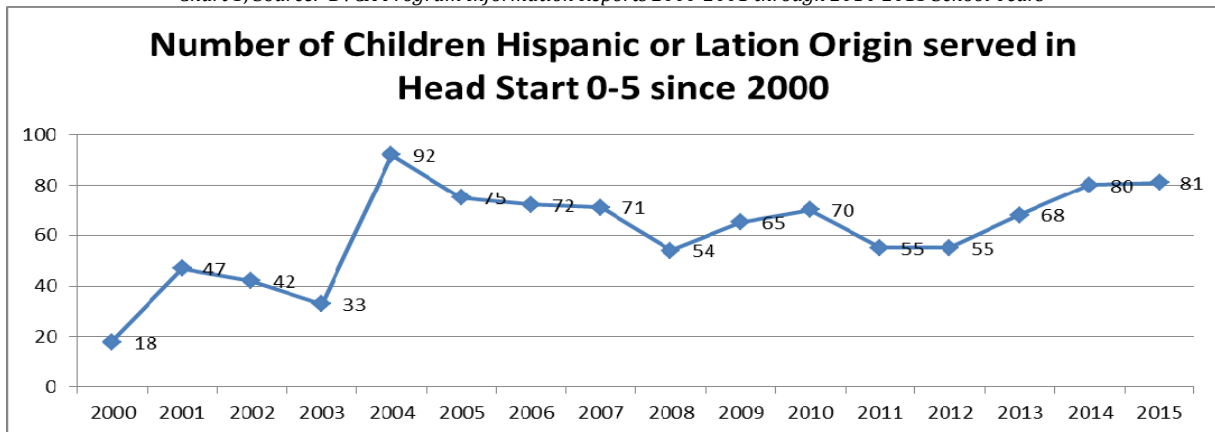
Table 4, Sources: U.S. Census Bureau www.factfinder.census.gov, Department of Education School Report <http://reportcard.education.ne.gov>

County	Percentage of Minority Population U.S. Census Bureau	Percentage of Minority Population Dept. of Education Schools Report		
		2009	2012	2014
Fillmore	2.0%	4.18%	3.50%	10.88%
Gage	2.6%	5.02%	8.17%	7.32%
Jefferson	2.3%	2.95%	8.62%	10.94%
Saline	5.6%	19.71%	27.82%	44.53%
Seward	2.4%	6.50%	6.10%	7.66%
Thayer	1.8%	5.85%	8.47%	6.09%
York	3.4%	7.45%	11.27%	16.17%

In the 2015-2016 school year, BVCA served 16 children of non-Caucasian race and 81 children of Hispanic or Latino ethnicity. BVCA's Head Start 0-5 program experienced a significant rise in the number of children of Hispanic or Latino ethnicity since 2004 and since has fluctuated between 54 and 92, with 81 in 2015/2016. The

graph below depicts the number of children served by BVCA who are of Non-Caucasian ethnicity over the past 15 years.

Chart 3, Source: BVCA Program Information Reports 2000-2001 through 2014-2015 School Years



According to the *2013 Nebraska Vital Statistics Report – Births by Sex, Race, and Hispanic Origin by Place of Residence*, there were a total of 991 births in BVCA's service area. Of those, 898 (91%) were identified as White. A total of 105 (11%) of the births, were recorded as being of Hispanic/Latino origin. Seventy-five of the one hundred and five (71%) Hispanic/Latino births were in Saline County. (2015 not available yet)

D. Homelessness

According to *2016 Kids Count in Nebraska*, there are 6,309 homeless individual and 1,596 at risk of homelessness. Of those 2,201 are homeless children ages 18 and under and 746 children ages 18 and under at risk of homelessness. In the BVCA service area, 257 individuals and of those 90 are children 18 and under. Using this information, BVCA estimates that approximately 25 children ages 0-5 and 2-3 prenatal mothers are homeless.

E. Foster Care/State Wards

According to *2016 Kids Count in Nebraska*, there are 6,681 children who are state wards. Fillmore has 16, Gage has 56, Jefferson has 16, Saline has 41, Seward has 45, Thayer has 4 and York has 41 for a total of 219. According to www.fosterclub.com 39% of foster children are under age 5, so BVCA estimates that 85 children under 5 are in foster care in the BVCA service area.

II. Other Child Development and Child Care Programs in Service Area

A. Child Care Availability

The following table shows the availability of Child Care slots by county in comparison to the number of children 0-13 years of age. The Family Child Care Homes I and II and the Child Care centers have slots available for children 6 weeks to 13 years of age while the Preschool slots are available for children 3-5 years old. A Family Child Care Home I is a program that is in the home of the provider with a maximum capacity of eight children of mixed ages and two additional school age children during non-school hours. A Family Child Care Home II is a program that is in the home of the provider or another site with a maximum capacity of twelve children with two providers. Child Care Centers are programs licensed for at least 13 children while Preschools are programs that provide educational services where children do not nap and are not fed a meal.

The ratio of children to licensed childcare slots for all BVCA counties is 1:1.80. The total number of licensed child care slots dropped from 3,610 in 2009 to 3,610 in 2012 and to 2,258 in 2014. Gage County experienced the most significant decrease in licensed child care slots while Seward County experienced an increase in 2012 and basically remained the same (within one) in 2014. In summary of those children with all available parents working, 55% in the BVCA service area have access to childcare from licensed providers.

Table 5, Sources: NDHSS Child Care Division <http://dhhs.ne.gov>, U.S. Census Bureau www.factfinder.census.gov

County	Number of Family Child Care Home I & II Slots			Number of Child Care Slots			Total Number Licensed Child Care Slots			Total Number Children with All Available Parents Working	Ratio of Slots to Children
	2009	2012	2014	2009	2012	2014	2009	2012	2014	2014	2014
Fillmore	50	60	44	122	100	82	172	160	126	280	1 : 2.22
Gage	528	412	205	551	399	422	1,079	811	627	1,320	1 : 2.11
Jefferson	152	152	120	138	137	112	290	289	232	389	1 : 1.68
Saline	379	276	250	400	458	177	779	734	427	788	1 : 1.82
Seward	200	228	218	222	296	305	422	524	523	892	1 : 1.71
Thayer	142	142	122	119	100	30	261	242	152	282	1 : 1.86
York	312	298	290	295	281	151	607	579	441	591	1 : 1.34
Total	1,763	1,568	1,249	1,847	1,771	1,279	3,610	3,339	2,528	4,542	1 : 1.80

The following table shows the number public or private Pre-K slots available in the BVCA area. Since 2010, there has been a significant increase in preschool opportunities, from 998 to 1,3363 in the 2015-2016 school year. School districts (public) serve children 0-5 while private preschools serve only 3-4 year olds. It is to be noted that since 2010-2011 school year, the number of school district preschool slots in Gage County has almost doubled and for the BVCA area, the number has increased significantly.

Table 6, Source: Nebraska Department of Education Data, <http://www.education.ne.gov>

School Districts in Each BVCA County	Number of Preschool Slots 2010-2011	Number of Preschool Slots 2013-2014	Number of Preschool Slots 2014-2015	Number of Preschool Slots 2015-2016
Exeter-Milligan	16	8	15	15
Fillmore Central	52	61	47	49
Shickley	13	18	16	25
Grace Lutheran	6	6	8	3
Fillmore County Total	87	93	86	89
Southern	20	31	27	27
Beatrice	55	153	151	191
Freeman	17	39	49	48
Diller-Odell	27	25	26	14
St. Joseph	27	27	31	36
St. Paul	40	63	57	51
Gage County Total	186	338	341	367
Fairbury	93	86	97	93
Tri County	34	36	34	35
Meridian	11	9	13	10
St. Paul	23	20	24	25
Jefferson County Total	161	151	168	163
Crete	178	186	187	198
Dorchester	1	3	3	2
Friend	23	35	40	30
Wilber-Clatonia	30	32	32	35
St. James	19	12	17	16
Zion Lutheran	6	7	0	0
Saline County Total	257	275	279	281
Milford	21	17	18	24
Seward	23	33	37	41
Centennial	34	45	38	49
Our Redeemer	5	14	12	13
St. Paul	22	6	14	19
St. Vincent	18	9	18	11

Seward County Total	123	124	137	157
Deshler	27	26	27	20
Thayer Central	39	39	41	47
Bruning-Davenport	21	17	27	37
Thayer County Total	87	82	95	104
York	61	124	124	133
McCool	5	0	4	7
Heartland	21	25	24	24
St. Joseph	0	30	42	38
York County Total	87	189	194	202
BVCA Area Total	988	1,252	1,300	1,363

B. Eligible Children Being Served

Table 7 compares the number of preschool slots, Head Start slots, and the number of children ages 3-5 in 2015-2016.

Table 7, Sources: Nebraska Kids Count, <http://voicesforchildren.com> BVCA Statistics

County	Number of School District Preschool Slots	Total Number of Children Ages 3 and 4	Total Number of Children Ages 3 and 4 in Poverty	Total Number of Head Start Slots
Fillmore	89	160	18	17
Gage	367	544	71	67
Jefferson	163	182	25	31
Saline	281	347	21	44
Seward	157	364	29	17
Thayer	104	147	22	12
York	202	344	48	51
Total	1363	2,642	306	239

C. Licensed ChildCare

The table below lists the childcare licensed by the States of Nebraska that were operating in the BVCA counties in 2017.

Table 8, Source: Nebraska Health and Human Services Child Care Licensing www.nebraska.gov/LISSearch/search.cgi

	Fillmore	Gage	Jefferson	Saline	Seward	Thayer	York
Child Care Center	2	6	1	4	7	1	5
Family Child Care Home I	3	25	10	9	19	13	18
Family Child Care Home II	1	12	3	9	4	1	6
Preschool	0	0	1	2	2	1	3
Provisional Child Care Center	1	0	0	2	0	0	0
Provisional Family Child Care Home I	2	2	0	1	3	0	2
Provisional Family Child Care Home II	2	2	0	0	0	0	1
Provisional Preschool	0	0	0	0	0	0	0

The Nebraska Department of Education designed an Early Childhood Education (ECE) Grant Program that awards state funds to schools or Educational Service Units to assist in the operation of early childhood programs. These

programs are intended to support the development of children from age four to kindergarten through the provision of comprehensive center-based programs.

The Nebraska Department of Education funded 68 ECE Grant Programs in 2008-2009. Currently there are over 77 ECE Grant Programs in Nebraska serving over 3,200 children. The Department of Education funded 2 new ECE Grant Programs in the 2012-2013 program year and expanded nine existing programs. While, NDC continues to fund ECE grants, none have been awarded to districts within the BVCA area since 2012-2013.

There are currently ten schools within our service area that are operating ECE Grant Programs. At this time, BVCA has existing Early Childhood Education Grant Program collaborations with the following public Schools: Beatrice and Southern (Gage County), Fairbury (Jefferson County), Crete (Saline County), Thayer Central (Thayer County) and York (York County). Together BVCA and the public schools offer integrated child development programs by combining existing resources with state grants. BVCA has limited partnerships with Tri County School District (Gage, Jefferson, and Saline counties), Diller/Odell School District (Jefferson and Gage counties), and Wilber/Clatonia School District (Saline), Centennial School District (Seward) Deshler School District, (Thayer County)and TYKE which is an ESU Early Childhood Program serving children in several school districts in Fillmore, Saline, and York counties.

III. Children with Disabilities

A. Number of Children Zero to Five Years of Age With Verified Disabilities by County

The information shared in table 9 encompasses statistics for children ages 5–15 with disabilities; statistics for children 0-5 are not available. The Nebraska Department of Education informed BVCA that there is a federal law, entitled the Family Educational Rights and Privacy Act (FERPA), which prohibits the release of personally identifiable student/child information. The information that was acquired was from the *U.S. Census data*.

During the 2015-2016 program year, BVCA served a total of 119 children 0-5 years of age who had verified disabilities. BVCA's data indicated a decrease in the number of children with disabilities being served for four years and then an increase again the last three years.

Table 9, Sources: U.S. Census www.factfinder.census.gov, BVCA data

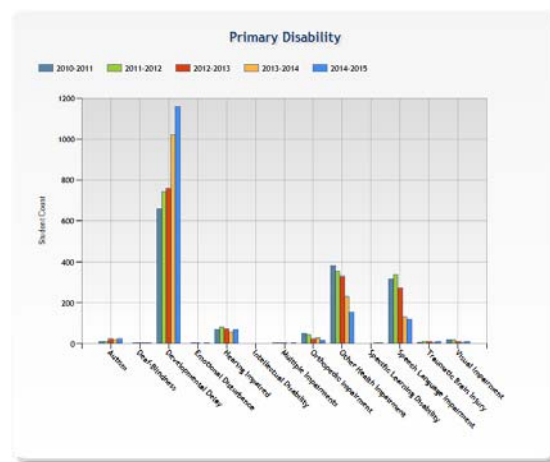
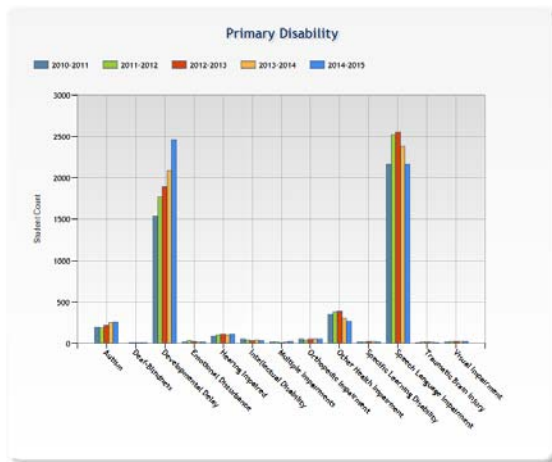
County	Number of Children 5-15 with Disabilities	Percentage of Children 5-15 with Disabilities Census	Number of Children 0-5 With Disabilities Served by HS/EHS in 2015-2016
Fillmore	39	3.7%	6 / 6
Gage	163	4.7%	25 / 5
Jefferson	90	7.3%	13 / 9
Saline	72	3.3%	19 / 8
Seward	69	2.6%	3 / 0
Thayer	51	5.5%	3 / 5
York	158	6.7%	13 / 4
Total	642	4.82%	HS 82 / EHS 37

The *Data Accountability Center* (ideadata.org) has state statistics available for children birth through age two and ages three through age five but does not have county statistics available. The *Data Accountability Center* indicates that Nebraska has 1,485 children birth through age two receiving early intervention services. The *Data Accountability Center* also indicates that 5,379 children ages 3 through 5 in Nebraska receive services under the IDEA Part B.

B. Types of Disability

In 2011 and 2012, according to the *Data Accountability Center*, the most common type of disability in the Nebraska was Speech/Language Impairment. The most common type of disability of the children served by BVCA's Head Start and Early Head Start in 2015-2016 was Speech/Language followed by Developmental Delays. The *U.S. Census* indicates state percentages by types of disabilities for children ages 5 to 15 as follows: Sensory Disability - .4%; Physical Disability -.3%; Mental Disability -3.2%; Self-care Disability -.1%; and finally children with multiple disabilities - .9%.

Chart 4 and 5, Sources: http://reportcard.education.ne.gov/pg_SPED_Disability_Setting
 Chart 4-three to five year olds.
 Chart 5-birth to three year olds



C. Resources to Assist Children and Families of Children with Disabilities

BVCA Early Childhood Programs collaborate with Early Intervention Services Coordination, Educational Service Units, local school districts, and medical professionals in each Head Start and Early Head Start community to address needs of children with disabilities and their families. All children with verified disabilities have an Individual Education Plan (IEP) or an Individual Family Service Plan (IFSP) completed with professional and parental input to assure the child's best interest are met. BVCA staff work as strong advocates for families who have children with disabilities; staff support the parents by attending IEP and IFSP meetings, implementing supportive and scaffolding activities in lesson plans, and finding supportive information and resources for families.

The Nebraska Department of Health and Human Services provides various programs such as:

- **Early Development Network** – a program that provides services such as physical therapy, occupational therapy, transportation, vision services and special instruction to children birth through age three who are not developing typically or have been diagnosed with a health condition that will affect their development.
- **Early Intervention Medical Waiver** – a program that provides respite services for families of infants and toddlers with disabilities or medical conditions. This program is designed to prevent out-of-home placement of the child by providing temporary relief to the usual caregiver from the continuous care of an infant and toddler with a disability.
- **Disabled Children's Program** – a program that serves the needs of children with disabilities by paying for non-medical services. These services need to be related to the child's disability.
- **Medically Handicapped Children's Program** – a program that provides specialized medical services for families with children with disabilities or ongoing health care needs. Services may include services coordination/case management, specialty medical team evaluations, access to specialty physicians, and payment of treatment services.
- **PTI (Parent training and Information) Nebraska** – a program to provide training, information, and support to parents in Nebraska who have a child birth through twenty six with special needs.

IV. Education, Health, Nutrition, and Social Service Needs of Head Start Eligible Children and Their Families

A. Education

1. Attainment Levels

The following table exhibits the percentage of education attainment levels of adults 18 years of age and older for each county that BVCA Head Start Birth to Five serves in Nebraska. An average of 39% of the residents in the BVCA service area are high school graduates as shown on the table compared to 31% in Nebraska. An average of 30% of the residents in the BVCA service area have some college or an Associates Degree, an average of 11% have

a Bachelors Degree and an average of 4.5% have a Masters Degree . There is a great deal of similarity in education level in all of the counties served by BVCA.

A critical issue for many rural counties is education; the younger highly educated adults migrate from the small communities to live in more urban settings leaving the adult workforce in small communities to be less educated. The Center for Rural Entrepreneurship is helping rural America realize its entrepreneurial potential while helping to sustain educated individuals in small communities. The Center for Rural Entrepreneurship has created various grant funded programs such as Center for Rural Affairs, Heartland Center for Leadership Development, and Youth Entrepreneur Program to encourage growth in small communities.

Table10, Source: U.S. Census, www.epodunk.com

County (all adults 18 and over)	Less Than High School Degree	High School Degree or GED	Some College or Associate Degree	Bachelor Degree	Master Degree
Fillmore	12%	42%	30%	12%	4%
Gage	18%	39%	28%	11%	4%
Jefferson	16%	41%	29%	10%	4%
Saline	19%	38%	28%	10%	5%
Seward	12%	32%	33%	15%	8%
Thayer	19%	37%	29%	11%	4%
York	12%	38%	33%	12%	5%

BVCA's 2015-2016 Program Information Report shows that of the 395 total adults served by Head Start and Early Head Start, 142 parents (36%) have less than a high school diploma, 131 parents (33%) have a high school diploma, and 34 parents (9%) have some college education, vocational school, or an Associate Degree, and 88 parents (22%) have a Bachelor Degree or a Master Degree.

2. High School Dropout Rates

According to the 2011-2012 Nebraska Education State of the Schools Report 1,968 students across Nebraska dropped out of high school. This was a decrease of 322 dropouts from the previous school year. The highest dropout rates occur with Black and Latino students which may be linked with higher rates of poverty and level of segregation.

The dropout rate in BVCA's service area is very difficult to analyze as the number of students who dropout in our rural areas is very low and is therefore not reported in order to protect the identity of the student. Gage and Saline counties are the only two counties that have a high enough dropout rate to be reported as shown in Table 11. Since 2012-2013, the Nebraska Department of Education did not make dropout rates available by county. The state dropout rates are as follows by school year in Table 12. (2015-2016 not available as of this update)

Tables 11 and 12, Source: Nebraska Education State of the Schools Report <http://reportcard.education.ne.gov>

County	Dropout Rate 2007-2008	Dropout Rate 2011 - 2012	School Year	Nebraska Dropout Rate
Fillmore	0.00%	0.00%*	2008-2009	1.60%
Gage	1.02%	1.85%	2009-2010	1.47%
Jefferson	1.61%	0.00%*	2010-2011	1.38%
Saline	2.70%	3.09%	2011-2012	1.46%
Seward	0.00%	0.00%*	2012-2013	1.05%
Thayer	1.06%	0.00%*	2013-2014	1.11%
York	1.74%	0.00%*	2014-2015	1.09%

* Data masked to protect the identity of students using the following criteria: All students were reported in a single group.

As of 2014-2015, (2015-2016 not available as of this update) the Nebraska Education State of the Schools Report no longer had data by county. However, data from the largest school districts in each of BVCA's Head Start Birth to Five Service Area is as follows:

Tables 13, Source: Nebraska Education State of the Schools Report <http://reportcard.education.ne.gov>

District	BEATRICE PUBLIC SCHOOLS	CRETE PUBLIC SCHOOLS	FAIRBURY PUBLIC SCHOOLS	FILLMORE CENTRAL PUBLIC SCHS	SEWARD PUBLIC SCHOOLS	THAYER CENTRAL COMMUNITY SCHS	YORK PUBLIC SCHOOLS
District ID	34-0015-000	76-0002-000	48-0008-000	30-0025-000	80-0009-000	85-0070-000	93-0012-000
Poverty Percentage	49.07%	53.94%	50.16%	31.73%	24.24%	29.95%	45.00%
English Language Learners Percentage	*	25.17%	*	*	0.94%	*	2.21%
Special Education Percentage	21.63%	16.10%	27.24%	23.43%	16.09%	21.15%	17.87%
School Mobility Rate	13.70%	10.39%	12.38%	12.73%	10.89%	9.14%	18.50%
Membership	2144	1852	945	542	1423	424	1389
Highly Mobile Percentage	6.81%	6.11%	8.22%	7.88%	5.39%	6.82%	6.67%

3. Home Language

In 2016, Nebraska has 10.8% of its population speaking a language other than English at home according to data from US Census Quick Facts. The percentage of English Language Learners in BVCA counties are as follows: Fillmore-4.5%, Gage-2.9%, Jefferson-2.6%, Saline-21.8%, Seward-3.2%, Thayer 2.3%, and York 4.5%. Over the past 16 years, Spanish is the main other language spoken in homes.

4. Child Education

The State of Nebraska continues to move toward a stronger emphasis on early childhood programming. The Nebraska Department of Education began funding regional training and technical assistance projects in 1997 to improve the quality of care and education services provided by private childcare workers throughout the state. In response to the Governor's identification of early childhood as a state priority, the legislature has introduced LB 350 to provide for inclusion of pre-kindergarten program in the state aid formula and LB 577 to include early childhood education programs within the state aid formula, which would appropriate additional funds to expand the number of State Early Projects.

LB 759, enacted in the 2001 Legislative Session, revised the Early Childhood Act originally passed in 1990 (79-1101 through 1104 R.R.S.) that enabled the funding of pilot Early Childhood Projects. The action to revise the law and to increase the funding was a part of Governor Johanns' early childhood initiative, *Children Can't Wait*. The purpose of Nebraska's Early Childhood Education Grant Program is to provide a high quality early childhood program setting and to assist children to reach their full potential and increase the likelihood of children's later success in school. Major emphases in LB759 (revised Early Childhood Act) include:

- Support for inclusive, integrated programs/services that include categorically and economically diverse groups of children. The intent is to help communities move away from categorical to inclusive service delivery models.
- A strong emphasis on family participation, in recognition of the critical role of parents in assuring that children grow up in positive supportive environments that encourage their early development and learning.
- Attention to research-based elements of effective programs. These include: teachers trained to work with young children, optimum adult/child ratios and group size, sufficient intensity and duration of programs, a curriculum based on knowledge about child growth and development, including an emphasis on age-appropriate language and early literacy experiences, and ongoing program improvement processes.

LB 759 allowed the state to pilot 10 pre-kindergarten inclusion programs in 2001. By 2007 there were 77 and in 2013/2014 there were 126 preschool programs operated by Nebraska School Districts. BVCA currently has collaboration with Beatrice, Fairbury, Crete, Southern (Wymore)Thayer Central, and York Public Schools to offer the integrated child development programs by combining existing resources with state grants. Approximately 170 children receive Head Start quality preschool services through this funding.

By 2014/2015 Nebraska started tracking part day and all day Preschool. There were 143 schools with part day, 37 with full day, and 23 with both options. In the BVCA area, Beatrice Public School is the only school with some full day options(5 of 12 classes) available for 3 and 4 year olds and Southern has full day option available (2 of 2 classes) but only for 4 year olds.

In 2006, the Nebraska Legislature passed *LB 1256*, establishing Sixpence to address gaps in services for “at risk” children birth through age 3 not being served by Early Head Start or Early Intervention.

In 2008, 11 school districts began services. Crete Public Schools, in the BVCA service area, was one of the initial 11 programs. The Sixpence Annual Report for 2008 does not indicate how many children were served.

In the 2010-2011 program year, the Sixpence Early Learning Fund funded 13 programs across 11 school districts in Nebraska to 360 young children (birth through age three) and their families. Sixpence services were expanded in Crete and added in York that year. In 2014-2015, BVCA wrote a Sixpence grant with Milford, Seward, and Centennial Schools in Seward County. BVCA administers that grant very similarly to the Early Head Start Home Visit program for 24 children in Seward County.

By 2014-2015, the Sixpence Annual Report indicated 25 programs were funded across 25 school districts in 22 counties. Sixpence served 871 children 804 families.

Sixpence accepted applications for Childcare Partnerships in January 2016 to address *LB547*. This Nebraska Law was enacted in 2015 to address barriers, faced by families, by child care providers, and by schools, so that more high quality learning environments would be available for infants and toddlers. Only two Sixpence CCP grants were awarded, none in the BVCA area.

4. Child Education Curricula

BVCA Early Childhood Programs follow and implement child education curricula that are research-based and have been proven to have significant impacts on children’s educational success. The Department employs one full time Education Officer and one full time Infant/Toddler Services Officer, whose responsibilities include ongoing professional development and staff training related to the child education curricula.

Head Start uses *The Creative Curriculum*, which rests on a foundation of more than 75 years of scientific research about child development and learning theory that leads to specific instructional strategies based on how young children learn best. *The Creative Curriculum* takes what has been learned from theorists such as Erik Erikson, Jean Piaget, Lev Vygotsky, and Howard Gardner, as well as recent research studies about language, literacy, and math development and clearly and simply explains how to apply this information in a classroom. BVCA currently has three formal collaborations with local school districts and partnerships involving Memorandums of Understanding with twenty-seven schools in the service area. The schools in the collaboration projects as well as the majority of the other school partners also use Creative Curriculum. This adds to the continuity of services and ongoing assessment of children served and enhances communication with parents of dually enrolled children through the implementation of the same ongoing assessment tool.

Parents As Teachers, Born to Learn is a national program used by Early Head Start. Through personal visits, parent meetings, linkage to resources, and periodic developmental screening tools, trained parent educators bring the latest neuroscience research findings to parents and provide practical ways to encourage learning and interact with their children birth-years.

5. Parenting Education

BVCA continues to provide numerous opportunities for parents to learn about child development, discipline, communication, nutrition and health, family budgeting, and family goal development, among many other topics of interest. Each Head Start and Early Head Start center is allotted money in order to host trainings locally. The parent groups determine what training is needed and who will conduct the training. Parents from all Head Start and Early Head Start centers are invited to attend the trainings. Funds are also made available to parents who have children with special needs. Parents are provided the opportunity to receive financial support to attend local training opportunities that may assist them in learning more about their child’s disability.

BVCA operates the program Project FIRST (Families in Residence with Support in Transition) which engages homeless families in the family development process to achieve self-sufficiency and permanent housing. BVCA also offers the program Homeless Prevention & Rapid Re-Housing (HPRP). HPRP is designed to give temporary housing assistance to individuals and families to provide a bridge to long-term housing stability. BVCA provides outreach services to families in need. These services include family development case management, home visitation, education, information and referrals.

Nebraska has very few parent education programs available on a regular basis. Some training opportunities are offered by varying agencies and churches throughout the year. The Even Start Family Literacy Program which were available to qualifying families in Gage and Saline Counties in Nebraska ended in 2010-2011 due to funding cuts. Seward County is the only county in BVCA’s service area that has parenting education classes available on a regularly scheduled basis.

In 2009, Adult Basic Educational Opportunities are available in the following counties within BVCA’s service area: Fillmore, Gage, Saline, Seward, and York. In 2014, Gage, Saline, and York were the only counties. Individuals

living in counties that do not have programs available have to travel to attend Adult Basic Classes in the counties mentioned above.

Rooted in Relationships is an initiative that partners with communities to implement evidence based practices that enhance the social-emotional development of children, birth through age 8. One part of this initiative supports communities as they implement the *Pyramid Model*, a framework of evidence-based practices that promote the social, emotional, and behavioral competence of young children. BVCA had staff participate in Circle of Security Facilitator Training. The Circle of Security sessions were offered to parents in two counties in 2014-2015, 4 in 2015-2016 and now all counties in 2016-2017.

6. Child Mobility

The child mobility information was collected by the Nebraska Department of Education, State of the Schools Report. Student mobility reflects the percentage of youth who transition in and out of the school system during any given school year and is believed to result in lower student achievement.

The child mobility rate for the Nebraska BVCA service area was at 11.35% during the 2013-2014 school year which indicates an increase from 9.2% in the 2006-2007 school year. Seward County had the highest child mobility rate of 12.89%, with York and Gage County following closely behind with a 12.35% and 12.21% child mobility rate respectively. BVCA's 2015-2016 Program Information Report indicates the largest number of turnover in Gage and Saline counties.

2014-2015 Child Mobility Rates can be found in Table 13.

B. Health Status Needs

According to the <http://www.americashealthrankings.org/NE>, Nebraska was ranked the tenth state for being relatively healthy in 2014. In 2016, the website discontinued ranking states, but did provide the following information about Nebraska and continues to rank counties within Nebraska as depicted in Table 14.

America's Health Rankings from United Health Care Foundation shows the following for Nebraska:

Strengths

- Few poor mental health days
- High rate of high school graduation
- Low prevalence of low birthweight

Challenges

- Large disparity in health status by education level
- Low immunization among adolescents for Tdap
- High prevalence of excessive drinking

Highlights

- In the past year, physical inactivity decreased 16% from 25.3% to 21.3% of adults.
- In the past 2 years, smoking decreased 12% from 19.7% to 17.3% of adults.
- In the past 10 years, premature death decreased 11% from 6,883 to 6,125 years lost per 100,000 population.
- Since 1990, children in poverty increased 62% from 11.3% to 18.3% of children.
- Since 1990, cardiovascular deaths decreased 39% from 368.7 to 224.7 per 100,000 population

Table 14, Source: County Health Rankings <http://www.countyhealthrankings.org/app/nebraska> (compare counties)

	Nebraska	Fillmore	Gage	Jefferson	Saline	Seward	Thayer	York
Length of Life (out of 93 counties)		69	59	62	27	16	70	17
Quality of Life(out of 93 counties)		9	76	71	29	16	62	38
Poor or fair health	12%	10%	18%	15%	13%	8%	13%	11%
Poor physical health days per year	2.9	2.0	3.0	3.3	2.5	2.5	3.3	2.8
Poor mental health days per year	2.7	2.0	4.4	3.3	2.8	2.4	2.4	2.2
Low birthweight	7.0%	6.7%	7.4%	7.6%	5.3%	6.4%	8.6%	6.4%
Health Behaviors(out of 93 counties)		15	76	65	29	9	22	45
Adult smoking	18%	13%	21%	17%	14%	14%	12%	18%
Adult obesity	29%	29%	34%	34%	32%	29%	32%	32%

Physical inactivity	24%	29%	30%	33%	30%	25%	30%	25%
Access to exercise opportunities	81%	62%	62%	32%	68%	54%	35%	65%
Excessive drinking	20%	24%	24%	17%	18%	21%	16%	18%
Alcohol-impaired driving deaths	35%	33%	50%	80%	25%	41%	40%	22%
Sexually transmitted infections	364	156	165	93	172	106		218
Teen births	32	21	33	33	30	11	21	32
Clinical Care (out of 93 counties)		3	12	34	36	1	27	38
Uninsured	13%	11%	11%	12%	15%	9%	13%	12%
Primary care physicians	1,405:1	1,154:1	1,558:1	1,504:1	1,820:1	1,540:1	1,027:1	1,250:1
Dentists	1,450:1	1,899:1	1,562:1	2,520:1	2,403:1	2,136:1	2,595:1	1,543:1
Mental health providers	435:1	570:1	683:1	1,890:1	1,311:1	854:1	5,189:1	578:1
Social & Economic Factors		9	67	61	54	5	30	21
High school graduation	86%		84%	90%	84%	96%		89%
Some college	70.0%	67.7%	67.9%	57.6%	57.6%	73.6%	61.4%	69.5%
Unemployment	3.9%	3.2%	4.4%	3.8%	3.8%	3.7%	3.0%	3.7%
Children in poverty	17%	13%	16%	20%	15%	10%	18%	14%
Children in single-parent households	28%	19%	23%	35%	24%	17%	9%	21%
Violent crime	264		248		137	43	51	44
Physical Environment		3	34	13	6	66	41	26
Air pollution - particulate matter	12.1	10.5	9.5	10.0	10.0	10.2	10.5	10.6
Drinking water violations	8%	6%	14%	6%	0%	64%	52%	38%
Severe housing problems	13%	8%	11%	11%	11%	10%	9%	7%
Driving alone to work	81%	74%	82%	77%	74%	79%	78%	80%
Long commute - driving alone	17%	19%	26%	22%	25%	33%	13%	10%

The health status of the state's growing minority population is a major concern. Historically, most racial/ethnic minority groups as compared to the white population have a significantly higher infant mortality rate. There are also major concerns with various socioeconomic conditions and the physical environment. Many people in Nebraska have incomes below the poverty level and live in substandard housing.

According to the Kaiser Family Foundation, <http://kff.org/statedata/?state=NE> Nebraska's amount of per capita government health spending is \$7,048 in comparison \$6,810 for the national average in 2009, the latest data available (as of January 2017).

Adequate health care in rural Nebraska is an ongoing problem. Many of the primary care physicians are not located in the rural areas making health care a challenge for the small communities.

According to the Association of American Medical Colleges, <https://www.aamc.org> 2012, Over a third of all physicians in Nebraska are older than 50 years and are likely to retire in the next 10 to 15 years. According to 2016 data, Nebraska ranked 45th in the country in regards to having physicians over 60 years old. The Physician-to-Population Ratio for Nebraska in 2007 was 1: 403 in Metro areas versus 1: 745 in Non-metro areas; the Primary care Non-Physician Clinician-to-Population Ration was 1: 1,934 in Metro areas and 1: 2,038 in Non-metro areas; and the Dentist-to-Population Ratio in the Metro areas was 1: 1,543 and 1: 2,131 in Non-metro areas. Physician-to-Population Ratios were no longer available in 2015.

When the Nebraska Health Care Funding Act was passed in May 2001, 16 new multi-county health departments were created. As a result, all Nebraska counties are now covered by a local health department. The Office of Community Health Development provides technical assistance to all local public health departments and monitors the funds that are distributed under the Act. The increase in obesity is sighted for Nebraska. Nebraska

notes the use of PHHS Block Grant Funds to support the reduction of health disparities among minority populations.

Table 15, Source: <http://www.countyhealthrankings.org> and <http://dhhs.ne.gov>

County	# of Physicians	# of Dentists	# of Optometrists	# of Mental Health Centers	# of Hospitals	# of Health Dept.	# of Medical Facilities
Fillmore	4	3	1	0	1	*1	3
Gage	14	14	4	1	1	*1	7
Jefferson	5	3	1	0	1	*1	1
Saline	8	6	1	0	2	*1	1
Seward	11	8	3	1	1	*1	2
Thayer	5	2	4	0	1	*1	4
York	11	9	2	4	1	*1	6
Total BVCA	58	45	16	6	8	*2	24

*Four Corners Health Dept. serves Butler, Polk, Seward, and York. Public Health Solutions serves Fillmore, Gage, Saline, Jefferson, and Thayer.

1. Dental Health

The BVCA service area has seen a change in the number of dental providers that will accept Medicaid children. Increased paperwork, reimbursement rates paid at a lower rate than a non-Medicaid patient, and the number of missed visits have led some dental professionals not willing to accept Medicaid patients. A very low percent of enrolled families have dental insurance therefore; grant funds and community resources must be used to assist our children.

The lack of dental providers who provide oral health care to children under three is a real concern. Dental professionals in will not provide a screening or care for children under three unless there is a problem. Families with children who need extensive dental work or are under three must travel to a larger city where there are dental professionals who will provide the necessary services. The cities that have dental professionals willing to serve children under the age of three are sixty to ninety miles away from our small communities. This means time off from work for families who are struggling to meet their needs.

The BVCA Head Start/Early Head Start service area has two communities, Fairbury and Seward, that fluoridates their public water supply. Community water fluoridation remains the safest, most cost effective and socially equitable method of reducing tooth decay in a community. Many of enrolled children are from small towns or farms and lack the benefit of fluoride application.

Blue Valley Community Action and Public Health Solutions are partnering to provide fluoride treatments two times a year to preschool children and EHS children in Fillmore, Gage, Jefferson, Saline, and Thayer Counties. Four Corners Public Health is providing fluoride treatments to families enrolled in the WIC program in York and Seward Counties. Some, but not all Head Start children also receive WIC in York and Seward.

2. Mental Health

Mental Health service providers are limited in rural Nebraska; it is very difficult to locate a mental health provider that specializes in children birth to age five. BVCA's Head Start/Early Head Start program has a contract with Family Resources of Greater Nebraska, Leanne Josoff, Darcy Dawson, and Meredith Ernzen to provide services to children and families enrolled in the program. The mental health professionals conduct classroom and home observations focusing one-on-one consultations with families who have concerns for the child's mental well-being. The mental health professional can assist with referrals for mental health services, when needed, and provide training at parent meetings. BVCA uses the Ages and Stages: Social-Emotional screening tool to assess the enrolled children's social emotional well-being. The Head Start centers occasionally partner with the public school system to utilize the school's Psychologist and other professionals to better support the child and the family.

3. Physical Health

a. Immunizations

The Centers for Disease Control and Prevention (CDC) aims for 90% of all children to receive the primary immunization series by age three. In 2014, 80.2% of Nebraska children had received the series by age three. This dropped in 2016 Kids Count to 73.8% (<http://voicesforchildren.com> Kids Count in Nebraska). This is higher than the national average of 71.6% (<https://www.cdc.gov/nchs/fastats/immunize.htm>)

Each of the counties in which BVCA provides Head Start and Early Head Start has Immunization Clinics with the exception of Fillmore. Those families must travel to Saline, Thayer or York counties.

The BVCA Program Information Reports for 2015-2016 indicated that 35% children served by Head Start and Early Head Start were up-to-date on **all** immunizations for their age; 53% had been determined by a health care

professional to have received all immunization possible at this time, but who have not received all appropriate to their age; 1% met state guidelines for exemption; leaving 11% behind or lacking immunizations appropriate for their age.

b. Blood Lead Levels

According to *2016 Kids Count in Nebraska*, 31,666 Nebraska children's blood levels were tested. Of those, 344 had elevated blood lead levels representing 1.1% of all children tested, a decrease from 1.9% in 2013.

According to the 2007-2008 Program Information Report two hundred ninety four children enrolled in Head Start and Early Head Start were tested for high lead levels. All children who were tested passed the evaluation compared to the fourteen children who failed the evaluation in 2005-2006. BVCA saw a decrease over the years; then in 2012-2013, four children had high lead levels, in 2013-2014, eleven had high lead levels, in 2014-2015 one had high lead levels and one in 2015-2016.

c. Prenatal Health

According to the *Nebraska Health and Human Services 2013 Vital Statistics* the number of resident live births in Nebraska was 26,094. The 2011 figure is the lowest number of live births in Nebraska in any single year since 2005. Nebraska's lowest year, 2011, live birth count translates into a rate of 14.0 live births per 1,000 population. In 2014, the number of resident live births in Nebraska increased for the third consecutive year, reaching its highest figure since 2009. A total of 26,794 live births were recorded among Nebraska women in 2014, compared to the 2013 tally of 26,094. Nebraska's 2014 live birth count translates into a rate of 14.2 live births per 1,000 population. As of the 2017 update to this Community Assessment, there is no data for 2015 or beyond for *Table 16 or 17 or 18*.

Table 16, Source NDHHS 2013 Vital Statistics http://dhhs.ne.gov/publichealth/pages/ced_vs.aspx

Year	Population	Births
2005	1,758,163	26,142
2006	1,768,311	26,723
2007	1,774,571	26,935
2008	1,783,432	26,992
2009	1,796,619	26,931
2010	1,826,341	25,916
2011	1,842,641	25,722
2012	1,855,525	25,939
2013	1,868,516	26,094
2014	1,881,503	26,794

Prenatal care obtained in the first trimester is ideal for more positive maternal health and birth outcomes. Adequate prenatal care primarily consists of initiating prenatal care in the first twelve weeks of pregnancy as well as receiving at least thirteen visits during the course of a full term pregnancy. The table below shows a slight decrease in the rate of inadequate prenatal care from 2006 to 2011 and a more significant decrease in 2014. Saline County is the a more significant increase and Seward and York had slight increases. Nebraska had 17.2% of babies receive inadequate prenatal care. Two of BVCA's counties are higher than the state average- Saline and York.

Table 17, Sources: *Nebraska Vital Statistics Report* http://dhhs.ne.gov/publichealth/pages/ced_vs.aspx

County	2006 Rate of Inadequate Prenatal Care	2011 Rate of Inadequate Prenatal Care	2014 Rate of Inadequate Prenatal Care
Fillmore	15.0	11.5	6.9
Gage	14.9	9.7	6.3
Jefferson	14.5	16.9	11.4
Saline	20.7	20.1	29.7
Seward	10.5	10.2	12.9
Thayer	11.1	11.3	7.6
York	18.8	20.0	20.6
BVCA Area	15.6	14.3	13.6

The 2007 Nebraska Vital Statistic Report indicated 87 teen pregnancies in BVCA's service area while the 2014 Nebraska Vital Statistic Report indicates a decrease in the number of teen births to 52*. Only two of BVCA counties met or exceeded the state percentage of teen births.

Table 18, Source: Nebraska Vital Statistics Report http://dhhs.ne.gov/publichealth/pages/ced_vs.aspx, 2015 Kids Count

County	Teen Births	Total Births	% Teen Births
Fillmore	*	59	*
Gage	18	229	7.9%
Jefferson	*	72	*
Saline	14	177	7.9%
Seward	6	214	2.8%
Thayer	*	55	*
York	14	198	7.1%
BVCA Area Total	52*	1,004	*
Nebraska	1,411	26,794	5.3%

*Teen Births are not provided if there were less than five for any given county for reasons of confidentiality. Thus total for BVCA is probably 1-10 teen births higher and percentage not valid.

The following table shows BVCA counties' data for unmarried mothers. The risk of having children with adverse birth outcomes, such as low birth weight and infant mortality, are greater for unmarried mothers than for those who are married. Children born to single mothers are also more likely to live in poverty than children born to married couples. This is the most current data available as of the 2017 update for Table 19, 20 and 21.

Table 19, Source: DHHS http://dhhs.ne.gov/publichealth/pages/ced_vs.aspx

Births to unmarried mothers	2014 Numbers	2014 Rate
Fillmore	12	20%
Gage	91	40%
Jefferson	28	39%
Saline	57	32%
Seward	33	15%
Thayer	23	42%
York	59	30%
Nebraska	8,845	33%

The average incidence of very low birth weight (<1500 grams) among BVCA service area residents is lower in all counties except Saline and Thayer. The average incidence of low birth weight (<2500 grams) babies born in the service area is lower than the state's except for York.

Table 20, Sources: Nebraska Vital Statistics Report http://dhhs.ne.gov/publichealth/pages/ced_vs.aspx

County	Total Births	VLBW<1500 grams		LBW<2500 grams	
		Number	Rate/1000	Number	Rate/1000
Fillmore	54	0	0.0	1	20.0
Gage	250	1	4.0	15	60.0
Jefferson	78	0	0.0	6	66.7
Saline	211	3	16.3	9	48.9
Seward	194	2	11.5	10	57.5
Thayer	47	2	25.0	5	62.5
York	179	1	6.1	15	90.9
Nebraska	25,939	333	12.5	1,910	71.5

Infant mortality rates are frequently used as an indicator of overall human well being in a community. According to the Nebraska Health and Human Services System Vital Statistics Report – Infant and Neonatal Deaths by Place of Residence for 2013. Infant deaths are defined by Nebraska Health and Human Services System as the “death of a

person less than one year of age” and neonatal deaths are defined as the “death of a person less than 28 days of age. The infant death rate for Nebraska decreased from 6.3% in 2008 to 5.6% in 2013.

Table 21, Sources: Nebraska Vital Statistics Report, http://dhhs.ne.gov/publichealth/pages/ced_vs.aspx

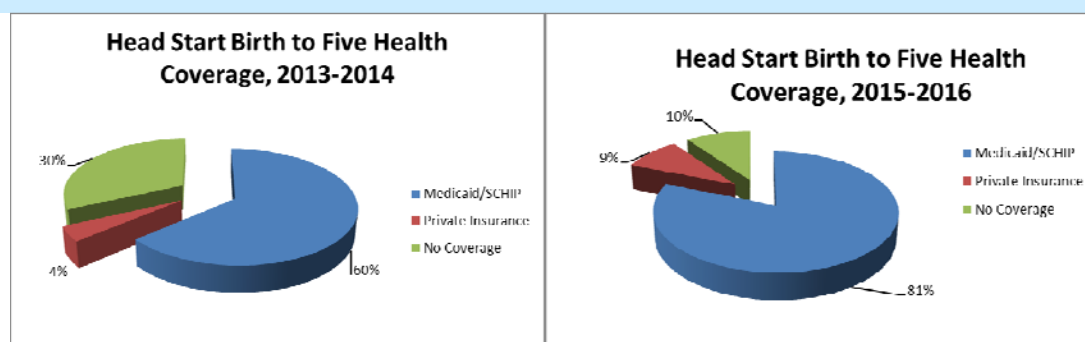
County	Infant Deaths	Rate/1000	Neonatal Deaths	Rate/1000
Fillmore	0	0.0	0	0.0
Gage	1	4.4	1	4.4
Jefferson	0	0.0	0	0.0
Saline	1	5.6	1	5.6
Seward	1	4.7	1	4.7
Thayer	1	18.2	0	0.0
York	0	0.0	0	0.0
Nebraska	136	5.1	97	3.6

d. Medical Insurance

According to the 2016 Kids Count, 2,922 children in BVCA’s service area are enrolled in Medicaid programs. The following charts show Health Coverage has not changed significantly for the BVCA Head Start Birth to Five children in the past four year.

Chart 6, Source: 2013-2014 Program Information Report.

Chart 7, Source: 2015-2016 Program Information Report



e. Child Abuse Reports/Substantiation

According to Nebraska Department of Health and Human Services – Child Abuse or Neglect Annual Report, in 2014 28% of the children involved as substantiated victims were four years of age and younger. The following chart shows the numbers and percentages of children under 17 by county in the BVCA service area. This is the most current information as of the 2017 update of BVCA Community Assessment.

Table 22, Source: http://dhhs.ne.gov/children_family_services/Documents/2014CANReport.pdf

Incident County	Abuse/ Neglect Calls	Reports Accepted for Assessment	Substantiated	Unfounded	Unable to Locate	Dependent Child	Alternative Response	DHHS Assessment In Process	*Law Enforcement In Process
Fillmore	98	40 41%	4 10%	27 68%	3 8%	3 8%	0 0%	0 0%	3 8%
Gage	334	134 40%	24 18%	89 66%	2 1%	10 7%	0 0%	1 1%	8 6%
Jefferson	104	52 50%	5 10%	43 83%	1 2%	0 0%	0 0%	0 0%	3 6%
Saline	160	68 43%	14 21%	50 74%	0 0%	0 0%	0 0%	0 0%	4 6%
Seward	205	87 42%	14 16%	53 61%	2 2%	12 14%	0 0%	1 1%	5 6%
Thayer	93	35 38%	6 17%	28 80%	0 0%	0 0%	0 0%	0 0%	1 3%
York	302	126 42%	26 21%	92 73%	2 2%	2 2%	0 0%	2 2%	2 2%

C. Nutrition Status

1. WIC Program Participation

Table 23, Source: USDA Annual Report, <http://www.fns.usda.gov/pd/wic-program>

	2010	2011	2012	2013	2014	2015	2016
Nebraska	45,267	43,563	42,727	40,151	39,211	37,601	38,125

According to BVCA's 2015-2016 Program Information Report 149 women, infants, and children who were enrolled in Early Head Start and Head Start participated in the WIC program. BVCA operates WIC clinics in Fillmore, Saline, Seward, and York counties. BVCA's 2015 Annual Report also includes numbers served by WIC.

2. Commodity Supplemental Food Program

Table 24, Source: USDA Annual Report, <http://www.fns.usda.gov/pd/child-nutrition-tables>

	2011	2012	2013	2014	2015
Nebraska	12,167	11,896	10,870	10,185	9,307

BVCA operates six Commodity Supplemental Food Program (CSFP) distribution sites throughout the eleven county service area. The CSFP program offers nutritious food packages to income qualifying women, infants, and children, and senior citizens. The BVCA 2014 Annual Report, contains information on sites in Beatrice, David City, Crete, Hebron, Humboldt, and York.

3. Food Stamps/Supplemental Nutrition Assistance Program (SNAP)

Nebraska Department of Health and Human Services distributed Food Stamps to an average of 119,421 persons or 51,146 household monthly in 2006. Food Stamps are cards provided by the U.S. Department of Agriculture to aid families that have incomes at or below 130% of poverty in order to maintain a low-cost and healthy diet. The table below indicates increases from 2015 to 2016.

Table 25, Source: Kaisers Family Foundation <http://kff.org/other/state-indicator/monthly-participation-in-fs-program>

Location	Sep-15	Aug-16	Sep-16	Monthly Percent Change (Sept 2016 - Aug 2016)	Annual Percent Change (Sept 2015 - Sept 2016)
Nebraska	176,472	177,651	177,912	.01%	.08%

In 2006, the average payment was \$201.73 per household or \$86.40 per person. In FY 2015, the average per household was no longer available but it was \$115.88 per person. There were 61,523 children ages 18 and under, found eligible to receive Food Stamp in Nebraska in 2006. According to the Center on Budget and Policy Priorities, in 2015, 44% of participants are under 18, indicating approximately 74,731 children in Nebraska were eligible for Food Stamps in 2014.

4. Food Pantry Use

According to the latest information from Feeding America, (http://www.feedingamerica.org/hunger-in-america/our-research/map-the-meal-gap/?_ga=1.40049762.1755095871.1423762272) in 2013, Nebraska had a 13% overall food insecurity rate. BVCA offers food and dry goods to persons in need within the service area. BVCA sponsors pantries in Butler, Fillmore, Gage, Jefferson, Polk, Saline, Seward, Thayer, and York counties. The BVCA 2015 Annual Report, indicates the number of individuals and households receiving food and dry goods.

5. Child and Adult Care Food Program

According to 2015 Kids Count in Nebraska, 138,348 or 40.1% of students were eligible to participate in the National School Lunch Program for reduced or free meals. BVCA's counties are as follows: Fillmore 383 or 39.4%, Gage 1,366 or 39.7%, Jefferson 735 or 46.5%, Saline 1,372 or 46.0%, Seward 716 or 24.4%, Thayer 286 or 32.9, and York 878 or 37.6%.

D. Social Service Needs

1. Income and Poverty Status

a. Aid to Dependent Children

The Temporary Assistance to Needy Families (TANF) focuses on non-cash resources and education to foster self-sufficiency among program recipients. Nebraska's Employment First Program was created to assist parents in acquiring and sustaining self-sufficiency within 48 months. Medicaid coverage, child care services and subsidies, and job support are all provided through Employment First.

The *2016 Kids Count In Nebraska* shows that in the BVCA area the average monthly number of families participating in TANF was 141 compared to 165 in 2012 and 121 families in 2008.

Refer to Table 1 for the number of children in poverty under age five living in each BVCA service area county. Fifteen percent (15%) of children under five in BVCA counties live in poverty.

b. Poverty Status

Data from the *US Census Bureau*, January 2017 shows Seward with the lowest poverty rate and Jefferson with the highest in the BVCA area. Seward has the highest median income and Jefferson the lowest

Table 26, Source: US Census Bureau's County Poverty Estimates www.census.gov/quickfacts

County	Percentage of Persons of All Ages below Poverty, 2015	Percentage of Persons of All Ages below Poverty, 2017	Median Income, 2015	Median Income, 2017
Fillmore	8.8%	9.8%	45,970	52,318
Gage	12.0%	10.2%	46,145	50,010
Jefferson	13.7%	12.3%	43,407	43,008
Saline	15.6%	10.0%	46,434	51,738
Seward	6.8%	7.5%	60,676	59,662
Thayer	11.0%	10.2%	43,077	45,741
York	10.0%	10.1%	47,220	51,802
Nebraska	12.0%	12.6%	51,381	52,997

2. Employment-Types and Typical Work Schedules

The following table shows the unemployment rate for the BVCA service area from 2000 to 2014. Data was taken from *The Bureau of Labor Statistics – Local Area Unemployment Statistics*. Three counties (Gage, Seward and Saline) in the Nebraska service area had unemployment rates higher than the state average in 2014. Gage county had the highest unemployment rate of 3.5 while Fillmore and Thayer County had the lowest of 2.8.

Table 27, Source: Bureau of Labor Statistics <http://www.bls.gov/lau/tables.htm>

County	2000	2005	2008	2011	2014	2016
Fillmore	2.6	3.3	2.9	3.6	2.6	2.8
Gage	3.0	4.5	4.6	5.4	3.7	3.5
Jefferson	3.2	3.9	3.8	4.2	2.9	2.7
Saline	2.6	3.4	3.4	4.0	3.2	3.1
Seward	2.3	3.2	3.2	3.7	3.0	3.1
Thayer	2.5	3.1	3.2	3.2	2.4	2.8
York	2.5	2.9	4.9	4.5	2.9	2.9
Nebraska	2.8	3.9	3.3	4.4	2.9	3.4

The table below shows the employment numbers single and two parent families, employment, job training or school status, and education levels.

Table 28, Source: BVCA Program Information Data 2015-2016

Families			Employment						Job Training or in School					Education			
2015-2016 PIR	Two parents	One Parent	Two parents employed	One parent employed	Two parents unemployed	One parent unemployed	One Parent unemployed		Two parents in school	One Parent in school	Two parents none	One parent in school	One parent none	Advanced Degree	Some College/ Assoc.	HS Grad or GED	Less than HS Grad
HS 251	130	121	22	86	22	58	63		9	56	65	39	82	55	24	81	91
EHS 104	59	45	8	40	11	11	34		3	24	32	6	39	26	9	31	38
CCP 40	23	17	6	13	4	8	9		1	10	12	4	13	7	1	18	14

Even though unemployment is lower within BVCA counties, most BVCA residents continue to make less money than residents statewide and nationwide. York is the only BVCA county which exceeded the statewide per-capita income. Saline County has the lowest per-capita of BVCA's Nebraska counties with \$21,455. Table 26 shows the per-capita dollar amounts for the BVCA counties.

Table 29, Source: U.S. Census Bureau <http://quickfacts.census.gov>

County	Per-Capita Personal Income
Fillmore	\$24,286
Gage	\$23,951
Jefferson	\$24,314
Saline	\$21,455
Seward	\$28,183
Thayer	\$23,314
York	\$27,582
Nebraska	\$26,523

The Nebraska Department of Labor reported two closings in BVCA's service area in 2014: Agrium Advanced Technology in Fairbury (25 jobs) and Store Kraft in Beatrice (103 jobs) No large industries or companies were reported in 2015. This list by no means is an all inclusive list as many companies quietly layoff workers to avoid a poor public image or fears that they may loose business over the concern they are about to close. Nor does it include the numerous very small businesses, restaurants, or stores opening and closing in the area. The following shows the top ten types of employment in each county, total earnings per year, and break down of male and female earnings compared to the total earnings.

Table30, Source: www.towncharts.com using most recent information from Census 2016.

Fillmore County Detailed Job Categories	# of People	Total Annual Earnings	Male Annual Earnings	Female Annual Earnings
Management	473	\$49,327	\$50,521	\$43,250
Office and administrative support	374	\$27,434	\$46,964	\$26,979
Construction and extraction	245	\$37,273	\$40,769	\$0
Production	245	\$32,500	\$34,500	\$23,500
Sales and related	224	\$34,167	\$41,458	\$17,361
Transportation	165	\$44,886	\$45,625	\$0
Education, training, and library	164	\$44,643	\$42,857	\$48,750
Personal care and service	151	\$23,182	\$0	\$21,500
Building and grounds cleaning and maintenance	114	\$37,708	\$39,583	\$12,250
Food preparation and serving related	112	\$22,813	\$0	\$30,096

Gage County Detailed Job Categories	# of People	Total Annual Earnings	Male Annual Earnings	Female Annual Earnings
Office and administrative support	1,303	\$32,634	\$36,250	\$31,250
Management	1,216	\$46,976	\$48,125	\$46,471
Sales and related	1,004	\$40,308	\$42,381	\$35,917
Production	881	\$35,641	\$37,227	\$27,009
Material moving	700	\$25,417	\$30,588	\$15,000
Education, training, and library	619	\$43,333	\$62,596	\$37,232
Construction and extraction	535	\$45,870	\$45,000	\$62,778
Installation, maintenance, and repair	508	\$41,708	\$41,875	\$0
Food preparation and serving related	497	\$17,841	\$16,964	\$18,523
Health diagnosing and treating practitioners	492	\$61,010	\$101,548	\$46,827

Jefferson County Detailed Job Categories	# of People	Total Annual Earnings	Male Annual Earnings	Female Annual Earnings
Management	567	\$50,299	\$51,188	\$43,750
Office and administrative support	409	\$31,354	\$30,833	\$32,542
Sales and related	398	\$35,024	\$40,263	\$20,905
Production	398	\$32,295	\$36,125	\$25,481
Building and grounds cleaning and maintenance	245	\$22,188	\$25,625	\$21,726
Construction and extraction	214	\$31,500	\$31,775	\$13,875
Food preparation and serving related	187	\$16,167	\$0	\$16,000
Personal care and service	171	\$17,398	\$0	\$17,049
Education, training, and library	169	\$55,524	\$85,417	\$55,403
Transportation	161	\$51,364	\$51,364	\$0

Saline County Detailed Job Categories	# of People	Total Annual Earnings	Male Annual Earnings	Female Annual Earnings
Production	1,200	\$33,525	\$34,157	\$32,183
Office and administrative support	658	\$31,462	\$35,461	\$30,944
Management	650	\$44,198	\$43,913	\$52,321
Material moving	589	\$31,210	\$32,366	\$9,308
Sales and related	499	\$28,800	\$33,173	\$27,850
Education, training, and library	416	\$50,938	\$65,000	\$46,823
Personal care and service	376	\$16,250	\$6,311	\$23,409
Installation, maintenance, and repair	341	\$38,021	\$37,212	\$0
Construction and extraction	316	\$35,827	\$35,864	\$0
Health technologists	273	\$32,578	\$0	\$32,578

Seward County Detailed Job Categories	# of People	Total Annual Earnings	Male Annual Earnings	Female Annual Earnings
Management	1,086	\$52,140	\$62,188	\$39,583
Office and administrative support	964	\$30,063	\$41,923	\$27,302
Sales and related	663	\$41,146	\$43,550	\$25,625
Production	631	\$42,105	\$45,667	\$37,125
Installation, maintenance, and repair	543	\$55,164	\$55,164	\$0
Education, training, and library	503	\$46,786	\$57,857	\$37,097
Transportation	476	\$55,417	\$55,486	\$0
Construction and extraction	471	\$40,000	\$40,000	\$0
Food preparation and serving related	406	\$20,833	\$16,625	\$27,656
Healthcare support	323	\$26,528	\$0	\$26,493

Thayer County Detailed Job Categories	# of People	Total Annual Earnings	Male Annual Earnings	Female Annual Earnings
Management	460	\$52,580	\$53,989	\$9,844
Office and administrative support	343	\$32,031	\$40,625	\$31,094
Sales and related	194	\$39,750	\$43,750	\$21,875
Production	188	\$35,000	\$36,053	\$33,824
Construction and extraction	143	\$32,250	\$32,500	\$0
Healthcare support	135	\$27,188	\$0	\$28,438
Education, training, and library	134	\$35,625	\$48,125	\$31,167
Transportation	99	\$46,250	\$50,341	\$0
Health diagnosing and treating practitioners	97	\$48,929	\$110,625	\$48,393
Food preparation and serving related	92	\$19,167	\$0	\$19,583

York County Detailed Job Categories	# of People	Total Annual Earnings	Male Annual Earnings	Female Annual Earnings
Management	1,042	\$49,638	\$56,281	\$39,583
Office and administrative support	995	\$31,875	\$61,324	\$30,019
Sales and related	599	\$38,846	\$45,774	\$29,028
Education, training, and library	531	\$40,547	\$43,750	\$38,393
Transportation	350	\$49,057	\$49,269	\$0
Construction and extraction	347	\$39,167	\$40,000	\$0
Food preparation and serving related	335	\$15,938	\$0	\$15,938
Production	331	\$38,000	\$46,190	\$31,757
Material moving	307	\$26,900	\$30,882	\$11,786
Building and grounds cleaning and maintenance	291	\$24,688	\$35,750	\$16,908

Head Start eligible families, who are employed, are typically working in the categories of Production (meat packing and dog food industry in Saline and various factories in all counties), Personal Care and Services (e.g. nursing facilities, home health, CNAs), and Food Preparation and Serving Related (fast food, restaurants, catering). In all of these categories, there is no typical work schedule for families. They involve morning, evening and sometimes night shift work as well as weekends. For those families in job training or school, typical schedules are 8-5, however evening and weekend classes are also available.

3. Crime and Public Safety

According to the *Nebraska Commission on Law Enforcement and Criminal Justice 2013 report*, the number of crimes reported to Nebraska law enforcement agencies decreased 4 percent in 2013 compared to 2012. Violent

crimes are Murder-Manslaughter, Forcible Rape, Robbery, and Aggravated Assault. Property crimes are Burglary, Larceny-Theft, Motor Vehicle Theft, and Arson.

In 2006, the Crime commission had break downs by county, as illustrated in table 27 below, but no longer publishes information by county, just by the state as in the table 28.

Table 31, Source: <https://ncc.nebraska.gov>

2006	Violent Crimes					Criminal Crimes			Criminal Crimes
County	Forcible Rape	Robbery	Aggravated Assault	Murder	Burglary	Larceny-Theft	Motor Vehicle Theft	Arson	Total
Fillmore	1	0	0	0	15	17	6	0	39
Gage	15	1	38	1	146	648	25	10	884
Jefferson	1	0	10	0	39	39	2	2	93
Saline	3	0	13	1	44	228	11	2	302
Seward	2	0	1	0	23	151	16	2	195
Thayer	0	0	1	0	24	62	3	0	90
York	3	2	0	0	40	218	7	0	270

Table 32, Source: Nebraska Commission on Law Enforcement and Criminal Justice, http://www.ncc.nebraska.gov/documents/stats_report_and_research.htm

Crime Index Offenses			
	2014	2015	% Change
Violent Crimes	4,763	4,807	0.9%
Murder - Manslaughter	54	66	22.2%
Forcible Rape	604	653	8.1%
Robbery	1,043	991	-5.0%
Aggravated Assault	3,062	3,097	1.1%
Property Crimes	46,517	41,798	-10.1%
Burglary	7,692	6,227	-19.0%
Larceny-Theft	34,170	31,384	-8.2%
Motor Vehicle Theft	4,449	3,906	-12.2%
Arson	206	281	36.4%
Total	51,280	46,605	-9.1%

4. Housing Status

BVCA offers various the following programs to assist clients with their housing needs.

First-Time Home Buyer Assistance Project – Down-payment assistance for first-time homebuyers.

Homeless Assistance – Homeless individuals/families can both obtain emergency food, clothing, shelter and/or transportation. Other services may include locating permanent housing and referrals to other agencies for identified needs.

Housing Development – Construction of affordable rental housing units.

Housing Rentals – Affordable rental housing properties are available to income eligible families. In some locations, Butler, Fillmore, Gage, Jefferson, Polk, Saline, Thayer, and York counties, Lease-To-Own is an option.

a. Affordable Rental Housing

Data can be found in the BVCA Annual Report on affordable rental units, including lease-to-own homes. These rentals are designed to make safe, quality housing available to income eligible individuals and families. Funding sources included are Low Income Housing Tax Credit, USDA Rural Development and HOME assisted units.

Housing Rehabilitation Services – Low and moderate income homeowners are offered low-interest loans and/or forgivable loans to rehabilitate homes to meet health and safety needs, limited by type or extent of work needed.

Temporary Emergency Shelter – Mini-shelters are available for displaced persons who suffer loss of homes due to fire, tornadoes, transience, domestic disputes or homelessness. Shelters are guarded and locations are confidential. Emergency Shelter is available in Gage, Jefferson and York counties.

Weatherization – Home from lower income families are tightened from heat and cold at no charge. Available in all Nebraska counties.

b. Weatherization Services

BVCA also provides energy saving measures to homeowners and renters who qualify under federal income guidelines. The BVCA Annual Report indicates information on homes weatherized.

IV. Education, Health, Nutrition, and Social Service Needs of Head Start Eligible Children and Families as Defined by Families and Other Service Providers

A. Head Start 0-5 Parent Surveys

Each year BVCA conducts a parent survey to determine parent perception of program effectiveness across arrange of areas; assistance and support; encouragement opportunities, and involvement; adult goals; transition planning and process; measurement of children's progress and development; and health and safety needs. The surveys contain questions allowing the parents to express their thoughts; we ask them to answer the questions by marking never, once or twice, sometimes, regularly and very often. The surveys also allow the parents the opportunity to share any additional comments or concerns that they may have. Parent surveys are distributed to all families enrolled in Head Start and Early Head Start.

BVCA received 63 Customer Satisfaction Surveys from EHS and HS families. Agreement or satisfaction was checked by 96-100% on four major questions. The specific survey results and comments can be found in electronic files of the Director and Outcomes Officer.

BVCA received 76 surveys for program year 2014-2015. The results were shared with center staff and used for Self Assessment and Strategic Planning. The surveys and summary can be found in the Office Assistant's files.

Family Engagement Surveys, 2015-2016

Surveys were distributed to all families in the spring of 2016. The Table below indicates the numbers and percentages returned. Overall the surveys indicated very positive responses about the health services, staff relationships, parent engagement, and program satisfaction. Surveys are shared with staff and stored at the Home Office.

County/Enrollment	Number Returned	Total and % Returned
Fillmore EHS 10 HS 17	4 6	10/37%
Gage-Beatrice EHS 20 HS 55	3 13	16/21%
Gage-Wymore HS 14	2	2/14%
Jefferson EHS 10 HS 31	5 12	17/41%
Saline EHS 20 HS 44	3 10	13/20%
Seward HS 17	4	4/16%
Thayer EHS 10 HS 10	3 3	6/30%
York EHS 20 HS 51	7 13	20/18%
BVCA EHS 90 HS 239	28 63	91/28%

B. Blue Valley Community Action Self-Assessment and Strategic Planning

BVCA continues an Agency Self-Assessment and Strategic Planning process yearly. During this process Key Stakeholders and partners were asked to complete interview questions in regard to the services that BVCA provides, future opportunities and needs in the community, threats and barriers the agency should be aware of as well as input future strategies the agency should consider. The process focuses on needs of persons served, the communities in BVCA's service area, and the organization itself.

The most recent Community Survey Results can be found in the BVCA Annual Report. Other Community Survey Results are in previous annual reports. www.bvca.net

The Children Services Department has a Strategic Planning Committee as well, which organizes training, planning, Head Start Self Assessment, and the Head Start Strategic Planning Goals-Five Year Plan. The Five Year Plan is updated at least quarterly with progress toward goals and is used in the annual Self Assessment.

Summary

BVCA's service area is currently experiencing increases in local school districts providing preschool services. In addition, the Nebraska Family Foundations have awarded several new or expansion Sixpence grants to provide services for infants and toddlers in the BVCA area. The emphasis with Sixpence in 2016 will be to work with Childcare Partners.

Although there are many contributing factors to the problems seen in the service area, BVCA continues to see under-employment as a barrier to success for its residents. The abundance of needs in the communities can be directly correlated to ability to be self-sufficient.

In February, 2017, Beatrice Public School is the only district to provide "full day" for approximately 27 of the 55 Head Start enrollment slots there. However, they do not meet the number of hours needed to be considered for Duration Extension. Crete Public Schools offers preschool 5 days a week instead of 4 like all the other collaborations. However, those are all part day programs. BVCA anticipates challenges in meeting the 1,020 hours needed for duration in all of its centers except for 1 classroom in Fillmore, 1 classroom in Seward and 2 classrooms in York, where BVCA is not in direct collaboration with school districts. BVCA has developed strong collaborations in every other county and will continue to explore options for Duration Extension, without dismantling collaborations built over the years.

Other significant findings or changes from the previous year are highlighted in blue.

The agency will continue its commitment to providing quality services to individuals in need, the ultimate goal to eliminate poverty in our service area.

Blue Valley Community Action Partnership

2016-2017 Comprehensive Needs Assessment

Addendum III

Staff Satisfaction Report



▲
Add a comment

Answered: 76 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0% 0	0% 0	3% 2	42% 32	55% 42	76	3.53

Answered: 76 Skipped: 0



76 responses



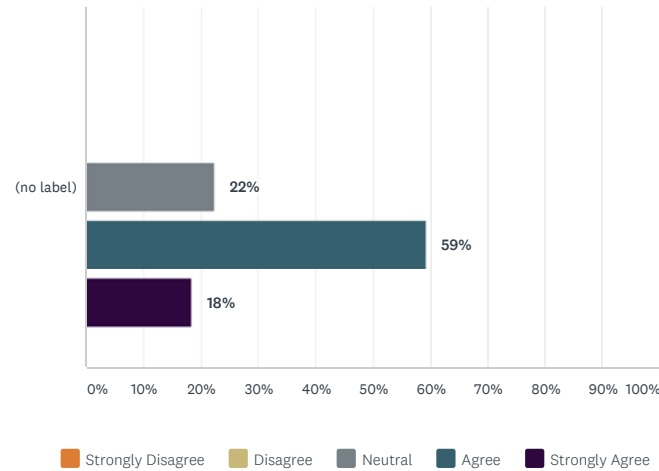
	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0% 0	0% 0	5% 4	39% 30	55% 42	76	3.50

INVITE

Q3

COMMUNICATION The agency communicates its direction and goals to me.

Answered: 76 Skipped: 0

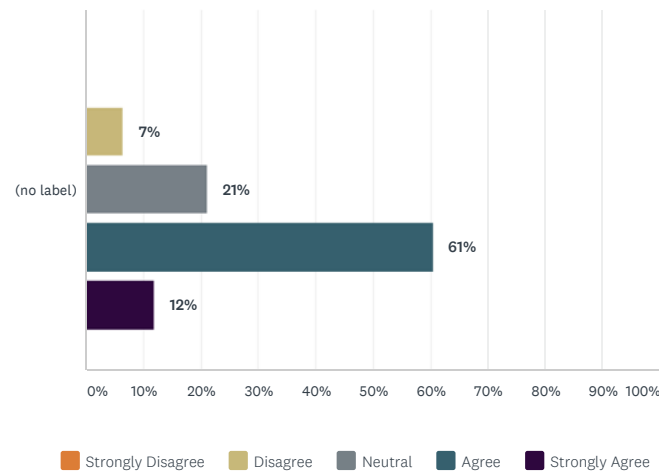


	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0% 0	0% 0	22% 17	59% 45	18% 14	76	2.96

Q4

I generally feel informed about issues that affect me within the organization.

Answered: 76 Skipped: 0



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<https://www.surveymonkey.com/r/...>

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76 responses

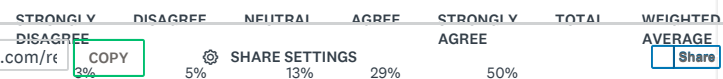


Q5

Answered: 76 Skipped: 0



Answered: 76 Skipped: 0



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<https://www.surveymonkey.com/results/SM-J7MMFSKM8/>



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	2	4	10	22	38	76	3.18

INVITE

Q7



If BVCA were to make improvements in the area of "COMMUNICATION", what do you think should be emphasized most to make us a more effective organization? What is your suggestion on how to improve this?

Answered: 76 Skipped: 0

More verbal communications More time for teacher communication

12/7/2017 3:07 PM

12/6/2017 9:51 PM

none at this time

12/6/2017 7:54 PM

Talk to ALL people on a regular basis

12/6/2017 7:10 PM

please talk with the people involved in the decisions that are made. Exp: if it affects teaching staff, please talk to them instead of making the decision yourselves.

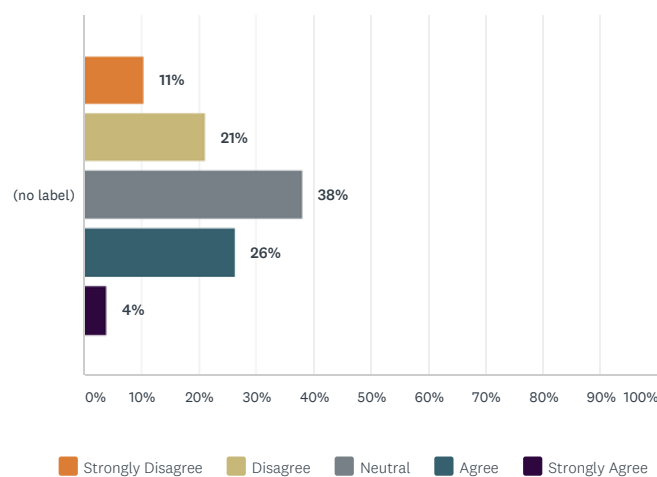
12/6/2017 6:07 PM

Q8



COMPENSATIONThe pay at BVCA is competitive to that of similar organizations.

Answered: 76 Skipped: 0



STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
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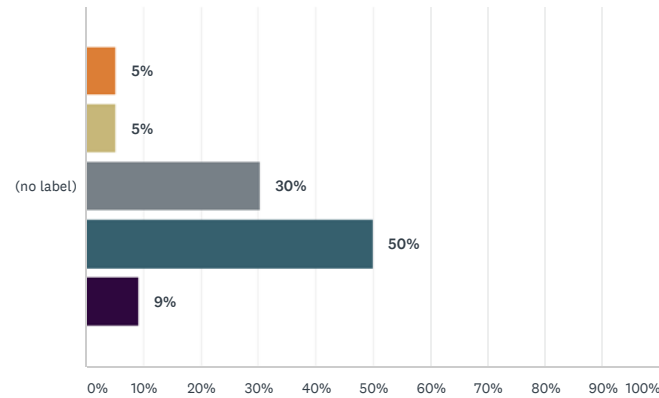
76 responses


 INVITE

Q9

The benefits at BVCA are competitive to that of similar organizations.

Answered: 76 Skipped: 0



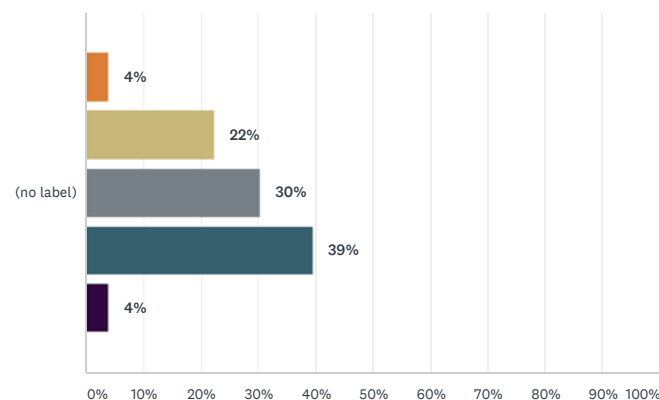
Strongly Disagree Disagree Neutral Agree Strongly Agree

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	5%	5%	30%	50%	9%	76	2.53
	4	4	23	38	7		

Q10

When looking at the entire compensation package (pay plus benefits), I receive fair compensation for the work I do.

Answered: 76 Skipped: 0



Strongly Disagree Disagree Neutral Agree Strongly Agree

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	4%	22%	30%	39%	4%	76	2.17
	3	17	23	30	3		

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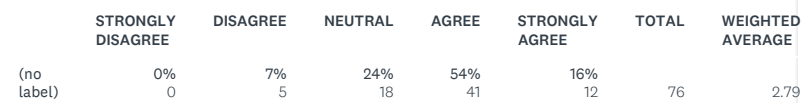
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76 responses



Answered: 76 Skipped: 0



Answered: 46 Skipped: 30

12/6/2017 9:51 PM

12/6/2017 7:54 PM

12/6/2017 7:10 PM

12/5/2017 8:23 PM

12/5/2017 7:58 PM

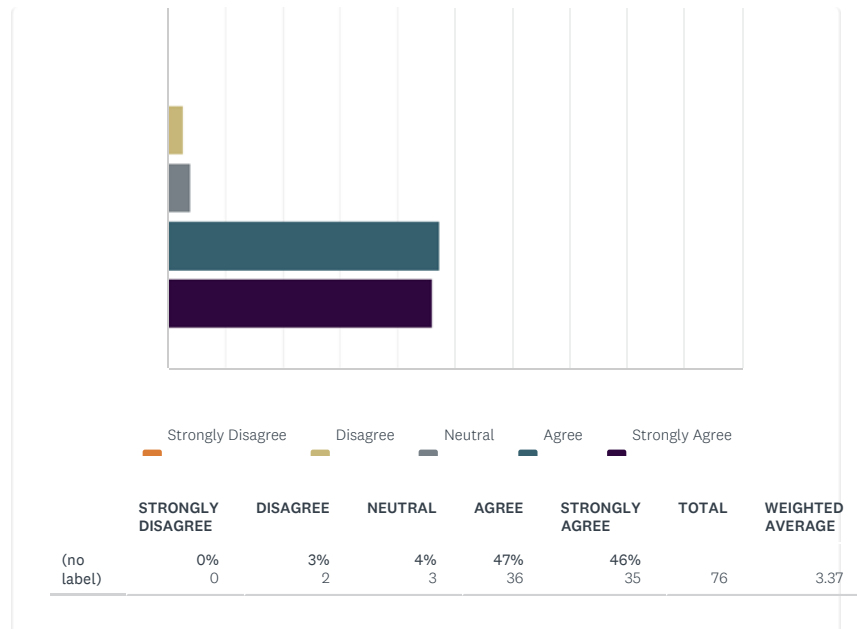
Q

Answered: 70 Skipped: 0

76 responses



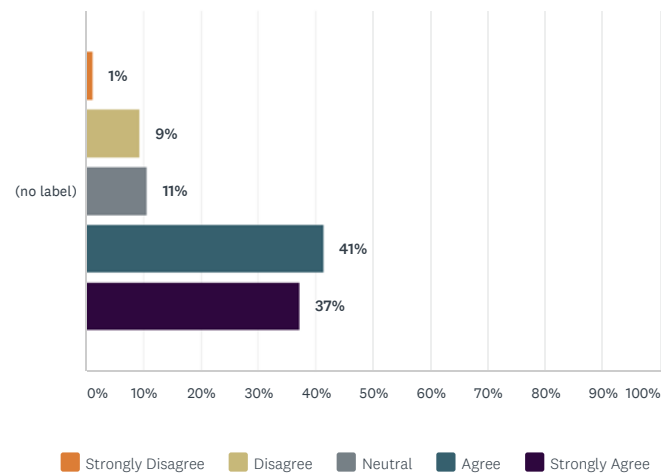
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Q14

I understand how my performance is appraised.

Answered: 75 Skipped: 1



Q15

Employee evaluations are fair and appropriate.

Answered: 76 Skipped: 0

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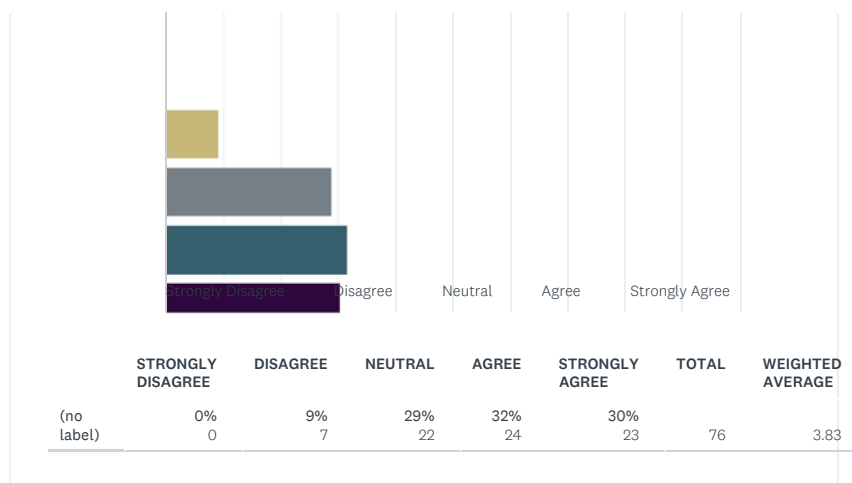
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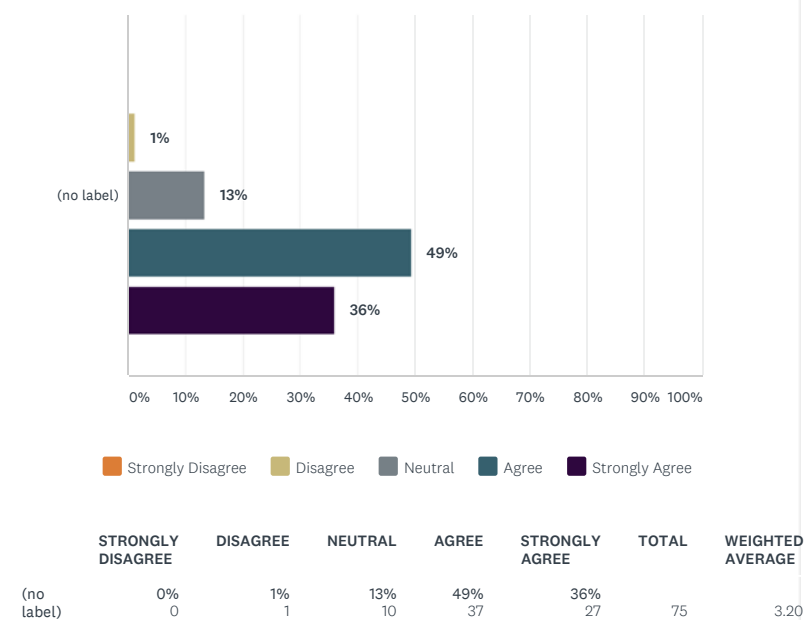

  INVITE


Q16



I am encouraged to learn from my mistakes.

Answered: 75 Skipped: 1



Q17



If BVCA were to take steps to improve in the area of "PERFORMANCE", which one requires the most improvement? What is your suggestion on how to improve this?

Answered: 34 Skipped: 42

not had an evaluation yet on performance

12/6/2017 7:54 PM

Who does the evaluations

12/6/2017 7:10 PM

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76 responses

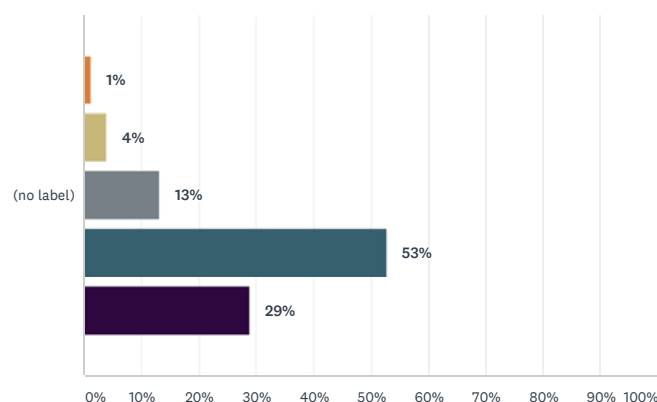
  INVITE

Q18



RESOURCES I have the tools/equipment/technology to do my job well.

Answered: 76 Skipped: 0



Strongly Disagree Disagree Neutral Agree Strongly Agree

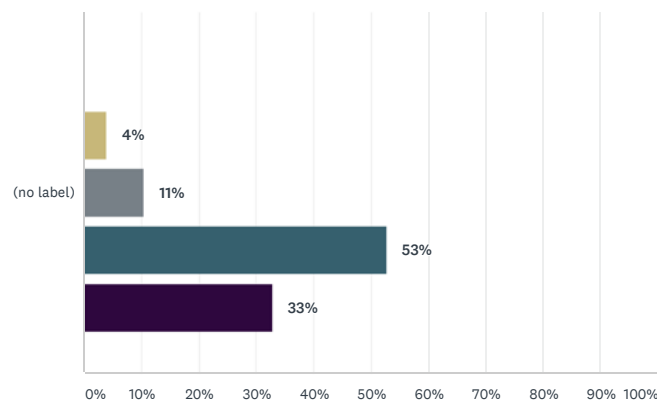
	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	1%	4%	13%	53%	29%	76	3.04
	1	3	10	40	22		

Q19



I receive the training I need to do my job well.

Answered: 76 Skipped: 0




Strongly Disagree Disagree Neutral Agree Strongly Agree

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76 responses



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0%	4%	11%	53%	33%	76	3.14
	0	3	8	40	25		

INVITE

Q20

If BVCA were to make improvements in the area of "RESOURCES", what do you think should be emphasized in order to make us a more effective organization? What is your suggestion to improve this?

Answered: 34 Skipped: 42

Don't send us to training that are unnecessary.

12/6/2017 7:10 PM

Higher classroom budgets.

12/6/2017 2:33 PM

N/A

12/5/2017 7:58 PM

Nothing comes to me right now.

12/5/2017 6:21 PM

N/A

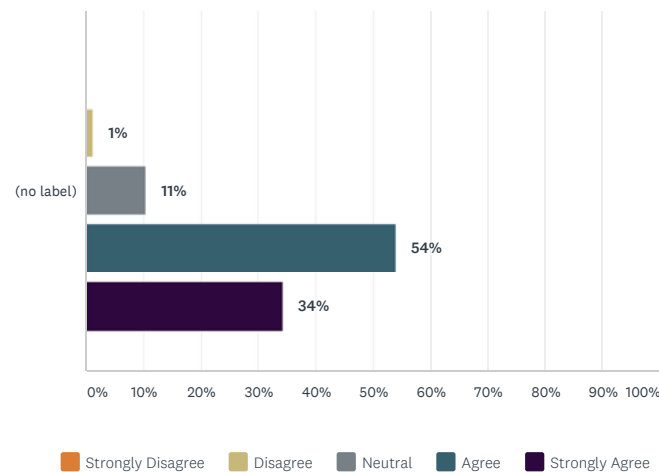
12/5/2017 5:08 PM

None

Q21

PROFESSIONAL and CAREER DEVELOPMENTThe agency encourages and supports my professional development.

Answered: 76 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0%	1%	11%	54%	34%	76	3.21
	0	1	8	41	26		

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76 responses



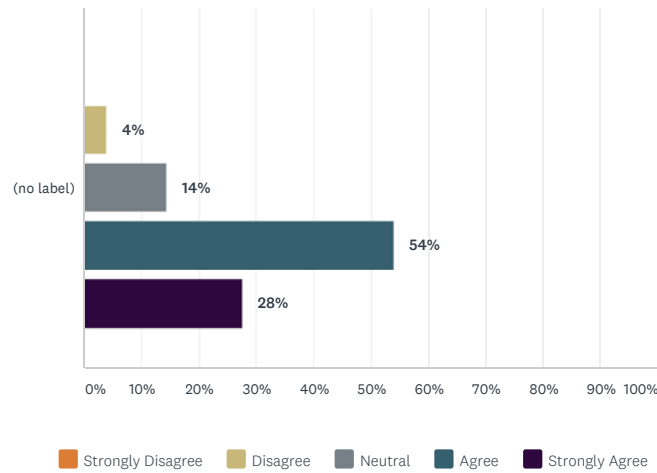
Q22



INVITE

I am satisfied with my opportunities for professional growth.

Answered: 76 Skipped: 0



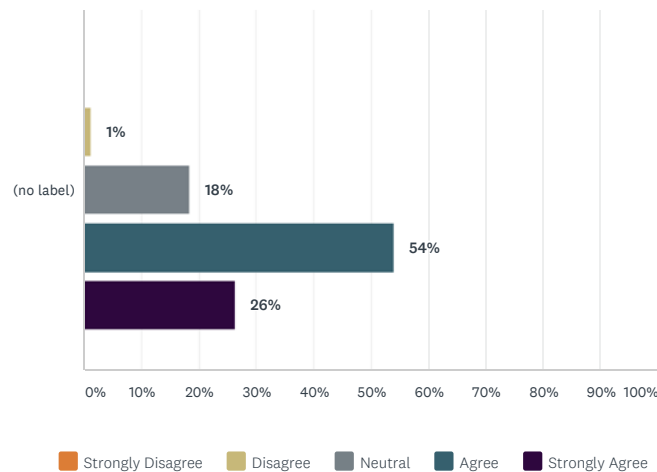
	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0%	4%	14%	54%	28%	76	3.05
	0	3	11	41	21		

Q23



I am satisfied with the career advancement opportunities within the organization.

Answered: 76 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0%	1%	18%	54%	26%	76	3.05
	0	1	14	41	20		

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76 responses



INVITE

If BVCA were to make improvements in the area of "PROFESSIONAL and CAREER DEVELOPMENT" listed above, what do you think should be emphasized in order to make us a more effective organization? What is your suggestion for improvement?

Answered: 24 Skipped: 52

Information on educational Development

12/6/2017 7:10 PM

N/A

12/5/2017 7:58 PM

I would like to see more training that staff would benefit from for personal growth, especially understanding how our health insurance works, taking advantage of retirement plan, financial literacy and how to get there, retirement, buying a house, upkeep on a house, etc. We offer housing, weatherization, financial literacy, etc to our clients and I think we should do the same for staff. There are so many options that we just don't know are out there.

12/5/2017 6:21 PM

N/A

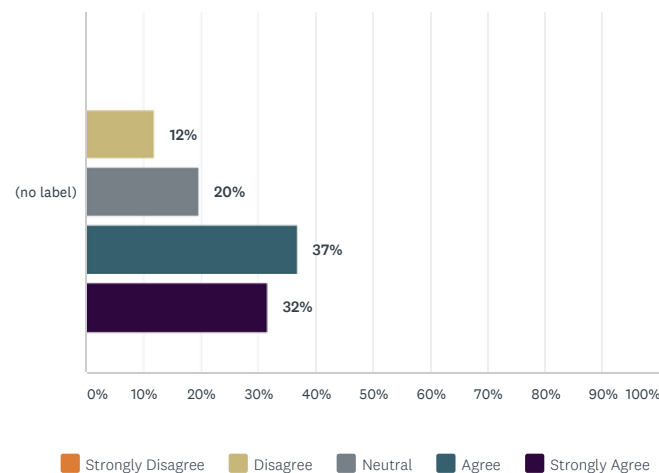
12/5/2017 5:08 PM

There is always room for growth and advancement within BVCA

Q25

MANAGEMENT and LEADERSHIP Supervisors show fairness and respect in their interactions with employees.

Answered: 76 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0%	12%	20%	37%	32%	76	2.88
	0	9	15	28	24		

Q26

My supervisor helps me understand my strengths and areas for development.

Share Link

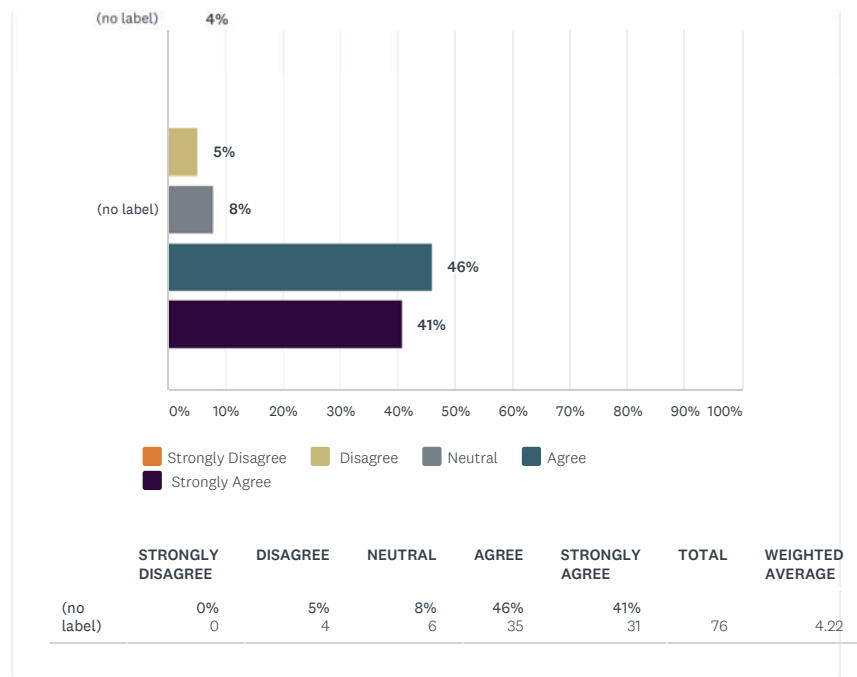
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76 responses

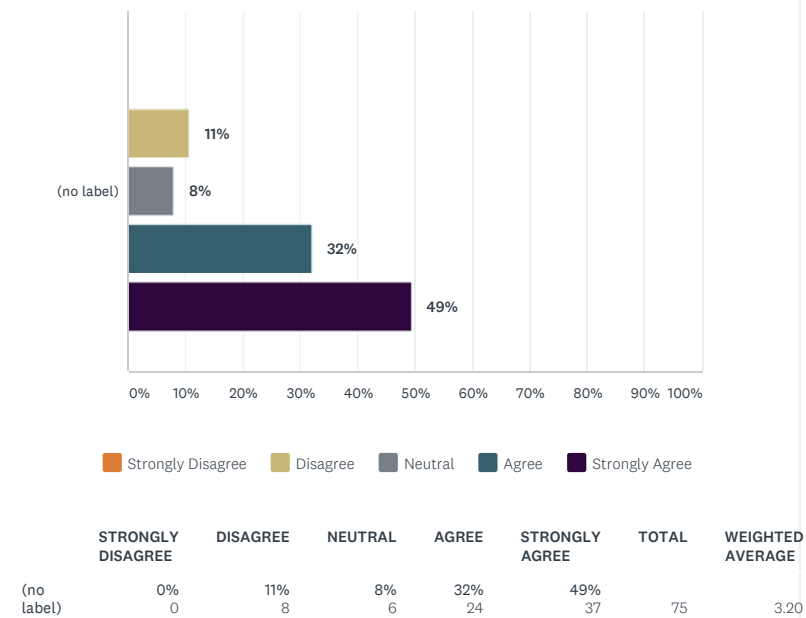
  INVITE

Q27



My supervisor is available to me when I have questions or need help.

Answered: 75 Skipped: 1



Q28



I am satisfied with the level and amount of supervision I receive.

Answered: 75 Skipped: 1

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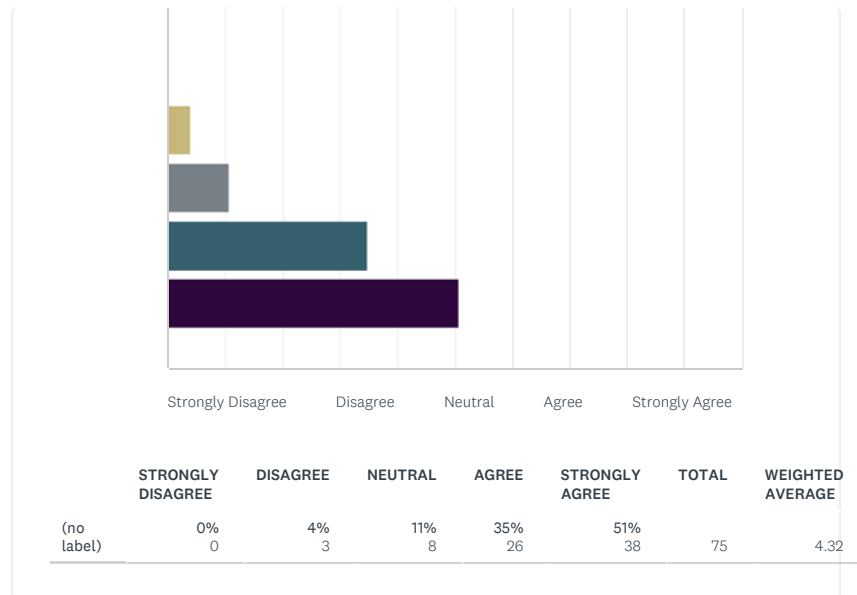
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 SHARE SETTINGS Share

76 responses



INVITE

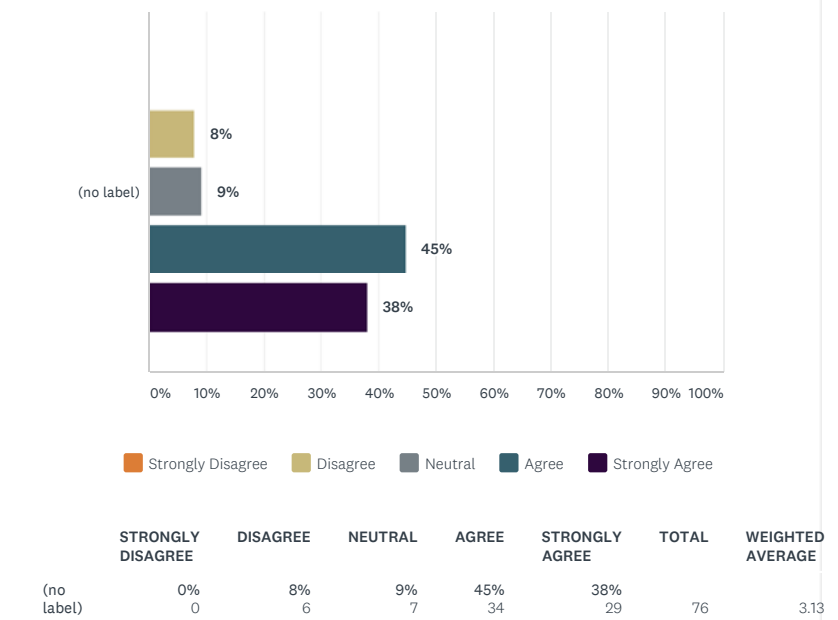


Q29



My supervisor has a positive attitude when new changes are implemented.

Answered: 76 Skipped: 0



Q30



Management within my organization recognizes strong job performance.

Answered: 76 Skipped: 0



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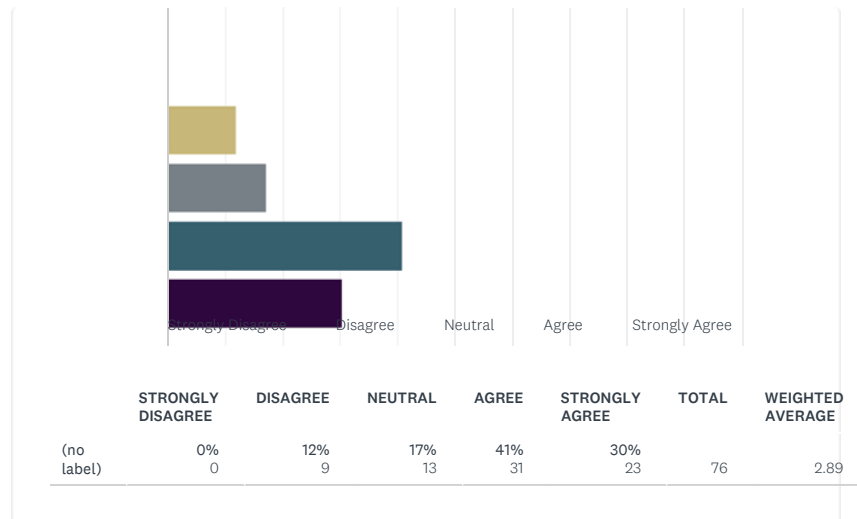
SHARE SETTINGS

Share

76 responses



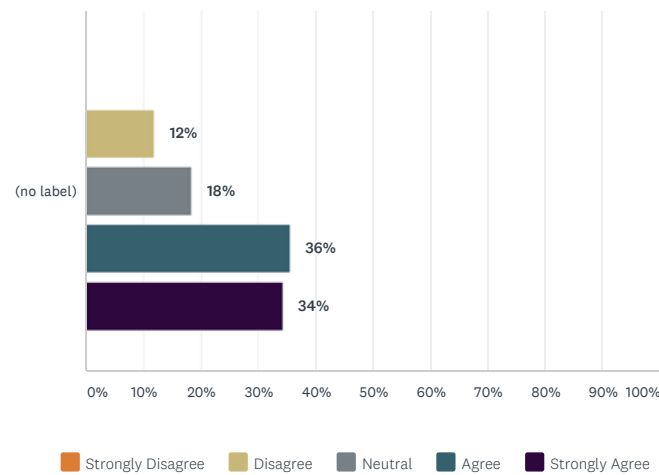
INVITE



Q31

I feel valued at work.

Answered: 76 Skipped: 0



Q32

If BVCA were to make improvements in the area of "MANAGEMENT and LEADERSHIP", what do you think should be emphasized most in order to make us a more effective organization? What is your suggestion on how to improve?

Answered: 33 Skipped: 43

Put everyone on Hourly pay

12/6/2017 7:10 PM

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<https://www.surveymonkey.com/results/SM-J7MMFSKM8/>

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76 responses



12/6/2017 2:33 PM

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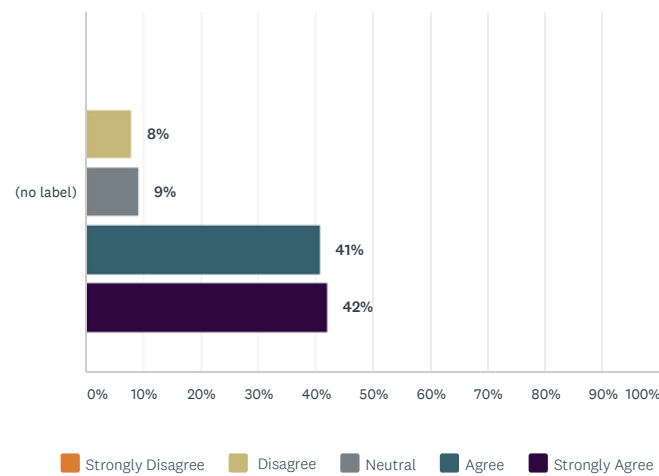
INVITE

Q33



TEAMWORK and COLLABORATION Teamwork is encouraged and practiced in the agency.

Answered: 76 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0%	8%	9%	41%	42%	76	3.17
	0	6	7	31	32		

Q34



I feel encouraged to come up with new and better ways of doing things.

Answered: 76 Skipped: 0

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76 responses



INVITE

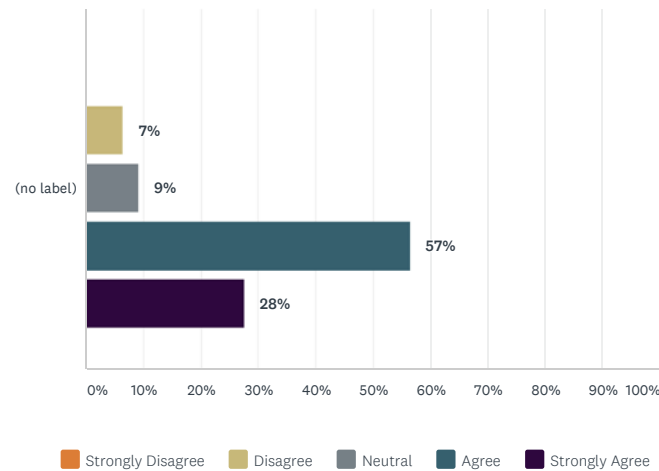
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0% 0	4% 3	16% 12	49% 37	32% 24	76	3.08

Q35



Employees take the initiative to help other employees when the need arises.

Answered: 76 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0% 0	7% 5	9% 7	57% 43	28% 21	76	3.05

Q36



If BVCA were to make improvements in the area of "TEAMWORK and COLLABORATION", what do you think should be emphasized most in order to make us a more effective organization? What is your suggestion on how to improve this?

Answered: 28 Skipped: 48

NA

12/6/2017 7:10 PM

I feel like when someone steps up to help that it is just expected that they do so. The supervisors need to make the person who is doing more than their share feel valued about push that teamwork is important.

12/6/2017 2:33 PM

Emphasizing that aides CAN take the lead and control things their way when they are in charge. Aids can be treated as teachers, too!

12/5/2017 7:58 PM

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76 responses

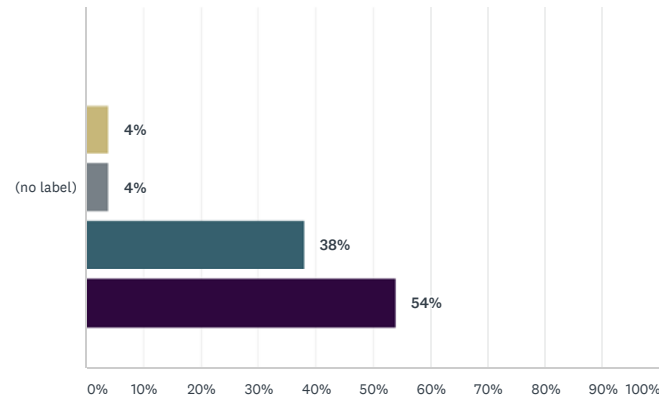
  INVITE

Q37



WORK/LIFE BALANCE This agency is supportive of balance between work and personal life.

Answered: 76 Skipped: 0



Strongly Disagree Disagree Neutral Agree Strongly Agree

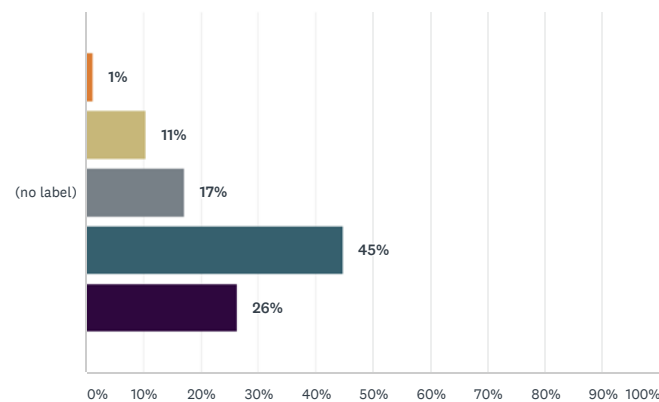
	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0%	4%	4%	38%	54%	76	4.42
	0	3	3	29	41		

Q38



The amount of work I am expected to do is reasonable.

Answered: 76 Skipped: 0



Strongly Disagree Disagree Neutral Agree Strongly Agree

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	1%	11%	17%	45%	26%	76	2.84
	1	8	13	34	20		

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Q39



INVITE

If BVCA were to make improvements in the area of "Work/Life Balance", what is your suggestion on how to improve?

Answered: 22 Skipped: 54

Make sure it is not being abused

12/6/2017 7:10 PM

I do not feel like there is enough time to do the things that are expected of me. Often times I plan to get something done but then an email is sent out about something else that needs to get done and it leaves me with less time to get my actual work done.

12/6/2017 2:33 PM

Giving full-day teachers more (uninterrupted) time to work at school so we do not have to bring things home to work on.

12/5/2017 7:58 PM

We can use sick leave for dealing with other family members, maybe we should have some leave hours for children's/grandchildren/husband's activities. Not sure that is realistic!

12/5/2017 6:21 PM

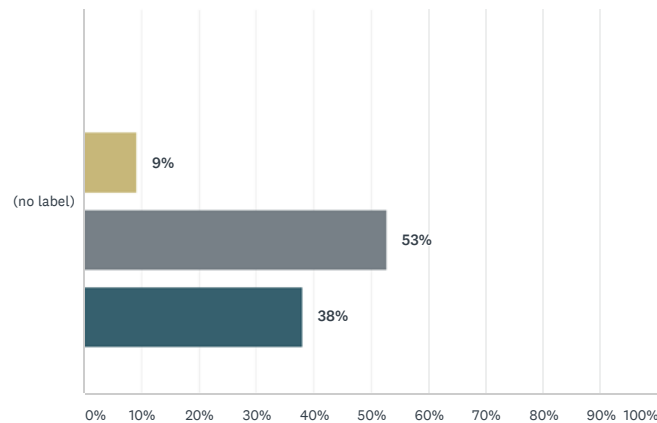
N/A

Q40



On a scale of Excellent to Poor, how would you rate your overall employment with Blue Valley Community Action Partnership?

Answered: 76 Skipped: 0



	POOR	AVERAGE	GOOD	EXCELLENT	TOTAL	WEIGHTED AVERAGE
(no label)	0%	9%	53%	38%	76	2.29
Comments (14)	0	7	40	29		

Q41



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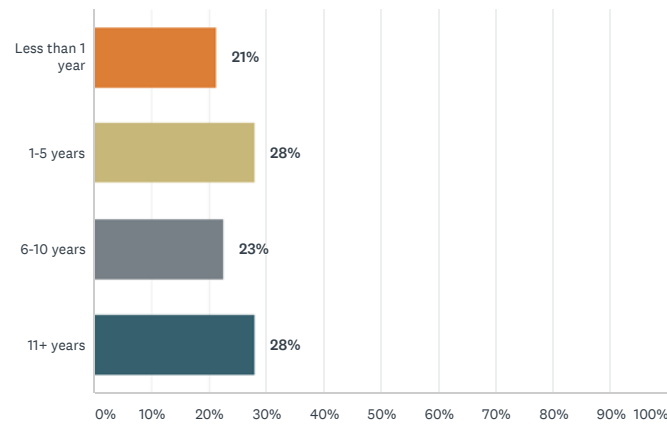
76 responses



INVITE

Please select a range that best represents the time you have been employed with Blue Valley Community Action Partnership.

Answered: 75 Skipped: 1



ANSWER CHOICES

Less than 1 year	21%	16
1-5 years	28%	21
6-10 years	23%	17
11+ years	28%	21

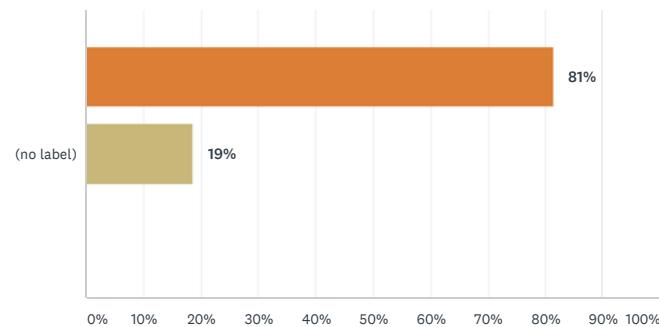
Total Respondents: 75

Q42



Would you refer others who are seeking employment to BVCA?

Answered: 75 Skipped: 1



Yes Maybe No

	YES	MAYBE	NO	TOTAL	WEIGHTED AVERAGE
(no label)	81% 61	19% 14	0% 0	75	1.19

Comments (14)

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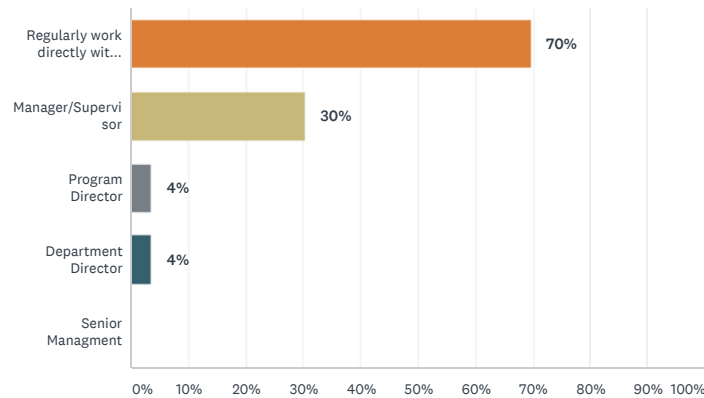
76 responses



Your job role at BVCA. (optional)

Answered: 56 Skipped: 20

INVITE



ANSWER CHOICES

RESPONSES

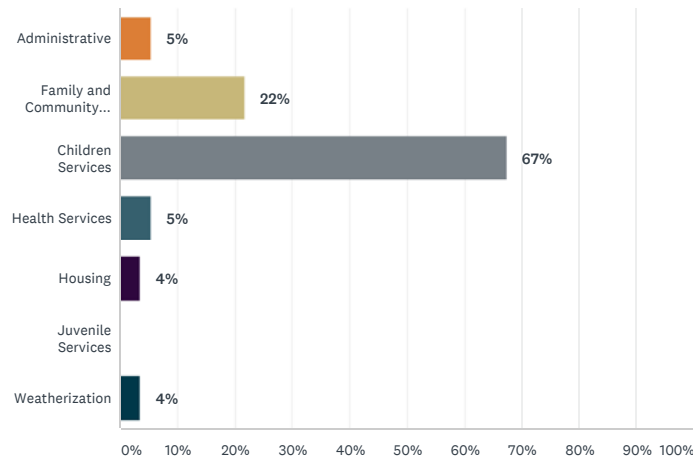
Regularly work directly with clients and/or provide direct services	70%	39
Manager/Supervisor	30%	17
Program Director	4%	2
Department Director	4%	2
Senior Management	0%	0

Total Respondents: 56

Q44

Select the department you work in. (Optional)

Answered: 55 Skipped: 21



ANSWER CHOICES

RESPONSES

Administrative	5%	3
Family and Community Services	22%	12
Children Services	67%	37
Health Services	5%	3
Housing	4%	2
Juvenile Services	0%	0

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76 responses



ANSWER CHOICES

Weatherization

RESPONSES

4%

2

Total Respondents: 55



INVITE

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76 responses

If BVCA were to make improvements in the area of "COMMUNICATION", what do you think should be emphasized most to make us a more effective organization? What is your suggestion on how to improve this?

- More verbal communications. More time for teacher communication
- Talk to ALL people on a regular basis
- Please talk with the people involved in the decisions that are made. Example: if it affects teaching staff, please talk to them instead of making the decision yourselves.
- I think that the supervisor needs to communicate their plans to staff as needed. Several times it has happened where I was not informed of something that was needed to be done until the day of.
- I feel like improvements with Employee Orientation will be a great start, but we have to continue conversations with all employees.
- I love having the TLC's for new teachers-would love if my aides were more involved in these meetings.
- Follow chain of command
- Think Communication is ok.
- That all areas are informed of changes not just management.
- As a whole I feel the organization communicates very well, maybe at the individual centers there is more communication needed between volunteers and Employees.
- I feel like I have a hard time communicating with my supervisor sometimes. I do not work in the same county as they do and it is hard to get a hold of them. I will call them in the morning and sometimes they do not get back to me until the next day, or sometimes even later than that. I wish there was a way to help improve that because I really do feel like our communication is really good until there is a time where I cannot get a hold of them.
- Understanding how all other departments work
- None. I feel very comfortable with the communication I have with my Supervisor. I am also comfortable with my Supervisor telling me who to talk to or who she needs to talk to about other communications.
- Management meetings are held every week. Some directors tell their staff what was discussed; others are on what seems to be a "need to know" basis so those employees are left feeling "out of the loop" or not important enough to be told.
- Communication between home office and field offices. Emails or newsletters?
- I feel like know more within my own department obviously than agency as whole. I do read the BVCA Board reports and minutes where I feel I get the most of the agency info. As we meet only one time as a whole agency in person; I know it is hard to review overall goals/mission there. However, I also feel it would be valuable and important. Other ideas-more info in newsletter, emails, or individual departmental meetings needs to spend time focusing on agency goals as well as departmental (maybe not all the time-but 2-3 times a year). Also could include departmental "non-director" staff to be part of strategic planning of agency goals and strategies.
- Send changes and important messages out by e-mail to all staff and not just in the Action in Action.

- Monthly all staff emails to update everyone on any changes. I also think it would be nice to get a name and picture of new employees via email so if we see them, we know who they are, especially at Home Office.
- It is hard to keep up with changes and goals without scouring the minutes from previous Board Meeting minutes. It would be nice if there was a shorter update sent out from time to time regarding changes and goals made at board meetings and leadership team meetings.
- When changes are being discussed include those in direct service who it affects a bit more. We may have advice on what would work best in our area of BVCA
- Too many people are involved and it feels like there isn't ever a definite answer.
- More communication with the field staff. Sometimes information is not shared with them in a timely manner or not at all.
- She mentions it to one staff member then the day of she tells the other two staff members... although she send out weekly emails it still seems that not a lot of communications gets passed through very well.
- Sometimes staff who don't work at the HO feel left out and feel like they aren't up to date on what's going on. I don't have an answer as to how to fix this.
- more effective communication between departments
- There should be more personal interaction. Less texting and e-mails, more one on one.
- Suggestion for improving effort "to get the opinions and ideas of the employees" would be to increase awareness of different committees and expand opportunities for all staff members to join/participate rather than just a select few. Facebook/Social media - perhaps if trusted supervisors/management were permitted to make posts directly on our page and as events are happening rather than after the fact it would be more engaging and active.
- I would like to know more about the leadership committee, what its goals are, what they do, etc. I would like to get updates from the CEO more often. I work in CS and don't always know what happens within the agency, as much as I do in CS.
- It should come from that person's supervisor to all staff, in an email.
- Let everyone know the same thing with the same method at the same time if it pertains to them.
- Listen to what the employees have to say.
- I have good communication with my immediate supervisor but there is little or no communication above that. It should come from the top down.
- Favoritism given to others and feeling left out of the loop?
- The things that I feel could help with change in communication is hard to do because it is more with the employees learning to communicate better to others and allow help when it is offered.
- More time for staff meetings
- Unsure.
- I feel involving the staff that is out in the community working with families in the decisions would make a difference. Getting input from a representative in the different departments that are actually getting the information first hand will make a difference in our organization.
- I don't know.
- All Ian good
- It seems when someone moves up in the agency and is promoted a 'supervisor position' they are all of the sudden untouchable. They are now in an 'elite' group. They can be late to work. They keep track of staff that is trying to do a great job. They are to document every detail of staff and staff interaction. While they are doing that to good employees THEY are texting, running errands, personal life things during work. This really needs attention. The pecking order and not being able to vent your feelings to your supervisors, supervisor is wrong. I think it will eventually be the downfall of the agency if employees feel they have no voice. It would be nice to be able to meet without the supervisor about some of the issues that you know you can't take to them because they are the problem.
- Be specific in the message and who it is intended for. Include all parties involved on first communication rather than relying on trickle down method, this will help eliminate confusion.

- Maybe a quarterly meeting to bring awareness to changes and bring up suggestions to help implement any program changes and or upcoming concerns.
- listen to their employees when they have a problem and come up with a clear cut solution
- I believe we need better communication among all staff especially when there are events going on. If we communicated information about the events well in advance BVCA could do a better job promoting the event via social media
- If a BVCA employee is not in their office very often, their cell phone should be available to all employees so they can get a timely response.
- When needing clarification I feel like everyone has a different opinion and it's not consistent. Management tries to help but I feel like we get too many different answers. It's difficult for us to our job to the fullest when they are unsure themselves.
- Is there some way you could share the minutes to the Leadership (Director's) meetings? Not anything confidential of course, but nobody really knows what you meet about. It seems like sharing minutes would dispel some of the misconceptions about the Leadership Team. It would also get program updates out to all of us as we often only know about our only department and not other departments
- More open communication, if something is done wrong the supervisor needs to talk directly to the employee not go talk about the issue to their other staff members
- Improve communication between departments.
- Better communication between the team
- Thus far, information has been shared primarily via email which has served us well in a timely manner.
- Talk
- More notice of upcoming changes
- We used to get minutes from the managers meetings but that has gone away. Some feel they are too secretive.
- Can't think of any at this time.
- Staff Communication - Weekly/Monthly Updates
- Talk to coworkers not always email

If BVCA were to make improvements in the area of "COMPENSATION", which item do you think should be emphasized most? What is your suggestion on how to improve this?

- Reduce the indirect rate and raise wages. Require funds that support administration to be raised by the leadership team.
- Not all acquainted with enough to make a suggestion
- Dollar per hour
- Benefits: I'd like to see improvements to the Retirement Plan. It's frustrating that the majority of effort is put into improving the health plan year after year, which several do not even participate in.
- Would love to see a little bit more pay for what we do?!?!
- Something for employees who have worked at BVCA for 10 years and more. Either additional match to Retirement or additional hours to personal leave?
- Maybe provide more pay for a person who has been here for a few years not be paid the same as a new employee doing the same job.
- I think BVCA should consider being less top heavy in management and paying its teachers a salary, to keep staff and remain competitive.
- I feel the benefits are just fine

- I really enjoy what I do but I do feel that the pay could be better. I do also though understand a non-profit we don't always get raises and other compensation raises that other companies normally do.
- Wages, I feel as though we do not get paid enough compared to the amount of work we do. Teacher's aide should be getting more than \$9.15 to start.
- pay For TA is pretty low
- None. I understand that we are a government funded program which is why we get the pay we do. I also understand that the flexibility this job provides for me and my family is an excellent bonus, regardless of pay.
- Starting pay should be improved.
- Wages. Unsure because of grant funding.
- I appreciate the recent increases this past year. I realize this may not always occur in the future due to board approval. If wage increases cannot happen; I hope we continue to look at other means to help staff such as increase of annual or sick leave, etc. A lot of emphasis is placed on the insurance which is great and needed; but not everyone has agency insurance.
- Pay per hour
- I appreciate all the benefits we receive and feel they are more than sufficient. Health care is always a top complaint/concern but there is only so much you can do there with the given market.
- Increased wage is always something that can be improved. In the non-profit world that is always hard to do. I don't know that there is much that can be done. Paying overtime for hours worked past 40 hours for "salaried" positions would be nice. Getting everything done that needs doing just isn't possible most of the time.
- Higher wages
- I think supervisors should get paid hourly just like their staff because they can miss however much time and still get a full pay check.
- Higher wages and more incentives for those who have worked for the agency for numerous years.
- The pay is low, which is a deterrent for many good prospective employees
- Benefits and Healthcare
- Having a merit wage increase helped this year - felt encouraged and rewarded. Raises need serious consideration - gives people drive and encourages them to stay + challenge themselves to improve. Even with recent merit and COLA, after increased costs with our health insurance benefits/co-pays, most staff have less income now. Our pay is not keeping up.
- I don't feel the pay is comparable to other community action agencies. I often wonder if some jobs could be combined
- Give employee's more than 4 sick days a year. When you have children, this does not allow any time for the employee to be sick without having to take vacation time.
- Wages! Not sure how to do that.
- More competitive pay with locations close by
- Sick leave. Especially for very long term employees. 3 or 4 days a year is just not enough.
- Higher pay rate for those with Bachelor's Degrees.
- Unsure
- Of course more pay would be beneficial but without the funding to provide that pay increase there is not much more that can be done with that issue.
- I think people who have been with the company for 15-20 years or more should get a raise every year. And people who have degrees should get paid significantly more than people who don't.
- Better medical insurance coverage.
- Fair compensation for a job well done. Wage increases to reflect the job that is being done. Everything is tracked. Raises for the staff don't sit on their phone texting, smoke breaks and running errands.
- Start pay scale for all positions so that employees are not living just above or at poverty levels. Offer childcare to employees at a price that allows them to afford the basics once childcare is paid.

- I believe the work we are asked to do is extremely important, and valuable, and I always do my best to complete my work with a smile on my face, no matter the pay... However, I do not feel the compensation is comparable to the amount of stressful work we do each day. I put in extra hours and I still find it hard to meet my personal needs i.e., paying bills etc., on this salary. I love the job and of course, the children, but find it frustrating not to have enough money to meet my family's needs.
- Better retirement contribution by the agency and increased number of sick leave offered
- Get rid of merit and give COLA more often
- Wages, I understand with a Non-profit that it is hard to increase wages but even a 1% increase every year on top of the COLA would go a long ways.
- Ensure all employees make a living wage and are appropriately compensated based on education level and experience. This may then keep employees on longer and reduce employee training costs.
- More than a "living wage"... Some of us make less than the people we are here to "help"...
- Better medical insurance with less copay.
- Health Care needs work and retirement match needs a lot of work.

If BVCA were to take steps to improve in the area of "PERFORMANCE", which one requires the most improvement? What is your suggestion on how to improve this?

- Not had an evaluation yet on performance
- Who does the evaluations
- Training that is right for the position. The training on the organization as a whole is excellent. But there need to be individualized training for employees at all sites.
- I would say that knowing what is expected of me and being giving the time to do it.
- More evaluations-monthly? Especially for new teachers.
- Something along the lines of being courteous, conscientious, positive attitude to BOTH CLIENTS AND BVCA staff and coworkers. Something to address some of the "personality issues" we see.
- Staff evaluations should be more meaningful and less cookie cutter.
- None
- I feel that maybe as employees we need to be more informed about what our jobs entail and what the requirements are. I feel that we do have a good understanding of it most of the time but I also feel that we should go over our duties more often than just during performance reviews of our jobs.
- I haven't had an evaluation yet, so no opinion on this.
- I hope we can improve our evaluation process. Guidance needs to be given for examples or explanations of what the ratings (1-5) means. I feel like everyone has a different interpretation what this means. This may not be a huge factor for some; but as merit increase are now related to this-I think this needs to happen for consistency.
- I feel that in this area there is no need for improvement.
- No comment for this. I feel like BVCA does a great job at letting employees know what is expected of them and helping them learn from mistakes when they happen.
- I don't feel as if employees are treated equally.
- Change the evaluation tool.
- The evaluations are not friendly to read or to review with staff. I would like to see something easier to read and review with staff.
- The evaluations, they are not a fair evaluation. And sending them to 1 person to look them (for suggestions) over is not effective and that 1 person does not have the time to do that.
- Change annual review format

- People are not talked to by the supervisor as they should be in my opinion when something is going wrong it can be put off for some time until there are numerous complaints on that one person and sometimes things still are not fixed.
- Unsure.
- We have all these monitoring tools but unfortunately it takes so long to catch an error. So approaching a staff member of the mistake in the beginning of the error is the best way to decrease the amount of errors and frustration from staff.
- Be careful with the hiring process. It seems as though friends of friends, of friends are hired and then we have a mess at our sites with people just wanting to have a big party every day instead of working.
- Reviews should encourage employees to grow and reflect on how to improve. The numbers and ratings on review should not make it impossible to achieve a solid review. I feel as though the point system will never allow me a chance at a merit raise even when my supervisor commends me on a job well done.
- I feel there could be more ways for employees to be praised and recognized for excellent performance.
- Reward positive attitudes as much as performance. Promote problem solving and working toward solutions. The squeaky wheels, who get the oil, sometimes get so much oil that the well-functioning wheels are forgotten.
- Continue merit raises.
- I have not yet had an evaluation due to being a new employee.
- unknown
- I think the evaluations need to be revamped. In the current format there is no place to address other issues that are not specifically related to job duties themselves. An overall performance evaluation would be more beneficial and telling of the whole story and employee.

If BVCA were to make improvements in the area of "RESOURCES", what do you think should be emphasized in order to make us a more effective organization? What is your suggestion to improve this?

- Don't send us to training that are unnecessary.
- Higher classroom budgets.
- Nothing comes to me right now.
- I feel that our ability to be able to attend trainings and learn about things that will benefit our positions here are really nice and BVCA does really well at giving us those opportunities.
- Haven't worked long enough to have an opinion.
- More Supervisors training.
- Provide more training's on how to use programs like the excel program training.
- I do not have any suggestions here. I feel I am provided with all the tools I need and that plenty of training opportunities are offered to me.
- Many pieces of equipment are outdated...sometimes getting help from tech can be a challenge with how large the service area is...making those folks more accessible to those not in Fairbury would be an improvement
- offer more supervision trainings
- I wish I had a supervisor I could talk with more and get more advice but seems as if it goes through one ear and out the other.
- I would like to see more trained specialists who are available to help staff with children who portray challenging behaviors.

- Have all the departments work more closely. I don't have any idea what happens with the other departments.
- nothing I can think of
- Nothing here
- Unsure
- I feel there needs to be more training for our CCP because staff does get ill and will need someone to help out when they are not there but with there not being many staff that understands that position in its entirety we are more likely to fall behind in that program.
- The computers, especially the laptops, are old, slow, and too much time is spent rebooting and redoing work because the computer froze.
- The staff will be your best resource if you guard the good ones.
- Updated computers to run programs necessary without waiting for the system to catch up. I would trade that in a heartbeat for new equipment and toys for the students.
- I think my center could make use of having more laptops available.
- Better technology and more use of social media to promote the agency
- Is the agency supposed to use MS Office 365? I would like to see more shared calendars and documents. OneDrive though is still tough to convert to. I tried and it messed things up so went back to regular MS Office (not online). Training and support in OneDrive especially would be nice if we're supposed to use it.
- BVCA has always provided me with the resources to do my job.
- more electronics/ information for the jobs needing performed
- Some offices in the counties have poor internet connections--often down, slow or unavailable entirely.

If BVCA were to make improvements in the area of "PROFESSIONAL and CAREER DEVELOPMENT" listed above, what do you think should be emphasized in order to make us a more effective organization? What is your suggestion for improvement?

- Information on educational Development
- I would like to see more training that staff would benefit from for personal growth, especially understanding how our health insurance works, taking advantage of retirement plan, financial literacy and how to get there, retirement, buying a house, upkeep on a house, etc. We offer housing, weatherization, financial literacy, etc. to our clients and I think we should do the same for staff. There are so many options that we just don't know are out there.
- There is always room for growth and advancement within BVCA
- Training has been adequate.
- Although I have not made any career changes within the agency I do feel there are plenty of opportunities should I want to move.
- Being able to move up in the company is challenging when most of the higher up positions are based in Fairbury so anyone working in the company that has the skills and experience to move up would have to relocate to move up. Basing some higher up positions in the other counties we serve could help solve this.
- Not sure
- No suggestions at this time.

- None
- A better training schedule for new staff, not sure the rotating schedule is working, I like the idea of set dates, just needs some tweaking. A lot of them being cancelled when management knows it is a set scheduled date.
- Nothing here
- Financial assistance with Master's Degree
- Don't send the slugs off to training's just because they ask to go. They are going for a vacation from home and will quit the next month.
- Tuition reimbursement would be incredible! Especially if a higher position requires it to be considered.
- BVCA is very family friendly in promoting and supporting people going back to college. thank you
- Continue to promote from within.
- Again, being new, I have no frame of reference at this time.
- Open minds

If BVCA were to make improvements in the area of "MANAGEMENT and LEADERSHIP", what do you think should be emphasized most in order to make us a more effective organization? What is your suggestion on how to improve?

- Put everyone on Hourly pay
- I feel like this goes with the communication piece. It's hard to communicate with someone who is often unavailable.
- Make sure that management are held just as accountable as other staff on all levels. Whether it be paperwork, personality issues, professionalism, representing Blue Valley, etc.
- Sometimes the people who work over and above what is expected get no recognition.
- I think there needs to be more streamlining when it comes to management. Several people seem to do the same things. I don't know who does what anymore or who to go to for things because it keeps changing. We need less people in management.
- I do feel that my supervisor is not always available to me when I would really like them to be. I understand with us being in separate places that may not be the case so it is something we are working on.
- None. I am very lucky to have the Supervisor that I have.
- No suggestions
- Again with our service area I don't see supervisors but maybe once per month at most I know this is hard to do with how spread out we are. I don't know that they would have time to make rounds and check in but that would be nice.
- The "I feel valued at work" statement. I do not necessarily agree with this. I do not feel as if all employees are treated equally.
- I feel like I am just someone to fill a spot.
- No suggestions at this time.
- Helping people feel valued at work needs to be emphasized. Simply complimenting staff on activities/jobs well done would go a long way. Of increasing concern at the home office is some management + staff participate in excessive personal chit chat and "whispering" conversations criticizing their co-workers - from personality traits they don't like to disparaging remarks about work ethic, job duties, etc. Unprofessional conversations are often overheard resulting in even more negative talk. Not only is this distracting, but it takes a toll on employee morale.
- Too many "management" in cs, would like to see some of the jobs in the CS management be combined

- Not letting management people take on so many "job duties" listen to field staff and other lower management when they have complaints, that they are not getting replies back in time.
- Management team is amazing!
- My supervisor is amazing when it comes to questions and concerns I may have!
- Unsure
- I feel some of the supervisors need a little more support in the "how to be an affective supervisor."
- My supervisor is AWESOME and all of my encounters with management have been positive.
- Management needs to recognize strong job performance, and handle performance issues directly with staff.
- I think there is a need for consistency in how policies and procedures are followed between departments. I also believe that staff need to understand that we are here for clients first and although we are a family friendly agency and do allow some flexibility that the needs of clients should be met. I believe that some staff are taking advantage of the flexibility that the agency offers. There may need to be a need for closer supervision of staff
- My supervisor is great in being fair and respectful. I have seen and heard other supervisors not doing the same.
- My supervisor is very supportive and helps me when I am having trouble. She is always willing to listen and uses coaching techniques to help me solve difficulties on my own.
- See previous note in communication
- My supervisor appropriately supports me and gives me flexibility to grow.
- My supervisor is awesome. I can't think of anything at this time that needs improvement.

If BVCA were to make improvements in the area of "TEAMWORK and COLLABORATION", what do you think should be emphasized most in order to make us a more effective organization? What is your suggestion on how to improve this?

- I feel like when someone steps up to help that it is just expected that they do so. The supervisors need to make the person who is doing more than their share feel valued about push that teamwork is important.
- Emphasizing that Teacher Aides CAN take the lead and control things their way when they are in charge. Aides can be treated as teachers, too!
- The benefits of collaborations should be explained in detail to staff so they can see the benefits and hopefully not have a negative attitude toward collaboration staff/programs and they can work together professionally.
- More communication between teammates and collaboration partners
- I think emphasis on POSITIVITY needs to be encouraged. Negativity is nasty, contagious, and not hidden well from staff and the Head Start children.
- More activities/meetings/or information sharing within our different departments.
- I feel staff are asked their opinions and ideas on things from time to time. If everyone got an opinion about everything we would never get anything accomplished. I feel the balance between board/leadership team/supervisor ideas and the ideas of all other staff suggestions is fair.
- I do feel like teamwork is highly encouraged, however, I do not feel all employees feel this way.
- I think this area needs worked on a little more.
- I would like to see some team bonding opportunities for the field staff.
- Ask for ideas.

- I don't always feel comfortable making helpful suggestions because some people take suggestions as a personal attack or a criticism regardless of how you word it. Perhaps a suggestion box would be helpful.
- I am not always encouraged or allowed to help other counties when needed. Would like to see more teamwork in this department. Have other counties and departments helping each other.
- Teamwork-more training's/activities
- Nothing to change here
- Making the work place a place of work.
- Look to see if there is a way to integrate the departments more. Consider the needs of the departments and the abilities of the staff.
- Still some silos, not sure what to do there
- Teamwork and collaboration may become difficult based on each employees struggles and work load.
- In the short time that I have been with this agency, I've seen and felt the importance of teamwork among all employees.
- Open minds

If BVCA were to make improvements in the area of "Work/Life Balance", what is your suggestion on how to improve?

- Make sure it is not being abused
- I do not feel like there is enough time to do the things that are expected of me. Often times I plan to get something done but then an email is sent out about something else that needs to get done and it leaves me with less time to get my actual work done.
- Giving full-day teachers more (uninterrupted) time to work at school so we do not have to bring things home to work on.
- We can use sick leave for dealing with other family members, maybe we should have some leave hours for children's/grandchildren/husband's activities. Not sure that is realistic!
- BVCA is very balanced and accepting of home/work life and they know family comes first so no complaints
- I do not feel BVCA could be more lenient with its work to personal life balance. Needing to leave the office for personal reasons is rarely a problem.
- Sometimes we have so much on our plate we take on so much to try our best for those we serve it's not always possible to balance work and life. I feel like most of the employees work at home etc. because we feel like we have to. Someone does so it might as well be us. there is more work to do than there is time in a day
- Here again, I do not feel as if every employee is treated equally.
- I have all good things to say about the balance between work and family. One major strong point that keeps me happy at my position.
- BVCA is very family friendly!
- None at this time
- Nothing to change here, BVCA is always supportive of families and home life
- Sometimes the workload is overwhelming and I spend a lot of time outside of work doing work. I think if a person is asked to give a presentation or attend a meeting during non-work hours he or she should be allow to take that time off during the week.
- I think it is fair. I love that we get sick leave and personal leave. Some of the staff that complains about it are the ones that are abusing it and take advantage of a great place to work!
- BVCA strongly supports family/work balance.

Blue Valley Community Action Partnership

2016-2017 Comprehensive Needs Assessment

Addendum IV

Crime and Public Safety

CRIME AND PUBLIC SAFETY

Statewide Crime Summary

Data Source: Nebraska Crime Commission

According to the Nebraska Commission on Law Enforcement and Criminal Justice, the number of crimes reported to Nebraska law enforcement agencies in 2018 decreased 8.1%. There were 44,997 crimes reported in 2018, compared to 48,974 crimes reported during the same period in 2017, resulting in a decrease of 3,977 crimes. These numbers include only the crimes of Murder-Manslaughter, Forcible Rape, Robbery, Aggravated Assault, Burglary, Larceny-Theft, Motor Vehicle Theft, and Arson, which serve as the *Crime Index* used to measure crime statewide. The Crime Commission no longer publishes information by county just by state as illustrated in table 1 below.

Table 1, Source: <https://ncc.nebrask.gov>

CRIME INDEX OFFENSES, 2017-2018	2017	2018	CHANGE
VIOLENT CRIMES	5,757	5,368	-6.8%
Murder-Manslaughter	43	46	+7.0%
Forcible Rape	1,170	1,217	+4.0%
Robbery	951	735	-22.7%
Aggravated Assault	3,593	3,370	-6.2%
PROPERTY CRIMES	43,217	39,629	-8.3%
Burglary	6,265	5,167	-17.5%
Larceny-Theft	31,556	29,398	-6.8%
Motor Vehicle Theft	5,188	4,835	-6.8%
Arson	208	229	+10.1%
COMBINED TOTAL	48,974	44,997	-8.1%

Nebraska crime statistics indicate a total downward trend in crime based on data from 17 years when violent crime was decreasing and property crime was decreasing. According to the Nebraska Commission on Law Enforcement and Criminal Justice, the crime rate in Nebraska for 2019 is expected to be lower than in 2016. The state violent crime rate was lower than the national violent crime rate average by 26.71% and the state property crime rate was lower than the national property crime rate average by 7.65%.

Table 2, Source: <https://cityrating.com>

Property and Violent Crime





Table 3 below indicates information on Domestic Violence from 2017 and 2018 by county according to the Crime Commission. Domestic violence assaults also decreased overall in 2018 compared to 2017.

Table 3, Source: <https://ncc.nebraska.gov>

COUNTY	Aggravated Domestic Assaults		Arrests for Aggravated Domestic Assaults		Simple Domestic Assaults		Arrests for Simple Domestic Assaults	
	2017	2018	2017	2018	2017	2018	2017	2018
Butler	0	1	2	1	3	16	9	16
Fillmore	4	3	8	2	2	2	1	2
Gage	14	7	8	5	51	44	38	28
Jefferson	19	1	17	1	24	5	14	4
Polk	0	1	0	1	0	2	2	2
Saline	17	15	15	11	15	35	11	25
Seward	3	4	8	4	24	19	21	17
Thayer	2	1	0	1	9	2	7	2
York	0	1	0	1	26	13	16	10
TOTAL	59	34	58	17	154	138	119	106