

Community Goal # 6

GOAL STATEMENT: Disaster Declaration to address the needs of housing and job readiness in Spartanburg. Seek local efforts to provide relief for our distressed neighborhoods and low-income households.

Leadership Team

Mr. Roy Johnson, Spartanburg Housing Authority (Chair)
Mr. Sheldon Mitchell, Urban League of the Upstate (Co-Chair)

Membership & Diversity

Individuals were asked to participate from multiple segments of the community in an attempt to provide insight and gather feedback from as many stakeholders as possible. The Taskforce received input from housing providers, non-profits, financial institutions, employers, colleges, local government and community representatives in an effort to conduct a sound assessment of the issues before us. The membership was comprised of affordable housing and job development providers.

APPROACH & METHODOLOGY

The Taskforce developed some initial assumptions relative to the strategy and the population intended to be impacted. It was determined that Goal #7: Our communities will be economically viable places for our citizens to live; is closely aligned to the economic benefit that could be assumed for Goal #6. Therefore, the Taskforce defined the population of Goal #6 to be those residents that are primarily low-income and who experience barriers to employment. In as much that Goal #6 should address assisting residents that have been long-term unemployed, or who lack the resources to enter the employment arena and still manage economically due to family dynamics or social/educational skill attainment. The Taskforce also determined that affordable housing included rental, homeownership, elimination of rent/mortgage burden, increasing stock to respond to elderly population housing needs, and homeless citizens.

Strategies were directed toward identification of programs/activities that could be created/addressed locally and through collaboration with State programs.

Prioritization Process

The prioritization of the strategies was completed following identification of needs and resources necessary to satisfy the needs with those with resources being most readily available as those that would be implemented first. Final prioritization was developed through solicitation of community input.

Indicators by Priority (2010 & 2020 Targets)

Indicator description	Current indicator metric	Measurable progress in 2010	Significant progress in 2020
Median family income Spartanburg County	(1999) \$45,349		
Number employed of total labor force	(2003) 123,636 93%	Meet National Rate	Maintain National Rate
Spartanburg County per capita income	(2002) \$25,182	110% of State	Meet National Rate
Renters Housing Costs > 35% income	(2000) 25.3%	Maintain below State Average	Maintain below State Average

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Owners Housing Costs > 35% Income	(2000) 13.2%	Maintain below State Average	Maintain below State Average
Owner occupied – white	(2000) 84.7%	Maintain Average	Maintain Average
Owner occupied – minority	(2000) 15.3%	Increase 5% of minority O-O vs. rental	Increase 10% of minority O-O
# Dwelling conditions reported unsound	(2003) 621	Increased reporting	Increased reporting
Estimated population in unsound dwelling	(2003) 1558	Decrease number	Decrease number
Increase reporting capability and improve level of response to homeless population		Increase in accurate reporting and service availability	Maintain infrastructure

KEY FINDINGS

The Brookings Institution review of housing policies provides the following:

1. Rental assistance programs with deep subsidies assist those most in need and allow housing choice & supports maintenance of current affordable housing stock.
2. Homeownership is beneficial for creating wealth and stabilizing neighborhoods but it is not the solution for all households. Programs to make the housing more affordable are more effective than programs that expand the supply of affordable housing. Location plays a significant role.
3. Land use and other regulatory policies can be deterrents to affordable housing and may lead to fragmentation among individual cities and counties. This makes it more difficult to develop regional affordable housing plans.
4. Housing strategies should be tailored to local market conditions and housing policies should be regional.
5. Policies directed toward improving income will also impact housing in a positive manner.
6. Effective & capable providers are needed for implementation.

INFLUENCE FACTORS & STRATEGIES

A. Ability to take advantage of local employment opportunities (*measured by the education and skill levels of those not employed full-time by choice*).

- 1) Determine skill level/training background needed to access available career opportunities within the community by gathering information on employer & employment expectations. Develop process for retaining current labor survey information.
- 2) Identify sources of training and educational opportunities once it is determined what the area employers require in workforce and also match what is available in the workforce to future business recruitment efforts.
 - Development of work keys of skills
 - Work with employers training to establish internal upward mobility infrastructure
- 3) Develop collaborative effort with business to hire under skilled or under educated workers on conditional basis, with requirement to successfully complete appropriate educational and/or training programs. Such a program would provide means to offer retraining due to loss of employment and address persons with re/entry barriers to employment.

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B. Availability of employment opportunities in the County (*measured by change in number of jobs and county unemployment rate*).

1. Develop clearinghouse of jobs available & workforce availability. Currently employers utilize different means to advertise positions; a local repository needs to be established that allows web-based entry of positions available in Spartanburg; possibly hosted by Chamber.
2. Align K-12 education priorities (or post grad) with economic development goals; encourage development of pre-trade programs that prepare for positions actually available in the community.
3. Make a priority out of small business development – establish a business resource center.
4. Complete comprehensive current needs assessment to determine needed skills to meet economic development and skills available.
5. Develop a marketing plan for economic development to include: quality of life, skill level of workforce and favorable business climate

C. Postpone having children until the parents have graduated from high school and have a full-time job (*measured by teen pregnancy rates and children in single-parent families*).

1. Support existing and expand teen pregnancy programs.
2. Increase opportunities for career planning and access to higher education; provide exposure to work experiences while still in High School (College Co-op) family economics.
3. Increase education targeting issues of self-esteem, peer pressure, and substance abuse impact on future economic growth.
4. Establish and enforce expectations to graduate, & focus on character building.

D. Removal of blighting conditions in neighborhoods negatively impacts wealth created through homeownership (*measured by count of substandard structures and increased property value in neighborhoods*).

1. Support homebuyer education programs similar to those provided by Homeownership Resource Center and Urban League.
2. Develop renter education programs that stress responsible behavior, simple maintenance, and participation in neighborhood associations, credit, etc. Encourage landlords to require attendance to renter education program before signing lease.
3. Develop consistent/shared code enforcement in cities and county to address dilapidated structures of all types. Aggressive enforcement of cars, old structures and lawn care.
4. Create more redevelopment opportunities by addressing blighting conditions and creating new neighborhoods.

E. Preservation of existing and increase in availability of “affordable”, safe and sanitary housing (*measured by # rehab, new units, creation of homeowners*).

1. Code enforcement standards followed
2. CO-Certificate of Occupancy (County or City)
 - a. Every time tenant changes
3. Neighborhood Plans developed and implemented, i.e. Historic Areas
4. Neighborhood Associations created & supported
5. Market Intervention Programs
 - a. Mortgage Assistance
 - b. Non-Profit Ownership
 - c. Land write down with Developer
6. Educational process for homeownership

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F. Addressing the social impactors of Homelessness

1. Establish inpatient substance abuse care
2. Develop programs that reduce domestic violence
3. Develop programs that reduce child abuse
4. Develop programs that instruct and improve social skills

Strategies in Action – complete listing of strategies developed by Taskforce

Short term Activities

Employment

1. Establish task force of employment stakeholders to develop goals and implement necessary service provisions that is enhanced through multi-organization involvement.
2. Develop job readiness strategies that assess and prepare individuals that have been identified as long term unemployed.
3. Complete labor surveys to determine future job demands of local employers.
4. Identify training mechanisms to match local employer need.
5. Develop local Business Resource Center that provides vehicle to obtain support/education for small business establishment and expansion.
6. Establish partnerships with local businesses and public schools to create internships and to promote education completion.
7. Create curriculum for usage in schools that promotes self-esteem, realistic financial education, correlating economic self-sufficiency with goals, (income awareness) and encourages higher education attainment.
8. Develop taskforce for identification and attainment of revenue sources for maintenance of activities.
9. Promote understanding & utilization of Earned Income Tax Credit to increase personal wealth.

Housing

1. Re-institute and support local multi-organizational affordable housing coalition.
2. Expansion of homeownership training programs.
3. Develop local infrastructure for housing rehabilitation in low-income neighborhoods.
4. Develop local strategies to enhance affordability of homeownership and rental through programs of sweat equity and other non-traditional approaches (Habitat type program for rehab and acquisition/rehab).
5. Adopt tax-abatement and other incentive programs for improvement completed in blighted neighborhoods.
6. Develop additional senior housing addressing continuum of needs – encouraging aging in place.
7. Increase support for programs that reduce incidence of child abuse and domestic violence.
8. Support and expand programs such as Individual Development Account (IDA) to prepare for homeownership.
9. Create taskforce for identification and attainment of revenue sources for maintenance of activities.
10. Improve reporting of homeless population needs.
11. Increase availability and comprehensiveness of services for homeless.

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Long Term Activities

Employment

1. Establish training programs that respond to employer demands and develop labor pool for prospective employees that matched labor pool.
2. Foster employment environment that trains and prepares employees for upward mobility and cooperation with entity labor pool programs to provide opportunities for persons that participated in readiness programs.
3. Develop job clearinghouse on internet that area employers utilize in additional to traditional job recruitment efforts.
4. Coordinate curriculum for training that matches predominate area trades and establish methods of introduction in pre and post secondary educational institutions.
5. Implement strategies to recruit business opportunities that correspond to available labor pool.

Housing

1. Develop and support tenant educational programs and also encourage requirement for tenant participation and that provide fair housing education.
2. Encourage uniform development and enforcement of county-wide code enforcement.
3. Develop sector support system that systematically identifies houses in need to repair and activates response that includes referrals and support to obtain necessary assistance.
4. Improve infrastructure for service provision for homeless.

Summation of Community Prioritization – selection of strategies for employment & housing that were determined by community forum. The highest rated strategies are as listed below.

Short Term Employment	Facilitator
Create curriculum for usage in schools	Urban League
Promote understanding & utilization of Earned Income Tax Credit	United Way
Improve partnerships with local businesses and public schools	To be determined
Identify training mechanisms to improve worker skill levels	WIA
Long Term Employment	
Implement strategies to recruit business opportunities that correspond to available labor pool.	Spartanburg County Economic Development
Enhance curriculum for training to better align with employer needs	UL, WIA, School Districts
Coordinate curriculum for training that matches predominate area trades & establish methods of introduction in pre and post secondary educational institutions	UL, WIA, School Districts
Enhance training programs to increase employees upward mobility	UL & WIA
Short Term Housing	
Support local strategies to enhance affordability of homeownership	SHD & UL

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Infrastructure for housing rehabilitation	City & County Community development & SHD
Improve marketing of services available through the affordable housing coalition	City & County Community development & SHD
Expansion of homeownership training programs	SHD & UL
Support and expand programs such as Individual Development Account	UL
Increase services for response to homeless population needs.	Homeless Coalition
Long Term Housing	
Develop tenant education programs	UL & SHD
Improve sector support system	City & County Community development
Implement system to coordinate service provision for homeless	Homeless Coalition
Increase and coordinate county-wide code enforcement	City & County Community development

Additional Areas of Concern/needed strategies identified by Community Forum in order of priority ranking	
Develop nontraditional internships and work experiences	
Address the mindset to overcome poverty	
Application of fines to landlords for illegal activities in rental units by tenants	
Develop ability to seize abandoned/dilapidated properties	
Address pockets of poverty in county with comprehensive zone approaches	
Address excessive presence of trailers and lack of zoning	
Provided as strategies but not ranked	
Removes barriers that restrict employment opportunities for individuals with previous unfavorable histories	
Address transportation barriers that limit access to services & jobs	
Address important corridors such as airport that are important areas of first impression by visitors	

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TASKFORCE PARTICIPATION

	<u>NAME</u>	<u>ORGANIZATION</u>
1.	Lynn Proctor	Workforce Investment Board
2.	Sandi Turner	Christmas In Action
3.	Sheldon Mitchell	Urban League of the Upstate
4.	Gregory Canzater	GLC Enterprises, Inc
5.	Jeff Howard	First Citizens Bank
6.	Patrena Mims	Spartanburg Housing Authority
7.	Patricia Fluharty	SPIHN
8.	Nancy Lawson	USDA
9.	Cindi Gooden	The Haven
10.	Harold Mitchell	ReGenesis
11.	Ben Davis	Spartanburg Workforce Center
12.	Mark Stewart	Creative Solutions
13.	Roy Johnson	Spartanburg Housing Authority
14.	Don Martin	State Farm Insurance
15.	Julie Franklin	City of Spartanburg
16.	Harold McClain	Spartanburg Technical College
17.	Carla Starks	Spartanburg Area Chamber of Commerce
18.	Jay Bland	First Citizens Bank
19.	Charlene McKanie	Spartanburg County CED
20.	Kathy Dunleavy	United Way