



2022

# CITY OF GADSDEN

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CONSOLIDATED ANNUAL PERFORMANCE EVALUATION REPORT (CAPER)

FOR THE PERIOD OF JUNE 1, 2022 – MAY 31, 2023  
PREPARED BY | BLULYNX SOLUTIONS

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## CR-05 - Goals and Outcomes

### **Progress the jurisdiction has made in carrying out its strategic plan and its action plan. 91.520(a)**

This could be an overview that includes major initiatives and highlights that were proposed and executed throughout the program year.

In accordance with 24 CFR 570, the City of Gadsden has prepared this Consolidated Annual Performance and Evaluation Report (CAPER) for the period of June 1, 2022 through May 31, 2023. The CAPER represents the City's progress in carrying out projects and activities pursuant to the Program Year (PY) 2022 Annual Action Plan for the Community Development Block Grant (CDBG) funds received from the United States Department of Housing and Urban Development (HUD) that benefits low-to-moderate-income persons who live in the City of Gadsden.

The 2022 CAPER describes and evaluates how the City invested formula funds from HUD to meet affordable housing and community development needs. This Report also provides a general assessment of the City's progress in addressing the priorities and objectives contained in its Five-Year Consolidated Plan covering the period of June 1, 2020, through May 31, 2024. The 2022 CAPER and other planning documents may be accessed through the City's website at <http://www.cityofgadsden.com/160/Community-Development>.

The data provided in this CAPER discusses affordable housing outcomes, homelessness and special needs activities, and other City actions in furtherance of the City's Annual Action Plan Goals and Objectives.

### **CDBG Program Highlights**

The City of Gadsden continues to make progress with CDBG funds by improving public infrastructure, increasing access to public services, and providing housing repairs for vulnerable households. CDBG funds were specifically allocated to public infrastructure improvements, public services, housing rehabilitation and Grant planning and administration.

During the 2022 program year, the City in coordination with its Subrecipients, expended a total of **\$1,180,295.52** in CDBG funding, of which **\$760,392.65** was expended for infrastructure improvement in low-income areas, **\$71,715.12** was expended for public service activities, **\$84,646.97** was expended for homeowner rehabilitation activities, **\$41,983.32** was expended for homeowner rehabilitation administration. The City expended **\$141,590.33** in planning and administration and **\$79,967.13** in the Section 108 Loan repayment.

### **CDBG-CV Program Highlights**

In 2022, the City received a total of **\$823,186.00** in Community Development Block Grant Covid-19 [CDBG-CV] funding through the Coronavirus Aid, Relief, and Economic Security Act [CARES Act] through supplemental funding to the Community Development Block Grant program to areas to prevent, prepare for, and respond to Coronavirus. Since the inception of the City's CDBG-CV program, the City has expended **\$570,878.16 (69.3%)** of CDBG-CV funding.

**Comparison of the proposed versus actual outcomes for each outcome measure submitted with the consolidated plan and explain, if applicable, why progress was not made toward meeting goals and objectives. 91.520(g)**

Categories, priority levels, funding sources and amounts, outcomes/objectives, goal outcome indicators, units of measure, targets, actual outcomes/outputs, and percentage completed for each of the grantee’s program year goals.

In 2022, two (2) program goals did not meet the expected outcomes: housing rehabilitation assistance met 80% of its goal and the City did not expend any funds for public facility improvements. However, the City anticipates completion of these goals in the upcoming program year.

Goal	Category	Source / Amount	Indicator	Unit of Measure	Strategic Plan (Expected)	Strategic Plan (Actual)	Percent Complete	Program Year (Expected)	Program Year (Actual)	Percent Complete
Administration	Administration	CDBG: <b>\$141,590.13</b>	Other	Other	10000	1	100%	1	1	100%
Economic Development	Economic Development	CDBG: <b>\$0.00</b>	Businesses assisted	Businesses Assisted	5	0	0.00%	0	0	0.00%
Homeless-HMIS	Homeless	CDBG: <b>\$0.00</b>	Homelessness Prevention	Persons Assisted	3500	0	0.00%	0	0	0.00%
Housing Administration	Affordable Housing	CDBG: <b>\$41,983.32</b>	Other	Other	150	150	0.00%	25	25	100%
Housing Assistance	Affordable Housing	CDBG: <b>\$84,646.67</b>	Homeowner Housing Rehabilitated	Household Housing Unit	150	20	1.33%	25	20	80.00%
Neighborhood Revitalization	Neighborhood Revitalization	CDBG: <b>\$0.00</b> ESG: <b>\$0.00</b>	Other	Other	50	0	0.00%	0	0	0.00%

Public Facilities	Non-Housing Community Development	CDBG: <b>\$0.00</b>  ESG: <b>\$0.00</b>	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit	Persons Assisted	8000	0	0.00%	30	0	0.00%
Public Service-Abused and Neglected Children	Non-Homeless Special Needs	CDBG: <b>\$5,000.00</b>	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	750	750	100%	40	429	100%
Public Service-Elderly and Other Needs	Non-Homeless Special Needs	CDBG: <b>\$3,559.10</b>	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	3000	7730	100%	70	10,716	100%
Public Service-Handicapped	Non-Homeless Special Needs	CDBG: <b>\$4,071.52</b>	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	40	40	0.00%	8	12	100%
Public Service-Meals	Non-Homeless Special Needs	CDBG: <b>\$18,309.36</b>	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	550	550	100%	250	250	100%

Public Services- Youth & General	Homeless	CDBG: <b>\$40,775.14</b>	Homeless Person Overnight Shelter	Persons Assisted	5000	500	100%	70	289	0.00%
Section 108 Loan Repayment	Loan Repayment	CDBG: <b>\$79,967.13</b>	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit	Persons Assisted	50	50	100%	50	50	100%
Street Improvements	Non-Housing Community Development	CDBG: \$ <b>\$760,392.65</b>	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit	Persons Assisted	25,000	15,000	100%	500	500	100%

**Table 1 - Accomplishments – Program Year & Strategic Plan to Date**

**Assess how the jurisdiction’s use of funds, particularly CDBG, addresses the priorities and specific objectives identified in the plan, giving special attention to the highest priority activities identified.**

Funds were allocated in alignment with the priorities identified in the City’s Consolidated and Annual Action Plan. These included street infrastructure improvements, public services, housing rehabilitation, Section 108 Loan Repayments, and planning and administration. CDBG funds were utilized in these projects to support efforts to meet HUD’s mandate and improve housing accessibility and affordability and the overall quality of life for low-to-moderate-income residents. The City’s COVID-19-related funding (CDBG-CV grant) was allocated based on the pandemic needs Assessment and eligible programmatic activities.

**CR-10 - Racial and Ethnic composition of families assisted**

**Describe the families assisted (including the racial and ethnic status of families assisted). 91.520(a)**

	<b>CDBG</b>	<b>ESG</b>
White	9,209	0
Black or African American	2,547	0
Asian	13	0
American Indian or American Native	0	0
Native Hawaiian or Other Pacific Islander	0	0
<b>Total</b>	<b>11,769</b>	<b>0</b>
Hispanic	4	0
Not Hispanic	11,765	0

**Table 2 – Table of assistance to racial and ethnic populations by source of funds**

**Narrative**

The table above lists beneficiaries by race and ethnicity assisted with HUD-Funded programs in 2022. The numbers reported for ethnicity do not reflect the same count as the total number reported by race. The variances could be attributed to errors at intake or refusing to share information.

**CR-15 - Resources and Investments 91.520(a)**

**Identify the resources made available**

Source of Funds	Source	Resources Made Available	Amount Expended During Program Year
CDBG	public - federal	\$1,002,401	\$1,180,295.52
ESG	public - federal	0	0

**Table 3 - Resources Made Available**

The City of Gadsden received a final allocation of **\$1,002,401.00** in CDBG funding for 2022. During the 2022 program year, as noted in the IDIS PR26 Report, the City, in coordination with its Subrecipients, expended a total of **\$1,180,295.52** in CDBG funding of which **\$760,392.65** was expended for infrastructure improvement in low-income areas, **\$71,715.12** was expended for public service activities, **\$84,646.97** was expended for homeowner rehabilitation activities, **\$41,983.32** was expended for homeowner rehabilitation administration. The City expended **\$141,590.33** in planning and administration and **\$79,967.13** in the Section 108 Loan repayment.

The City’s expenditures were significantly delayed in 2022 due to staff shortage in the department. As a result, the City did not meet the CDBG required 1.5 Timeliness Test on June 1, 2022. According to IDIS Report PR56 tested on June 1, 2022, the City had an unexpended balance ratio of 1.88%. The City has submitted a CDBG Expenditure/Compliance Plan to ensure this requirement is met in the upcoming program year.

**Identify the geographic distribution and location of investments**

Target Area	Planned Percentage of Allocation	Actual Percentage of Allocation	Narrative Description
City-Wide Area	100	80	City-wide Project Area

**Table 4 – Identify the geographic distribution and location of investments**

**Narrative**

The allocation of CDBG resources is targeted to best meet the priority needs of low and moderate-income persons based on a variety of planning studies and community input during the Five-Year Consolidated Planning Period. As referenced in the Consolidated Plan and 2022 Action Plan, there are no targeted areas. All LMI areas of the City and LMI households in non-LMI Census Tract benefit from CDBG funds.



## Leveraging

**Explain how federal funds leveraged additional resources (private, state and local funds), including a description of how matching requirements were satisfied, as well as how any publicly owned land or property located within the jurisdiction that were used to address the needs identified in the plan.**

Although the CDBG program does not require matching funds, CDBG funds are typically leveraged through various private and public sources for CDBG projects undertaken in 2022. Subrecipients that received CDBG funding also received funding from other federal, state, and local resources. The City did not receive any Emergency Solutions Grant funds through the Alabama Department of Economic and Community Affairs (ADECA) during the 2022 program year.

**CR-20 - Affordable Housing 91.520(b)**

**Evaluation of the jurisdiction's progress in providing affordable housing, including the number and types of families served, the number of extremely low-income, low-income, moderate-income, and middle-income persons served.**

	<b>One-Year Goal</b>	<b>Actual</b>
Number of Homeless households to be provided affordable housing units	0	0
Number of Non-Homeless households to be provided affordable housing units	25	20
Number of Special-Needs households to be provided affordable housing units	0	0
<b>Total</b>	<b>25</b>	<b>20</b>

**Table 5 – Number of Households**

	<b>One-Year Goal</b>	<b>Actual</b>
Number of households supported through Rental Assistance	0	0
Number of households supported through The Production of New Units	0	0
Number of households supported through Rehab of Existing Units	25	20
Number of households supported through Acquisition of Existing Units	0	0
<b>Total</b>	<b>25</b>	<b>20</b>

**Table 6 – Number of Households Supported**

**Discuss the difference between goals and outcomes and problems encountered in meeting these goals.**

The City's housing rehabilitation activities experience slight expenditure delays and setbacks due to a backlog of funds and staff transition in the CDBG grant office as well as the rehabilitation program. In 2022, the City expended a total of \$126,630.29 for housing rehabilitation administration and grant activities instead of the estimated \$210,000.

**Discuss how these outcomes will impact future annual action plans.**

The City has implemented improved measures in its housing rehabilitation program to ensure the timely progress of all projects. This improvement will positively impact the City's expenditure ratio, which will be reported in future Annual Action Plans. Additional information on program changes will also be included in future Annual Action Plans as the City continues to determine the needs of residents in Gadsden.

**Include the number of extremely low-income, low-income, and moderate-income persons served by each activity where information on income by family size is required to determine the activity's eligibility.**

<b>Number of Households Served</b>	<b>CDBG Actual</b>	<b>HOME Actual</b>
Extremely Low-income	1,978	0
Low-income	2,767	0
Moderate-income	2,088	0
<b>Total</b>	<b>6,833</b>	<b>0</b>

**Table 7 – Number of Households Served**

## **CR-25 - Homeless and Other Special Needs 91.220(d, e); 91.320(d, e); 91.520(c)**

**Evaluate the jurisdiction's progress in meeting its specific objectives for reducing and ending homelessness through:**

### **Reaching out to homeless persons (especially unsheltered persons) and assessing their individual needs**

The City of Gadsden works closely with the Homeless Coalition of Northeast Alabama (HCNEA) and Continuum of Care members to address service needs and enhance coordination among local service providers to address homelessness and the priority needs of homeless individuals and families, including homeless subpopulations. The Homeless Coalition of Northeast Alabama (HCNEA) and area service providers work collaboratively in the community to provide comprehensive mainstream services for residents of the City of Gadsden and other surrounding areas.

These organizations provide many services to their clientele, including but not limited to counseling, case management, life skills training, financial literacy classes, and victim advocacy, all of which help residents to develop the skills and knowledge to transition into permanent supportive housing or independent living and to maintain steady employment. The ultimate goal of providing supportive services is self-sufficiency.

### **Addressing the emergency shelter and transitional housing needs of homeless persons**

Developing housing for homeless individuals is one of the most challenging aspects of affordable housing. Chronically homeless individuals need physical and mental health services in addition to housing which makes it extremely difficult for local providers to offer housing to homeless persons with the assurance that they will receive needed services in a timely and sufficient manner. Nevertheless, housing and service providers have been committed to providing emergency and transitional housing for homeless persons. There are currently two shelters within the City that received CDBG funding during the 2022 program year. However, the City does not have any agencies that provide transitional housing for homeless persons currently.

**Helping low-income individuals and families avoid becoming homeless, especially extremely low-income individuals and families and those who are: likely to become homeless after being discharged from publicly funded institutions and systems of care (such as health care facilities, mental health facilities, foster care and other youth facilities, and corrections programs and institutions); and, receiving assistance from public or private agencies that address housing, health, social services, employment, education, or youth needs.**

The City collaborates with the Greater Gadsden Housing Authority, HCNEA, emergency shelters, social service providers and other public/private institutions to assist homeless persons discharged from publicly funding institutions or systems of care. The Homeless Coalition coordinates release between the foster care system, health care, mental health care, and correctional facilities. A centralized intake is in place that seeks to mediate/prevent homelessness whenever possible, reduce the homeless episode for families through rapid rehousing and shelter/transitional housing focused on moving families from homelessness to permanent housing as soon as possible, and permanently house the most vulnerable families, as resources are available.

**Helping homeless persons (especially chronically homeless individuals and families, families with**

**children, veterans and their families, and unaccompanied youth) make the transition to permanent housing and independent living, including shortening the period of time that individuals and families experience homelessness, facilitating access for homeless individuals and families to affordable housing units, and preventing individuals and families who were recently homeless from becoming homeless again**

The City coordinates all homeless activities to prevent individuals and families from becoming homeless and help individuals/families regain stability in current housing or permanent housing through local nonprofit organizations and HCNEA. The City will continue to assist local organizations that address the needs of chronically homeless individuals and families with annual CDBG funding.

**Actions taken to address the needs of public housing**

The Greater Gadsden Housing Authority (GGHA) has taken concerted steps to improving the living conditions of its residents by providing ongoing maintenance and repairs. The GGHA manages 974 units of public housing consisting of 1 to 5 bedroom units. GGHA participates in the Housing Choice Voucher Program (aka Section 8) to provide healthy, safe, and sustainable affordable housing throughout the City. The City supports the efforts of the housing authority and offers services through its nonprofit network for residents in public housing communities.

**Actions taken to encourage public housing residents to become more involved in management and participate in homeownership**

Public housing residents are encouraged to participate in the planning process for the use of CDBG funds. Residents have the opportunity to serve on GGHA resident boards. Monthly resident meetings are held, and a monthly newsletter is provided. GGHA also provides an informative section for residents on its website.

**Actions taken to provide assistance to troubled PHAs**

The Greater Gadsden Housing Authority is not considered a troubled PHA.

**Actions taken to remove or ameliorate the negative effects of public policies that serve as barriers to affordable housing such as land use controls, tax policies affecting land, zoning ordinances, building codes, fees and charges, growth limitations, and policies affecting the return on residential investment. 91.220 (j); 91.320 (i)**

The City has enacted laws to protect life, health, and safety of its citizens. The supports collaboration between the Community Development Planner and the Chief Building Officer to offer reduced or waived fees to support residential development for low-income families. The City has also authorized the Community Development Planner to request Board of Adjustment rezoning to support the development of affordable housing.

Additionally, the Community Development Planner and the Homeless Coalition of Northeast Alabama (AL-505) review proposed affordable housing plans. The pair also provides support letters for developers seeking to develop affordable housing using financing from the Alabama Housing Finance Authority.

**Actions taken to address obstacles to meeting underserved needs. 91.220(k); 91.320(j)**

The primary obstacle to meeting underserved needs is the limited resources available to address identified priorities. In the 2022 Action Plan, the City identified the greatest underserved needs of LMI residents were accessing safe, decent, affordable housing, assistance for non-profit collaboration, and infrastructure improvements.

One of the mechanisms the City uses to address obstacles in meeting underserved needs is encouraging collaboration among service providers to avoid duplication of services. During the program year, limited resources and increased need have facilitated greater collaboration among non-profit organizations and other entities. The City also provided CDBG, general fund, and other grant funds to public service agencies that serve low-to-moderate income persons/families, homeless, at-risk youth, elderly, disabled, abused/neglected children, and others within the City.

**Actions taken to reduce lead-based paint hazards. 91.220 (k); 91.320(j)**

The City follows the local building codes and regulations on lead-based paint (LBP) inspections and removal. The Alabama Department of Public Health provides data on lead-based paint poisoning each year. There were no lead-based paint poisonings during the 2022 CDBG program year. The City of Gadsden requires all CDBG sub-recipients to follow local and HUD requirements when disturbing LBP.

The City also distributes educational material on lead-based paint hazards to each homeowner that received housing assistance through the CDBG program in 2022. All contractors performing housing repairs received lead-safe work practices literature before starting each job.

**Actions taken to reduce the number of poverty-level families. 91.220 (k); 91.320(j)**

The City's strategy for poverty reduction continues to support and coordinate a broad array of services

that address the various needs of Gadsden’s low-to-moderate-income individuals and families. The number of individuals and families receiving other potentially poverty-reducing assistance during 2022 is reflected in the accomplishment data shown throughout this document. The City funded various public service agencies to provide counseling, life skills, and other poverty reduction opportunities to assist families in becoming self-sufficient.

**Actions taken to develop institutional structure. 91.220(k); 91.320(j)**

The City continued to work to align the goals of its HUD Consolidated Plan adopted in 2020 to maximize effectiveness and to enhance coordination. Community Development staff coordinates interdepartmental discussion about priorities and programs which arise from the City's planning process and ensures that federally-funded programs are addressing the City's priority needs in compliance with its Consolidated Plan.

The City collaborated with city departments and local nonprofit social service partners to carry out community development activities. The City will continue to identify gaps and improve institutional structure by using the following strategies:

- Reduce and/or alleviate any gaps in services and expedite the delivery of housing and community development improvements to eligible persons by providing CDBG resources to local nonprofits.
- Evaluate the procurement process and guidelines for all rehabilitation and construction projects.
- Coordinate projects among City departments and support ongoing efforts for City initiatives.
- Maintain a strong working relationship with the local housing authority based on the mutually shared goal of providing suitable housing for low-to-moderate-income persons.

**Actions taken to enhance coordination between public and private housing and social service agencies. 91.220(k); 91.320(j)**

The City actively encourages local non-profit organizations to collaborate, leverage funds, and coordinate programs whenever possible. Cooperation, joint planning, and implementation are necessary to ensure vital services reach the City’s residents. During the 2022, CDBG program year, the City:

- Supported interagency collaboration to ensure that persons with special needs (including sheltered homeless) received housing and social services.
- Collaborated with Homeless Coalition of Northeast Alabama (HCNEA) member agencies.
- Increased awareness of special needs populations at various meetings throughout the City.

**Identify actions taken to overcome the effects of any impediments identified in the jurisdictions analysis of impediments to fair housing choice. 91.520(a)**

City action is critical in removing the barriers to fair housing, but these impediments are systemic and



require effort from both private and public sectors to correct. Implementation of the recommendations addressed in the AI assists the City of Gadsden in achieving an open and inclusive community that embraces fair housing choice for all residents. City staff makes fair housing information available at all public hearings to increase awareness of fair housing rights and responsibilities. The City also funds

- Educated developers on Fair Housing created and maintained affordable housing opportunities
- Supports the Gadsden Land Bank to identify potential properties for affordable housing,
- Collaborated with the City's Rental Inspector to enforce rental inspections and verify that required improvements are complete resulting in higher-quality rental housing.
- Published a list of affordable housing opportunities for public use.

**Describe the standards and procedures used to monitor activities carried out in furtherance of the plan and used to ensure long-term compliance with requirements of the programs involved, including minority business outreach and the comprehensive planning requirements**

The City has established procedures to ensure that the CDBG program and sub-recipients comply with federal program requirements, City policies, and meet local and national goals. Monitoring responsibilities were carried out by the Community Development Planner to ensure that all sub-recipients were in compliance with all applicable laws and regulations, activities for each agency are reviewed, as described below:

The application process was evaluated to ensure compliance, and eligibility documents were recorded using a standardized grading form. Sub-recipients were placed under contract for all CDBG funds. Monthly service reports were required from all agencies to document that at least 51% of clients benefited had low or moderate incomes. All drawdowns were received and reviewed by Community Development Planner before requesting funds.

Annually, the program staff utilizes a Risk Analysis Matrix for all subrecipients. Risk analysis focuses on the following areas: Financial Capacity; Management; Planning; and National Objectives. Each subrecipient is graded, and their score is based on the following: low risk [0-30 points], moderate risk [31-50 points], and high risk [51-100 points]. Based on this cumulative score, the Community Development Planner determines its monitoring schedule for all moderate to high-risk subrecipients.

Generally, the Community Development Planner will conduct a comprehensive “on-site” monitoring for all moderate and high-risk subrecipients, and low-risk subrecipients are monitored on-site or by desk review every other program year. A desk review analyzes project financials, labor compliance, and overall compliance with program regulations. On-site monitoring inspects for key project components during a site visit to the subject property or location where services are provided. The project/service must be consistent with the activity that was funded to ensure programmatic compliance. Following each monitoring, letters are issued with the documented results. Where corrective actions are needed, a 30-day window is provided for each subrecipient to respond.

**Citizen Participation Plan 91.105(d); 91.115(d)**

**Describe the efforts to provide citizens with reasonable notice and an opportunity to comment on performance reports.**

The City of Gadsden’s Citizen Participation Plan meets HUD’s requirements referenced at 24 CFR 91.105(b) for citizen participation in all HUD grant programs. The City has devised specific actions to encourage increased participation in its housing and community development programs and persons of low- to moderate-income.

A draft of the 2022 CAPER was available for public comment for a 15-day period from Friday, August 11, 2023, through Monday, August 28, 2023. A Public Notice was advertised in The Messenger on Friday,

August 11, 2023. The notice was also prominently posted in City Hall, on the City's website at [www.cityofgadsden.com](http://www.cityofgadsden.com), aired on the City's television station, and placed on the City's social media accounts. A public hearing will be held on August 16, 2023 in the Council Chambers of City Hall.

All public notices informed residents who may have disabilities and/or speak limited English to contact the office for special accommodations if necessary. A copy of the advertisement is included in the appendix. Citizens were given an opportunity to review the draft document and provide written comments. There were no public comments received at the meeting.

**CR-45 – CDBG 91.520 (c)**

**Specify the nature of, and reasons for, any changes in the jurisdiction’s program objectives and indications of how the jurisdiction would change its programs as a result of its experiences.**

The City of Gadsden has not made any major changes to the objectives of its CDBG and CDBG-CV programs over the last year. The program continues to focus on infrastructure improvements in low-income areas, public service activities, homeowner housing rehab, and Section 108 loan repayment.

**Does this Jurisdiction have any open Brownfields Economic Development Initiative (BEDI) grants?**

The City of Gadsden is not a BEDI grantee.

Identify the number of individuals assisted and the types of assistance provided

Total Labor Hours	CDBG	HOME	ESG	HOPWA	HTF
Total Number of Activities	1	0	0	0	0
Total Labor Hours	164				
Total Section 3 Worker Hours	0				
Total Targeted Section 3 Worker Hours	0				

Table 8 – Total Labor Hours

Qualitative Efforts - Number of Activities by Program	CDBG	HOME	ESG	HOPWA	HTF
Outreach efforts to generate job applicants who are Public Housing Targeted Workers	1				
Outreach efforts to generate job applicants who are Other Funding Targeted Workers.					
Direct, on-the job training (including apprenticeships).					
Indirect training such as arranging for, contracting for, or paying tuition for, off-site training.					
Technical assistance to help Section 3 workers compete for jobs (e.g., resume assistance, coaching).					
Outreach efforts to identify and secure bids from Section 3 business concerns.					
Technical assistance to help Section 3 business concerns understand and bid on contracts.					
Division of contracts into smaller jobs to facilitate participation by Section 3 business concerns.					
Provided or connected residents with assistance in seeking employment, including drafting resumes, preparing for interviews, finding job opportunities, and connecting residents to job placement services.					
Held one or more job fairs.					
Provided or connected residents with supportive services that can provide direct services or referrals.					
Provided or connected residents with supportive services that provide one or more: work readiness health screenings, interview clothing, uniforms, test fees, and transportation.					
Assisted residents with finding childcare.					
Assisted residents to apply for, or attend community college or a four-year educational institution.					

Assisted residents to apply for, or attend vocational/technical training.					
Assisted residents to obtain financial literacy training and/or coaching.					
Bonding assistance, guaranties, or other efforts to support viable bids from Section 3 business concerns.					
Provided or connected residents with training on computer use or online technologies.					
Promoting the use of a business registry designed to create opportunities for disadvantaged and small businesses.					
Outreach, engagement, or referrals with the state one-stop system, as designed in Section 121(e)(2) of the Workforce Innovation and Opportunity Act.					
Other.					

**Table 9 – Qualitative Efforts - Number of Activities by Program**

**CR-60 - ESG 91.520(g) (ESG Recipients only)**

The City of Gadsden, Alabama is not an ESG recipient.

**CR-65 - Persons Assisted**

The City of Gadsden, Alabama, is not an ESG recipient.



**CR-70 – ESG 91.520(g) - Assistance Provided and Outcomes**

The City of Gadsden, Alabama, is not an ESG recipient.

**CR-75 – Expenditures**

The City of Gadsden, Alabama, is not an ESG recipient.