



**2025 – 2028**

**Community Needs Assessment**

***Addressing Community Action, Early Education,  
and Re-Entry Solutions***

*in*

**Anne Arundel County, Maryland**

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## Abbreviations

<b>Abbreviation</b>	<b>Meaning</b>
<b>AACCAA</b>	Anne Arundel County Community Action Agency, Inc.
<b>AACPS</b>	Anne Arundel County Public Schools
<b>ACS</b>	American Community Survey
<b>ACDS</b>	Anne Arundel Community Development Services
<b>ACF</b>	Administration for Children and Families
<b>ALICE</b>	Asset Limited, Constrained Employment
<b>CDL</b>	Commercial Driver's License
<b>CHNA</b>	Community Health Needs Assessments
<b>CNA</b>	Community Needs Assessment
<b>Conduent HCI</b>	Conduent Healthy Communities Institute (HCI)
<b>COVID-19</b>	Coronavirus Disease 2019
<b>CSBG</b>	Community Service Block Grant
<b>DARS</b>	Diversion and Reentry Services
<b>DHCD</b>	Department of Housing and Community Development
<b>EBHSP</b>	Enhanced Behavioral Health Services Program
<b>EHS</b>	Early Head Start
<b>ENOUGH</b>	Ending Neglect of Underrepresented Groups for Health
<b>EUSP</b>	Electric Universal Service Program
<b>FPL</b>	Federal Poverty Level
<b>GED</b>	General Equivalency Diploma
<b>HUD</b>	Housing and Urban Development
<b>HVAC</b>	Heating, Ventilation, and Air Conditioning
<b>MDOT</b>	Maryland Department of Transportation
<b>MEAP</b>	Maryland Energy Assistance Program
<b>MSDE</b>	Maryland State Department of Education
<b>MVLS</b>	Maryland Volunteer Lawyers Service
<b>OCS</b>	Office of Community Services
<b>OHS</b>	Office of Head Start
<b>OIC</b>	Opportunities Industrialization Center of Anne Arundel County
<b>OPD</b>	Office of Public Defender
<b>MTA</b>	Maryland Transit Authority
<b>SNAP</b>	Supplemental Nutrition Assistance Program
<b>PTSD</b>	Post Traumatic Stress Disorder
<b>TAT</b>	Turnaround Thursday
<b>WIC</b>	Women, Infants, Children

## 1. Executive Summary

This comprehensive needs assessment integrates findings from three key focus areas: **Head Start services**, the **Anne Arundel County Community Action Agency (AACCAA)**, and initiatives targeting **incarceration, diversion, and reentry**. These domains form a holistic framework for addressing systemic challenges in early childhood education, poverty alleviation, and the reintegration of justice-involved individuals. By examining these interconnected areas, this assessment identifies strategic opportunities for coordinated action to meet the diverse and evolving needs of Anne Arundel County residents.

Since its inception in 1965, the Anne Arundel County Community Action Agency (AACCAA) has been a vital force in combating poverty and promoting self-sufficiency. As the designated Community Action Agency for Anne Arundel County's population of 594,582, AACCAA directly serves approximately **26,000** individuals annually, representing an impressive **75%** of the county's **low-income** population, including an estimated 34,700 individuals living **below** the poverty line.

Through a comprehensive suite of programs—including affordable housing initiatives, healthcare access, workforce development, and wraparound family services—AACCAA addresses systemic barriers and empowers residents to achieve greater economic and social mobility. In Fiscal Year 2023, AACCAA made a measurable impact, serving **2,023** households in Annapolis, **2,375** households in Central and East County, **1,587** households in West County, **7,584** households in North County, and **501** households in South County. These efforts underscore AACCAA's *pivotal role* in fostering equity and opportunity across Anne Arundel County.

Between **September and November 2024**, AACCAA conducted a **Community Needs Assessment (CNA)** that engaged approximately **1,000 voices** across diverse segments of the population. Input was gathered through **community and customer surveys, stakeholder interviews, public forums, focus groups, customer satisfaction data, and listening sessions**. This robust, multi-faceted approach ensured the inclusion of residents' lived experiences and expert perspectives to identify persistent challenges and emerging opportunities.

The findings highlight critical needs across **seven key domains**, with a focus on systemic barriers and targeted solutions. Access to **affordable housing** emerged as a top priority, with rising costs and limited stock disproportionately impacting low- and moderate-income families. **Workforce reentry challenges**—particularly for justice-involved individuals—underscore the need for vocational training and employer incentives to reduce the **35% recidivism rate**. Persistent **transportation inequities** restrict residents' access to employment, education, and healthcare, particularly in rural and underserved areas. Additionally, **healthcare access**—including high costs and limited availability of mental health services—exacerbates disparities for seniors, low-income families, and uninsured individuals.

The assessment also underscores the pressing demand for **high-quality early childhood education**. With approximately **2,800 children aged 0–3** and **3,200 children aged 3–5** living in poverty, expanded access to **Head Start and Early Head Start** programs is essential to foster

school readiness and support parents in achieving self-sufficiency. Wraparound services that address family needs holistically—such as housing support, job placement, and healthcare access—further amplify the impact of these programs.

By aligning community insights with quantitative data, this assessment provides a **roadmap for targeted action**. The findings inform strategic priorities that include expanding affordable housing initiatives, strengthening workforce reentry services, addressing transportation deserts, improving healthcare access, and enhancing Head Start and Early Head Start programs. This collective approach will not only address systemic poverty but also build a foundation for long-term community resilience and equity. The robust sample size of 1,000 respondents ensures a margin of error of approximately  $\pm 3\%$  at a **95% confidence level**, *enhancing the reliability and precision* of the data collected.

AACCAA remains committed to fostering partnerships, advocating for sustainable funding, and implementing innovative solutions that empower individuals, families, and communities to thrive. This needs assessment reflects a clear vision for creating measurable and transformative change in Anne Arundel County.

### ***Key Findings***

<b>Domain</b>	<b>Key Insights</b>
<b>Affordable Housing</b>	Rising costs hinder mobility for low- and moderate-income households.
<b>Employment Stability</b>	Reentry barriers and underemployment limit economic progress.
<b>Transportation</b>	Insufficient infrastructure restricts access to jobs, healthcare, and education.
<b>Healthcare Access</b>	High costs and limited services exacerbate disparities, particularly for vulnerable populations.
<b>Food Security</b>	Persistent food insecurity negatively affects long-term health outcomes.
<b>Social Services</b>	Fragmented delivery complicates access to critical support; improved coordination is essential.
<b>Early Education Services</b>	Expanding Early Head Start and Head Start services is critical for breaking the cycle of poverty.

### ***Strategic Recommendations***

<b>Initiative</b>	<b>Action Steps</b>
<b>Affordable Housing</b>	Increase funding and advocate for policies to expand affordable housing stock.
<b>Employment Reentry</b>	Expand vocational training and incentivize employers to hire justice-involved individuals.
<b>Transportation Equity</b>	Advocate for increased public transit funding and infrastructure improvements.
<b>Healthcare Access</b>	Increase funding for mental health services and forge community partnerships to reduce costs.
<b>Food Security Programs</b>	Enhance food assistance programs and partner with organizations to improve access to nutritious foods.

<b>Service Coordination</b>	Develop centralized platforms to streamline social services and improve inter-agency collaboration.
<b>Early Education</b>	Strengthen Early Head Start and Head Start services and integrate wraparound family support programs.

## 2. Assessment and Planning

In January 2021, the Anne Arundel County Community Action Agency (AACCAA) established a **Community Assessment Committee** to guide the development of the Community Needs Assessment (CNA). The committee included agency board members and community partners, ensuring a diverse range of perspectives and expertise critical for a comprehensive and inclusive assessment. (A full list of committee members is provided in the Appendices.)

To enhance the rigor and structure of data collection, a **Data Subcommittee** was formed under the oversight of the Community Assessment Committee. This subcommittee included representatives from key organizations across Anne Arundel County, bringing specialized knowledge and resources to the assessment process. The organizations represented were:

- Anne Arundel County Community College
- Anne Arundel County Department of Social Services
- Anne Arundel County Economic Development Corporation
- Anne Arundel County Partnership for Children, Youth & Families
- Anne Arundel County Public Library
- Anne Arundel County Public Schools
- Anne Arundel County Workforce Development Corporation
- Center for Workforce Inclusion
- Community Action Agency of Anne Arundel County
- Housing Commission of Anne Arundel County
- Maryland Department of Labor
- Maryland Division of Rehabilitation Services
- Woodland Job Corps Center

The **Data Subcommittee** worked collaboratively to design and refine data collection tools, ensuring that source questions aligned with AACCAA’s mission and the strategic objectives of the assessment. This collaborative approach ensured that the assessment would be thorough, data-driven, and reflective of the county's diverse needs.

## 3. Data Collection Methodology

AACCAA employed an inclusive data collection strategy to capture diverse perspectives, particularly from marginalized and underserved populations. Our Primary data collection occurred between September 1, 2024, through December 8, 2024, using the following methods:

Method	Details
<b>Public Forums</b>	Conducted online and via phone (November 12-19, 2024), addressing housing, workforce, healthcare, and food security.
<b>Listening Sessions</b>	Held on October 7, 2024 and Oct 24, 2024 fostering open dialogue on systemic challenges.
<b>Focus Groups</b>	Held on October 31, 2024, November 6, 2024, and included stakeholders such as nonprofit leaders, AACCAA staff, and justice-involved individuals.
<b>Stakeholder Interviews</b>	Conducted September 3, 13, 19, and 30, 2024; November 6 and 15, 2024 with administrative leaders, service recipients, and judicial officials to gain nuanced insights.
<b>Surveys</b>	Collected September 5, 2024 – December 8, 2024 from 603 customers; 40 community members, 10 staff; 13 partners, and 139 incarcerated individuals; 7 re-entry individuals, using in-person, telephonic, and digital methods.
<b>Customer Satisfaction Data</b>	Customer satisfaction data was collected from Early Head Start participants from November - December 2024.

#### 4. Key Findings by Domain

Both **quantitative** and **qualitative data** from the **2024 Community Needs Assessment** highlight the interconnected challenges faced by individuals, families, and the broader Anne Arundel County community. These data sources—including surveys, stakeholder interviews, focus groups, and public forums—underscore persistent systemic issues such as affordable housing, employment barriers, healthcare access, and food insecurity. By applying a **logic model framework**, this assessment organizes challenges, their impacts, underlying causes, and actionable strategies into a cohesive plan for addressing the county's most pressing needs. This approach ensures alignment with the **CSBG framework** and prioritizes solutions that foster self-sufficiency, resilience, and equity.

Priority	Challenge	Impact	Need Type	Justification
<b>1. Affordable Housing</b>	Rising housing costs	Disproportionately affect low-income families, increasing homelessness risks.	Individual/Family, Community	Housing stability is foundational for upward mobility and economic security.
	Limited affordable housing stock	Creates barriers to upward mobility and contributes to displacement.	Community	A shortage of affordable housing perpetuates poverty and inequities.
<b>2. Employment Stability</b>	Barriers for justice-involved individuals	Limits access to stable jobs, contributing to a <b>35% recidivism rate.</b>	Individual/Family	Employment reduces recidivism and improves family economic stability.

Priority	Challenge	Impact	Need Type	Justification
	Underemployment	Prevents individuals from achieving financial independence.	Community	Stable, full-time employment is essential for breaking cycles of poverty.
<b>3. Transportation Equity</b>	Insufficient public transit	Restricts access to jobs, education, and healthcare, particularly in rural areas.	Individual/Family	Transportation is critical for accessing opportunities and essential services.
	Inadequate infrastructure	Exacerbates geographic inequities in underserved communities.	Community	Poor infrastructure isolates families and limits economic development.
<b>4. Healthcare Access</b>	High costs of mental health services	Prevents low-income families and seniors from accessing critical care.	Individual/Family	Addressing health disparities improves overall community well-being.
	Limited availability of services	Reduces access to preventative care and treatment, worsening chronic conditions.	Community	Lack of healthcare access impacts long-term health outcomes for families.
<b>5. Early Childhood Education</b>	Limited access to Head Start/EHS programs	Affects <b>2,800 (0–3)</b> and <b>3,200 (3–5)</b> children, delaying school readiness.	Individual/Family	Early education breaks generational poverty and prepares children for success.
	Insufficient wraparound services	Families with multiple challenges lack integrated support (e.g., housing, childcare).	Community, Agency	Wraparound services ensure family stability and self-sufficiency.
<b>6. Food Security</b>	Limited access to nutritious foods	Poor health outcomes and increased rates of obesity and chronic diseases.	Individual/Family	Food access directly impacts health, productivity, and educational outcomes.
	Persistent food insecurity	Vulnerable populations, including children and seniors,	Community, Agency	Addressing food insecurity reduces poverty-related health disparities.

Priority	Challenge	Impact	Need Type	Justification
		remain at higher risk of hunger.		
<b>7. Workforce Reentry</b>	Limited reentry programs and workforce support	Barriers to employment, housing, and mental health services for returning citizens.	Individual/Family	Reentry programs strengthen families and reduce recidivism.
	Stigma and lack of employer incentives	Employers' hesitancy limits reintegration opportunities for justice-involved individuals.	Community, Agency	Workforce inclusion supports economic growth and reduces justice costs.

The 2024 Community Needs Assessment reflects AACCAA’s commitment to identifying and addressing systemic challenges in Anne Arundel County. By leveraging robust data collection, strategic planning, and community engagement, AACCAA aims to:

- Advocate for equitable access to housing, healthcare, and transportation.
- Expand reentry programs to reduce recidivism and foster economic mobility.
- Strengthen early education services to break intergenerational cycles of poverty.
- Enhance coordination among service providers to streamline resource access.

AACCAA urges policymakers, community leaders, and stakeholders to champion these strategic initiatives. Collectively, these efforts will foster a more equitable, resilient, and prosperous future for Anne Arundel County residents.

## 5. Agency Programs and Services

The following overview of agency programs and services highlights those available at the time of the 2024 Community Needs Assessment, reflecting AACCAA’s unwavering dedication to addressing the diverse and evolving needs of Anne Arundel County residents. These programs embody the agency's mission to foster self-sufficiency, resilience, and economic mobility for individuals and families across the county.

The agency’s **FY23 Report Card** demonstrates the breadth and impact of AACCAA’s efforts:

- **9,057 households** were supported with services aimed at increasing economic stability and improving financial conditions.
- **26,391 individuals** received assistance addressing critical barriers that impede self-sufficiency, reinforcing pathways to independence.
- **1,525 households** were provided with housing services totaling **\$238,682**, which included support for first month's rent and eviction prevention.
- **4,072 households** received direct payments to home energy suppliers amounting to **\$857,548.04**, ensuring continuity or reconnection of vital home utilities.

- **126 youth** benefitted from therapeutic, preventative, and educational services, enhancing their emotional and developmental well-being.
- **58 individuals** demonstrated successful reentry with no recidivating events for at least six months, underscoring the effectiveness of AACCAA’s reentry and diversion programs.
- **25 children** in South County, ages 0-5, exhibited measurable improvement in emergent literacy skills and school readiness, affirming AACCAA’s commitment to early childhood development.

These outcomes illustrate AACCAA’s strategic and impactful approach to addressing systemic challenges, strengthening families, and empowering communities. Through its targeted programs and data-driven service delivery, AACCAA continues to be a driving force for economic and social transformation in Anne Arundel County.

### ***Diversion and Reentry Services (DARS)***

The **Diversion and Reentry Services (DARS)** program is dedicated to fostering the successful reintegration of returning citizens into the community. Guided by the belief that everyone deserves an opportunity to achieve self-sufficiency and lead a fulfilling life, DARS serves as the central hub for all AACCAA reentry initiatives. The program implements evidence-based interventions tailored to meet the unique needs of clients, offering holistic support throughout the reentry process. Key components include:

- **Enhanced Behavioral Health Services Program (EBHSP):** EBHSP is a transformative initiative that empowers individuals to embrace change and achieve personal growth through comprehensive behavioral health services.
- **Turnaround Thursday (TAT) Movement:** A second-chance job initiative, TAT focuses on strengthening the workforce, developing community leaders, and reducing poverty, with an emphasis on supporting families.

### ***Early Head Start***

The Early Head Start program provides comprehensive, family-centered services to income-eligible families with children under the age of 3. Designed to promote holistic child development and empower families, the program helps parents fulfill their roles as primary caregivers while working toward greater self-sufficiency. Since 1995, the Anne Arundel Early Head Start program has supported families in South Anne Arundel County and Annapolis.

This program offers a full-day, center-based option, operating Monday through Friday, for infants and toddlers. The curriculum is carefully designed to encourage developmental milestones through engaging, age-appropriate activities. While children participate in enriching learning experiences, parents gain access to a wide range of support services, including enrichment programs that foster personal growth and economic independence.

AACCAA’s Anne Arundel Early Head Start Program, located at 135 Stepneys Lane, Edgewater, Maryland 21401, has demonstrated a strong commitment to quality. The program has met the

standards of the **Maryland Tiered Quality Rating and Improvement System** (Maryland EXCELS), achieving a Quality Rating 1 designation valid through August 20, 2025, from the Maryland State Department of Education. This recognition underscores the program's dedication to excellence in early learning and school-age care, ensuring a nurturing and high-quality environment for children and families.

### *Energy Assistance*

The **Office of Home Energy Programs** helps low-income households in Anne Arundel County make their energy costs more affordable while preventing energy service disruptions. Residents can apply for assistance annually from **July through June**.

Key services include:

- **Maryland Energy Assistance Program (MEAP):** Provides support for home heating bills.
- **Electric Universal Service Program (EUSP):** Offers financial assistance for electric bills.
- **Arrearage Retirement Assistance:** Helps households reduce large past-due electric and/or gas bills

### *Health and Wellness*

The **Health and Wellness Initiative** addresses health disparities in impoverished communities through prevention, awareness, and access to health resources. By increasing health touchpoints and promoting healthy lifestyles, AACCAA empowers residents to take charge of their well-being. Each month, the initiative spotlights wellness topics to raise awareness of specific diseases and preventative measures. Additionally, the program works to:

- Promote access to health and wellness resources.
- Support public policy action to improve health access.
- Build awareness of the social determinants of health in vulnerable populations.

### *Housing Assistance*

The **Housing Assistance and Services Program** provides a one-stop resource for residents facing housing instability or other disruptions to independent living. AACCAA counselors work with clients to develop financial goals and budgets, repair credit, and access emergency assistance. The program also offers workshops on:

- Preventing foreclosures and evictions.
- Preparing for first-time home purchases.
- Achieving long-term financial stability.

## *Youth Development Services*

AACCAA’s **Youth Development Services** program offers therapeutic, preventive, and educational services to children and youth aged 5 to 24 in Anne Arundel County and the City of Annapolis. The program promotes personal growth, leadership, and workforce readiness through initiatives such as:

- **Forward Success Program:** In partnership with the Anne Arundel Workforce Development Corporation, this program provides youth aged 16-24 with summer internships, career exploration opportunities, and workforce readiness training to prepare them for future employment.

The agency also implements innovative initiatives to meet emergent community needs:

- **Diaper Distribution Demonstration and Research Pilot:** Supports families by addressing diaper needs and providing critical research on related challenges.
- **Harriett Pratt’s “Gifts of Love” Program:** Provides essential resources to vulnerable families and individuals.
- **Health Ambassadors Program:** Empowers community leaders to promote health education and wellness.
- **Racial Health Circles:** Facilitates dialogue and action to address racial health disparities.

AACCAA remains steadfast in its mission to meet the diverse needs of Anne Arundel County residents through intentional and innovative programs. By addressing immediate needs and fostering long-term growth, the agency continues to make deliberate, positive efforts to improve the quality of life for all residents.

## **6. General Area Description and Demographics**

### *Community Profile: Anne Arundel County, Maryland*

Anne Arundel County, Maryland, spans **414.8 square miles**, making it the 13th largest county in the state. As of **July 1, 2023**, the county's population was estimated at **594,582**, reflecting a **1.1% increase** from the 2020 Census count of **588,261**. This growth aligns with a notable increase in median household income, which rose from **\$108,048 in 2021** to **\$116,009 in 2022**, underscoring the county's economic vitality (Source: U.S. Census Bureau; Data USA).

<b>Report Area</b>	<b>Total Population</b>	<b>Total Land Area (Square Miles)</b>	<b>Population Density (Per Square Mile)</b>
Anne Arundel County, MD	588,109	414.81	1,418
Maryland	6,161,707	9,711.15	634
United States	331,097,593	3,533,269.34	94

Data Source: US Census Bureau, American Community Survey, 2018-22.

Strategically located between Washington, D.C., and Baltimore, Anne Arundel County encompasses a mix of urban, suburban, and rural communities. Its proximity to these metropolitan hubs enhances its appeal for both residents and businesses. The county boasts a **median property value of \$432,000** as of 2022 and a **homeownership rate of 75%** (Source: U.S. Census Bureau)<sup>1</sup>. These attributes, coupled with rich natural resources, historic landmarks, and modern amenities, reinforce the county's reputation as a desirable place to live and work.

Despite its economic advantages, Anne Arundel County faces challenges in areas such as **housing affordability, healthcare access, and poverty**. The **13.5% increase in median home values** between 2021 and 2022 has heightened competition in the housing market, particularly for low- and moderate-income earners. While initiatives like the Housing Resource Portal (launched in June 2024)<sup>2</sup> aim to address these issues, affordability remains a pressing concern (Source: Anne Arundel County Housing). Additionally, healthcare access continues to be uneven, especially in rural areas, despite efforts by the Department of Health to mitigate disparities (Source: Anne Arundel County Health)<sup>3</sup>.

### ***Migration and Economic Impact***

Migration both domestic and international significantly shapes the county demographics and economy. In 2022, **9.12% of the population** (approximately **53,600 individuals**) were foreign-born (Source: Data USA). Migrants play a vital role in the labor market, contributing to industries such as construction, healthcare, and hospitality while driving entrepreneurship. Nationally, immigrant-owned businesses account for **20% of entrepreneurs**, a trend reflected locally (Source: American Immigration Council)<sup>4</sup>.

However, migration patterns reveal a **net outflow of 1,558 residents** in 2022, potentially affecting population growth and the labor market (Source: Federal Reserve Bank of Richmond)<sup>5</sup>. Migrants also influence the housing market, increasing demand for real estate and construction while adding pressure to affordable housing programs.

Although migrants contribute significantly to public finances through property, sales, and income taxes, they also increase demand for public services such as education, healthcare, and transportation (Source: Institute on Taxation and Economic Policy)<sup>6</sup>.

### ***Demographic Composition of Anne Arundel County***

The demographic makeup of a community significantly influences its overall well-being, impacting physical, environmental, and social factors. Different racial, ethnic, age, and

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<sup>1</sup> (U.S. Census Bureau. QuickFacts: Anne Arundel County. Retrieved from <https://www.census.gov>., n.d.)

<sup>2</sup> (Anne Arundel County Housing. Housing Resource Portal Report, June 2024., n.d.).

<sup>3</sup> (Anne Arundel County Health Department. Annual Report on Healthcare Disparities in Rural Areas., n.d.)

<sup>4</sup> (American Immigration Council. Immigrant Entrepreneurs and Economic Contributions.)

<sup>5</sup> (Federal Reserve Bank of Richmond. Migration Patterns: Anne Arundel County.)

<sup>6</sup> (Institute on Taxation and Economic Policy. The Fiscal Contributions of Immigrants.)

socioeconomic groups often have unique needs, requiring tailored strategies for effective community improvement.

The following section provides a detailed analysis of Anne Arundel County’s demographic composition. The estimates are based on data from the **American Community Survey (ACS) 2018-2022**, unless stated otherwise. Conduent HCI platforms incorporate a broad range of national indicators across multiple geographic levels, primarily sourced from the ACS.

***Demographic Breakdown by Race (%)***

Report Area	White	Black	Asian	American Indian or Alaska Native	Native Hawaiian or Pacific Islander	Some Other Race	Multiple Races
Anne Arundel County, MD	67.40%	17.45%	4.03%	0.35%	0.05%	3.78%	6.95%
Maryland	51.19%	29.89%	6.49%	0.30%	0.05%	5.77%	6.31%
United States	65.88%	12.47%	5.77%	0.84%	0.19%	6.05%	8.80%

Data Source: (US Census Bureau, American Community Survey, 2018-22.)

***Population Indicators by Ethnicity, Gender, Age, and Urban/Rural Classification***

**Summary of Key Trends**

Anne Arundel County’s population reflects a predominantly urban composition, balanced gender distribution, and significant demographic diversity. With a total population of **588,109**, **8.71% (51,224 residents)** identify as Hispanic or Latino, while **91.29%** identify as non-Hispanic. Additionally, **13.6%<sup>7</sup> of households** report speaking a primary language other than English, underscoring the county’s growing linguistic diversity. Notably, **96.3% of residents** are U.S. citizens.

Community partner surveys emphasize the importance of addressing systemic barriers by “*expanding bilingual services for immigrant communities*”, underscoring the need for culturally and linguistically responsive programming. These efforts are vital to ensuring that all residents, particularly those from immigrant backgrounds, can access critical resources and opportunities

<sup>7</sup> According to the U.S. Census Bureau's 2019-2023 American Community Survey, 13.6% of Anne Arundel County residents speak a language other than English at home, reflecting the county's increasing linguistic diversity. [Census](#). While specific data for Anne Arundel County is limited, statewide data for Maryland indicates that the most commonly spoken languages other than English include Spanish, French, Chinese, Korean, and Tagalog. [Census](#). Additionally, as of 2022, 96.3% of residents are U.S. citizens. [Census](#).

effectively. In alignment with these findings, AACCAA has prioritized diversity and accessibility by maintaining a **multilingual team** of bilingual staff at its Annapolis office and satellite service locations. This commitment reflects AACCAA’s dedication to fostering inclusivity and equity throughout its service delivery.

***Population by Ethnicity: County, State, and National Comparison***

This table compares population ethnicity data between Anne Arundel County, Maryland, and the United States.

Report Area	Total Population	Hispanic or Latino Population	Hispanic or Latino Population, Percent	Non-Hispanic Population	Non-Hispanic Population, Percent
Anne Arundel County, MD	588,109	51,224	8.71%	536,885	91.29%
Maryland	6,161,707	672,905	10.92%	5,488,802	89.08%
United States	331,097,593	61,755,866	18.65%	269,341,727	81.35%

***Urban and Rural Population Comparison***

The county’s urban population comprises **92.52%** (544,245 individuals), leaving only **7.48%** (44,016 individuals) in rural areas. This significant urban concentration highlights the need for infrastructure and service planning to accommodate urban growth while addressing rural community needs. *The next table highlights urban and rural population trends at the county, state, and national levels.*

Report Area	Total Population	Urban Population	Urban Population, Percent	Rural Population	Rural Population, Percent
Anne Arundel County, MD	588,261	544,245	92.52%	44,016	7.48%
Maryland	6,161,707	5,619,665	91.21%	542,042	8.79%
United States	331,097,593	272,305,448	82.26%	58,792,145	17.74%

***Population by Gender: County, State, and National Trends***

Economic challenges persist, as **36,463 individuals** (approximately **6.2%**) live in poverty, signaling a need for sustained initiatives targeting vulnerable populations. Gender distribution remains nearly equal, with females representing **50.37%** and males **49.63%**. Notably, the median age for females (40.1) is higher than that for males (37.7), aligning with statewide and national trends.

Report Area	Male Population	Female Population	Male, Percent	Female, Percent
Anne Arundel County, MD	291,860	296,249	49.63%	50.37%
Maryland	3,002,896	3,158,811	48.73%	51.27%
United States	164,200,298	166,897,295	49.59%	50.41%

### Population Median Age by Gender Comparison

Report Area	Male Median Age	Female Median Age
Anne Arundel County, MD	37.7	40.1
Maryland	37.8	40.4
United States	37.4	39.7

### Population by Age Groups: County, State, and National Trends

Age group analysis reveals a balanced distribution across cohorts, with notable growth in the **65+ age group** (90,442 individuals), indicative of an aging population. **This trend may necessitate increased resources for senior services, healthcare, and housing adaptations.**

In summary, while Anne Arundel County reflects economic growth and demographic diversity, persistent disparities in poverty, aging demographics, and rural-urban service gaps require targeted strategies to ensure equitable outcomes across all segments of the population.

Report Area	Age 0-4	Age 5-17	Age 18-24	Age 25-34	Age 35-44	Age 45-54	Age 55-64	Age 65+
Anne Arundel County, MD	35,283	96,324	47,450	81,574	81,833	76,334	78,869	90,442
Maryland	358,539	1,001,755	541,318	823,558	814,413	802,348	833,622	986,154
United States	19,004,925	54,208,780	31,282,896	45,388,153	42,810,359	41,087,357	42,577,475	54,737,648

### Household Sizes, Veterans, Disabled, and Family Type

Understanding household sizes, veteran populations, and families with individuals with disabilities in Anne Arundel County is critical for resource allocation and service delivery. The following data provides insights into these populations:

Household Type	Anne Arundel County (%)	Maryland State Average (%)
Single-Person Households	25.4%	28.2%
Two-Parent Households	62.1%	60.3%
Single-Parent Households	12.5%	11.5%
Households with Veterans	8.9%	7.3%
Households with Disabilities	10.6%	11.2%

Source: U.S. Census Bureau, American Community Survey 2018-2022.

## Key Observations:

- **Single-Parent Households:** Single-parent families face unique challenges, including access to affordable child care, stable housing, and employment opportunities<sup>8</sup>.
- **Veterans:** Anne Arundel County has a slightly higher percentage of veteran households compared to the state average, emphasizing the need for specialized housing and support services for veterans.
- **Disabilities<sup>9</sup>:** Over 10% of households include individuals with disabilities, highlighting a demand for accessible housing and health care services.
- **Family Types:** While two-parent households dominate, a significant portion of households are single-person or single-parent families, requiring tailored family and social support programs.

## *Strategies to Address Disparities*

The comparison of Anne Arundel County to state and national trends highlights both strengths and gaps, particularly in poverty, aging demographics, and rural-urban disparities. To address these challenges, the following strategies are recommended:

1. **Targeted Poverty Interventions:** Develop programs aimed at addressing poverty in urbanized areas, including workforce training, affordable housing initiatives, and childcare support.
2. **Senior Support Services:** Increase resources for healthcare, housing, and social programs tailored to the aging population.
3. **Rural Development:** Invest in infrastructure and transportation services to improve access to healthcare, education, and employment in rural areas.
4. **Cultural and Linguistic Inclusivity:** Expand services that cater to non-English speaking households, including language-accessible healthcare, education, and workforce programs.
5. **Gender-Specific Programs:** Design targeted initiatives to address gender disparities, such as women-focused employment opportunities, senior support, and healthcare access.

By aligning these strategies with the identified trends, Anne Arundel County can foster inclusive growth, address systemic barriers, and improve outcomes for all segments of its population.

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<sup>8</sup> (AACCAA Internal Program Data and Reports (2023))

<sup>9</sup> Maryland Department of Health (State Health Indicators Report, 2023).

## 7. Poverty Profile

Individuals living in poverty often face significant barriers to accessing community resources such as healthcare, healthy food, stable housing, and opportunities for physical activity. These barriers contribute to poor health outcomes and increased risk of premature death from preventable diseases. In Anne Arundel County, poverty remains a pressing issue, particularly concentrated in specific neighborhoods<sup>10</sup> that require targeted interventions.

### *Federal Poverty Thresholds*

The U.S. Census Bureau establishes annual federal poverty thresholds to assess economic hardship and eligibility for various assistance programs. These thresholds vary by household size and composition and are critical in understanding the barriers families face in accessing essential resources such as healthcare, nutritious food, and stable housing. Notably, poverty data does not include individuals living in group quarters. Below is an estimated poverty threshold table for 2024:

Household Size	Poverty Threshold (USD)
1 Person (Under 65)	\$15,000
1 Person (65 and Older)	\$14,500
2 People (Under 65, No Children)	\$20,000
2 People (1 Over 65, No Children)	\$18,500
3 People (1 Child)	\$24,000
4 People (2 Children)	\$30,000

This framework underscores the economic challenges faced by households and highlights the importance of targeted interventions to address poverty's impact on overall well-being.

### *Poverty Data in Anne Arundel County*

In Anne Arundel County, 12.75% of the population, or approximately 73,633 individuals, live in households with income below 185% of the Federal Poverty Level (FPL). In 2022, an estimated 12,395 households, representing 5.6% of the total households in the area, were living in poverty. Additionally, the 2018-2022 American Community Survey (ACS) 5-Year Estimates identified 6,233 families in the county as living in poverty, underscoring the continued need for targeted interventions to address economic hardship and support vulnerable populations.

Report Area	Population Below Poverty Level	% of Population Below Poverty
Anne Arundel County	73,633	12.75%

<sup>10</sup> In Anne Arundel County, areas with significant poverty include **Harbour House and Eastport Terrace (Annapolis - 21403)**, **Brooklyn Park (21225)**, **Meade Village (Severn/Fort Meade area - 21144)**, and parts of **Glen Burnie (21061)**. Current Head Start centers are located in Annapolis, Brooklyn Park, and Meade Village; however, Eastport and South County lacks a dedicated center, highlighting the need for service expansion to address unmet needs in this high-poverty area.

Maryland	742,000	12.05%
United States	41,852,315	12.57%

(Source: U.S. Census Bureau, American Community Survey (2018-2022).)

### **Poverty by ZIP Code**

The following table breaks down poverty levels by ZIP codes within Anne Arundel County, highlighting geographic areas with higher poverty concentrations:

<b>ZIP Code</b>	<b>Area</b>	<b>Population Below Poverty Level</b>	<b>% Below Poverty</b>
21403	Eastport/Annapolis	3,512	<b>15.1%</b>
21060	Glen Burnie	4,678	<b>12.3%</b>
21061	Glen Burnie	4,110	11.2%
21144	Severn	3,250	9.5%
21401	Annapolis	3,788	8.9%
21122	Pasadena	2,456	7.6%
21012	Arnold	1,152	3.8%

Source: U.S. Census Bureau, American Community Survey (2018-2022).

### **ALICE (Asset Limited, Income Constrained, Employed) Data**

The ALICE<sup>11</sup> population consists of individuals and families who earn above the Federal Poverty Level but still struggle to afford basic household necessities such as housing, childcare,

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<sup>11</sup> In Anne Arundel County, **ALICE (Asset Limited, Income Constrained, Employed)** households are distributed across both urban and rural areas, often in regions where the cost of living outpaces wages. These households earn above the Federal Poverty Level but struggle to meet basic needs. Key areas with significant ALICE populations include:

1. **Brooklyn Park (21225):**  
Residents in this North County area often face high housing costs relative to income, compounded by limited access to high-wage jobs and affordable transportation.
2. **Glen Burnie (21061):**  
Many ALICE households in this area contend with increasing rental costs and challenges accessing affordable childcare and healthcare.
3. **Severn/Fort Meade Area (21144):**  
Although the area benefits from proximity to employment hubs, many working families struggle to manage the rising costs of housing and transportation.
4. **Annapolis (21401 and 21403):**  
In the city of Annapolis, particularly in Eastport and Harbour House, ALICE families are affected by the high cost of housing and limited access to affordable childcare.
5. **South County (21405 and surrounding areas):**  
This largely rural area sees ALICE households grappling with transportation barriers and fewer nearby resources, such as healthcare facilities and workforce training centers.

healthcare, food, and transportation. **ALICE households often live paycheck to paycheck and are particularly vulnerable to economic disruptions.**

Category	Anne Arundel County	Maryland	United States
Total Households	210,312	2,248,537	123,000,000
Households in Poverty	12,395 (5.6%)	244,000 (10.9%)	15,000,000 (12%)
ALICE Households	56,785 (27%)	674,561 (30%)	41,820,000 (34%)
Combined Below ALICE Level	69,180 (32.6%)	918,561 (35%)	56,820,000 (46%)

### ***ALICE Income Thresholds by Household Type***

The table below outlines the estimated survival budget for ALICE households in Anne Arundel County, broken down by household composition:

Household Type	Housing	Childcare	Food	Transportation	Healthcare	Miscellaneous	Monthly Total	Annual Total
Single Adult	\$1,150	N/A	\$310	\$350	\$240	\$170	\$2,220	\$26,640
Single Adult with 1 Child	\$1,400	\$1,150	\$520	\$420	\$390	\$220	\$4,100	\$49,200
2 Adults with 2 Children	\$1,700	\$1,800	\$780	\$650	\$700	\$450	\$6,080	\$72,960

(Source: United Way of Maryland, ALICE Report (2022).)

### ***Community Insights***

- Partner Reflections**  
Community partners highlighted key challenges in Anne Arundel County, specifically citing *"rising living costs and insufficient income"* as critical barriers for families striving for economic stability. These factors exacerbate poverty and limit access to essential services.
- Customer Reflections**  
Residents provided valuable insights into their lived experiences, identifying a strong need for *financial counseling* and *rental assistance* programs to support families and low-income households in achieving stability.
- Forum Feedback**  
Participants in community forums underscored the struggles faced by *"employed but underpaid parents,"* emphasizing the dual burden of *high housing costs* and *childcare expenses*. These financial pressures prevent families from achieving self-sufficiency and economic mobility.
- Focus Group Insights**  
Focus group discussions emphasized the importance of a *"unified approach"* that integrates *housing, education, health, and employment* services. Participants suggested that a coordinated, multi-sector strategy can significantly enhance stability and improve long-term outcomes for individuals and families.
- Survey Results**  
Survey responses revealed that many residents live *"paycheck-to-paycheck with limited or no savings,"* highlighting the precarious financial situations faced by a significant portion of the

population. This underscores the need for expanded income support programs, savings initiatives, and financial education.

### ***Race Income Inequality and Poverty***

Key findings reveal significant income disparities in Anne Arundel County, with Black, Hispanic/Latino, and Indigenous households earning considerably less than white households. Poverty remains a critical issue, affecting households countywide, with certain areas experiencing notably higher rates.

#### ***Median Household Income by Race***

The median household income in Anne Arundel County highlights significant disparities across racial and ethnic groups, reflecting broader systemic inequities. While the county's overall economic outlook is strong, White (non-Hispanic) households report the highest median income, significantly outpacing that of Black, Hispanic/Latino, and Native American/Alaska Native households. These disparities underscore the need for targeted economic policies and programs to address income inequality and promote equitable opportunities for all residents.

Race/Ethnicity	Median Income (\$)
White (non-Hispanic)	\$123,410
Black	\$99,667
Hispanic/Latino	\$98,703
Native American/Alaska Native	\$76,641

#### ***Causes and Conditions of Poverty***

Poverty in Anne Arundel County is driven by several systemic factors that create significant challenges for low- and moderate-income families. The **high cost of living**, particularly in urbanized areas, places a substantial strain on household budgets as rising housing costs make it increasingly difficult for families to maintain financial stability. **Employment barriers**, including underemployment, lack of livable wages, and limited access to vocational training, further exacerbate economic insecurity and limit upward mobility (**United Way of Maryland ALICE Report, 2022**)<sup>12</sup>.

**Housing instability** remains a critical issue, particularly in high-poverty areas like Eastport Harbor House, where concentrated poverty and housing insecurity persist. The **lack of affordable housing options** forces many families into precarious living situations, further perpetuating the cycle of poverty (**U.S. Census Bureau, ACS 2018-2022**). Additionally, disparities in **access to healthcare**, especially among uninsured and immigrant populations, negatively impact physical and mental health outcomes, hindering overall stability and quality of life (**Maryland Department of Health, 2022**)<sup>13</sup>.

<sup>12</sup> (United Way of Maryland, ALICE Report (2022))U.S. Census Bureau, American Community Survey (2018-2022)

<sup>13</sup> (Maryland Department of Health, Health Equity Data (2022))Anne Arundel County Public Schools Report (2022).

**Educational gaps** also play a significant role, as families in poverty often face barriers to accessing high-quality early education and K-12 resources. These limitations affect long-term educational attainment, job prospects, and economic mobility for future generations (**Anne Arundel County Public Schools Report, 2022**)<sup>14</sup>.

The data highlights the urgent need for **targeted, place-based initiatives** to address poverty in Anne Arundel County, with a particular focus on areas like Eastport Terrace and Harbor House. Strategic investments in affordable housing, employment support, child and family services, and accessible healthcare will be essential to breaking the cycle of poverty and improving conditions for vulnerable populations. By leveraging ALICE data, child poverty metrics, geographic poverty insights, and input from the community, Anne Arundel County can implement equitable and impactful solutions that address both immediate needs and long-term systemic barriers.

## 8. Systemic Barriers to Self-Sufficiency

The systemic barriers to achieving self-sufficiency in Anne Arundel County are rooted in a complex combination of economic, social, and environmental factors. These barriers exacerbate poverty and limit opportunities for long-term stability. This section highlights key issues, including education disparities, workforce readiness, challenges faced by specific demographic groups, local health disparities, and partnerships addressing these systemic concerns.

### Education and Skills-Based Learning

Educational attainment and workforce preparedness are critical indicators of economic mobility. Anne Arundel County demonstrates notable disparities when compared to neighboring counties and state averages:

Educational Attainment (25+)	Anne Arundel County	Maryland	State Top Counties
Less than High School	7.5%	9.8%	5.6% (Howard County)
High School Graduate	<b>22.0%</b>	24.1%	19.2%
Some College, No Degree	21.1%	20.4%	20.0%
Bachelor's Degree or Higher	<b>25.1%</b>	41.6%	45.3% (Montgomery County)

While Anne Arundel County performs well in high school completion rates, the percentage of residents with bachelor's degrees or higher (**25.1%**) **lags significantly** behind top-performing counties in Maryland. Limited access to advanced educational opportunities, such as GED completion, vocational programs, and STEM training, particularly impacts low-income residents seeking to achieve self-sufficiency.

### *Middle School Challenges and Dropout Rates*

Anne Arundel County Public Schools (AACPS) comprises several middle schools with varying performance metrics. Below is a table summarizing key performance indicators for select middle

<sup>14</sup> (Anne Arundel County Public Schools Report (2022).)

schools, including Annapolis Middle School, where AACCAA’s now has a formalized partnership to assist with wraparound services:

School Name	English Language Arts Proficiency	Mathematics Proficiency	Chronic Absenteeism Rate	Overall Star Rating
Annapolis Middle	35%	30%	20%	★★☆☆☆
Marley Middle	45%	40%	15%	★★★★☆
Old Mill Middle South	50%	45%	12%	★★★★☆
Meade Middle	40%	35%	18%	★★★★☆
Brooklyn Park Middle	38%	33%	17%	★★★★☆

Note: The above data is illustrative and compiled from various sources, including the Maryland Report Card and local educational reports.

### *AACCAA's Collaboration with Middle School*

The Anne Arundel County Community Action Agency (AACCAA) partners with AACPS to provide wraparound services aimed at mitigating barriers that hinder student attendance and performance, and overall family mobility to self-sufficiency through its Two-Generation Whole Families Approach:

- **Community Schools Program:** AACCAA collaborates with designated community schools to offer services such as adult education classes (e.g., GED preparation), parenting workshops, and after-school tutoring. These programs address educational disparities and support family engagement.
- **Youth Development Programs:** AACCAA's initiatives, such as mentorship programs and mental health support, provide additional resources to students in underperforming schools, fostering resilience and academic success.
- **Family Support Services:** By offering financial literacy classes, housing assistance, and health and wellness resources, AACCAA addresses socioeconomic factors that impact student attendance and engagement, creating a more stable home environment conducive to learning.

Through these collaborative efforts, AACCAA and AACPS work together to create supportive educational environments that promote student success and reduce absenteeism linked to home-life disparities.

### **Middle schools face significant challenges that influence dropout rates and long-term student success:**

#### *Transition Barriers*

Middle school represents a critical period where students undergo significant academic and social transitions. Research indicates that the nature of the middle school environment can lead to increased disengagement, particularly among low-income students who may lack necessary

academic support. A (study by Anderson and Graham (2019) emphasizes that middle school experiences are highly predictive of high school engagement and completion. Creative Engagement Lab)

### ***Dropout Linkages:***

Early warning indicators during middle school, such as chronic absenteeism and poor academic performance, are strong predictors of high school dropout. (A study by Balfanz, Herzog, and Mac Iver (2007) found that students exhibiting these risk factors in middle school are more likely to disengage and eventually drop out of high school. Additionally, research from the Department of Research & Performance Ma)These findings underscore the importance of providing targeted academic support and interventions during the middle school years to address disengagement and reduce dropout rates.

The Maryland State Department of Education (MSDE) reports an **8.4% high school dropout rate** among students in Anne Arundel County, disproportionately impacting low-income and minority populations<sup>15</sup>.

### ***Significance of GED and Skills-Based Learning:***

The importance of GED programs and skills-based learning cannot be overstated, as individuals without a high school diploma face significant employment barriers that limit their ability to secure livable wage jobs. These programs, when combined with vocational training, create critical pathways for adult learners and underemployed populations to achieve economic stability and workforce readiness. GED programs offer foundational education, while skills-based learning equips participants with practical knowledge aligned with current labor market demands.

Vocational training and apprenticeship opportunities in high-demand industries such as healthcare, construction, and information technology address workforce shortages while preparing participants with industry-specific skills. These initiatives not only bridge employment gaps but also foster economic growth within the community.

The Anne Arundel County Community Action Agency (AACCAA), in partnership with the **Opportunities Industrialization Center of Anne Arundel County (OIC of AACo)**, offers GED and ESL training. Additionally, AACCAA collaborates with **Workforce Development** and its internal **DARS program** to provide direct linkages to vocational training opportunities. During a recent staff focus group, OIC of AACo. was commended for its success “*in generating significant foot traffic for GED services*”, highlighting its impact on expanding educational access and workforce readiness in the county.

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1. <sup>15</sup> Anne Arundel County Public Schools Report (2022).; Maryland State Department of Education (MSDE).

## Teen Parent Challenges

Families with teen parents are disproportionately affected by poverty due to educational disruptions, limited income opportunities, and the high cost of childcare. Nationally, only 40% of teen mothers complete high school, compared to 90% of their peers, significantly impacting their long-term economic stability. Children of teen parents are also at greater risk for lower educational attainment, developmental delays, and experiencing poverty in adulthood. To address these challenges, AACCAA offers targeted programs, including childcare subsidies, parenting education, and GED completion support, to help teen parents balance family responsibilities while pursuing educational and career goals, creating pathways toward greater stability and opportunity.

## 9. Anne Arundel County Economy Overview

Anne Arundel County's economy is diverse, driven by sectors such as **government, healthcare, education, retail, construction, and technology**. The county is home to a robust labor force of over **325,000 individuals**, with an unemployment rate of approximately **3.2%** as of 2024, below the state and national averages. However, **challenges remain in underemployment**, particularly for low-skilled and working-class individuals who often find themselves in part-time, seasonal, or low-wage roles. The county's largest employers include **Fort George G. Meade, Anne Arundel Medical Center, Southwest Airlines, Amazon, and the Anne Arundel County Public School System**, which collectively provide thousands of jobs in healthcare, logistics, education, and government services.

Despite economic recovery post-COVID-19, disparities persist, with sectors like **retail, hospitality, and food services experiencing high turnover and wage stagnation, leaving many working-class residents struggling to meet basic needs**. Median household income in Anne Arundel County is approximately **\$108,000**, but low-income families—particularly in areas like Brooklyn Park and parts of Glen Burnie—continue to face employment barriers and wage gaps. The pandemic amplified underemployment issues, as many workers were displaced and forced to shift industries without adequate skills training. Expanding access to **vocational training, trade certifications, and technology-based programs** remains essential to addressing labor market gaps and improving economic mobility for underemployed residents. Strengthening partnerships with local businesses and investing in workforce development initiatives will ensure equitable economic opportunities across the county.

## 10. Child Care, Early Education, and Child Find Data

### Availability of Services

Service Type	Key Challenges	Data/Need
<b>Head Start and Early Head Start</b>	Insufficient availability and transportation barriers prevent access to services.	- <b>Enrollment Capacity:</b> 1,253 children (22% unmet need).
	AACCAA has been a trusted partner since 1965, providing critical early education and wraparound support.	- <b>Support:</b> Health screenings, parental engagement, and nutrition.

		- <b>Impact:</b> Improves child readiness, family stability, and outcomes.
		<b>Eastport Unmet Needs:</b> High poverty and low kindergarten readiness.
<b>Child Care Centers</b>	High costs and limited slots hinder working families, particularly single-parent households.	- <b>Available Slots:</b> 12,345 slots; 18% unmet need.
		- <b>Cost Burden:</b> Average child care costs exceed \$12,000/year.
<b>Family Child Care Providers</b>	Flexible but underutilized due to low awareness and funding support.	- <b>Availability:</b> Limited coverage; 20% unmet need.
		- <b>Support Needed:</b> Increased funding for small provider programs.
<b>Day Care Programs</b>	Private day care centers are critical but unaffordable for low- and middle-income families.	- <b>Capacity:</b> 10,654 slots; 19% unmet need.
		- <b>Affordability:</b> Monthly costs surpass 20% of median household income.
<b>Child Find Screenings</b>	Post-pandemic, early intervention needs have increased significantly.	- <b>Increase:</b> 15% rise in children flagged for developmental delays.
		- <b>Screenings Completed:</b> 500 children in need of further services.

### *Supporting the Case for Revisited ACCAAA Head Start Centers*

AACCAA’s history as a Head Start provider from 1965 to 2016 highlights its longstanding commitment to the community and its strong, trusted relationships with families, schools, and service providers. With decades of experience in operating early childhood programs, AACCAA has consistently supported children’s academic, social-emotional, and physical development while addressing the holistic needs of their families.

As a cornerstone of community services, AACCAA collaborates with healthcare providers, transportation agencies, and job training programs to deliver comprehensive wraparound support. Key Head Start offerings include essential health services—such as screenings, immunizations, and dental care—parental engagement programs that empower families through support, job training, and goal-setting, and nutritional assistance through access to healthy meals and food resources.

If approved by the Office of Head Start (OHS), this renewed effort will enable AACCAA to reestablish and expand Head Start services, further strengthening these critical programs to help families achieve long-term stability and success. The initiative will involve the realignment of services at four of AACCAA’s six previous centers, which remain operational in Anne Arundel

County, and a strategic expansion into **Eastport Terrace and Shady Side**, addressing a vital area of unmet need.

### ***AACCAA Early Head Start Success in Edgewater***

AACCAA is currently operating its Edgewater center successfully and is a recipient of the *Maryland Excels -Excellence Counts in Early Learning and School Age Care- Quality 1 Rating*, valid through August 25, 2025. AACCAA provides families with critical support through Early Head Start. Parent testimonials highlight the transformative impact of the program:

- **C. Nick:** *“Impacted her a lot talking, using her imagination. Definitely impacted her for the better.”*
- **A. Granerdos:** *“Early Head Start has positively impacted my child by preparing them for pre-K3. I am able to go to work with peace of mind knowing my child is cared for and supported. I couldn’t afford private daycare, and EHS has been a lifeline for me and my family. Thank you for giving parents like me the opportunity to work and thrive!”*
- **S. Al:** *“Knows routines, knows mommy comes back, sharing toys, give & take. Help him understand English will be bilingual English/Arabic.”*
- **C. Gianades:** *“My son has achieved key developmental milestones and improved his learning. He’s more easygoing and social now, which has been a huge relief as I work toward completing my nursing degree. The teachers are phenomenal—always helpful and caring. EHS has made such a difference for me and my family. I can’t thank you enough!”*
- **M. Brandt:** *“Being Parent/Policy Chair being able to attend mtgs./conf. especially since I don’t usually speak out. “and “[Child has developed] Language, social skills, patience.”*
- **B. Hernandez:** *“Thanks to Early Head Start, my child has become more engaged in learning and socializing. The program not only helped prepare her for pre-K3 but also supported her potty training. I’m able to work without stress knowing she is safe, cared for, and thriving. EHS has been a true blessing for us!”*
- **D. Allen:** *“Supporting help with child care needs for work, appointments, etc. provided nurturing care to my kids.”*
- **C. Langley:** *“The Head Start program has improved my son’s social skills tremendously. It has helped reduce his separation anxiety and taught him to share toys, which has been such a great step in his development.”*

### ***Supporting Early Head Start in Anne Arundel County***

The success stories highlighted above demonstrate the transformative impact of AACCAA’s Early Head Start program in empowering families and fostering long-term success. By enabling parents to pursue employment and educational opportunities, the program creates critical pathways to economic stability. Simultaneously, it supports children in achieving developmental milestones, building social skills, and preparing for future academic success through school readiness initiatives.

For families unable to afford private daycare, Early Head Start offers an affordable, high-quality childcare solution tailored to their needs. This allows parents to secure employment or further their education while ensuring their children receive essential early learning and developmental support. AACCAA’s enduring commitment to the community, coupled with its comprehensive

wraparound services, ensures that families in **Edgewater** and surrounding areas have access to the resources they need to thrive and achieve.

### ***Impact of Head Start in Anne Arundel County***

The persistent challenges surrounding childcare access, affordability, and developmental screenings highlight the vital role of AACCAA’s Early Head Start program and comprehensive wraparound services. Investing in these programs will not only address unmet needs but also promote economic mobility for families and ensure children in Anne Arundel County are equipped for long-term success.

Anne Arundel County’s rising poverty rates, significant unmet childcare needs, and increasing developmental challenges further emphasize the importance of AACCAA’s realignment with the operation of Anne Arundel Head Start services. As the designated Community Action Agency for the County, AACCAA brings nearly 60 years of experience in delivering self-sufficiency services to millions of residents overtime. Its role as a facilitator ensures the sustainable delivery and strategic expansion of essential services to meet evolving community needs, while fostering and strengthening key partnerships across the County.

### **Child and Family Needs**

#### ***Early Childhood Education and Whole Family Needs***

Access to high-quality early childhood education remains a pressing need in Anne Arundel County. While childcare, preschool, and Head Start/Early Head Start programs are available, they fail to meet the growing demand, particularly among families with low to moderate incomes. Many *existing* programs **lack robust wraparound services** designed to support the entire family, **limiting** their ability to help families achieve long-term success. Geographic disparities exacerbate this issue, leaving families in rural and underserved areas with limited or no access to these critical services.

The prohibitive cost of childcare forces many parents to forgo employment opportunities or rely on informal and often unreliable care arrangements. Transportation barriers add to the challenge, especially for families without access to reliable vehicles or public transit. Moreover, cultural and language barriers create additional obstacles for immigrant and non-English-speaking families, making it difficult for them to fully engage with early education providers. These challenges underscore the urgent need for expanded access to early education programs and culturally inclusive outreach efforts that meet the needs of all families in the county.

#### ***Health and Wellness Needs***

Access to healthcare in Anne Arundel County remains a significant challenge for low-income families and vulnerable populations. Barriers such as high costs, lack of insurance, and provider shortages—particularly in rural areas—limit access to essential physical, mental, dental, and vision care. Although community health clinics and federally qualified health centers provide

some relief, their limited capacity and long wait times often leave families without timely services.

Mental health services are especially under-resourced, leaving children and families struggling with issues such as anxiety, depression, and trauma without adequate support. Persistent food insecurity further exacerbates health disparities, negatively affecting the well-being of children and families. Many low-income households lack access to nutritious and affordable food, leading to long-term health concerns, including obesity, diabetes, and developmental delays in children.

In response, AACCAA provides both internal/onsite and mobile therapeutic services, ensuring accessible care for families. The agency also offers food and nutrition connection services, helping families address food insecurity and access nutritious resources. Furthermore, AACCAA facilitates connections to external health partners, addressing the needs of children and families with disabilities and special health or educational requirements. This comprehensive approach bridges critical gaps in healthcare and nutrition access, fostering better outcomes for Anne Arundel County's most vulnerable residents.

### ***Program Planning Recommendations for Head Start Returning to AACCAA***

The return of **Head Start services** to Anne Arundel County Community Action Agency (AACCAA) provides a significant opportunity to address the critical needs of underserved families. Expanding these programs into geographically underserved areas is essential to ensure all children, particularly those from low-income households, have access to high-quality early childhood education. By prioritizing areas where families face the greatest barriers—such as lack of transportation, cultural and language challenges, and childcare availability—AACCAA can bridge critical gaps in early education. Furthermore, integrating **comprehensive healthcare, mental health, and nutrition services** within these programs will provide a holistic approach to children's well-being, ensuring developmental needs are met while alleviating burdens on families struggling with healthcare access and food insecurity.

To maximize impact, **collaboration and resource development** must be prioritized. AACCAA should actively foster partnerships with housing agencies, workforce development programs, and healthcare providers to deliver wraparound services that support the entire family. Partnerships with housing agencies can help families achieve stability through affordable housing programs, while workforce training opportunities can empower parents to secure sustainable employment. Collaboration with healthcare organizations will also ensure families receive critical services, such as physical and mental health care, dental screenings, and nutrition education, all of which are integral to improving long-term outcomes for children and families.

Additionally, enhancing **family engagement strategies** will be key to promoting self-sufficiency and breaking the cycle of poverty. AACCAA can strengthen family support services by implementing wraparound programs that address the unique challenges families face. Offering parental education workshops, financial literacy training, and support groups will empower parents to become active participants in their children's learning and development. Through these targeted strategies, AACCAA can foster an environment where families are supported,

resilient, and equipped with the tools necessary to thrive, ensuring Head Start’s return creates lasting positive impacts for the Anne Arundel County community.

### ***Service Delivery Strengths and Challenges for Head Start Returning to AACCAA***

Each center will be equipped with age-appropriate classrooms, outdoor play spaces, health and nutrition support, and wraparound family services. Proposed resources include certified teaching staff, bilingual support personnel, mental health consultants, nutritionists, and family engagement coordinators. Transportation services will be prioritized for families with limited mobility or access to vehicles, ensuring all eligible children can participate. AACCAA is proposing to realign itself with its previously held centers as listed:

1. **Annapolis Gardens** (Annapolis, 21401)
2. **Freetown** (Pasadena, 21122)
3. **Meade Village** (Severn, 21144)
4. **Lloyd Keaser** (Brooklyn Park, 21225)
5. **Eastport** (Expanded area – Eastport Terrace area, 21403 )
6. **Shady Side** (Expanded Area, 20764)

### ***Re-Approval for Head Start Operations in Anne Arundel County***

AACCAA is seeking re-approval to resume its role as the operator of Head Start programs in Anne Arundel County, reaffirming its commitment to providing high-quality early childhood education and comprehensive family support services. Following the loss of its previous re-competes, AACCAA has enhanced its program model to align with federal Head Start standards and address the diverse needs of the community.

As part of this proposal, AACCAA will dedicate **5% of enrollment to parent-aid tuition**, fostering socioeconomic diversity and creating inclusive classrooms that reflect the broader community. The program will also ensure compliance with **ADA standards** and prioritize **individualized support for families, including those with disabilities**, while serving at least **10% of students with disabilities**, as mandated by federal guidelines.

To support these objectives, AACCAA’s Head Start centers will include:

- **Certified teachers** to meet the required student-teacher ratios and deliver evidence-based instruction tailored to children’s developmental needs.
- **Nutrition specialists** to develop meal plans aligned with federal Head Start and USDA guidelines, addressing food insecurity and promoting healthy development.
- **Onsite developmental screenings** to identify and address potential challenges early, ensuring all children are prepared for academic success.
- **Mental health and educational support services** to provide children and families with emotional and behavioral resources, fostering resilience and well-being.
- **Health and nutrition programs**, including immunizations, preventive care, and access to food resources to improve overall family health.

- **Family engagement initiatives** to empower parents through workshops, goal-setting, and connections to self-sufficiency resources.

Each center will feature **age-appropriate classrooms**, safe outdoor play spaces, and **transportation services** to ensure accessibility for families facing mobility or geographic barriers. AACCAA will also deploy **bilingual staff** to support non-English-speaking families and **Two-Generation Specialists** to address economic barriers, workforce readiness, and justice system involvement.

By integrating certified staff, inclusive services, and specialized support, AACCAA is prepared to resume its leadership in operating Head Start programs in Anne Arundel County. This renewed effort will provide equitable access to early education, foster long-term family stability, and ensure children are prepared for academic and social success.

### ***Program Strengths***

The return of Head Start to AACCAA represents a significant opportunity to enhance early childhood education outcomes and strengthen family support systems in Anne Arundel County. With nearly 60 years of dedicated service to the community, AACCAA has a proven track record of delivering impactful programs that foster self-sufficiency and resilience among residents. The agency's history of operating Head Start programs has provided valuable lessons learned, which have informed systems improvements and prepared AACCAA to deliver an even more effective program.

Under the leadership of **Charlestine R. Fairley, PhD**, AACCAA's CEO installed post-2016, the agency is poised to implement Head Start with a fresh perspective and enhanced expertise. Ms. Fairley, a former trainer of Head Start teachers in compliance standards, brings a deep understanding of program requirements and best practices, ensuring AACCAA is well-positioned to meet and exceed federal standards.

AACCAA's ability to address systemic challenges, including **homelessness**, further highlights its strength as a trusted resource in the community. By providing comprehensive child-centered services—including education, healthcare screenings, mental health support, and nutrition programs—the Head Start program will meet the critical developmental needs of children ages 3-5 while addressing the broader needs of families.

Family engagement remains a cornerstone of AACCAA's approach, empowering families through parental involvement, home visits, and training opportunities. The agency's strong partnerships with local healthcare providers, housing agencies, and workforce development programs will ensure that families have access to the support and resources they need to achieve economic stability and long-term success.

By leveraging its extensive experience, improved systems, and dedicated leadership, AACCAA is uniquely positioned to lead the reimplementation of Head Start in Anne Arundel County, driving meaningful impact for children, families, and the community as a whole.

## *Program Challenges*

Despite the program's strengths, AACCAA must navigate several key challenges to ensure successful implementation:

1. **Funding Limitations:** Expanding services across multiple centers, particularly the **new Eastport and Shady Side Centers**, will require securing sustainable funding to support staffing, facilities, and operational costs.
2. **Transportation Barriers:** Families, particularly in **Glen Burnie, Meade Village, and Eastport**, face challenges due to limited public transit options. A robust transportation plan, including Head Start buses, is necessary to improve access.
3. **Language Access:** Anne Arundel County's growing immigrant population requires **bilingual staff** and culturally inclusive programming to meet the needs of non-English speaking families effectively.
4. **Workforce Shortages:** Recruiting and retaining qualified teaching and support staff is an ongoing challenge. AACCAA must prioritize competitive wages, professional development, and incentives to attract skilled early childhood educators.

By addressing these challenges strategically and leveraging its program strengths, AACCAA will ensure Head Start's return provides **high-quality early education services** that empower families and prepare children for kindergarten success. The inclusion of the centers in **Eastport and Shady Side** will directly address gaps in access, creating opportunities for underserved communities to thrive.

## *Support for Families Affected by Incarceration*

AACCAA recognizes the unique challenges faced by families affected by incarceration and proposes to offer tailored assistance to these families through its Head Start program. This initiative aims to provide comprehensive support that promotes stability, addresses barriers to self-sufficiency, and ensures children have access to high-quality early education and wraparound services.

## *Support Services for Pregnant Women and Early Childhood Programs*

In Anne Arundel County, approximately 5,500 pregnancies occur annually, underscoring the need for robust and accessible support services for expectant mothers, particularly those from low-income households. A significant percentage of these pregnancies occur within economically vulnerable populations, highlighting the importance of targeted interventions.

The Anne Arundel County Department of Health provides vital prenatal care programs such as **Healthy Start** and **WIC (Women, Infants, and Children)**, offering nutritional support, breastfeeding education, and essential healthcare services. Additionally, community

organizations deliver social services including case management, housing referrals, and mental health counseling tailored to low-income and at-risk pregnant women.

AACCAA’s **Edgewater Early Head Start program** plays a critical role in supporting eligible pregnant women by offering wraparound services for both the mother and family. These services include access to developmental screenings, parenting education, and early childhood care after the child’s birth, fostering long-term health and stability.

To enhance support, it is recommended that healthcare providers and social service agencies strengthen referral systems to Early Head Start. Improved coordination will ensure timely access to essential resources, promoting healthy births and a strong foundation for family success.

***Proposed Program Capacity***

Upon approval for Head Start to return to the Anne Arundel County Community Action Agency (AACCAA), the proposed program will operate across **four primary centers** and two **expanded centers in Eastport and Shady Side**, serving a total of **400 children ages 3-5**. In compliance with **Head Start Program Performance Standards**, the following ratios will be observed:

- **For 3-year-olds:** 1 teacher and 1 teaching assistant per **17 children**.
- **For 4- and 5-year-olds:** 1 teacher and 1 teaching assistant per **20 children**.

By ensuring proper classroom ratios, staffing, and comprehensive resources, the program will provide high-quality services that align with Head Start regulations and meet the needs of families across Anne Arundel County.

**11. Economic and Housing Instability**

While the median income in Anne Arundel County exceeds both state and national averages, it conceals a troubling economic divide where extreme wealth exists alongside extreme poverty. Economic stability is vital for breaking the cycle of poverty, yet many families in the county face mounting challenges. *Rising living costs, stagnant wages, and a severe lack of affordable housing have left **12,395 individuals (5.6% of all households)** below the poverty line and **56,785 households (27% of all households)** in the ALICE category (Asset Limited, Income Constrained, Employed). Together, these groups represent a staggering **32.6% of households**—families who, despite being employed, struggle to meet basic needs and remain financially fragile. *Addressing these systemic inequities is essential to building a resilient, inclusive community that supports opportunity for all.**

Economic Indicators	Anne Arundel County	Maryland	United States
Median Household Income (2022)	\$112,525	\$98,461	\$74,755
Living Wage for Single Adult	\$26.90/hr.	\$26.41/hr.	\$20.57/hr.
Households Below Poverty Line	5.6%	10.9%	12.6%

The high cost of living, particularly housing costs, remains a significant barrier. While Maryland's minimum wage is \$15.00 per hour, it falls short of the **\$26.90/hour living wage** required for single adults in Anne Arundel County. For households with children, the living wage increases by nearly \$20 per hour, amplifying financial strain for low-income families.

Household Composition	Living Wage (USD/Hour)	Minimum Wage (USD/Hour)	Gap Between Living and Minimum Wage (USD/Hour)
Single Adult (No Children)	\$26.90	\$15.00	<b>\$11.90</b>
Single Adult with One Child	\$46.50	\$15.00	<b>\$31.50</b>
Single Adult with Two Children	\$58.75	\$15.00	<b>\$43.75</b>
Two Adults (Both Working, No Children)	\$21.80	\$15.00	<b>\$6.80</b>
Two Adults (Both Working, Two Children)	\$31.15	\$15.00	<b>\$16.15</b>

*Source: Living Wage Calculator, Massachusetts Institute of Technology (MIT), 2024 estimates.*

*Note: This data reflects the financial gap faced by families in Anne Arundel County between the current minimum wage and the income required to meet basic living expenses.*

### ***Housing and Poverty Hotspots***

Poverty in Anne Arundel County is concentrated in specific neighborhoods such as Eastport, Harbor House, and parts of Glen Burnie, where limited access to affordable housing options exacerbates economic challenges. In Eastport, for example, many low-income families face significant barriers, including outdated housing conditions, overcrowding, and limited access to homeownership opportunities. According to the U.S. Census Bureau, these areas have poverty rates well above the county average, with many residents earning incomes below 185% of the Federal Poverty Level (FPL).

In Glen Burnie, poverty is concentrated in older residential zones where affordable rental housing is in short supply, driving families into unstable living conditions such as temporary housing, motels, or doubling up with relatives. This instability often creates challenges in maintaining employment, consistent school attendance for children, and access to essential services. For example, zip codes like 21061 have reported higher rates of families experiencing housing insecurity, as well as reduced access to transportation and healthcare resources.

These neighborhoods also tend to lack sufficient investments in infrastructure, such as quality public spaces, updated housing developments, and access to well-paying job opportunities. Many residents are further burdened by rising housing costs, which outpace income growth. Programs such as AACCAA’s housing assistance initiatives and wraparound services play a vital role in mitigating these disparities by providing rental support, financial counseling, and connections to workforce development opportunities, helping families stabilize their lives and work toward economic mobility.

Hot Spot Location	Median Household Income	Poverty Rate
Eastport Harbor House	\$40,200	<b>25.3%</b>
Glen Burnie (21060)	\$65,000	10.5%
Severn (21144)	\$90,000	6.0%
Pasadena (21122)	\$95,000	4.5%

**Local Initiatives to Address Homelessness:** AACCAA partners with **HUD, Anne Arundel Community Development Services (ACDS), and the Maryland Department of Housing and Community Development (DHCD)** <sup>16</sup>to: Expand affordable housing programs; Provide rental and utility assistance; and Support homelessness prevention initiatives. These partnerships aim to reduce housing insecurity and stabilize vulnerable households.

### *Housing and Homelessness*

Homelessness and housing instability in Anne Arundel County have seen significant increases since the pandemic, highlighting a growing crisis for vulnerable populations. The 2023 Point-In-Time Count reported a **12% rise in individuals experiencing homelessness**, reflecting the lingering economic impacts of COVID-19. Additionally, **foreclosure filings have surged by 18% compared to pre-pandemic levels**, driven by rising inflation and stagnant wages that have made it increasingly difficult for families to maintain homeownership. Inflation has further intensified housing challenges by increasing rent, utility costs, and overall living expenses, disproportionately affecting low- and middle-income households. These trends underscore the urgent need for expanded housing assistance programs, foreclosure prevention initiatives, and targeted interventions to address the rising rates of homelessness in the county.

Indicator	2019	2023	Change (%)
Point-In-Time Homeless Count	520	582	+12%
Foreclosure Filings	820	968	+18%
Cost-Burdened Households (%)	25.5%	27.0%	+1.5%

### *Substandard Housing*

Substandard housing remains a critical issue in Anne Arundel County, where 27.26% of occupied housing units report substandard living conditions. These conditions disproportionately affect low-income families, leading to health and safety concerns such as mold, poor insulation, plumbing issues, and structural deficiencies. The lack of affordable housing options further exacerbates this problem, forcing many families to remain in unsafe or inadequate environments. *Addressing substandard housing requires increased investment in housing rehabilitation programs, targeted support for low-income homeowners, and stronger enforcement of housing quality standards.*

Indicator	Anne Arundel County (%)	National Average (%)
Substandard Housing Units	<b>27.26%</b>	22.4%

<sup>16</sup> (HUD, ACDS, DHCD Housing Reports (2022)).

Indicator	Anne Arundel County (%)	National Average (%)
Low-Income Households Affected	35%	30%
Homes with Structural Issues	18.5%	15.3%

Source: U.S. Census Bureau, American Community Survey 2018-2022

### ***First-Time Homebuyer Programs***

First-Time Homebuyer programs in Anne Arundel County aim to support individuals and families in achieving homeownership, yet participation rates remain low due to significant barriers. Challenges such as poor credit scores, limited savings for down payments, and the rising cost of housing prevent many eligible families from accessing these opportunities. High housing prices, particularly in areas like Annapolis and Severna Park, further exacerbate affordability concerns for first-time buyers.

To address these barriers, AACCAA provides targeted support through financial literacy workshops, credit counseling, and savings programs. These initiatives empower families to improve their financial standing, manage debt, and build the savings required to qualify for homeownership programs. For example, AACCAA’s homebuyer education classes guide participants through the process of securing mortgages, understanding interest rates, and navigating the real estate market. Additionally, the agency collaborates with local lenders and housing authorities to connect first-time buyers with down payment assistance and affordable mortgage products. By bridging financial gaps and promoting sustainable homeownership, AACCAA helps families move toward long-term housing stability and generational wealth-building opportunities.

### ***Housing Renters and Rental Assistance***

Rental housing remains a critical issue in Anne Arundel County, particularly for low-income families, seniors, and individuals with disabilities who struggle to find affordable and stable living arrangements. Since the COVID-19 pandemic, rising rents—averaging a 12% increase since 2020—combined with stagnant wages have placed additional financial pressure on already vulnerable populations. For many households, rent consumes more than 30% of their income, placing them in a state of “housing cost burden,” which increases the risk of eviction, utility shutoffs, and housing instability.

Eviction rates have also surged post-pandemic, particularly in areas like Brooklyn Park and Glen Burnie, where affordable rental options are limited. Insufficient rental assistance and delays in housing vouchers further compound these challenges. Seniors and individuals with disabilities face unique barriers, such as limited fixed incomes, accessible housing shortages, and discrimination in the rental market.

To address these critical issues, AACCAA provides comprehensive services to support renters and mitigate housing instability. These services include emergency rental assistance to prevent eviction, financial literacy programs to help families budget for housing costs, and landlord-

tenant mediation to resolve disputes. AACCAA also educates renters on their legal rights, empowering tenants to address unfair practices and housing violations. Through partnerships with local housing authorities and nonprofit organizations, AACCAA connects families to subsidized housing options, such as Section 8 vouchers, and advocates for increased availability of affordable housing units. These efforts are vital in ensuring that families, seniors, and individuals with disabilities in Anne Arundel County maintain safe, stable, and affordable housing.

Indicator	Value
Percentage of Renters	27% of all households
Average Rent	\$1,750/month
Median Rent	\$1,500/month
Eviction Filings (2023)	4,530 cases filed
Households Receiving Assistance	1,800 families

Between 2019 and 2023, Anne Arundel County experienced a **significant increase** in median gross rent, reflecting broader national trends in rising housing costs. In 2019, the median gross rent in the county was \$1,696. This upward trend underscores the growing affordability challenges faced by residents, particularly low- and middle-income families, in securing adequate housing. *This escalation in rental costs highlights the pressing need for effective housing assistance programs and policies aimed at mitigating the financial burden on renters in Anne Arundel County.*

AACCAA offers essential housing support programs to address the growing challenges of housing instability in Anne Arundel County. These services include **rental assistance**, providing financial aid to cover rent arrears preventing eviction for low-income families at risk of displacement. To empower both renters and landlords, AACCAA conducts **tenant and landlord rights education** workshops, ensuring tenants understand their legal protections while fostering improved relationships between landlords and tenants. Additionally, AACCAA delivers comprehensive **case management** services, connecting families to long-term housing solutions and vital social services that promote stability and self-sufficiency. These initiatives play a critical role in preventing homelessness and supporting sustainable housing outcomes for vulnerable populations.

### ***Senior, Veteran, and Specialized Housing***

Affordable housing options for seniors, veterans, individuals with disabilities, and youth aging out of foster care remain critically limited in Anne Arundel County. **Seniors** on fixed incomes face rising rents and property taxes, making it difficult to maintain stable housing. Programs such as senior subsidized housing or tax credits are often oversubscribed, leaving many on lengthy waitlists. **Veterans** encounter similar challenges, particularly those transitioning from military service or managing mental health conditions like PTSD. While resources such as HUD-VASH vouchers and veteran-specific housing programs exist, gaps in availability and administrative delays persist.

For **individuals with disabilities**, the lack of accessible and affordable housing exacerbates housing instability, as many units do not meet Americans with Disabilities Act (ADA) standards for accessibility. Similarly, **youth aging out of foster care** often struggle with limited financial resources, a lack of credit history, and inadequate support systems, leaving them at high risk for homelessness. AACCAA works to address these barriers through tailored programs such as case management, rental assistance, and partnerships with housing organizations to identify accessible and affordable solutions. As mentioned in the Listening session sponsored by ACDS, *Expanding funding for targeted housing programs and increasing the availability of specialized units is essential to meet the needs of these vulnerable populations.*

Housing Type	Units Available	Unmet Need (%)
Senior Housing	1,200	20%
Veteran-Specific Housing	700	18%
Housing for Individuals with Disabilities	500	25%
Youth Foster Transition Housing	150	30%

### ***Low-Income and Subsidized Housing*** <sup>17</sup>

Anne Arundel County relies on a mix of federal, state, and local programs to provide low-income housing:

Program	Description
Section 8 Vouchers	Rental subsidies for income-eligible households.
Public Housing (Housing Authority)	Affordable rental units managed by local housing authorities.
Habitat for Humanity	Provides affordable homeownership opportunities.
Subsidized Apartments	Includes income-based rental housing options.

### ***Legal Aid and Housing Stability for Low-Income Renters***

Access to legal counsel is essential for low-income individuals in rental situations, as it can prevent wrongful evictions, resolve landlord-tenant disputes, and protect tenants’ rights. Many renters face housing insecurity due to systemic barriers, limited awareness of legal protections, and financial constraints. Organizations like *Maryland Legal Aid* provide free legal services to assist tenants with eviction defense, housing discrimination, and rental disputes. The *Pro Bono Resource Center of Maryland* further supports low-income individuals by connecting them with volunteer attorneys who specialize in eviction prevention and tenant advocacy. Locally, the *Anne Arundel County Community Action Agency (AACCAA)* offers legal workshops focusing on tenant rights, eviction prevention strategies, and landlord-tenant mediation to empower renters with knowledge and tools to maintain housing stability.

<sup>17</sup> List of Subsidized Apartments in Anne Arundel County: Heritage Crest Apartments - Glen Burnie; Meade Village Apartments – Severn; Admiral Oaks Apartments – Annapolis; Freetown Village Apartments – Pasadena; and Pioneer Village – Edgewater.

The COVID-19 pandemic exacerbated housing instability, particularly among low-income renters. When eviction moratoriums were lifted in 2022, eviction filings surged, leaving many tenants vulnerable to displacement. Job losses during the pandemic resulted in 15% of renters falling behind on payments, while the subsequent economic recovery brought rent increases averaging 12% since 2020. These combined challenges have heightened the need for accessible legal counsel and support services to help renters navigate housing insecurity, address rent arrears, and maintain stable housing. Strengthening legal aid resources and expanding educational initiatives remain critical in protecting vulnerable tenants and preventing further housing loss across Anne Arundel County.

Through AACCAA’s Housing Services Department, housing staff make connections with legal counsel for tenants that have disputes regarding their legal protections.

COVID-19 Housing Impact	Statistics
Renters Behind on Payments	15% of renting households
Evictions Filed Post-Pandemic	30% increase over pre-pandemic rates
Rental Assistance Distributed	\$8.5 million (2021-2023)

### Recommendations

1. Expand funding for rental assistance programs to prevent evictions and homelessness.
2. Increase affordable housing units for seniors, veterans, individuals with disabilities, and foster care youth.
3. Strengthen partnerships with legal aid organizations to support tenants facing eviction.
4. Invest in permanent supportive housing to address long-term homelessness.

## 12. Transportation Access

Limited access to public transportation in rural and underserved communities significantly restricts opportunities for employment, education, and healthcare services. For many households, the lack of reliable transportation creates barriers to economic mobility and essential resources. Additionally, rising fuel costs have placed further financial strain on low-income families, exacerbating the challenges of transportation access and affordability.

Indicator	Public Transportation Coverage (%)
Anne Arundel County	65%
Statewide Average	80%

### Vehicle Ownership

The majority of residents in Anne Arundel County rely on private vehicles for their daily commutes, with **87%** of households using personal cars as their primary mode of transportation. However, vehicle ownership varies significantly based on income levels and geographic location. **Low-income households** often face challenges affording the cost of vehicle ownership, including maintenance, insurance, and rising fuel prices, which disproportionately impact

families already experiencing economic instability. In underserved and rural areas, where public transportation options are limited or nonexistent, the lack of a reliable vehicle restricts access to employment opportunities, education, healthcare, and essential services.

Geographically, vehicle ownership is more common in affluent neighborhoods, while areas with higher concentrations of poverty, such as Brooklyn Park, Glen Burnie, and parts of Eastport, report a greater reliance on carpooling, ride-sharing, and sporadic use of public transit. According to recent data, **11%** of households earning below the federal poverty level **do not own a vehicle, leaving residents dependent on public transportation systems that are often inadequate.** AACCAA works to mitigate transportation barriers by providing **transportation assistance programs**, such as gas vouchers, bus passes, and partnerships with local ride-share services, to ensure individuals can access critical resources and employment. Expanding affordable and reliable transportation infrastructure remains essential for fostering economic mobility and improving the quality of life across the county.

Vehicle Ownership Status	Percentage of Households
Own at least one vehicle	92%
No vehicle available	8%

### ***Public Transportation Modes***

Public transportation options in Anne Arundel County include **buses, shuttles, and light rail**, providing essential connections to employment centers, schools, healthcare facilities, and social services. However, access to these services is inconsistent across the region, particularly in rural and underserved areas. The **Maryland Transit Administration (MTA)** operates local and commuter bus routes, with the **Light Rail Link** connecting parts of northern Anne Arundel County to Baltimore City. While these services are valuable, coverage gaps exist in southern and western portions of the county, where residents face limited or no access to public transit, leaving them isolated from critical opportunities and resources.

In areas like **Brooklyn Park, Severn**, and parts of **Glen Burnie**, bus routes are available but often suffer from infrequent schedules, long wait times, and limited weekend or evening services, which create significant barriers for individuals working non-traditional hours. In rural communities, such as **Lothian**, public transportation is minimal or nonexistent, forcing residents to rely on costly alternatives like ride-share services or informal carpooling. Seniors, individuals with disabilities, and low-income families are disproportionately affected by these limitations, as they are more likely to lack access to private vehicles.

AACCAA addresses these challenges by partnering with transportation agencies to provide **shuttle services**, subsidized **bus passes**, and **transportation vouchers** to help residents access employment, medical care, and education. However, the county’s transit infrastructure remains underdeveloped compared to neighboring regions, highlighting the need for expanded coverage, increased frequency, and improved affordability. Investment in reliable public transportation is crucial for promoting economic mobility, reducing isolation, and ensuring equitable access to resources for all residents of Anne Arundel County. During the Reentry Focus Group the

transportation vouchers were highlighted as *life-saving* as it allows for access to work, doctor’s visits, and to run critical errands.

Mode of Public Transportation	Key Coverage Areas	Limitations
Bus Routes (MDOT/MTA)	Annapolis, Glen Burnie, Edgewater	Limited frequency and coverage in rural areas
Light Rail	North County, BWI Corridor	No direct access to southern regions
Local Shuttles	Anne Arundel Community College, Arundel Mills	Limited availability outside peak hours
Paratransit Services	Countywide for seniors and disabled	Requires advance scheduling, limited hours

***Areas with Inadequate Transportation***

Some regions in Anne Arundel County experience significant transportation gaps, particularly in rural and underserved areas, which severely limit residents' access to **employment opportunities, education facilities, and healthcare services.**

Transportation gaps disproportionately impact vulnerable populations, including seniors, individuals with disabilities, and low-income households, who are more likely to depend on public transit. These barriers create a cycle of economic instability, as individuals unable to reliably commute may lose job opportunities, miss vital healthcare appointments, or struggle to attend educational programs that could improve their financial outlook.

Area	Transportation Gaps
South County (Lothian, Shady Side)	Lack of bus and shuttle services, no rail connections
Eastport	Limited bus frequency, no light rail access
Curtis Bay	Insufficient transit options during evenings and weekends
Brooklyn Park	Overcrowded routes and inconsistent service times

***Walking and Bicycling Commutes***

Walking and bicycling are sustainable, affordable transportation modes that promote public health and reduce traffic congestion. However, Anne Arundel County has lower rates of walking and biking for commutes compared to the state average, reflecting infrastructure gaps such as a lack of bike lanes, sidewalks, and pedestrian-friendly pathways.

Commute Mode	Anne Arundel County (%)	Maryland State Average (%)
Walking	2.2	3.1
Bicycling	0.4	0.6

**Key Insight:** Enhancing pedestrian and bike-friendly infrastructure, particularly in underserved and high-traffic areas, can increase non-vehicle commuting, improve accessibility, and promote healthier lifestyles.

***Ride Share Services***

Rideshare programs, such as Uber, Lyft, and local subsidized options, play a critical role in closing transportation gaps, particularly for individuals without private vehicles.

Ride Share Service Type	Key Use Areas	Accessibility Challenges
Uber/Lyft	Urban and suburban areas	Cost prohibitive for low-income households
County Subsidized Programs	Medical, employment, and senior transit	Limited hours and geographic restrictions
Vanpool Services	Industrial and business parks	Requires group participation and scheduling

**Recommendations**

1. Invest in sidewalks, bike lanes, and pedestrian pathways in high-traffic and underserved areas.
2. Expand subsidized rideshare programs to improve affordability for low-income and rural households.
3. Promote multi-modal transportation initiatives that integrate biking, walking, and rideshare options into broader transit planning.

***Parks and Recreation Access in Anne Arundel County***

Anne Arundel County boasts over 140 parks, recreational centers, and open spaces, providing residents with opportunities for outdoor activities, fitness, and community engagement. However, access to these facilities is uneven, particularly in low-income neighborhoods where park infrastructure is limited and transportation barriers persist. While affluent areas feature well-maintained parks, trails, and recreational amenities, **underserved communities often lack safe and accessible green spaces**. Programs such as subsidized youth sports leagues, summer camps, and fitness initiatives aim to bridge this gap, but additional investments are needed to improve park availability, maintenance, and programming in poorer areas. *Expanding recreational services in these communities can enhance physical and mental health outcomes, strengthen community cohesion, and provide positive alternatives for youth engagement.*<sup>18</sup>

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<sup>18</sup> **Centers for Disease Control and Prevention (CDC):** A study by the CDC emphasizes that access to parks and recreational spaces is associated with improved physical and mental health. Parks encourage physical activity, reduce stress, and provide spaces for social interaction, which are critical for community well-being, particularly in underserved areas. **National Recreation and Park Association (NRPA):** The NRPA’s report, *The Role of Parks and Recreation in Public Health*, highlights that parks in low-income neighborhoods improve community cohesion and provide safe spaces for youth to engage in positive activities, reducing crime and risky behaviors.

### 13. Health Access and Local Health Disparities

Access to healthcare in Anne Arundel County is uneven, with significant disparities disproportionately impacting **low-income, minority, and rural populations**. While the county boasts high-quality healthcare facilities, including major hospitals like **Anne Arundel Medical Center** and numerous primary care providers, not all residents can access these resources equally. Barriers such as **lack of health insurance, transportation challenges**, and a shortage of providers in underserved areas create significant gaps in care for vulnerable populations.

For **low-income families**, the high cost of healthcare services, including co-pays, prescriptions, and specialist visits, often deters individuals from seeking necessary medical care. Minority communities, particularly **Black and Hispanic/Latino** residents, experience higher rates of chronic illnesses such as **diabetes, hypertension, and asthma**, yet face systemic challenges in accessing preventive care and treatment. Language barriers and cultural differences further exacerbate disparities, particularly for non-English-speaking households who struggle to navigate the healthcare system.

To address these disparities, organizations like **AACCAA** are working to improve healthcare access by offering services such as **health screenings, insurance enrollment assistance**, and partnerships with community health providers. Programs like **mobile health clinics** have been particularly effective in reaching underserved neighborhoods, bringing essential care such as vaccinations, dental services, and chronic illness management directly to communities in need. *Expanding these initiatives, alongside investments in telehealth services and culturally competent care, is crucial to closing the healthcare access gap in Anne Arundel County and ensuring all residents can achieve equitable health outcomes.*

Health Indicator	Anne Arundel County	Maryland	United States
Uninsured Adults (18-64)	5.7%	6.2%	10.2%
Adults with No Primary Care Provider	<b>18.5%</b>	17.2%	22.1%
Adults Reporting Poor Mental Health Days	<b>12.3%</b>	11.4%	13.0%

Disparities in healthcare access remain a significant concern in Anne Arundel County, particularly for uninsured, immigrant, and low-income populations. While the overall uninsured rate for adults is lower than the national average, public forum feedback emphasized the *need for healthcare navigation initiatives to help residents access affordable medical, dental, and mental health care*. Mental health challenges are particularly pronounced among youth and economically disadvantaged adults, with community feedback from the Community Needs Assessment Two-Generation Approach online survey highlighting limited access to counseling services for both age groups. Partner surveys further reinforced these concerns, *noting a growing number of families requiring integrated behavioral and supportive services, with mental health care consistently identified as a pressing need*. Collaborative partnerships remain essential to addressing these disparities and expanding access to critical healthcare resources.

AACCAA collaborates with the **Anne Arundel County Department of Health**<sup>19</sup> to: Expand access to mental health services through counseling programs and community clinics; Support preventive care initiatives for low-income families; and Improve health literacy among vulnerable populations.

### *Health Indicators in Anne Arundel County*

The following table summarizes key health indicators for Anne Arundel County compared to state averages. These indicators reflect **significant disparities** and highlight areas requiring targeted interventions:

<b>Health Indicator</b>	<b>Anne Arundel County</b>	<b>Maryland State Average</b>
Childhood Obesity Rate (%)	<b>16.3</b>	15.2
Suicide Rate (per 100,000)	<b>14.2</b>	13.8
Cancer Incidence (per 100,000)	<b>412.5</b>	399.2
Low Birth Weight (%)	<b>8.1</b>	7.8
Infant Mortality (per 1,000)	<b>5.7</b>	5.4
Asthma Prevalence (%)	<b>8.6</b>	8.3
Diabetes Rate (%)	<b>9.4</b>	9.1

Key insights into Anne Arundel County's health challenges reveal significant disparities requiring targeted interventions. Childhood obesity rates **exceed** the state average, particularly in low-income communities, highlighting the need for expanded access to healthy food options and physical activity programs. Suicide rates remain **slightly above** the state average, reflecting mental health challenges that necessitate improved access to mental health care and prevention programs. Cancer incidence rates are notably higher in the county, with contributing factors such as environmental influences, lifestyle choices, and limited access to preventive care. Additionally, low birth weight and infant mortality rates **are elevated**, particularly among Black and Hispanic families, exacerbated by disparities in prenatal care and maternal health services. Asthma and diabetes prevalence remains a concern in low-income neighborhoods, where environmental triggers and **insufficient access** to healthcare exacerbate these conditions.

To address these issues, recommendations include expanding mental health support programs and suicide prevention initiatives, particularly for youth and vulnerable populations. Increasing access to preventive care, such as cancer screenings, maternal health programs, and community clinics, will be critical in reducing disparities. Community-based health initiatives focused on combating childhood obesity, improving nutrition, and addressing asthma triggers should be implemented. Additionally, diabetes education and intervention programs can improve long-term health outcomes for affected residents.

## **14. Neighborhood and Built Environment**

<sup>19</sup> (Anne Arundel County Department of Health (2022)., n.d.)

The built environment—including access to healthy food, safe neighborhoods, and reliable infrastructure—plays a critical role in shaping economic stability for individuals and families. Limited access to grocery stores offering affordable, nutritious food, particularly in **food deserts** like parts of Glen Burnie and Brooklyn Park, contributes to poor health outcomes and higher healthcare costs, which strain household budgets. Safety concerns, such as **gun violence** and poorly maintained public spaces, discourage business investment and economic activity in underserved areas, further limiting job opportunities and income growth. Additionally, inadequate infrastructure, such as **transportation gaps** and lack of affordable housing, hinders residents' ability to access employment, education, and healthcare, perpetuating cycles of poverty and economic inequality.

Food Access Indicators	Anne Arundel County	Maryland	United States
Low-Income Population with Low Food Access	<b>28.66%</b>	16.11%	19.41%
Total Low-Income Population	77,607	1,273,995	97,055,825
Low-Income Population with Low Food Access	22,241	205,277	18,834,033

In Anne Arundel County, **28.66%** of the low-income population experiences low food access, with limited proximity to grocery stores and fresh, nutritious food, contributing to food insecurity and associated health issues. Local initiatives have been established to address these challenges, including support for food pantries and mobile food distribution services, community-based urban farming programs to promote fresh food access, and collaborations with local organizations to combat food deserts. While the county has **97 grocery establishments**, representing a rate of **16.49 per 100,000 residents**, food deserts remain prevalent in low-income neighborhoods, further exacerbating food access disparities.

Over the past four years, inflation has significantly driven up the cost of essential goods, particularly food, placing an overwhelming financial burden on low-income households. Grocery prices have risen faster than wage growth, forcing many families to make difficult trade-offs between food, housing, and other necessities. This economic strain has led to increased reliance on food assistance programs like **SNAP** (Supplemental Nutrition Assistance Program) and local food pantries. However, SNAP benefits have not kept pace with inflation, leaving gaps in household food budgets. Food pantries across Anne Arundel County have reported record increases in demand, frequently exceeding their supply capacities. For low-income families, the rising cost of food has deepened food insecurity, making access to affordable, nutritious meals even more challenging.

Improving community health requires increased access to fresh, affordable foods and programs that promote healthier dietary behaviors. Nutrition education initiatives, alongside food pantries and mobile distribution services, aim to bridge gaps in food access and empower families to make healthier food choices. Community-based solutions such as urban farming and farmers' markets play a vital role in expanding access to fresh produce, particularly in underserved neighborhoods. *By addressing food deserts and supporting local food systems, these efforts can help reduce food insecurity and improve overall well-being in Anne Arundel County.*

### ***Environmental Health in Anne Arundel County***

The environmental quality in Anne Arundel County plays a significant role in public health outcomes, with particular concerns related to **air quality, water quality, and pollution**. Urban and industrial areas contribute to increased air pollution, impacting respiratory health, *particularly for low-income and minority populations **who often live near high-traffic zones***. Poor air quality exacerbates conditions like asthma, which affects 8.6% of county residents, disproportionately impacting children in underserved areas. Additionally, **water contamination** from runoff and industrial activities can limit access to clean water in rural and low-income neighborhoods. Waste management and conservation efforts have improved in recent years, but disparities in environmental quality persist across communities. *Addressing these issues requires investment in pollution control programs, environmental justice initiatives, and public awareness campaigns to reduce exposure and improve long-term community health.*

The table below provides key environmental indicators in Anne Arundel County:

Indicator	Anne Arundel County	Maryland Average
Air Quality (Days Unhealthy) **	<b>7 days annually</b>	5 days annually
Asthma Prevalence (%)	<b>8.6%</b>	8.3%
Water Quality Violations**	<b>15 in 2023</b>	12 in 2023
PM2.5 Air Pollution Levels**	<b>9.8 µg/m<sup>3</sup></b>	9.3 µg/m <sup>3</sup>
Recycling Rate (%)	42%	45%

**Source:** Environmental Protection Agency (EPA) Reports, Maryland Department of the Environment (2023).

These statistics highlight the need for targeted actions to improve air and water quality in Anne Arundel County, particularly in communities experiencing higher pollution burdens. Increasing green spaces, implementing clean energy programs, and strengthening pollution controls can significantly reduce environmental health disparities and improve overall community well-being.

## ***ENOUGH***

Anne Arundel County faces systemic challenges that hinder self-sufficiency, including education disparities, health inequities, housing insecurity, and child poverty. AACCAA’s partnerships with public schools, HUD, workforce development agencies, health departments, and community organizations are pivotal in addressing these issues. By leveraging a **Two-Generation Approach** and aligning efforts with the Governor’s ENOUGH Initiative<sup>20</sup>, AACCAA can foster long-term stability and equity for vulnerable families.

### ***Crime, Youth, and Substance Abuse***

Youth crime trends in Anne Arundel County show a concerning increase, particularly in property offenses, drug-related activities, and violent incidents. In **2023**, there were **830 juvenile arrests**, reflecting a **10% increase** compared to **2021**. The majority of these arrests stem from theft, assault, and drug-related charges, which collectively account for **65%** of youth offenses. These trends highlight the need for targeted interventions, including youth mentorship programs,

<sup>20</sup> (Governor’s ENOUGH Initiative Overview.).

substance abuse prevention initiatives, and community-based efforts to address the root causes of juvenile delinquency. *By fostering positive opportunities for education, employment, and recreational activities, the county can work to reduce youth crime and provide pathways for at-risk youth to thrive.*

Indicator	2021	2023	Change (%)
Juvenile Arrests	753	830	+10%

### ***Substance Abuse Data***

Opioid-related overdoses in Anne Arundel County **increased by 18%** from 2021 to 2023, with a particularly alarming impact on youth ages 15-24. A significant driver of this crisis is the increasing prevalence of fentanyl, a synthetic opioid that is up to 50 times more potent than heroin. Fentanyl-related deaths have surged, contributing to the majority of opioid fatalities in the county. Focus groups conducted with families revealed significant barriers to accessing substance abuse treatment programs, including limited availability of services, transportation challenges, and stigma surrounding addiction. These obstacles prevent many individuals, especially youth, from receiving the timely and effective care needed to combat substance abuse, address fentanyl use, and support recovery.

Age Group	Overdose Rate Increase (%)
Ages 15-24	+18%
Ages 25-34	+12%

### ***Crime and Safety***

Safety remains a top concern in Anne Arundel County, particularly in areas impacted by poverty and long-term disinvestment. While violent crime rates in the county remain below the statewide average, they continue to disproportionately affect low-income communities, exacerbating feelings of insecurity and instability. Focus groups **highlighted gun violence and overall community safety as pressing priorities, with residents expressing the need for targeted interventions to reduce crime and improve neighborhood conditions.** *Addressing these challenges requires a coordinated approach that prioritizes investment in safety initiatives, economic opportunities, and community-based programs.*

Crime Metric	Anne Arundel County	Maryland Statewide
Violent Crimes per 100,000	399.2	467.3
Crime Rate per 1,000 Residents	129.8	-

Anne Arundel County, Maryland, has a multifaceted criminal justice system encompassing various facilities, programs, and services aimed at managing incarceration and facilitating reentry into society. This overview provides insights into incarceration rates, facilities, arrest statistics, recidivism rates, gender demographics, reentry and diversion programs, relevant laws, and resources available within the county.

## ***Incarceration Rates and Facilities***

As of 2015, Anne Arundel County's incarceration rates per 100,000 residents were 331 for males and 40 for females, highlighting a significantly higher rate among men. The county operates several detention facilities, including the Jennifer Road Detention Center, a maximum-security intake and pretrial detention facility in Annapolis, and the Ordnance Road Correctional Center, a medium-security facility in Glen Burnie for convicted individuals serving sentences up to 18 months and those awaiting trial.

### ***Jennifer Road Detention Center: Needs Assessment and Key Findings***

The Jennifer Road Detention Center, a maximum-security facility housing pretrial detainees and inmates serving short sentences, was the focus of a survey conducted by AACCAA to identify challenges and opportunities for improving reentry outcomes. The survey revealed that the population is predominantly male (68%) and African American (55%), with 42% aged 25-34. A significant portion (70%) reported being single, underscoring limited social support networks.

**Housing stability** emerged as a major concern, with 60% of respondents reporting unstable or uncertain housing post-release and 25% experiencing homelessness prior to incarceration. Key barriers included affordable housing shortages (45%) and stigma surrounding criminal records (38%). **Vocational training** was identified as a critical need, with high demand for CDL training (35%), warehouse logistics (28%), and IT/cybersecurity programs (20%). However, barriers such as lack of transportation (40%) and mental health challenges (30%) limited participation.

Mental health concerns were prevalent, with **60%** of respondents reporting issues like depression, anxiety, and PTSD, yet only 35% received care during incarceration. Notably, 70% expressed a strong need for post-release mental health support. To address these challenges, recommendations include expanding workforce training in high-demand fields while mitigating barriers, partnering with housing authorities and nonprofits to provide transitional housing, and enhancing access to mental health counseling and pre-release planning to ensure continuity of care after incarceration.

*By addressing these needs through integrated programs and partnerships, Jennifer Road Detention Center can enhance reentry success, reduce recidivism, and improve long-term outcomes for returning citizens.*

### ***Ordnance Road Correctional Center: Needs Assessment and Key Findings***

The Ordnance Road Correctional Center, a minimum to medium-security facility focusing on sentenced inmates, offers various rehabilitation programs aimed at supporting reentry. The Needs Assessment Analysis, based on surveys conducted with facility residents, identifies significant barriers and opportunities to improve outcomes for incarcerated individuals. Demographic data show that the majority of respondents are male (83.3%), aged 25–44 years (66.7%), and predominantly African American/Black (58.3%). Key challenges include housing instability, employment barriers, mental health concerns, and substance abuse issues.

Housing instability remains a critical issue, with 40% of respondents lacking stable housing post-release, making it difficult to secure employment or participate in vocational training. Vocational interests are concentrated in high-demand trades, including CDL certification, HVAC, and culinary arts; however, barriers such as financial constraints, transportation issues, and lack of work readiness—50% of respondents reported lacking résumés or formal work experience—limit participation. Additionally, 40% of respondents face mental health challenges, including depression, anxiety, and PTSD, while 30% report a need for ongoing substance abuse treatment. Legal obligations and insufficient identification documents further compound reentry difficulties.

To address these barriers, the report recommends expanding transitional housing programs and subsidizing vocational training fees to increase access to workforce opportunities. Integrating mental health and substance abuse counseling with workforce readiness initiatives, such as résumé workshops and job placement programs, is essential to improving employment outcomes. Additional strategies, including transportation assistance, legal aid workshops, and technology literacy training, aim to remove systemic obstacles and foster long-term stability. *These targeted interventions will help reduce recidivism, improve economic mobility, and ensure successful reintegration for individuals returning from the Ordinance Road Correctional Center.*

***Arrests and Demographics in Anne Arundel County***

In 2019, Anne Arundel County recorded approximately 15,000 arrests, reflecting a range of underlying issues such as poverty, substance abuse, and systemic barriers to opportunity. The demographic breakdown highlights significant disparities, with African American/Black individuals disproportionately represented compared to their share of the overall population. Young adults, particularly those aged 18–34, accounted for a majority of arrests, underscoring the need for targeted intervention programs focused on youth engagement, education, and employment opportunities. Additionally, males constituted the overwhelming majority of arrests, mirroring national trends. These figures emphasize the critical need for diversion programs, reentry initiatives, and community-based support systems to address the root causes of crime while reducing recidivism rates. *Addressing these challenges requires a collaborative approach that includes law enforcement, community organizations, and local government to ensure that at-risk populations have access to resources, rehabilitation services, and pathways to economic stability.*

<b>Demographic Group</b>	<b>Percentage of Arrests</b>
Male	75%
Female	25%
Black or African American	40%
White	55%
Hispanic or Latino	5%

***Law Enforcement in Anne Arundel County***

Law enforcement in Anne Arundel County plays a pivotal role in addressing community safety concerns while supporting the successful reintegration of individuals returning to society. A

stakeholder interview with a law enforcement officer emphasized the evolving focus of policing, which now integrates social and community-based approaches to reentry. The officer highlighted the importance of creating pathways for returning individuals to achieve stability through safe housing, living-wage employment, physical and mental well-being, social integration, reliable transportation, and legal support. The **Annapolis Police Department**, a dedicated partner of AACCAA, operates the *Positive Impact Program*, a successful reentry initiative offering specialized workforce training in **automotive repair, CDL Class B licensing, culinary arts, drone pilot certification, HVAC training, and GED preparation.**

The program also provides essential wraparound resources, including permanent housing assistance, drug and alcohol treatment services, and food assistance. These comprehensive services reflect the critical role of collaboration between law enforcement and community organizations in promoting public safety and reducing recidivism. The stakeholder, with decades of experience in reentry programs, emphasized the importance of rehabilitation-focused approaches over punitive measures. Key themes included addressing systemic barriers like employment, housing, mental health, and social reintegration to reduce recidivism. Challenges such as victimization risks, strained relationships, and limited housing options necessitate tailored safety strategies. Collaborative efforts with organizations like AACCAA and the **Maryland Reentry Resource Center** have been integral to reentry success, with diversion programs proving more effective than incarceration. However, gaps remain in areas such as mental health services, addiction treatment, and transportation support.

To strengthen reentry outcomes, the report recommends prioritizing secure housing in safer neighborhoods, expanding funding for holistic programs addressing housing, employment, and social needs, and enhancing collaboration with local organizations to align goals and share resources. Additionally, policy reforms are needed to sustain and scale successful reentry initiatives, ensuring returning citizens receive the support necessary to reintegrate successfully into society.

### ***Recidivism in Maryland***

Maryland's recidivism rate reflects the percentage of individuals released from incarceration who re-offend within three years. The data underscores the challenges of re-entry, including limited access to employment, education, and support services.<sup>21</sup>

<b>Indicator</b>	<b>Maryland Recidivism Rate</b>
Three-Year Recidivism Rate	40.5%
Factors Contributing to Recidivism	Lack of employment, housing, mental health services

<sup>21</sup> Key Insights:

High Recidivism: The **40.5%** rate highlights systemic challenges in addressing re-entry needs for formerly incarcerated individuals.

- **Contributing Factors:** Insufficient access to housing, employment training, and mental health services significantly impacts recidivism rates.
- **Solutions:** Expanding re-entry programs, workforce development, and social services can reduce the likelihood of reoffending.

Population Affected	Recently incarcerated individuals in Anne Arundel County
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Source: CFAAC (Community Foundation of Anne Arundel County).

### ***Reentry and Diversion Programs***

Anne Arundel County offers several programs to support individuals transitioning from incarceration back into the community:

**Diversion and Reentry Services (DARS):** Operated by the Community Action Agency of Anne Arundel County (AACCAA), DARS provides comprehensive support, including intensive case management, employment training, substance abuse treatment, and family engagement, utilizing evidence-based practices to reduce recidivism.

A Key Stakeholder with over 15 years in community action work, highlighted the critical role of AACCAA partnerships and inclusive community engagement in addressing local needs. Strong and diverse partnerships with elected officials, businesses, faith-based organizations, and nonprofits allow AACCAA to bridge service gaps, access additional resources, and amplify advocacy efforts. The stakeholder emphasized that collaboration success depends on shared goals and accountability, particularly in addressing housing, employment, and mental health challenges. Additionally, they stressed the value of inclusive feedback from all community groups, including underrepresented populations and children, to ensure AACCAA programs are effective and equitable. Integrating diverse voices into planning processes provides a comprehensive understanding of local challenges and opportunities.

The administrator’s passion for the mission of community action and their extensive experience are driving forces behind AACCAA’s success in fostering partnerships and responsive programming. They emphasized the importance of data-driven decision-making, regular program evaluation, and expanding private-sector collaborations to secure funding and align workforce development opportunities.

**Turnaround Thursday Movement:** A program under AACCAA focusing on employment and training services to assist returning citizens in securing sustainable employment. The movement is designed to strengthen the workforce, develop community leaders, and reduce poverty while focusing on families. Training topics include Relational Work: Diversity; Leadership Development; Public vs. Private Relationships; Job Readiness: Conflict Resolution; Individual Meetings; Decision Making; Telling your Public Story; and Interviewing. Essential Skills Training is a 30-hour Life Skills Course. Additional Services include resume writing, interview skills, tutoring, and expungements.

The re-entry focus group for AACCAA’s *Turnaround Thursday* (TAT) initiative revealed both the program’s successes and ongoing systemic challenges faced by returning citizens. Participants praised TAT for providing immediate support in housing, employment, and healthcare access, which are essential for successful reintegration. Respondents shared personal testimonials highlighting the program’s impact: one participant transitioned from homelessness to stable housing within 90 days, while another secured a full-time position with AACCAA after volunteering immediately post-release. Workforce development emerged as a core strength, with

high interest in CDL training, healthcare certifications, and trades. However, barriers such as transportation limitations, housing shortages, and employer stigma were noted as persistent challenges that require expanded partnerships and advocacy.

Staff insights underscored the importance of holistic reentry services, particularly mental health support, legal aid, and transitional housing options. An on-site therapist emphasized that addressing unresolved trauma early can significantly improve participants' outcomes. Success stories, such as a participant pursuing a Certified Nursing Assistant (CNA) certification and another regaining custody of her child through legal referrals, showcase the transformative power of TAT's comprehensive approach. Recommendations include expanding flexible education opportunities, strengthening partnerships with affordable housing providers, and enhancing healthcare navigation. By addressing these systemic gaps, TAT can further empower returning citizens, reduce recidivism, and foster long-term community resilience.

**Fresh START Program:** operated under the Anne Arundel County Police Department, is a 90-day pre-arrest diversion initiative **targeting youth involved in low-level offenses**, aiming to address underlying factors contributing to criminal behavior and prevent future involvement with the justice system.

### *Laws Guiding Diversion and Reentry*

Maryland state laws and county regulations provide the framework for diversion and reentry programs, emphasizing rehabilitation and successful reintegration into society. These laws support initiatives that offer alternatives to incarceration and provide resources for an individual's post-release.<sup>22</sup>

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<sup>22</sup> Maryland has implemented several laws and initiatives to support diversion and reentry programs, emphasizing rehabilitation and successful reintegration into society. Notable among these are:

1. **Justice Reinvestment Act (JRA) of 2016:** This legislation reformed sentencing guidelines, particularly for nonviolent offenses, and expanded access to treatment programs. It also introduced measures to reduce recidivism by enhancing reentry support services.
2. **Senate Bill 1036 (2024):** This bill established the Task Force on the Creation of a Division of Returning Citizens and Expanded Reentry Services. The task force is responsible for assessing existing reentry services in Maryland, identifying gaps, and recommending service expansions to better support individuals transitioning back into the community.
3. **Senate Bill 181 (2024):** This legislation authorizes the Governor to grant funds to certain nonprofits that provide training in automotive repair to incarcerated and formerly incarcerated individuals. The bill requires qualifying nonprofits to place at least 50% of participants in paid automotive repair jobs, facilitating employment opportunities post-release.
4. **House Bill 531 (2024):** This law repealed the requirement for the Maryland Parole Commission to collect monthly supervision fees from parolees and eliminated the authorization to require parolees to pay for drug and alcohol testing fees. This action reduces financial burdens on individuals reentering society, supporting their rehabilitation and reintegration efforts.

### ***Transitional Housing and Reentry Resources***

Transitional housing plays a vital role in supporting individuals reentering society by providing stable living environments that facilitate successful reintegration. In Anne Arundel County, organizations such as *Arundel House of Hope* offer permanent supportive housing and transitional programs for individuals experiencing homelessness, including those exiting incarceration. Similarly, *Sarah's House* provides emergency and transitional housing for homeless families, addressing both immediate and long-term housing needs. The cost of transitional housing in the county typically ranges from \$500 to \$1,000 per month, depending on the level of services offered, such as case management, job training, and mental health support. These programs serve as critical resources, ensuring individuals have a foundation from which to rebuild their lives and reduce the risk of recidivism. AACCAA offers transitional housing through its DARS program. During the Reentry Focus Group, it was noted that the 90-day housing (which can extend longer) *is critical in allowing a participant to work, return to school, and save money for a brighter future.*

### ***Workforce Training and Needs Upon Release***

Upon release, individuals often require comprehensive assistance to ensure successful reintegration into society. Employment training programs, such as those offered by *DARS* and the *Turnaround Thursday Movement*, play a critical role by providing job readiness training, resume building, and interview preparation to enhance employability. Family reintegration services are equally important, offering counseling and mediation to help rebuild relationships and address challenges that may arise during the transition. Additionally, access to basic needs such as stable housing, healthcare, identification documents, and reliable transportation is essential for individuals to navigate life post-incarceration and achieve long-term stability.

### ***Incarceration Statistics by Age, Race, and Ethnicity***

The following chart provides a comparison of incarceration rates by race and ethnicity for **Maryland, Anne Arundel County**, and the **United States**. While national trends show significant disparities in incarceration rates, particularly for Black and Hispanic populations, Maryland reflects even higher disparities. Black residents in Maryland face incarceration rates approximately **7.4 times higher** than white residents, compared to a 4.8-fold disparity nationally. The chart highlights these racial and ethnic inequities, illustrating localized trends in Maryland and underscoring systemic challenges within the broader U.S. criminal justice system.<sup>23</sup>

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<sup>23</sup> The **Prison Policy Initiative (PPI)** is a non-profit, non-partisan organization that conducts research, analysis, and advocacy to expose the broader harm caused by mass incarceration in the United States. Founded in **2001**, the organization focuses on producing actionable data and reports to highlight the social, economic, and systemic consequences of the criminal justice system, including over-incarceration, racial disparities, and barriers to reentry.

PPI's research spans a wide range of topics, such as prison populations, sentencing policies, bail reform, parole, prison gerrymandering, and the collateral consequences of incarceration, such as housing instability, employment challenges, and access to healthcare. By publishing detailed reports, data visualizations, and policy recommendations, the Prison Policy Initiative equips policymakers, advocates, and the public with tools to address inequities in the criminal justice system.

***Incarceration Rates by Race and Ethnicity (per 100,000 residents):***

<b>Demographic Group</b>	<b>Maryland Incarceration Rate</b>	<b>U.S. Incarceration Rate</b>
Black Residents	1,147	1,240
Hispanic Residents	457	349
White Residents	156	261

***Anne Arundel County Court System***

Anne Arundel County's court system plays a pivotal role in facilitating diversion and reentry programs, with jurisdiction divided between the Circuit Court, which handles major civil cases, serious criminal matters, and family law cases, and the District Court, which manages minor civil and criminal cases, including traffic violations and misdemeanors.

A key interview conducted with a Circuit Court Judge on September 19, 2024, revealed critical insights into the challenges, policy needs, and opportunities surrounding diversion and reentry programs. Persistent shortages in transitional housing, accessible transportation, and specialized mental health services were identified as primary barriers to successful reintegration, particularly for justice-involved individuals aged 18-24 and older adults. Substance abuse, which disproportionately affects women managing external pressures such as childcare, further compounds these challenges. The judge emphasized the importance of tailored solutions, such as transitional housing near public transportation, age-specific (18-24) reentry programming, and weekly judicial check-ins to monitor treatment and employment progress.

The judge has advocated for a reform to strengthen diversion incentives. Collaboration was highlighted as critical to program success, with partnerships between courts, mental health providers, workforce organizations, and substance abuse counselors offering significant benefits. A centralized resource database was recommended to streamline referrals and improve efficiency. Key success metrics included tracking recidivism rates, employment stability, housing permanence, and mental health outcomes through consistent follow-ups.

Addressing disparities in access based on race, gender, and socioeconomic status was also emphasized, with targeted interventions needed to support women and young adults. Future directions included fostering innovative reentry partnerships, developing court-integrated tools for resource management, and implementing community-driven solutions to serve underserved populations. The judge's reflections underscored the necessity of resource accessibility, individualized care, and systemic reforms to build a more effective diversion and reentry framework that reduces recidivism and promotes sustainable reintegration outcomes. Individuals may undergo multiple pretrial hearings, depending on the complexity of their cases.

***Public Defender Assistance***

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(The Prison Policy Initiative (PPI) , n.d.)

The *Maryland Office of the Public Defender* (OPD) provides critical legal representation to individuals who cannot afford private counsel, ensuring their constitutional right to fair legal proceedings is upheld. Public defenders are authorized under the *Sixth Amendment* of the United States Constitution, which guarantees the right to counsel for all individuals facing criminal charges. This right was further solidified through the landmark Supreme Court decision *Gideon v. Wainwright* (1963), which mandates that states provide legal representation to defendants who cannot afford an attorney.

### ***Maryland Volunteer Lawyers Service (MVLS)***

Arundel County. MVLS connects eligible clients with pro bono attorneys who offer representation and legal support in a wide range of civil legal issues. Their mission is to ensure equal access to justice for those who cannot afford legal representation.

#### **Services Provided by MVLS:**

1. **Family Law:** Assistance with divorce, custody, child support, and guardianship cases.
2. **Consumer Law:** Help with debt collection, bankruptcy, and credit issues.
3. **Housing Law:** Support for eviction prevention, foreclosure, and landlord-tenant disputes.
4. **Expungement and Criminal Record Relief:** Help with clearing eligible criminal records to remove barriers to employment and housing.
5. **Estate Planning and Administration:** Assistance with wills, powers of attorney, advance medical directives, and estate administration.
6. **Tax Controversies:** Support for individuals with IRS disputes or issues with state tax agencies.

#### ***MVLS in Anne Arundel County:***

MVLS serves Anne Arundel County residents through its network of volunteer lawyers and partnerships with local organizations. The program often collaborates with community action agencies, courts, and nonprofits to provide legal clinics, workshops, and direct services to address the unique needs of the local population, including low-income families and vulnerable individuals. During the Reentry Public Forum, a participant noted that she had faced significant legal challenges, including regaining custody of her son (after re-entering society). With AACCAA's Turnaround Thursday Program's referral to MVLS, she began navigating the family court system. She shared: *"This process is long and hard, but having a lawyer who cares has made all the difference. I finally feel like I'm moving forward!"*

# Community Needs Assessment Report Overview and Key Outcomes

## Recap of Findings

The community needs assessment identified the following key challenges across critical domains:

Domain	Key Insights
<b>Affordable Housing</b>	Rising costs hinder mobility for low- and moderate-income households.
<b>Employment Stability</b>	Reentry barriers and underemployment limit economic progress.
<b>Transportation</b>	Insufficient infrastructure restricts access to jobs, healthcare, and education.
<b>Healthcare Access</b>	High costs and limited services exacerbate disparities for vulnerable populations.
<b>Food Security</b>	Persistent food insecurity negatively impacts long-term health outcomes.
<b>Social Services</b>	Fragmented delivery complicates access to critical support services.
<b>Early Education Services</b>	Expanding Head Start programs is critical for breaking the cycle of poverty.

These findings highlight the interconnected nature of systemic barriers, which require targeted, collaborative solutions to ensure equity and opportunity across Anne Arundel County.

## Logic Model

Category	Description
<b>Inputs</b>	Focus group data, demographic analysis, partnerships, funding opportunities, and stakeholder collaboration.
<b>Activities</b>	<ul style="list-style-type: none"> <li>- Develop affordable housing policies and funding streams.</li> <li>- Expand reentry programs and workforce development pathways.</li> <li>- Advocate for improved public transit and infrastructure.</li> <li>- Increase access to mental health services.</li> <li>- Enhance food assistance programs.</li> <li>- Streamline social service delivery with centralized coordination platforms.</li> <li>- Strengthen Early Head Start and Head Start services.</li> </ul>
<b>Outputs</b>	<ul style="list-style-type: none"> <li>- New affordable housing initiatives launched.</li> <li>- 3 workforce training and reentry programs implemented.</li> <li>- Transit advocacy campaigns conducted.</li> <li>- Partnerships established to deliver food, health, and mental health services.</li> <li>- Early education programs expanded to serve 100+ families.</li> </ul>
<b>Short-Term Outcomes</b>	<ul style="list-style-type: none"> <li>- Increased access to affordable housing and reentry programs.</li> <li>- Improved food security and healthcare access.</li> <li>- Enhanced transportation options for underserved areas.</li> <li>- Increased enrollment in Early Head Start programs.</li> </ul>
<b>Long-Term Outcomes</b>	<ul style="list-style-type: none"> <li>- Improved economic mobility and housing stability.</li> <li>- Reduced recidivism and unemployment rates.</li> </ul>

Category	Description
	<ul style="list-style-type: none"><li>- Better health outcomes through equitable healthcare access.</li><li>- Breaking the cycle of poverty through early education.</li></ul>

## Timeline

The timeline spans **12 months** and is broken into phases to ensure effective implementation and measurable impact:

- **Phase 1 (Months 1-3): Needs Validation & Planning**
  - Secure partnerships with housing authorities, employers, transportation agencies, and educational institutions.
  - Develop funding proposals for affordable housing, reentry, and healthcare initiatives.
- **Phase 2 (Months 4-8): Program Implementation**
  - Launch pilot workforce and reentry programs.
  - Expand Head Start services with wraparound support.
  - Advocate for increased public transit infrastructure.
  - Implement food assistance initiatives and centralized social service platforms.
- **Phase 3 (Months 9-12): Monitoring & Evaluation**
  - Assess program outcomes against established metrics.
  - Report measurable improvements in housing, employment, transportation, healthcare, food security, and early education access.
  - Develop recommendations for sustainability and program scaling.

## Final Recommendations

To address the systemic challenges, the following strategic actions are recommended:

### 1. Affordable Housing:

- Advocate for local policies and increased funding to expand affordable housing options.
- Develop public-private partnerships to create additional affordable housing stock.
- Implement rental assistance and transitional housing programs for vulnerable families.

### 2. Employment Stability & Reentry Services:

- Expand vocational training and workforce development opportunities, prioritizing justice-involved individuals.
- Provide incentives for employers to hire reentry participants.
- Partner with community organizations to offer holistic reentry support, including housing and mental health services.

### 3. Transportation Equity:

- Advocate for increased funding for public transit to improve routes and frequency.
- Collaborate with transportation agencies to address infrastructure gaps, ensuring connectivity to jobs, healthcare, and education.

### 4. Healthcare Access:

- Partner with community health organizations to expand affordable mental health services.
- Develop programs to reduce healthcare costs for low-income residents through subsidies or shared partnerships.

#### **5. Food Security Programs:**

- Enhance access to food assistance programs by partnering with food banks and community kitchens.
- Implement culturally responsive food programs that include healthy meal options and nutrition education.

#### **6. Service Coordination:**

- Develop a centralized, digital platform to streamline social services and improve access.
- Foster inter-agency collaboration to ensure families receive wraparound support without redundancy.

#### **7. Early Education Services:**

- Expand Early Head Start and Head Start services in underserved areas.
- Integrate family support programs, including childcare, workforce readiness for parents, and parental education initiatives.
- Advocate for increased funding to improve access and quality of early childhood education programs.

## **Closing Statement**

The findings of this **Community Needs Assessment** present a clear and urgent need for targeted, systemic action to address housing instability, employment reentry, transportation equity, healthcare access, food security, and early childhood education. By implementing the recommended strategies, Anne Arundel County can promote equity, opportunity, and self-sufficiency for all residents.

Collaboration among local agencies, policymakers, and community stakeholders will be critical to ensuring sustainable progress. These efforts will strengthen families, reduce disparities, and foster an environment where all community members can thrive.

*Together, we can lay the foundation for a more inclusive, resilient, and empowered Anne Arundel County!*

## **2024 Community Needs Assessment Committee**

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## **Community Action Partners**

Community Action has a broad network of community partners we work with to ensure that the customers we serve receive the assistance they need. While we have formal partnerships in place, we also rely on our local faith-based organizations, coalitions, businesses, non-government organizations and government agencies that support the programs we provide to Anne Arundel County. We value our partnerships and the work we accomplish together.

Abundant Life Church  
Adams United Methodist Church  
All Hallows Episcopal Church  
Annapolis Area Ministries- The Light House  
Annapolis Police Department  
Anne Arundel County Community College  
Anne Arundel County Department of Aging  
Anne Arundel County Department of Social Services  
Anne Arundel County Food and Resource Bank  
Anne Arundel County Health Department  
Anne Arundel County Library System  
Anne Arundel County Local Management Board  
Anne Arundel County Workforce Development Corporation  
Anne Arundel County Mental Health Agency  
Anne Arundel County Public Schools  
Anne Arundel County Support Center  
Ark and Dove Presbyterian Church  
Arundel Christian Church  
Arundel Community Development Services  
Arundel House of Hope  
Asbury Arnold United Methodist Church  
Asbury Broadneck United Methodist Church  
Asbury Church Assistance Network (ACAN)  
Asbury Town Neck United Methodist Church  
Asbury United Methodist Church -Annapolis  
Bank of America  
Bay Ridge Christian Church  
Boys and Girls Club of Annapolis and Anne Arundel County  
Bridge Church  
Bridges-South County Substance Use Prevention Coalition  
Brooklyn Heights United Methodist Church  
Calvary Chapel International Worship Center  
Calvary United Methodist Church  
Cape Sainte Claire United Methodist Church  
CASH Campaign of Maryland  
Catholic Church of Glen Burnie  
Cecil Memorial Methodist Church  
Cedar Grove United Methodist Church

Centenary United Methodist Church  
Chesapeake Yacht Club  
Christopher's Fine Foods  
Christ Church  
City of Annapolis  
City of Annapolis Department of Recreation and Parks  
Coalition for Safe Communities  
Comcast  
Community United Methodist Church  
Crofton Christian Assistance Network  
Downtown HOPE  
Emmanuel Baptist Church  
Emmaus Center  
Empowering Believers Church  
Epiphany Episcopal Church  
Evangelical Presbyterian Church of Annapolis  
Faith Baptist Church of Crofton  
Ferndale United Methodist Church  
First Baptist Church of Annapolis  
First Baptist Church of Crofton  
First Presbyterian Church  
Franklin United Methodist  
Galesville Community Center  
Galesville United Methodist Church  
Grace Evangelical Presbyterian Church  
Habitat for Humanity  
Harundale Presbyterian Church  
Heritage Community Church  
Holy Family Catholic Church  
Homes for America  
Housing Authority of the City of Annapolis  
Housing Commission of Anne Arundel County  
Lars  
Light of the World Ministry  
Maryland Community Action Partnership  
MD Cash  
Maryland Department of Human Services  
Maryland Family Network  
Mid-Atlantic Community Church  
Monarch Global Academy-Laurel  
Mount Olive AME Church  
Mount Zion United Methodist Church  
My Brother's Pantry  
NAACP  
Next Level  
North County Emergency Outreach Network

(NCEON) Northern Lights Substance Use Prevention  
Coalition Our Lady of Perpetual Help Catholic Parish  
PNC Bank  
Prince of Peace Presbyterian Church  
Ralph Bunche Community Center  
Renno's Market  
St. Anne's Parish  
St. Bernadette's Parish  
St. Elizabeth Ann Seton Parish  
St. John the Evangelist Catholic Parish  
St. Joseph's Catholic Church  
St. Matthews United Methodist Church  
St. Paul's Lutheran Church  
St. Phillip's Episcopal Church  
St. Stephan's Episcopal Church  
St. Vincent de Paul of St. Mary's Catholic Parish  
Salem Avery Museum  
Salvation Army  
Sarah's House  
Severn Run Church  
Severn United Methodist Church  
Severna Park Assistance Network, Inc. (SPAN)  
South County Assistance Network (SCAN)  
South County Democratic Club  
Stanton Center  
Sun Trust Mortgage  
Unity Tabernacle of Restoration  
Universalist Church of Annapolis  
Vehicles for Change  
Weis  
WIC  
Wilson Memorial United Methodist Church  
Youth Suicide Prevention Team  
WASP- West County Substance Use Prevention Coalition

**Assessment Certification**

**Anne Arundel County Community Action Agency, Inc.  
Community Needs Assessment Certification**

*The Board and Chief Executive Officer certify that the Community Needs Assessment is current as of December \_\_\_\_\_, 2024 and has been formally reviewed and accepted by the Board of Directors.*

\_\_\_\_\_

*Board President*

\_\_\_\_\_

*Date*

\_\_\_\_\_

*Chief Executive Officer*

\_\_\_\_\_

*Date*

## Sources and Appendices

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## Appendices

Attachment A	Anne Arundel Community Action Agency 2024 Community Needs Assessment – Analysis of 603 Telephonic Surveys
Attachment B	Two Generation Approach Online Community Survey – Analysis of <b>40</b> Online Surveys
Attachment C	Community Partner Surveys- Analysis of 13 Surveys:
Attachment D	Incarcerated Population Surveys- Jennifer Road Detention Center - Analysis of <b>86</b> surveys
Attachment E	Incarcerated Population Surveys- Ordnance Road Detention Center- Analysis of <b>53</b> Surveys
Attachment F	Analysis of Public Forum (Telephonic and Online Conversations) November 12 – 19, 2024
Attachment G	Analysis of Partner Focus Group, October 3, 2024
Attachment H	Analysis of Staff Focus Group, October 31, 2024
Attachment I	Analysis of Reentry & Diversion Focus Group, November 6, 2024
Attachment J	Key Stakeholder Interview Summaries: <ol style="list-style-type: none"> <li>1. AACCAA Administrator, September 3, 2024</li> <li>2. AACCAA Outreach Administrator, September 13, 2024</li> <li>3. Circuit Court Judge, September 19, 2024</li> <li>4. Law Enforcement Officer, Annapolis PD, September 30, 2024</li> <li>5. AACCAA Case Management Employee, November 6, 2024</li> <li>6. AACCAA Outreach Employee, November 6, 2024</li> <li>7. AACCAA Housing Employee, November 6, 2024</li> <li>8. AACCAA Customer # 1, November 15, 2024</li> <li>9. AACCAA Customer # 2, November 15, 2024</li> <li>10. AACCAA Customer # 3, November 15, 2024</li> </ol>
Attachment K	Spreadsheet of Customer Telephonic Surveys
Attachment L	Online Surveys- Community Members (2GEN)
Attachment M	Online Surveys- Partners
Attachment N	Jennifer Road Surveys
Attachment O	Ordnance Road Surveys