



ALEXANDRIA'S COMMUNITY HEALTH IMPROVEMENT PLAN 2025

Winter 2024-25 Progress Report Appendix

Prepared by Alexandria Health Department and the
Partnership for a Healthier Alexandria

CHIP Progress Report Update 3

Housing

Strategy A: Identify and support creative land use and other models for affordable and market-rate housing.		
Tactic	Performance	Status
Co-location: Add affordable housing units to new City and recreational buildings.	<ul style="list-style-type: none"> Due to funding constraints on available City gap funding for affordable housing projects, the work group is working on a long-term community education campaign about co-locating housing and will continue collaboration on the Landmark Mall affordable housing/fire station co-location project, a multi-year effort. The City's Housing4All campaign has helped inform the community about the dire need for housing. 	In Progress
Assess and promote viable zoning changes that will help to increase the supply of affordable housing.	<ul style="list-style-type: none"> November 2023: The Alexandria City Council adopted a series of zoning proposals contained in Zoning for Housing initiative designed to increase the supply of affordable housing along with addressing other land use issues. Land use and zoning reform to develop new housing opportunities requires some significant changes to our existing development patterns, requiring more discussion. A communication campaign is being considered to inform community members who don't follow these issues about why these reforms are needed. This could also address some of the misinformation being broadcast with regard to neighborhoods being overrun with multifamily development and resulting decline in property values. 	In Progress

Strategy B: Provide sustainable and predictive housing for individuals and families across incomes.		
Tactic	Performance	Status
Increase eviction prevention education activities and provide case management for individuals and families at risk of eviction.	<ul style="list-style-type: none"> The Workforce Development Center and Legal Services of Northern Virginia are collaborating to offer monthly “Know Your Rights” trainings to participants and providers. Emergency assistance funds have been exhausted. Additional funds are needed to support staff and emergency rental assistance needs. The Task Force is also working to find ways to make the previously ARPA-funded positions permanent- Eviction Prevention Service Navigators, Housing Justice Attorneys, in addition to moving & storage assistance. City is hiring temporary support for rental assistance program. 	In Progress

	<ul style="list-style-type: none"> • The Eviction Prevention Task Force continues to meet monthly and has six committees: Tenant & Community Outreach, Landlord Outreach, Data Analysis and Evaluation, Courthouse Navigation, Client Coordination Call, and Legislative Advocacy. • The Legislative Advocacy group met with the delegation and Sarah Taylor to recommend 5 key housing stabilization policies for the general assembly. The delegation included Christie Marra from VPLC, Jill Norcross from NVAHA, Senator Adam Ebbin, Delegates Charnelle Herring, Alfonso Lopez, and Elizabeth Bennet-Parker. • Legislative Advocacy group led to sponsorship of key housing policies for 2024 General Assembly, including HB73 which automates expungement process for eligible households. • Temporary assistance: Alfred St. Baptist Church received a \$500,000 donation for emergency rental assistance for residents to support needs while City scheduler was out. Community Access & Emergency Support (CAES) grantees also provided support for renters through funding from City in partnership with ACT for Alexandria, to distribute rental assistance to renters at risk of eviction. 	
Utilize community land trusts and land banks.	<ul style="list-style-type: none"> • The kickoff for Alexandria’s Zoning for Housing/Housing for All was held on March 20 and 21, 2023. This initiative, with multiple community engagements, is expected to continue through calendar year 2023. 	In Progress
Develop alternative forms of security deposits.	No data provided	No data provided
Adopt a linkage fee ordinance-a fee on institutional and commercial properties-plus property tax increases to fund affordable housing.	<ul style="list-style-type: none"> • As part of a future legislative package to the Virginia General Assembly, it is anticipated the City will advocate for legislative authority to make its voluntary monetary affordable housing contribution policies mandatory. Note: Office of Housing would not be involved in any advocacy efforts related to property tax increases for affordable housing; such activities fall within domain of external affordable housing advocacy groups. 	In Progress

Strategy C: Provide sustainable and predictive housing for individuals and families across incomes.		
Tactic	Performance	Status
Offer services (e.g., health clinic, day care, quality food access, etc.) in multi-functional space at housing units and apartment complexes.	<ul style="list-style-type: none"> Housing Alexandria broke ground on a new 474-unit affordable housing project in Arlandria-Chirilagua during summer 2023. This project includes lease space for locally focused non-profits and city agencies. Alexandria Health Department is working with Alexandria Redevelopment and Housing Authority (ARHA) to determine opportunities for health swing space in new redevelopment projects. 	In Progress
Work with landlords to create pet-friendly policies regardless of socio-economic status.	<ul style="list-style-type: none"> Animal Welfare League of Alexandria (AWLA) received feedback from housing providers and other stakeholders through several listening sessions and an online survey in January and February 2024. The feedback was used to curate sessions for the Pets and Housing Summit The AWLA held a Pets and Housing Summit on April 19, 2024. Attendees included housing providers, representatives from local government organizations, and other housing stakeholders. The Summit included four sessions addressing equitable housing policies and impacts, minimizing pet-related issues in rental housing, reasonable accommodations and assistance animals, data on pet-inclusive housing, and pet inclusive policies for rental operators. 	In Progress
Explore local use of Certified Organization for Resident Engagement and Services (CORES) at rental properties.	<ul style="list-style-type: none"> Spring 2023: Housing Alexandria determined that obtaining certification for organization will take two years, and it is a much bigger task for rental properties to become CORE certified. Spring 2023: Began the certification process, which included reviewing CORE requirements. Prioritized obtaining certification for the organization and developing a strategic plan/framework and sample formal agreements for organizations interested in becoming certified. Working on evaluation framework for the organization before moving forward with program implementation. This will include hosting focus groups and tenant advisory board meetings to integrate resident feedback into relevant programming. 	In Progress

Strategy D: Increase funding for housing development.		
Tactic	Performance	Status
Increase use of financial tools and funds for affordable housing as identified in the City of Alexandria Housing Master Plan.	<ul style="list-style-type: none"> As part of the FY24-25 Housing Master Plan update, staff will continue to explore new funding and zoning tools, partnerships, and best practices to preserve and create committed affordable rental and homeownership opportunities in the city. 	In Progress
Property tax abatement for developers reserving a portion of their units for affordable housing.	<ul style="list-style-type: none"> The Alexandria Housing Affordability Advisory Committee is developing a long-term advocacy campaign to build political will for waiver reductions. This issue may be explored as part of Alexandria’s Zoning for Housing/Housing for All. 	In Progress
Monitor and engage with the Alexandria Redevelopment Housing Authority (ARHA) Redevelopment Work Group.	<ul style="list-style-type: none"> The Partnership for a Healthier Alexandria’s Chair monitors the Work Group’s progress primarily through Work Group’s monthly meeting minutes. Meeting minutes found on ARHA website. The Partnership for a Healthier Alexandria’s Steering Committee is exploring how to make the monitoring and engagement process more formal. 	In Progress
Explore the use of closed hotels for additional affordable units.	<ul style="list-style-type: none"> Between 2014-2023, more than 1,600 commercial units were converted to residential use (184 between 2021-23). Of 1,600, 15 are affordable residential units. No data on closed hotels. There are currently six pipeline projects for commercial to residential use. This will create over 700 units - 22 are affordable units. 	In Progress

Strategy E: Support healthy, high-quality, energy-efficient housing.		
Tactic	Performance	Status
Promote energy efficiency policies.	<ul style="list-style-type: none"> The Office of Climate Action formed in 2023 within the City of Alexandria and is currently building its' team. 	In Progress
Develop and implement a coordinated, healthy housing program.	<ul style="list-style-type: none"> An asset and gap analysis were completed in 2022. AHD completed a pilot study for 20 households in 2022. A citywide Healthy Homes Network is implementing a Healthy Homes Action Plan. The ALX Breathes home-based program for asthma and COPD has been implemented in English and Spanish and is currently enrolling more households. The Partnership for a Healthier Alexandria awarded a 2023 grant to Rebuilding Together. Rebuilding Together (2024) completed repairs at four homes in Alexandria, meeting 88% of items on home repair checklist. In 2023-24, Alexandria’s Healthy Home Network administered a survey on home condition priorities to ~900 residents and conducted community conversations to hear solution ideas from 80+ residents. 	In Progress

Strategy F: Build appropriate supports for those experiencing homelessness.		
Tactic	Performance	Status
Increase permanent supportive housing for individuals and families experiencing homelessness.	<ul style="list-style-type: none"> The Partnership to Prevent and End Homelessness (PPEH) FY-2023-28 Strategic Plan’s Objective 2 under Goal 1 is to “Provide more permanent, supportive housing choices and supportive services to address the needs of those experiencing chronic and recurrent homelessness.” PPEH’s FY2023-2028 Strategic Plan’s Goal 3 is to: “Increase Community Support and Funding for Housing Affordability and Stability Services. In November 2023 PPEH held a public forum on the issue of housing affordability for households with children. 	In Progress
Increase rapid re-housing to individuals and families experiencing homelessness.	<ul style="list-style-type: none"> The Partnership to Prevent and End Homelessness (PPEH)FY-2023-28 Strategic Plan’s Objective 2 under Goal 1 is to “Provide more permanent, supportive housing choices and supportive services to address the needs of those experiencing chronic and recurrent homelessness. “ PPEH’s FY2023-2028 Strategic Plan’s Goal 3 is to: “Increase Community Support and Funding for Housing Affordability and Stability Services. In November 2023 PPEH held a public forum on the issue of housing affordability for households with children. 	In Progress

	<ul style="list-style-type: none"> • PPEH’s 2024 Needs Assessment highlighted the importance of rapid rehousing and new or increased funding for rapid rehousing. • PHA awarded grant to Carpenter’s Shelter in 2022. • Carpenter’s Shelter served 191 households through its Rapid Re-Housing (RRH) program FY 2023. The funding was used to expand the capacity of the RRH operations, allowing four additional households to receive direct services. • The program provided support to individuals experiencing a housing crisis and offered tailored supports that promoted long-term stability. Services included access to benefits, job opportunities, training, health care, childcare, and more. 	
<p>Create a systematic process to increase employment opportunities for people experiencing homelessness.</p>	<ul style="list-style-type: none"> • PPEH’s FY 2023-28 Strategic Plan’s Objective 1 under Goal 2 is to “Expand and maintain access to meaningful and sustainable employment opportunities for people experiencing or at risk of homelessness.” • PPEH’s Governing Board, in September 2023, established an Employment and Income Committee responsible for advancing work on this objective. • The Employment and Income Committee will do assessments on these two areas as requested by the PPEH Governing Board and PPEH’s Gaps and Needs Committee. 	<p>In Progress</p>
<p>Advocate at the state, City, and foundation levels for more housing resources for people needing mental health and substance use services.</p>	<ul style="list-style-type: none"> • PPEH’s FY 2023-28 Strategic Plan’s Objective 3 under Goal 2 is to “Integrate primary and behavioral health care services with homeless assistance programs and housing to reduce people’s vulnerability to, and impacts of, homelessness.” • PPEH’s Governing Board assigned responsibility for advancing work on this objective to its Gaps and Needs Committee. • In Fall 2024, the Gaps and Needs Committee started analyzing data around mental health and substance use services. • Committee plans to present the results of the analysis to the PPEH Governing Board by April 2025. 	<p>In Progress</p>

Mental Health

Strategy A: Assure culturally appropriate and trauma-informed mental health resources, services, and support for all Alexandria's communities.		
Tactic	Performance	Status
Partner with the faith community to increase access to mental health resources among communities of color.	<ul style="list-style-type: none"> • CCNA is partnering with the American Psychiatric Association Foundation (APAF) to establish "The Mental Health Coalition of Virginia," a consortium of like-minded organizations dedicated to addressing mental health. • My Father's House Christian Church and For Us Therapeutics have hosted multiple mental health education sessions and discussion groups. • Implemented employee program for city employees. • Mindfulness course for detention center is in development. • A couples' communication lab has launched. • St. Joseph's Catholic Church held interdisciplinary service on mental health in July 2024. 	In Progress
Provide trauma-informed trainings to community groups.	<ul style="list-style-type: none"> • RAISE developed its own trauma-informed workshops initiative. 1,058 individuals have been trained on trauma-informed approaches with a 98% knowledge increase. • RAISE - 213 individuals have been trained on advocating for policy changes with a 91% knowledge increase. • PHA awarded a 2021 grant to Move2Learn (formerly Running Brooke). Move2Learn provided professional development to 200 special educators (teachers, paraprofessionals), 160 school counselors, and 200 ACPS Leaders in Central Office entitled, "Why Movement Matters Now: Using Movement to Help Students Learn Their Best in Pandemic-Altered Schools." • PHA awarded a 2021 grant to Offender Aid and Restoration (OAR) of Arlington, Alexandria, and Falls Church to launch a Behavioral Health Support for reentry program at the William G. Truesdale Adult Detention Center in Alexandria and for Alexandrians residing at the Arlington Detention Center. OAR successfully used the funds to support 35 individuals through facilitating Health and Wellness, Employment, and Healthy Relationships courses in the William G. Truesdale Adult Detention Center and the Arlington County Detention Facility (where several Alexandrians are located) while incarcerated and post release. • OAR launched a new gender responsive program, designed to focus on the unique needs of those identifying as women, females, or femmes to support participants while incarcerated and post-release. 	In Progress

Strategy B: Advocate for mental health services and education funding.		
Tactic	Performance	Status
Assess mental health services and education gaps and capacity.	No data provided	No data provided
Educate residents on available mental health resources.	<ul style="list-style-type: none"> See Strategy F: Expand early intervention programming and counseling in the community; Tactic: Create and deliver a mental health literacy program to eliminate mental health stigma, for work being done on this tactic 	In Progress
Train residents on how to advocate for services and funding.	<ul style="list-style-type: none"> Advocacy workshops were conducted by RAISE during the 2023 Trauma and Resiliency Summit. Due to limited capacity, trainers and trainings are being identified. 	In Progress
Advocate for needed funding for mental health services and education.	<ul style="list-style-type: none"> Friends of the Alexandria Mental Health Center reviewed the governor's budget to understand the funding allocated to the Alexandria Community Services Board for FY 2023. Friends of the Alexandria Mental Health Center is working with other mental health organizations to continue to have a cohesive message to our service/funding needs. 	In Progress

Strategy C: Expand opportunities to free and low-cost physical activity.		
Tactic	Performance	Status
Promote walking and other physical activity through ALEX Moves.	<ul style="list-style-type: none"> The Alexandria Bicycle and Pedestrian Advisory Committee had trouble with promoting walking events and reaching the general community due to the pandemic forcing events to be canceled. The committee is collaborating with Partnership for Healthier Alexandria to identify ways to improve programming and outreach efforts. The committee will coordinate with neighborhood associations to collaborate on existing walking events/activities scheduled. The Alexandria Department of Recreation, Parks and Cultural Activities provides Walk and Fit Training for individuals 55 & Up at the Patrick Henry Recreation Center. Girls on the Run of Northern Virginia (GOTR) includes critical life skills regarding mental, emotional, social, and physical health through an interactive curriculum. GOTR rebounded post pandemic: since Spring '21, the program grew from two teams to seven teams, five at ACPS schools and two at Alexandria community centers by Spring '24. Over that period, they served 467 students in the City of Alexandria. Of these students, 30% received scholarships from the organization to participate in the program at low or no cost. 	In Progress

<p>Partner with ACPS to sponsor monthly "walk the block" events for students, parents, staff and community members.</p>	<ul style="list-style-type: none"> • Since engaging with the CHIP, Alexandria Bicycle and Pedestrian Advisory Committee sent information about our walks and rides to other organizations such as Senior Services, as well as modifying the length and difficulty of some events to attract folks who are new to walking and riding. • Due to many of the group walking and riding events being canceled from COVID-19, the committee had difficulty conducting events on a consistent basis and reaching desired populations. • Move2Learn Organized Step Challenge at ACHS for Mental Health Awareness Month with school counselor and social worker to provide over 1200 high school students M2L lesson plans. 	<p>In Progress</p>
<p>Leverage physical activity groups such as Meet-Up to create walking groups and a walking route database.</p>	<ul style="list-style-type: none"> • Due to many events being canceled because of the pandemic, limited activities were conducted or attended by Alexandria Bicycle and Pedestrian Advisory Committee. • The committee is currently trying to find a way to streamline existing low-cost physical activities to reach target populations as events frequency begins to increase. 	<p>In Progress</p>
<p>Develop a dog walking program for owners.</p>	<ul style="list-style-type: none"> • The Animal Welfare League of Alexandria worked on creating quarterly "walk and talk" events with the organization's staff and dog owners. The intent was to start the events in Fall 2024. 	<p>In Progress</p>
<p>Advocate for safer streets for people of all ages.</p>	<ul style="list-style-type: none"> • Successfully advocated for bike and pedestrian accommodations on Duke Street as part of Duke Street in Motion. Advocated for sidewalk safety improvements, E/W bike/mobility connected route to connect West Alexandria, advocated for change in STOP signs on roads crossing MVT to improve pedestrian/bike safety. • Spoke at various meetings on Duke Street in Motion in favor of options that improve pedestrian safety and transit access, • Fall 2023, participated in two city-sponsored walk audits near schools. Continue to engage with City and State governments on safety issues. • Continue to participate in ACPS Biking in the Schools (BITS) program to teach kids to bike safely. Continued to run Bike Rodeos to teach kids safe bike skills. 	<p>In Progress</p>
<p>Establish and implement a youth physical activity scholarship program to cover all fees for eligible youth.</p>	<ul style="list-style-type: none"> • Discussion started in November 2023 on research questions and issues to create, fund and administer such a scholarship program. Key stakeholders will be invited to participate in a meeting regarding these research issues and questions in early 2024. • The Partnership for a Healthier Alexandria awarded a 2023 grant to the Alexandria Soccer Association to expand free after school soccer programming at five elementary and middle Alexandria City Public Schools. Alexandria Soccer Association reached ~500 	<p>In Progress</p>

	<p>students. Students had more physical activity and teachers noted higher attendance on days with soccer.</p> <ul style="list-style-type: none"> Alexandria Soccer Association partnered with Little Friends for Peace to train coaches on social emotional wellness tactics. 	
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Strategy D: Expand early intervention programming and counseling in the community.		
Tactic	Performance	Status
<p>Expand behavioral health screening for youth (5th grade and up).</p>	<ul style="list-style-type: none"> The Alexandria Department of Community and Human Services’ Center for Children and Families and the Partnership for a Healthier Alexandria partnered with senior undergraduate Public Health majors participating in American University’s Public Health Capstone course in the Spring ‘24 semester to do an analysis of behavioral health counseling services for youth (5th grade and up). Given the limited time during the semester, the students provided a capstone project report that had a snapshot of existing behavioral health screening and counseling services, identified some possible gaps in the screening and counseling services and recommendations to promote racial equity and inclusivity as well as recommendations to increase access and availability. The students’ project also provide survey questions, stakeholder interview questions and focus group moderator’s guide to aid in a further landscape study behavioral health screening. 	<p>In Progress</p>
<p>Expand behavioral health counseling services for youth (5th grade and up).</p>	<ul style="list-style-type: none"> In October 2023, Alexandria City Public Schools launched a new mental health service with Hazel Health. Students can meet with a licensed Hazel Health therapist virtually for a therapy appointment. The Alexandria Department of Recreation, Parks, & Cultural Activities received funding, beginning in Fiscal Year 2024, to provide mental health and wellness resources at recreation centers. This funding provided opportunities to listen to youth about their mental and emotional well-being. Programs and resources at Charles Houston, Patrick Henry, and William Ramsay Recreation Centers are supported through this initiative. The Alexandria Department of Community and Human Services’ Center for Children and Families and the Partnership for a Healthier Alexandria partnered with senior undergraduate Public Health majors participating in American University’s Public Health Capstone course in the spring 2024 semester to do an analysis of behavioral health counseling services for youth (5th grade and up). Given the limited time during the semester, the students provided a capstone project report that had a snapshot of existing behavioral health screening and counseling services, identified some possible gaps in the screening and counseling services and recommendations to promote racial equity and inclusivity as well as recommendations to increase access and availability. The 	<p>In Progress</p>

	<p>students' project also provide survey questions, stakeholder interview questions and focus group moderator's guide to aid in a further landscape study of behavioral health counseling services</p>	
<p>Expand mental health screenings for adults.</p>	<ul style="list-style-type: none"> • Suicide Prevention Alliance of Northern Virginia (SPAN) provides free screening tools on its website. • SPAN is developing a communications plan to increase awareness of these free screening tools in Alexandria and the four other Northern Virginia jurisdictions. This plan is expected to be implemented in early 2025. • Spring 2023, Inova implemented system-wide yearly depression screenings to patients who see any Inova provider at an outpatient site, regardless if provider is a specialist or a primary care provider. 	<p>In Progress</p>
<p>Expand mental health counseling services for adults.</p>	<ul style="list-style-type: none"> • The Partnership for a Healthier Alexandria (PHA) awarded a 2023 grant to Postpartum Virginia to train community members to provide evidence-based peer and social support to those suffering from mental health issues during pregnancy and postpartum. • Postpartum Virginia trained 8 community members on social support strategies for postpartum depression (PMAD), 6 will be placed in volunteer roles to provide evidence-based peer support to those suffering from PMADs. 	<p>In Progress</p>
<p>Expand programming for seniors to reduce social isolation.</p>	<ul style="list-style-type: none"> • November 2023, the PHA voted to sponsor or co-sponsor work sessions with community organizations to do a gap and needs assessment of programming in the city focused on loneliness and isolation related to all age groups. • In May 2024, PHA sent a survey to Alexandria-based community organizations to identify gaps in programming or needs for new programs related to loneliness and isolation for all age groups. • A work session with Alexandria-based community organizations is being planned for winter 2025. • PHA awarded a 2024 grant to Northern Virginia Family Service Activity to support eight events aimed at reducing isolation among expectant and new mothers and fostering an ongoing network of support. At each event, a psychologist from the Kids First Years Family Connections Committee will provide practical skills and techniques for identifying and managing stress and addressing mental health challenges. A certified doula will offer guidance on pregnancy, childbirth and postpartum care. • PHA awarded a 2024 grant to Senior Services of Alexandria to launch a Friendly Caller Program to connect socially isolated seniors with trained volunteers who will provide regular phone calls. The program's implementation plan includes outreach and 	<p>In Progress</p>

	enrollment to identify potential participants, volunteer recruitment and training and monitoring and support.	
Advocate for mental health treatment in youth and adult detention centers.	<ul style="list-style-type: none"> Alexandria Juvenile and Domestic Relations Court Services Unit reviewed governor's budget to understand the funding allocated to the Alexandria Community Services Board for FY 2023. Worked with other Mental Health organizations to continue to have a cohesive message to service/funding needs. Heard NOVA added as a tactic owner. Fall 2023: Heard NOVA resumed onsite arts programming (improvisation) twice weekly at the Northern Virginia Juvenile Detention Center. Additionally, Heard NOVA has offered periodic arts programming at the Alexandria Adult Detention Center. Most recently we offered 12 weekly singing lessons/karaoke classes. CSU – added one additional member to treatment team to provide added support to Juvenile Detention Center. Funded by Department of Juvenile Justice. Northern VA Juvenile Detention Center (may be open to consultation) piloting substance use disorder intensive outpatient program through National Capital Treatment and Recovery. 	In Progress

Strategy E: Incorporate mental health strategies into the school day.		
Tactic	Performance	Status
Integrate Social, Emotional and Academic Learning (SEAL) activities across many different types of programs and classrooms.	<ul style="list-style-type: none"> PHA awarded a 2021 grant to Move2Learn (formerly Running Brooke) who developed three Move2Learn SEAL lessons focused on teaching students the mind-body connection. Move2Learn Program Director taught 2-3 in-person lessons each to 20 different classrooms (approximately 500 students) at Samuel Tucker, Charles Barrett, ACHS AVID, and Cora Kelly. Move2Learn created a 10-lesson SEAL curriculum called “Movement to Feel & Learn Your BEST!” shared with all ACPS teachers. They have entered into a formal agreement with community partners to form Healthy Community Action Team (HCAT) through funding from VA Foundation for Healthy Youth (VFHY). Initial goal is targeting Hispanic Youth at GWMS and Casa Chirilagua, planning to expand to Hammond next year. In 2024, Move2Learn created 24-mini social emotional learning lessons all about the science of movement for ACPS teachers to use during the school day or during Out-of-School Time. They continue to strengthen community partnerships through the M2L Healthy Community Action Team (HCAT) through funding from VA Foundation for Healthy Youth (VFHY). Their goal is to work together 	In Progress

	<p>to mitigate obesity in Hispanic Youth at ACHS, GWMS, Hammond, and Casa Chirilagua.</p> <ul style="list-style-type: none"> • PHA awarded a 2024 grant to the Child and Family Network Centers (CFNC) social emotional enhancements in its classrooms. The grant will be used to add a Behavioral Health Specialist to CFNC’s permanent staff. It will also be used to continue to implement the CFNC’s own multilingual social-emotional mental health curriculum— “Feelings Time”—across eight neighborhood-based preschool classrooms. Additionally, CFNC will use the grant related to tactics 2 and 4 under this strategy. 	
<p>Invest in professional development so educators and support staff can learn how to incorporate Social-Emotional learning approaches into the school day.</p>	<ul style="list-style-type: none"> • Move2Learn developed three M2L SEAL lessons focused on teaching students the mind-body connection. M2L/RB Director of Programs taught two to three in-person lessons each to 20 different classrooms (approximately 500 students) at Samuel Tucker, Charles Barrett, ACHS Avid, and Cora Kelly. • PHA awarded a 2024 grant to the Child and Family Network Centers (CFNC) social emotional enhancements in its classrooms. Among other things related to this strategy’s tactics 1 and 4, the grant will be used to increase professional development efforts to train CFNC teachers on Feelings Time curriculum. 	<p>In Progress</p>
<p>Streamline the youth mental services referral process.</p>	<ul style="list-style-type: none"> • The Partnership for a Healthier Alexandria awarded a 2022 grant to the Spitfire Club to do a pilot project. • The Spitfire Club (TSC) piloted a model of integrated wraparound mental healthcare services into TSC’s book club programming. The pilot program aimed to establish 1-2 cohorts of up to 30 girls in Title I schools, affordable housing communities, or community centers serving low-income neighborhoods. • Approximately 17 youth and 8 caregivers were directly engaged in social-emotional learning programming. 80% of participants self-reported that this program has positively impacted their mental health, exceeding the target rate of 75%. 71% of respondents reported assets growth in “Support” and 57% of respondents reported assets growth in “Positive Identity” categories. Lastly, 100% of responding caregivers reported perceived improvement of social-emotional wellbeing in participants. • DCHS is experiencing ongoing vacancies including direct service, supervisory and administrative. Increasing challenge hiring bilingual (Spanish/English) staff. The pool (both Spanish speaking and English only) is dwindling across the region, state, and country; and candidates are going to other regional jurisdictions where they can make more money. Vacancies in administrative 	<p>In Progress</p>

	<p>positions across the Department and City impact ability to adjust in response to need.</p> <ul style="list-style-type: none"> • DCHS doubled the number of days their therapists are based at Hammond. • DCHS is focused on identifying recruitment and retention incentives and will keep focus on hiring and refining data collection. Updated metrics can be seen below. <p>Metrics Update from Department of Community and Human Services:</p> <ul style="list-style-type: none"> • Completed assessment of existing services, waitlist, and referral process within DCHS Child & Family Behavioral Health Services • Service redundancies and gaps identified • Plans to create greater efficiencies and close gaps developed and implemented • Increase in school referrals to DCHS Youth Central Intake; IN PROGRESS - data collection issue being addressed. • Reduced wait time for appointments; IN PROGRESS within DCHS - wait times increased but remained lowest for students at highest risk. • # of ACPS referrals to the DCHS Family Assessment and Planning Team; IN PROGRESS - In FY23: 54 ACPS referrals for Private Day placements and one for Wraparound funding to support locally administered IEPs 	
<p>Strengthen school and community-based education, outreach, and access around family mental health.</p>	<ul style="list-style-type: none"> • Through a grant provided by the Partnership for a Healthier Alexandria, Move2Learn completed the following: SEAL lessons taught to classrooms K-12; ACHS step challenge; Movement Challenges K-8; launch Out of School Time programs K-12; active seating in 150 classrooms; Pedals & Pages Stationary Bikes in all school K-12 (over 80 bikes in ACPS); ACPS Professional Developments regarding importance of movement in classroom on mental health. • COVID-19 restrictions initially impeded workgroup’s ability to access school facilities; ACPS staff were overwhelmed by demands in school; unable to take on more responsibilities. Move2Learn workgroup members worked with staff to go into schools and deliver prepared SEAL lessons, coordinate movement challenges, and support teachers with rollout of kinesthetic equipment. • In accordance with ACPS’s equity action plan, services were targeted to secondary schools, specifically after school, and meet needs of students with disabilities. • Move2Learn workgroup used recently formed advisory council to reach underserved populations and ensure equitable delivery of programming. 	<p>In Progress</p>

	<ul style="list-style-type: none"> • Partnership for a Healthier Alexandria awarded a 2022 grant to The Spitfire Club (TSC) for a pilot project of a model of integrated wraparound mental healthcare services into TSC’s core book club programming. Pilot program aimed to establish 1-2 cohorts of up to 30 girls in Title I schools, affordable housing communities, or community centers serving low-income neighborhoods. • Partnership for a Healthier Alexandria awarded a 2024 grant to The Spitfire Club to expand its Small Group Mentoring Program. During the 2024-2025 school year, the program will be expanded to 1st-3rd grade cohorts at John Adams and Cora Kelly schools. • Partnership for a Healthier Alexandria awarded a 2024 grant to the Child and Family Network Centers (CFNC) social emotional enhancements in its classrooms. Among other things related to this strategy’s tactics 1 and 2, the grant will be used to hold parent workshops in three languages focused on family mental health and provide parents with referrals. 	
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Strategy F: Expand early intervention programming and counseling in the community.		
Tactic	Performance	Status
Provide Adult Mental Health First Aid training to community providers and residents.	<ul style="list-style-type: none"> • Department of Community and Human Services staffing changes to build capacity to deliver mental health first aid. • In Fall 2023, new trainers were recruited and trained to facilitate the AMHFA curriculum in the community. • During fiscal year 2023, 52 people completed Adult Mental Health First Aid. • As of June 2024 (FY24), provided Adult Mental Health First Aid to 50 individuals, with several classes planned through August 2024. 	In Progress
Provide Youth Mental Health First Aid Training to community providers and residents.	<ul style="list-style-type: none"> • Between July 1, 2021, and November 2023, 232 individuals were trained in youth mental health first aid. Virtual and in-person trainings are being offered to accommodate for limited number of certified trainers and to expand reach. 	In Progress
Provide evidence - based simulated trainings for having conversations on mental health.	<ul style="list-style-type: none"> • In September 2023, Suicide Prevention Alliance of Northern Virginia (SPAN) launched its new suicide prevention campaign: Ask. Talk. Connect. With a virtual presentation on how community members can Ask. Talk. Connect. • Since September ‘23, SPAN has hosted four virtual webinars focused on suicide prevention and highlighted its Ask. Talk. Connect. suicide prevention campaign during these webinars. • The content on the SPAN web site was redone to focus on the Ask. Talk. Connect. campaign. 	In Progress

	<ul style="list-style-type: none"> • SPAN is developing a communications plan to promote the Ask. Talk. Connect. campaign in Alexandria and the four other Northern Virginia jurisdictions. 	
<p>Create and deliver a mental health literacy program to eliminate mental health stigma.</p>	<ul style="list-style-type: none"> • Department of Community and Human Services (DCHS) created a spreadsheet of mental health resources for specific populations including elementary aged school youth, middle and high school-aged youth, parents, and school staff, aging adults, caregivers, and individuals with mental health conditions. • DCHS will continue to meet with stakeholders to gather input on resources and develop plan to move forward including mental health literacy campaign, website layout and drafting communications plan for the launch of the campaign. • The Mental Health Literacy WG partnered with George Mason University Grad Students to support this tactic. The GMU NRT group created and disseminated (with workgroup support) a survey that asked about respondents whether they'd experienced depression, anxiety, and PTSD. It also asked questions that determined whether respondents had faced stigma when seeking mental health help, their awareness of resources that existed in the community and barriers to seeking help. Team is continuing listening sessions through the end of 2024. • Partnership for a Healthier Alexandria awarded a 2024 grant to Concerned Citizens Network of Alexandria to support the organization's Health Forum in February 2025, during Black History Month. The Health Forum will focus on mental health in the Alexandria Black community. 	<p>In Progress</p>

Poverty

Strategy A: Increase quality, equity, and relevance of education for youth in and out of schools.		
Tactic	Performance	Status
Monitor and engage with the Out of School Time/Youth Support Network.	<ul style="list-style-type: none"> • Weber Moore Partners lead an extensive landscape study of out-of-school time and community-based programs in the City of Alexandria. Providers were surveyed through a landscape scan about the barriers they experience and the support structures they need to effectively serve our youth. Middle school students, high school students, parents/guardians, and ACPS staff were surveyed on the barriers they experience and their hopes and needs for accessible, meaningful out-of-school time and community-based programs. There were listening sessions with Alexandria families and middle and high school students. • Several members of the Partnership for a Healthier Alexandria’s Steering Committee attended the Youth Support Network’s Landscape Study Community Meeting on October 16, 2023. • In conjunction with the Partnership for a Healthier Alexandria and Youth Support Network, the middle school programming was highlighted as one of our priority initiatives due to the historic shortage of Alexandria middle school students participating in Out of School Time programming. Middle School Programming Work Group was created to identify strategies and solutions to expand middle school student engagement in Out of School Time and community-based programs. Group explored potential for coordinated middle school programming model in City. Received support from ALX Beyond. • In conjunction with the Partnership for a Healthier Alexandria and Youth Support Network, the Social-Emotional Learning Work Group worked to identify strategies and practices to support the professional development and well-being of staff and volunteers in fostering the social-emotional learning and development of youth. This effort aligned with the Children & Youth Community Plan and ACPS’ Equity for All 2025 Plan. • Social-Emotional Learning Work Group selected The Flourish Lab as solution to identify strategies and practices to support professional learning and well-being of staff and volunteers in fostering the social-emotional learning and development of youth. With a train-the-trainer model, it includes in person cohort meetings in addition to online learning. The Youth Support Network, now called Alexandria Beyond the Classroom (ALX Beyond, created a website (alxbeyond.org) and Youth Program Locator for expanded learning providers serving children and youth ages 3-19. Shared widely in back-to-school communications. • Hired a Program Quality Manager to run pilot of Weikart Center for Program Quality Youth Program Quality Intervention (YPQI) process. Cohort members will learn how to complete monitoring and evaluation of their programs. 	In Progress

<p>Increase awareness among youth and their parents and guardians on the process, requirements, and techniques for participating in higher education.</p>	<ul style="list-style-type: none"> • Project Discovery sponsored the “Real Cost of College: How to Pay for It” workshop for parents on January 19, 2022. • Project Discovery completed several “Understanding the Financial Aid Page” workshops with students in 2022 and 2023. • Project Discovery and Educational Opportunities for Alexandrians working together, beginning the summer of 2023, to develop a plan to create more workshops for students and parents. • The Partnership for a Healthier Alexandria awarded a 2023 grant to Casa Chirilagua to support its Casa to College program. Program cohort of 16 students received intensive group and one-on-one assistance to better prepare them for college. All participants graduated high school and will attend college or trade school in Fall. • Awarded a 2024 grant to Casa Chirilagua to expand the program to middle school students participating in its Teens Club • The Partnership for a Healthier Alexandria awarded a 2024 grant to the Campagna Center to expand its Building Better Futures programming at middle schools. 	<p>In Progress</p>
<p>Support efforts to advocate for and implement restorative justice in ACPS.</p>	<p>No data provided</p>	<p>No data provided</p>
<p>Integrate ACPS Industry Advisory Boards and Career and Technical Education into middle schools.</p>	<ul style="list-style-type: none"> • Career and Technical Education is provided in Alexandria middle schools. Alexandria City Public Schools includes in the Career and Technical Education Advisory Committee’s annual scope of work reviewing and monitoring Career and Technical Education course offerings for expanding, changing, or eliminating. • ACT for Alexandria launched a Youth Employment and Career and Technical Education (CTE) Working Group in 2024. A diverse group of community organizations and sectors is working to ensure Alexandria’s youth have access to exceptional CTE, work-based learning opportunities and meaningful employment. The viability and need to re-establish industry advisory boards may be included in the Working Group’s agenda. 	<p>In Progress</p>

Strategy B: Increase availability and lower costs of childcare and programming.

Tactic	Performance	Status
<p>Advocate for policy changes at the federal and state level to make childcare more accessible including revising childcare subsidy amounts and eligibility requirements.</p>	<ul style="list-style-type: none"> Supporting “efforts to increase funding for the state’s childcare subsidy program and enact changes to increase participation of child-care providers in the program” was included in the City of Alexandria’s 2023 and 2024 Legislative Packages. Alexandria Chamber of Commerce’s 2025 Legislative Agenda asks the Virginia General Assembly to “support efforts to address the childcare resource gap and in particular to look at legislative solutions to facilitate the co-location of daycare with businesses to remove barriers that stand in the way of this vital need. Agenda also supports funding to cover true cost of quality care year over year. Alexandria’s Economic Opportunities Commission’s 2023 Alexandria Community Needs Assessment included childcare issues and highlighted potential solutions including subsidies and eligibility requirements. 	<p>In Progress</p>
<p>Develop a multimedia, multilingual resource guide and create an awareness campaign that describes all types of childcare available, including and eligibility requirements.</p>	<ul style="list-style-type: none"> Department of Community and Human Services has “A Parent’s Guide to Child Care” on its website and available in English, Arabic, Amharic, and Spanish. The Department also has a “current childcare provider list” on its website. This list is currently only in English. In October 2023 DCHS in partnership with private and publicly funded childcare centers and family day home programs launched its coordinated enrollment initiative. Following two practice years under Virginia Quality Birth to 5 (VQB5); enrollment coordinators from the various programs have developed an understanding of each program's eligibility criteria for the purpose of developing a common application for any family seeking childcare for children birth to 5 years of age. A common multilingual brochure was developed. A dedicated email, phone number and Coordinated Enrollment Office is available to ensure families have ready "no wrong door" access. In person support through the Coordinated Enrollment Office is available at 4850 Mark Center Drive on the 1st floor and will be staffed by DCHS and ACPS Enrollment Coordinators. ALX Preschool (launched April 2024) is the city-led Coordinated Enrollment initiative for a no wrong door access for families in need of publicly funded childcare options. Over 600 applications were received between April 17 -June 3, 2024. Families are assigned to a program that best meets their needs as well as allows the City to be strategic in its utilization federal, state and local funds; with local funds being the payor of last resort. Created an electronic ALX Preschool application portal. Families apply to 16 childcare programs using a single application. Created an ALX Preschool Guidance document for enrollment coordinators and families. 	<p>In Progress</p>

<p>Advocate for greater investments in childcare at the local and state levels, including subsidies, funding for childcare facilities and higher pay for childcare workers.</p>	<ul style="list-style-type: none"> Supported efforts to increase funding for the state’s childcare subsidy program and enact changes to increase participation of childcare providers in the program was included in the City of Alexandria’s 2023 and 2024 Legislative Packages. The Alexandria Chamber of Commerce’s 2025 Legislative Agenda asks the Virginia General Assembly to “support efforts to address the childcare resource gap and in particular to look at legislative solutions to facilitate the co-location of daycare with businesses to remove any undue barriers that stand in the way of this vital need. Also “support funding that covers the true cost of quality care year over year.” Alexandria’s Economic Opportunities Commission’s 2023 Alexandria Community Needs Assessment included childcare issues and highlighted potential solutions including funding and subsidies. 	<p>In Progress</p>
<p>Expand the number of childcare providers who operate in the evenings and on weekends.</p>	<ul style="list-style-type: none"> For the past several years, the Campagna Center’s St. James Early Learning Center has operated with extended hours (7:30 am-6:00pm) due to funding Campagna received from Virginia’s Mixed delivery Grant. During the 2023-2024 school year, Campagna extended the hours of its other early childhood education locations, which now open at 8:00 am instead of 8:30 am. 	<p>In Progress</p>

Strategy C: Address disparities in the criminal justice system.		
Tactic	Performance	Status
<p>Support the sustainability of the Alexandria Recovery Court.</p>	<ul style="list-style-type: none"> The goal of expanding the Alexandria Recovery Court (ARC) is included, under Focus Area 4: Provide Opportunities for Diversion from the Criminal Justice System into the Treatment System of the Alexandria Opioid Work Group’s Strategic Three-Year Plan, Calendar Year 2023-2026. To date, \$500,000 has been invested to provide services such as legal support, service referrals, and mental health services to people struggling with substance use disorder. Currently ARC has 10 clients with an overall court attendance rate of 90%. Eight clients have completed the program and graduated. ARC continues to seek funding opportunities to sustain program in future years. The Alexandria Treatment Court was renamed the Alexandria Recovery Court (ARC) as prescribed by Virginia Statute as of July 1, 2024. 	<p>In Progress</p>

<p>Sustain the Alexandria Crisis Intervention Training Program to provide jail diversion for individuals experiencing a mental health crisis.</p>	<ul style="list-style-type: none"> • The goal of expanding the Alexandria Recovery Court is included, under Focus Area 4: Provide Opportunities for Diversion from the Criminal Justice System into the Treatment System, of the Alexandria Opioid Work Group’s Strategic Three-Year Plan, Calendar Year 2023-2026. • ARC hired a new therapist, program coordinator and expanded the number of participants in the program. Housing security continues to be a barrier for participants. ARC is currently working on promoting its program with hopes to obtain more funding in the coming year. 	<p>In Progress</p>
<p>Develop strategies and steps that will meet the requirement and goals of the commonwealth of Virginia's Marcus Alert System Plan.</p>	<ul style="list-style-type: none"> • Two groups were formed to help guide the development and implementation of the Marcus Alert Plan—Mission Group and Technical Group. The Mission Group is made up of community partners, including members and representatives of Alexandria’s communities. The Mission Group meets every three months. • In May 2022, training was provided to more than two dozen Sheriff deputies assigned to the Judicial and Special Operations Bureau who work primarily at the Alexandria Courthouse and in the community. Deputies learned about the Marcus system and its goals, how to differentiate four triage levels, and other important areas, such as identifying signs and outcomes of a behavioral health crisis and understanding the protocols used by the Department of Emergency and Customer Communications for handling such calls. • The City of Alexandria implemented the Marcus Alert System on July 1, 2024. The Alexandria Marcus Alert Mission Group, created during the planning stages, will transform to a new group that will provide ongoing feedback and input for the Marcus Alert System. The specific membership and responsibilities of the Council are being developed. 	<p>In Progress</p>
<p>Explore youth criminal justice best practices such as restorative justice, youth court, and other similar programs.</p>	<ul style="list-style-type: none"> • Additional funding was included in the City's budget relative to mental health/substance use disorder services through the Court Service Unit (FY24). Additionally, the CSU is finalizing its request for an additional position via the state. • Workgroup is reviewed progress within Court Service Unit (CSU) leadership and brainstorm strategic direction/explore areas of need. FY25 – CSU continues to review progress and explore areas of need (considering additional prevention and intervention strategies with community partners). • CSU will build upon initiatives such as ARPA-funded increases in resources within CSU, the addition of Alexandria Mentoring Partnership Coordinator and efforts and adjustments to Virginia Juvenile Community Crime Control Act funding to allow greater flexibility to meet the needs of the community. Building Mentor 	<p>In Progress</p>

	<p>University. ARPA funding expired Dec. 24; CSU is working to finalize additional services funded through ARPA.</p> <ul style="list-style-type: none"> • Alexandria Mentoring Partnership, Building Your Power Mentor Program, and Mentor University continue. • New therapist position at CSU hired and onboarded in August 2024. 	
<p>Monitor and engage in the establishment and implementation of the Alexandria Community Policing Review Board.</p>	<ul style="list-style-type: none"> • Alexandria Independent Community Policing Review Board released its Annual Report, July 23 – June 24. The Report included information on the Board’s work and accomplishments during this time period as well as its goals for 2024-25. • The Board expects to enact its bylaws and investigation procedures in 2023. Also, the Board planned to execute a Memorandum of Understanding with the Alexandria Police Department and start meeting with community groups, the Alexandria Police Department, and police union in 2023. • The Partnership for a Healthier Alexandria’s Steering Committee received the Board’s 2023-24 Annual Report and will continue to monitor the Board as well as participate in its community meetings. 	<p>In Progress</p>
<p>Advocate for more public data and greater transparency of data and accountability involving Alexandria Police Interactions with the public.</p>	<p>No data provided</p>	<p>No data provided</p>
<p>Establish pathways to connect impacted community members to resources to promote a holistic integration back into the community.</p>	<ul style="list-style-type: none"> • Partnership for a Healthier Alexandria awarded a 2022 grant to Friends of Guest House to partially address this tactic. • Friends of Guest House has successfully serviced 170 reentering women across all programs, including Residential, Aftercare, Outreach, and Peer Support Services. Each resident took part in in the Workforce & Life Development (WLD) Program, equating to over 2,000 class hours on topics such as parenting, personal finance, and job skills training. • During the grant period, 39 women participated in the Aftercare program through the Second Chance Community, a house and three apartments with single rooms that clients can rent on a transitional basis with a sliding pay scale. • The Outreach program provided non-residential assistance to 47 women transitioning directly from incarceration into the community. Services provided range from short-term support, such as locating 	<p>In Progress</p>

	<p>affordable housing in the community, to longer-term case management.</p> <ul style="list-style-type: none"> • Partnership for a Healthier Alexandria awarded a 2022 grant to Offender Aid and Restoration (OAR). • OAR successfully used the funds to support 35 individuals through facilitating Health and Wellness, Employment, and Healthy Relationships courses in the William G. Truesdale Adult Detention Center and the Arlington County Detention Facility (where several Alexandrians are located) while incarcerated and post release. 	
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Strategy D: Increase access to employment resources and opportunities.		
Tactic	Performance	Status
<p>Enhance work-based learning opportunities and expand the number of opportunities for youth.</p>	<ul style="list-style-type: none"> • This initiative is an ARPA-funded Work Based Learning program. • The Workforce Development Center’s (WDC) Re-Employment and Upskilling Initiative is continuing to enroll participants and remain a program priority. • WDC recently addressed staffing and capacity challenges, and the goal was to serve 148 clients in work-based learning by December 2023. • Fall 2023: 44 enrolled in work-based learning, 23 completed the program. 42 currently enrolled into vocation based English classes. 4 pending job placements, average wage in work-based learning program: \$18.45 per hour, and 30 laptops distributed to job seekers. • The SYEP served 261 middle and high school youth Summer 2024. Had more than 550 applicants. • Hiring a youth focused team member to create more year-round opportunities for in-school youth. Through WIOA youth, we serve 18–24-year-olds year-round with work opportunities. • Inova’s health-equity workforce development initiative, Dream B!G, inspires youth and adults into healthcare careers. Inova hosted youth from Alexandria City Public Schools at Inova Alexandria Hospital to engage with professionals and experience hands-on activities. Inova’s Workforce Development Team partnered with the City of Alexandria Workforce Development Center and Capital Youth Empowerment Program to host 1-1 interview skill building, resume workshops and explore career paths at Inova. 	<p>In Progress</p>

<p>Create a neighborhood-based, peer support infrastructure pilot project to advance upward mobility.</p>	<ul style="list-style-type: none"> • Alexandria Health Department is seeking funding opportunities to support this initiative. Bilingual community health workers will provide some of the service navigation and referrals needed to advance upward mobility in the interim. • AHD Community Health Workers are hosting “office hours” in key neighborhoods to offer consistent service navigation and support by meeting people where they are. 	<p>In Progress</p>
<p>Support the City project to collect and map minority and immigrant businesses to strengthen existing businesses and encourage new businesses.</p>	<ul style="list-style-type: none"> • Partnership for a Healthier Alexandria awarded a 2022 grant to the Social Responsibility Group to partially address this tactic. • The Social Responsibility Group aimed to establish a marketing/ media platform to showcase individual businesses and entrepreneurs in addition to establishing an annual business expo. • Approximately 200 businesses/entrepreneurs were engaged resulting in the creation of a database of newly established and existing businesses. • Business within this network will have opportunities to build business relationships, identify opportunities for growth while gaining increased awareness within the community. This effort is ongoing. 	<p>In Progress</p>
<p>Identify and assess best and promising practices for providing assistance to small businesses to help ensure their sustainability.</p>	<p>No data provided</p>	<p>No data provided</p>

Strategy E: Establish policies that advance wage equity and hiring opportunities.		
Tactic	Performance	Status
<p>Advocate for adoption of a \$15 minimum wage in Virginia before January 1, 2026 (the date currently set by Virginia State Code).</p>	<ul style="list-style-type: none"> • Economic Opportunities Commission worked to add these items to the agenda for Fall 2023. • Alexandria’s Economic Opportunities Commission’s 2023 Alexandria Community Needs Assessment included employment and underemployment issues and highlighted potential solutions including raising the minimum wage to a living wage. 	<p>In Progress</p>
<p>Create and promote a “Hire Alexandrians” initiative for all development /building projects in Alexandria.</p>	<ul style="list-style-type: none"> • Economic Opportunities Commission worked to add these items to the agenda for Fall 2023. 	<p>In Progress</p>
<p>Advocate for adoption by Alexandria</p>	<ul style="list-style-type: none"> • Alexandria’s Economic Opportunities Commission’s 2023 Alexandria Community Needs Assessment included employment 	<p>In Progress</p>

businesses of a voluntary Alexandria Living Wage Certification Program.	<p>and underemployment issues and highlighted potential solutions including raising the minimum wage to a living wage.</p> <ul style="list-style-type: none"> No data provided on the Living Wage Certification Program status. 	
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Strategy F: Fund tech or other skills training for vulnerable populations.		
Tactic	Performance	Status
Identify existing opportunities in the city for career exploration and workforce development programs.	<ul style="list-style-type: none"> ACT for Alexandria launched a Youth Employment and Career and Technical Education (CTE) Working Group in 2024. A diverse group of community organizations and sectors is working to ensure Alexandria’s youth have access to exceptional CTE, work-based learning opportunities and meaningful employment. The viability and need to re-establish industry advisory boards may be included in the Working Group’s agenda. 	In Progress
Identify sources of financial support for career exploration and workforce development programs.	<ul style="list-style-type: none"> Economic Opportunities Commission worked to add these items to the agenda for Fall 2023. In 2024, ACT for Alexandria launched a Youth Employment and Career and Technical Education (CTE) Working Group. A diverse group of community organizations and sectors is working to ensure Alexandria’s youth have access to exceptional CTE, work-based learning opportunities and meaningful employment. Identifying possible sources of financial support for programs associated with CTE and youth employment is included in the Working Group’s agenda. 	In Progress
Explore partnerships with Northern Virginia Community College and nonprofits to provide wraparound services to low-income college students.	<ul style="list-style-type: none"> Northern Virginia Community College leadership will work with the monitoring and evaluation team to identify the core needs of NVCC students to see what other non-profit connections may be helpful. 	In Progress

Strategy G: Expand opportunities for community-centered financial resources.		
Tactic	Performance	Status
Expand the Virginia Cooperative Extension's Master Education Financial program to include people who are not fluent in English.	No data provided	No data provided
Advocate for community banking policies that are friendly to low-income individuals and families.	This work is currently paused due to staff capacity.	In Progress
Expand access to credit for low-wealth individuals in Alexandria.	<ul style="list-style-type: none"> AHD has taken over tactic to identify potential partners and opportunities for intervention. Minority Business Expo development session held August 2024. Plan for inaugural expo in Summer 2025. 	In Progress

Strategy H: Remove barriers to public transit.		
Tactic	Performance	Status
Advocate for DASH to provide free transportation or reduced fares for low-income residents.	<ul style="list-style-type: none"> Project complete - published a Letter explaining the importance and value of free fare in the Alexandria Times on August 31, 2023 	Complete
Support funding for service increases of the 2022 and 2030 Vision Plan networks.	<ul style="list-style-type: none"> Coordinated a letter-writing campaign to City Council and the City manager to fund additional DASH bus service increments. The obstacle to funding more DASH bus service is a fiscally constrained City budget. Sent letters to City Council members asking them to provide funding in the FY24 City budget for additional DASH service. Council added \$120,000 to increase Sunday service on DASH route, but more funding is needed in FY25 	In Progress
Promote community engagement in the Alexandria Mobility Plan development to ensure that the voices of all communities are considered in the Plan's development.	Project complete	Complete

Strategy I: Eliminate the digital divide.		
Tactic	Performance	Status
Institutionalize access to the high-speed internet for low-income individuals and families.	<ul style="list-style-type: none"> • City negotiated broadband franchise with a new ISP named TING. • TING will participate in the FCC's Affordable Connectivity Program and will offer symmetrical gigabit service at no cost to 5% of the public housing facilities in the city - as identified by the City. 	Complete
Provide devices to under-resourced residents.	<ul style="list-style-type: none"> • Computer Core is a third-party Microsoft refurbishing distributor. All computers and desktops are donated and refurbished. Refurbish and distribution numbers are based off device donations. • Laptops are provided to participants enrolled in online computer classes at no cost, and desktops are provided to programs who serve people that need computers. • Donations have been distributed to local organizations including Together We Bake, Friends of Guest House, and Christ House. • Computer Core is actively seeking volunteers and exploring fundraising opportunities. • The Workforce Development Center (TWC) recently received a grant from the Public Library Association to expand computer classes. Currently staff have limited capacity to speak other languages. Recruiting, training, and retaining volunteers with bilingual capacity is a priority moving forward. • TWC partners with Computer Core to provide paid work-based learning internships. 	In Progress
Provide classes and tutoring in multiple languages to increase digital literacy.	<ul style="list-style-type: none"> • Computer Core classes available in English and Spanish. Looking to expand to more language capabilities. • Due to funding barriers, grant applications have been discussed to obtain funding for digital training. • Computer Core help desk has been created to offer free technical support to residents with digital access related questions. • The Workforce Development Center (TWC) aims to use the grant from Public Library Association and partnership with Computer Core to expand capacity to serve residents. There is a need for volunteers that are bilingual. 	In Progress
Monitor and engage in the creation and implementation of Alexandria's Digital Equity Plan.	<ul style="list-style-type: none"> • The City's Digital Equity Plan was completed and presented to the Alexandria Information Technology Commission in May 2023. • The Partnership for a Healthier Alexandria's Steering Committee is monitoring the implementation of the Plan. • Broadband Analyst has been hired by the City. 	Complete

