

## CR-05 - Goals and Outcomes

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

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

Springfield has completed its fifth year of implementation of the strategic plan it created in 2019; Consolidated Plan 2020-2024. The City has met or exceeded its goals for many activities over both the program year and over the fifth year consolidated planning period.

CR-05- Goals and Category indicators are populating in error throughout the CR-05 chart. During the year 2024-2025, 3 facades/storefront projects have been closed and four City parks have been completed. Parks were renovated with installation of accessible playground equipment, splash pads, new tennis courts, basketball courts, pavilions, park walkways and other upgrades to site amenities.

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

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

Goal	Category	Source / Amount	Indicator	Unit of Measure	Expected – Strategic Plan	Actual – Strategic Plan	Percent Complete	Expected – Program Year	Actual – Program Year	Percent Complete
Capacity Building	Non-Housing Community Development	CDBG: \$	Other	Other	10	10	100.00%	10	10	100.00%
Clean up of Sites	Non-Housing Community Development	CDBG: \$	Businesses assisted	Businesses Assisted	0	0		0	0	

Clean up of Sites	Non-Housing Community Development	CDBG: \$	Buildings Demolished	Buildings	35	125	357.14%	1	111	11,100.00%
Clean up of Sites	Non-Housing Community Development	CDBG: \$	Housing Code Enforcement/Foreclosed Property Care	Household Housing Unit	0	0		0	0	
Clean up of Sites	Non-Housing Community Development	CDBG: \$	Other	Other	135	1081	800.74%	200	90	45.00%
Creative Economy	Non-Homeless Special Needs Non-Housing Community Development	CDBG: \$	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit	Persons Assisted	10000	22250	222.50%	2000	4215	210.75%
Creative Economy	Non-Homeless Special Needs Non-Housing Community Development	CDBG: \$	Businesses assisted	Businesses Assisted	0	0				
Down Payment	Affordable Housing	CDBG: \$ / HOME: \$	Public service activities for Low/Moderate Income Housing Benefit	Households Assisted	0	0				
Down Payment	Affordable Housing	CDBG: \$ / HOME: \$	Homeowner Housing Added	Household Housing Unit	0	0		0		



Down Payment	Affordable Housing	CDBG: \$ / HOME: \$	Direct Financial Assistance to Homebuyers	Households Assisted	600	222	37.00%	25	3	12.00%
Facade	Non-Housing Community Development	CDBG: \$	Businesses assisted	Businesses Assisted	30	0	0.00%			
Fair Housing	Non-Housing Community Development	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	500	26	5.20%			
Historic Preservation	Non-Housing Community Development	CDBG: \$	Other	Other	5	1	20.00%			
Homelessness Prevention	Homeless	ESG: \$	Tenant-based rental assistance / Rapid Rehousing	Households Assisted	0	0		238		%
Homelessness Prevention	Homeless	ESG: \$	Homelessness Prevention	Persons Assisted	2000	179	8.95%	14	22	157.14%
Homelessness Prevention	Homeless	ESG: \$	Other	Other	0	143		80	143	178.75%
HOPWA	Non-Homeless Special Needs	HOPWA: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	0	0		0	0	
HOPWA	Non-Homeless Special Needs	HOPWA: \$	Tenant-based rental assistance / Rapid Rehousing	Households Assisted	0	298		43	51	118.60%

HOPWA	Non-Homeless Special Needs	HOPWA: \$	Homelessness Prevention	Persons Assisted	0	234		66	56	84.85%
HOPWA	Non-Homeless Special Needs	HOPWA: \$	Jobs created/retained	Jobs	0	0		0	0	
HOPWA	Non-Homeless Special Needs	HOPWA: \$	Housing for People with HIV/AIDS added	Household Housing Unit	0	0				
HOPWA	Non-Homeless Special Needs	HOPWA: \$	HIV/AIDS Housing Operations	Household Housing Unit	0	0				
Improve Housing Stock	Affordable Housing	CDBG: \$	Homeowner Housing Rehabilitated	Household Housing Unit	1823	2915	159.90%	335	413	123.28%
Job Training-Public Service	Non-Housing Community Development	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	250	717	286.80%		152	
Neighborhood Redevelopment	Non-Housing Community Development	CDBG: \$	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit	Persons Assisted	15000	0	0.00%			



New Affordable Housing - Owner	Affordable Housing	HOME: \$	Homeowner Housing Added	Household Housing Unit	7	4	57.14%	6	0	0.00%
New Affordable Housing - Rental	Affordable Housing	HOME: \$	Rental units constructed	Household Housing Unit	22	44	200.00%			
Overnight Shelter	Homeless	CDBG: \$ / ESG: \$	Homeless Person Overnight Shelter	Persons Assisted	5000		%			
Overnight Shelter	Homeless	CDBG: \$ / ESG: \$	Other	Other	0	3602				
Public Facilities	Non-Housing Community Development	CDBG: \$	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit	Persons Assisted	25000	71725	286.90%	9000	22280	247.56%
Public Facilities - Non Profit	Non-Housing Community Development	CDBG: \$	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit	Persons Assisted	1200	11226	935.50%	1000	4686	468.60%
Public Facilities - Non Profit	Non-Housing Community Development	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	0			0		
Public Facilities - Non Profit	Non-Housing Community Development	CDBG: \$	Homeless Person Overnight Shelter	Persons Assisted	0	0		0	0	

Public Facilities - Non Profit	Non-Housing Community Development	CDBG: \$	Overnight/Emergency Shelter/Transitional Housing Beds added	Beds	0	0	0	0	0	
Public Facilities - Non Profit	Non-Housing Community Development	CDBG: \$	Other	Other	0	0				
Public Facilities - Resiliency	Non-Housing Community Development	CDBG: \$	Other	Other	3	0	0.00%			
Public Services - General	Non-Housing Community Development	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	50000	75128	150.26%	10000	16056	160.56%
Public Services - General	Non-Housing Community Development	CDBG: \$	Homeless Person Overnight Shelter	Persons Assisted	3000	3378	112.60%	0	0	
Rapid Re- Housing	Homeless	ESG: \$	Tenant-based rental assistance / Rapid Rehousing	Households Assisted	500	190	38.00%		124	
Renovate Affordable Housing - Rental	Affordable Housing	HOME: \$	Rental units rehabilitated	Household Housing Unit	50	41	82.00%	4	0	0.00%
Renovate Affordable Housing - Rental	Affordable Housing	HOME: \$	Housing for Homeless added	Household Housing Unit	0	0				



Rental Assistance	Affordable Housing	HOME: \$	Tenant-based rental assistance / Rapid Rehousing	Households Assisted	225	691	307.11%	37	33	89.19%
Replace Cliff Effect - Supportive Services	Non-Housing Community Development	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	100	0	0.00%			
Street Sweeps	Non-Housing Community Development	CDBG: \$	Housing Code Enforcement/Foreclosed Property Care	Household Housing Unit	3500	6572	187.77%	500	667	133.40%
Support Small Businesses	Non-Housing Community Development	CDBG: \$	Facade treatment/business building rehabilitation	Business	0	11		0	3	
Support Small Businesses	Non-Housing Community Development	CDBG: \$	Jobs created/retained	Jobs	35	75	214.29%			
Support Small Businesses	Non-Housing Community Development	CDBG: \$	Businesses assisted	Businesses Assisted	20	21	105.00%	15	5	33.33%

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

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

The City relies on input received from the public in establishing its priorities and goals.

Springfield's investment of CDBG funds is based on whether the activity falls within a City funding priority, whether the service is an eligible activity, and whether the service or need meets a national objective. In addition, the activity must meet one of the following CDBG objectives:

- (1) provide a suitable living environment; (2) provide decent housing; and (3) provide economic opportunity.

Resources are allocated to maximize the benefits to residents within target areas. While public infrastructure, parks, open space, and public facility type projects are exclusively within targeted areas, other strategic investments are made for the benefit of low- and moderate-income residents throughout the City. In order to meet high priority needs of the community such as job creation and economic development, it may be necessary to invest outside low/moderate census tracts.

HOME Investment Partnership Funds (HOME) are used to rehabilitate rental housing, directly assist homebuyers, provide tenant-based rental assistance, and produce and/or preserve affordable housing citywide.

Public investments of federal and other funds will be in direct response to priority needs that are detailed at length throughout the Consolidated Plan. The needs and priorities were identified through meetings held to address the needs for Economic Development, Homelessness, Social Service and Housing. Individuals attended meetings during the City's planning process. A survey was also distributed city wide; including to businesses to get ideas for needs and priorities. The information provided guided the City in identifying needs and selecting priorities for the consolidated plan period, FY 2020-2024.

ESG and HOPWA funds are targeted to meet the identified needs of the eligible populations within the geographic area. For ESG, the service area is the City of Springfield. Investments are made in accordance with relative priority and statutory spending caps. HOPWA funds are allocated throughout the EMSA which includes the tri-county area. HOPWA funds are allocated primarily to alleviate the housing cost burden for eligible households.



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

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

Describe the clients assisted (including the racial and/or ethnicity of clients assisted with ESG)

	HESG
American Indian, Alaska Native, or Indigenous	2
Asian or Asian American	5
Black, African American, or African	65
Hispanic/Latina/e/o	147
Middle Eastern or North African	3
Native Hawaiian or Pacific Islander	2
White	86
Multiracial	1
Client doesn't know	0
Client prefers not to answer	3
Data not collected	0
<b>Total</b>	<b>314</b>

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

### Narrative

According to the 2023 US Census (5 year ACS), 77% of Springfield's population identifies as a single race. The racial breakdown of these persons is 40.8% White, 20.0% Black, 0.5% American Indian/Native American, 2.8% Asian, 0.0% Native Hawaiian/Pacific Islander. In addition, 23% of the population identifies as more than one race. As reported in the Census, each person is characterized as belonging to a race, and also having an ethnicity of either Hispanic or Non-Hispanic. 47.4% of Springfield's population is Hispanic (which can be any race).

The race and ethnicity of people served by each of Springfield's four entitlement grants are as follows:

**CDBG - Race:** 54.7% White, 42.0% Black, 3.2% Asian, 0.1% American Indian/Alaska Native, 0.1% Native Hawaiian/Pacific Islander. **Ethnicity:** 25.3% Hispanic, 74.7% Non-Hispanic.

**HOME - Race:** 61.7% White, 35.8% Black, and 2.5% American Indian/American Native. **Ethnicity:** 50.6% Hispanic, 49.4% Non-Hispanic.

**HOPWA** - Race: 75.2% White, 23.9% Black, 0.4% Asian, and 0.4% American Indian/American Native. Ethnicity: 68.8% Hispanic, 31.2% Non-Hispanic.

**ESG** - Data collection for the ESG program does not collect race and ethnicity as separate categories. Instead, there is one list of options for race/ethnicity, and one of the options is Hispanic. The race/ethnicity of people served in the ESG program was: 27.4% White, 20.7% Black, 1.6% Asian, 46.8% Hispanic, 1.0% Middle Eastern/North African, 0.6% Native Hawaiian/Pacific Islander, 27.4% White and 0.3% multiracial. 1.0% of participants declined to provide their race/ethnicity.

DRAFT



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

### Identify the resources made available

Source of Funds	Source	Resources Made Available	Amount Expended During Program Year
CDBG	public - federal	4,390,488	3,633,315
HOME	public - federal	1,504,181	2,498,572
HOPWA	public - federal	827,431	852,587
ESG	public - federal	329,785	258,991

Table 3 - Resources Made Available

### Narrative

During FY 24-25, the Department of Housing and Urban Development (HUD) awarded the City of Springfield \$6,399,885 in entitlement funding. The City received \$3,740,488 through the CDBG program, \$1,502,181 through the HOME program, \$329,785 through the ESG program, and \$827,431 through the HOPWA program. Estimated program income was \$250,000, actual program income totaling \$479,247.52 was received and available. During the program year 100% of CDBG funds were used to benefit low- to moderate income persons. The City was also awarded a HUD 108 Loan Fund for \$1,500,000.00 for the Downtown Dining District Loan Program; to date three loans have been given out. HUD also allocated supplemental funding to the City of Springfield; these funds were authorized by the Coronavirus Aid, Relief, and Economic Security Act (CARES Act), Public Law 116-136, and American Rescue Plan Act (ARPA) provide funding to prevent, prepare for, and respond to the coronavirus (COVID-19). The City received two CDBG-CV rounds of funding totaling \$4,051,632.00; two rounds of ESG-CV funding totaling \$5,111,942.00; HOPWA-CV for \$101,003.00 and HOME ARPA funding for \$6,075,150.00. The majority of funding was allocated for activities classified as economic development, housing, public service, or public infrastructure and facilities. The City expended \$57,891.76 in CARES Act funding and \$20,702,522.24 in ARPA funding during the program year.

### Identify the geographic distribution and location of investments

Target Area	Planned Percentage of Allocation	Actual Percentage of Allocation	Narrative Description
Local Target Area	70	74	
NRSA - 2020 Consolidated Plan Renewal	30	26	

Table 4 – Identify the geographic distribution and location of investments

### Narrative

Springfield continues its focus on fundamentally changing the urban neighborhoods that are located within the Neighborhood Revitalization Strategy Area (NRSA). These communities are home to some of the City's poorest residents and have a wealth of diversity. The residents, business owners, and key

stakeholders within the NRSA are dynamic, diverse, and eager for positive change and new investment. The City's' goals for the two NRSA neighborhoods are to attract and retain businesses, increase diversity, improve opportunities, increase public safety, improve physical appearance of neighborhood, assist homeowners to preserve their housing, improve neighborhood facilities, and improve appearance and appeal of existing apartment buildings.

DRAFT



## Leveraging

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

During FY 24-25, Springfield attracted and utilized significant non-entitlement funds. The sources of these funds include other federal grants, local and state bonds, resources from numerous State agencies, private foundations grants and private financing. Other sources and expenditures of funds utilized during FY 24-25: US Dept of HUD - Disaster Recovery \$43,926.41, National Disaster Recovery \$171,727.40, Walker Grandstand Grant(HUD & bond funds) \$2,948,134.54, CoC Program \$5,440,836.22, CDBG-CV \$57,891.76 and YHDP \$1,227,301.73. The city also received State Chapter 90 \$3,688,831.00, State EOHHS Grant \$976,589.00, PARC Grants \$477,787.75, Health Care for the Homeless Grant \$1,163,616.13, Heartwap Grant \$856,973, State Shared Streets & Spaces Program \$240,144.53, and Federal ARPA funds \$20,702,522.24.

The City is exempt from the HOME match requirement.

Subgrantees and service providers provide the required ESG match. As a component of their application and monthly reports, each provider must detail their matching funds. Resources include MA Department of Public Health, MA Department of Housing and Community Development, Medicaid reimbursement, and private funding.

Fiscal Year Summary – HOME Match	
1. Excess match from prior Federal fiscal year	0
2. Match contributed during current Federal fiscal year	0
3. Total match available for current Federal fiscal year (Line 1 plus Line 2)	0
4. Match liability for current Federal fiscal year	0
5. Excess match carried over to next Federal fiscal year (Line 3 minus Line 4)	0

Table 5 – Fiscal Year Summary - HOME Match Report

Match Contribution for the Federal Fiscal Year							
Project No. or Other ID	Date of Contribution	Cash (non-Federal sources)	Foregone Taxes, Fees, Charges	Appraised Land/Real Property	Required Infrastructure	Site Preparation, Construction Materials, Donated labor	Bond Financing

Table 6 – Match Contribution for the Federal Fiscal Year

### HOME MBE/WBE report

Program Income – Enter the program amounts for the reporting period				
Balance on hand at begin- ning of reporting period \$	Amount received during reporting period \$	Total amount expended during reporting period \$	Amount expended for TBRA \$	Balance on hand at end of reporting period \$
0	0	0	0	0

Table 7 – Program Income

Minority Business Enterprises and Women Business Enterprises – Indicate the number and dollar value of contracts for HOME projects completed during the reporting period						
	Total	Minority Business Enterprises				White Non-Hispanic
		Alaskan Native or American Indian	Asian or Pacific Islander	Black Non-Hispanic	Hispanic	
Contracts						
Dollar Amount	0	0	0	0	0	0
Number	0	0	0	0	0	0
Sub-Contracts						
Number	0	0	0	0	0	0
Dollar Amount	0	0	0	0	0	0
	Total	Women Business Enterprises	Male			
Contracts						
Dollar Amount	0	0	0			
Number	0	0	0			
Sub-Contracts						
Number	0	0	0			
Dollar Amount	0	0	0			

Table 8 - Minority Business and Women Business Enterprises

Minority Owners of Rental Property – Indicate the number of HOME assisted rental property owners and the total amount of HOME funds in these rental properties assisted						
	Total	Minority Property Owners				White Non-Hispanic
		Alaskan Native or American Indian	Asian or Pacific Islander	Black Non-Hispanic	Hispanic	
Number	0	0	0	0	0	0
Dollar Amount	0	0	0	0	0	0

Table 9 – Minority Owners of Rental Property



<b>Relocation and Real Property Acquisition</b> – Indicate the number of persons displaced, the cost of relocation payments, the number of parcels acquired, and the cost of acquisition						
Parcels Acquired		0		0		
Businesses Displaced		0		0		
Nonprofit Organizations Displaced		0		0		
Households Temporarily Relocated, not Displaced		0		0		
Households Displaced	Total	Minority Property Enterprises				White Non-Hispanic
		Alaskan Native or American Indian	Asian or Pacific Islander	Black Non-Hispanic	Hispanic	
Number	0	0	0	0	0	0
Cost	0	0	0	0	0	0

Table 10 – Relocation and Real Property Acquisition

DRAFT

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

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

	One-Year Goal	Actual
Number of Homeless households to be provided affordable housing units	37	33
Number of Non-Homeless households to be provided affordable housing units	370	416
Number of Special-Needs households to be provided affordable housing units	43	51
<b>Total</b>	<b>450</b>	<b>500</b>

Table 11 – Number of Households

	One-Year Goal	Actual
Number of households supported through Rental Assistance	80	84
Number of households supported through The Production of New Units	6	0
Number of households supported through Rehab of Existing Units	339	413
Number of households supported through Acquisition of Existing Units	25	3
<b>Total</b>	<b>450</b>	<b>500</b>

Table 12 – Number of Households Supported

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

The City used HUD Consolidated Plan funds to assist 500 households. This number exceeded our goal of 450.

The primary area in which the City exceeded its goal was in the area of housing rehabilitation. The City had a goal of 370 units, but completed 416 units. The City also exceeded its goal for provision of rental assistance; the City's goal was 80 households, and the City assisted 84 households.



The City did not meet its goals for number of new units produced or for acquisition of existing units (which is the City's down payment assistance program for first-time homebuyers).

The City's goal for production of units was 6. These are new affordable homes that are being developed on city-owned land. The City engaged a designer to create plans for the homes, and the design process took much longer than anticipated. The City is moving forward with this project in the 2025-2026 program year.

The City had a goal of assisting 25 first-time homebuyers, and assisted 3. One component of the City's falling short of this goal has to do with the timing of reporting. The City actually provided 20 households with down payment assistance in 2024-2025, but failed to close out 17 of the projects in HUD's online system until after June 30, 2025. These 17 will be reported in next year's CAPER. The homebuyer assistance program has also been challenged by a sharp increase in home prices accompanied by higher interest rates. These factors have limited the number of income-eligible households able to purchase a home.

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

The City has reevaluated its first-time homebuyer program based on the challenges that buyers have in finding homes that they can buy. Beginning with the 2025-2026, the City has increased the amount of funding that a buyer can access in the program. The newly-designed program makes available funds in the range of \$10,000 to \$35,000 per homebuyer household, depending on the household's income level (lower income ranges are eligible for a greater amount of assistance). This change is hoped to bring existing for-sale homes into a range that is affordable for the eligible households.

While it is not causing the City to change its future annual action plans, it's important to note that low numbers of units produced in the 2024-2025 program year is because a number of projects that are in the works are multi-year projects. The City has made funding commitments to a number of projects that are underway, including:

- Van der Hayden Apartments, 4 units, rental rehabilitation, to be completed and closed out FY25
- 58 Itendale, 1 unit, production of affordable homeownership units (single family home), to be completed and closed out FY25
- 275 Chestnut St., 7 units, production of affordable rental units, to be completed and closed out FY 25
- Residences at the Vault, 11 units, production of affordable rental units, to be completed and closed out FY25

- Old Hill Infill, 4 units, production of affordable homeownership units (single family homes), to be completed and closed out FY25/FY26
- Merrick Park Apartments, 11 units, production of affordable rental units, to be completed and closed out FY26

The City is seeking one or more development partners in 2025 to develop 4 affordable for-sale homes on city-owned lots.

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

Number of Households Served	CDBG Actual	HOME Actual
Extremely Low-income	182	33
Low-income	140	1
Moderate-income	91	2
<b>Total</b>	<b>413</b>	<b>36</b>

Table 13 – Number of Households Served

### Narrative Information

The activities covered in the first two charts of this section are:

#### Rental Assistance - 84 households

- Tenant-based rental assistance - 72 households (33 HOME, 39 HOPWA)
- Rapid rehousing - 12 households (HOPWA)

#### Rehabilitation of Existing Units - 413 households

- Heating system repair and replacement - 381 units/households (CDBG)
- Emergency repair program - 24 units/households (CDBG)
- Housing rehabilitation program - 8 units/households - Revitalize CDC (CDBG)

#### Acquisition of Existing Units - 3 households

- First-time homebuyer/down payment assistance - 3 units/households (HOME)

The final chart (reporting on household income category) only includes households served by the CDBG and HOME program activities.



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

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

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

The City has seen a rise in unsheltered homelessness following the COVID pandemic. While the 2022 point-in-time count identified 37 unsheltered homeless individuals, the number rose to 74 in 2024, and 90 in 2025.

In response to increasing unsheltered homelessness, the City shifted a portion of its ESG allocation to street outreach beginning in the 2023-2024 program year, funding Mercy Medical Center's Health Care for the Homeless program to support two full-time street outreach staff. The street outreach team had contact with 143 people in the 2024-2025 program year, and completed assessments for 136 of those individuals. The team assisted 24 people to secure permanent housing.

The street outreach team identified a number of people with mental health and/or substance use disorders, and the City recognized a need for additional clinical outreach support. In 2024 the City applied for and was awarded a 3-year Department of Justice Comprehensive Opioid, Stimulant, and Substance Use Program (COSSUP) grant to fund a multi-disciplinary outreach team. This grant funds outreach deployments which are made up of a mental health clinician and a police officer. These deployments have had some success in encouraging unsheltered individuals to enter treatment programs and emergency shelter.

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

Springfield has two emergency shelters for individuals (Clinical Support Options/Friends of the Homeless shelter, and the Rescue Mission's Taylor Street shelter) as well as a domestic violence shelter operated by the YWCA of Greater Springfield. The City also has a small shelter available for young adults age 18-24. In recent years, the shelters for individuals have generally been able to meet the community's need. Over the past two years the shelters have been consistently full. In response, the City provided funding for an overflow shelter at the Wesley United Methodist Church in winter 2024-2025, using ARPA funds. The City will fund this project again in winter 2025-2026.

The domestic violence shelter regularly turns people away. Over the last several years the YWCA and partner organization Alianza DV Services have secured Continuum of Care DV bonus funds to enable them to provide transitional housing and rapid rehousing specifically to survivors. It is hoped that this programming may relieve some of the pressure on the DV shelter.



Family shelter is provided by the state of Massachusetts, which has a right to shelter for eligible families and expands capacity to meet the need of all eligible families. In 2023-24, the state family shelter system was overwhelmed by an influx of migrant families. After a significant expansion of the state's number of family shelter beds, the state capped the total number of units it would provide, and limited the length of stay for families. The state combined these changes with additional housing support (vouchers) for long stayers in the state's shelter system. As a result of these changes, our region experienced a reduction in the number of homeless families counted in the point-in-time count in 2025. However, beginning in 2024, homeless service providers began reporting the presence of unsheltered families with children, which had previously been very rare.

The City has several transitional housing programs. The YWCA operates a transitional housing program for victims of domestic violence. Gandara operates transitional housing for youth 18-24 through two programs, one serving unaccompanied young adults, and the other serving pregnant and parenting young adults. There are also several privately-funded transitional housing facilities in the City, including programs operated by the Springfield Rescue Mission and the Bi-Lingual Veterans Outreach Center.

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

The City is the Collaborative Applicant for the Springfield-Hampden County Continuum of Care, and the City's CoC staff have formed relationships with local hospitals, behavioral health care facilities, the foster care agency, and the Hampden County jail to share resources and expertise to ensure that people exiting these systems are able to access resources that can help them avoid becoming homeless.

City CoC staff coordinate with other agencies to make sure that homeless households apply for and receive mainstream benefits for which they are eligible. In particular, the CoC works closely with Mercy Hospital/Health Care for the Homeless to ensure that individuals are enrolled in Medicaid and receive health care benefits. The City's Health Department is the recipient of the US Health and Human Services (HHS) Health Care for the Homeless grant.

In 2025, the CoC has undertaken a planning process to improve its coordinated access system. One of the goals of this redesign is to increase referrals and connections to services that provide employment assistance, income support, and access to Medicaid and behavioral health services.

The state of Massachusetts operates a large prevention program which provides funds to prevent eviction and help households move into new housing after eviction or homelessness; this program is operated locally by the Springfield-based organization Way Finders. For the last two program years, the City has provided ESG funds to New North Citizens Council (NNCC) to provide prevention funds and



housing stabilization services to low-income households in the eviction process.

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

The state operates a large rapid rehousing program called HomeBASE which is available to all families enrolled in or eligible for the state's family shelter system. The CoC operates a rapid rehousing program which quickly moves homeless families and individuals with some sufficient level of income into permanent housing.

The Springfield-Hamden County CoC has a supply of permanent supportive housing (PSH) units for both individuals and families, which serve households in which an adult is disabled.

The City is currently using HOME ARP funds to support the development of two projects which will provide 56 new PSH units, with the first of the units scheduled to open in fall 2025. The City has partnered with the Springfield Housing Authority to use project-based vouchers to create permanent supportive housing, and the City uses HOME funded tenant-based rental assistance as PSH in a partnership with the Mental Health Association.

## **CR-30 - Public Housing 91.220(h); 91.320(j)**

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

The City provided public service funding to support a Youth Coordinator at Duggan Housing in a program designed to assist youth in accessing education and employment.

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

SHA encourages public housing residents to become more involved in management through the following:

- A resident member of the SHA Board of Commissioners
- A staff member from the Resident Services Department who is assigned as a liaison to tenant councils to assist in strengthening their operations and activities
- Cooperatively working with tenant councils and outreach to developments without councils to invite their participation as members of the Resident Advisory Board (RAB)
- Outreach to residents to encourage the formation of new tenant councils
- Encouragement of tenant council presidents to attend annual conferences of the MA Union of Public Housing Tenants (state tenant advocacy agency)--SHA funds conference and travel costs

Actions taken by the SHA to promote homeownership include:

- Provision of information and referral to homeownership classes to all tenants paying flat rent
- Provision by the Resident Services Department of financial literacy classes for residents, which include a component about homeownership and referral to first-time home buyer classes

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

The Springfield Housing Authority was designated as troubled in spring 2024, primarily due to the agency not submitting required financial reporting to HUD. SHA indicated that it was unable to submit required reports due to a changeover in software, and that it obtained a new software system which remedied the problem. SHA is now producing required financial reports and submitting them to HUD. The City continues to monitor the situation.



## **CR-35 - Other Actions 91.220(j)-(k); 91.320(i)-(j)**

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

Springfield's public policies are generally supportive of creation of affordable housing. For example, the City: includes districts which allow multi-family and mixed use zoning by right; provides zoning flexibility to allow on-street parking to meet minimum parking requirements; has collaborated with local developers for friendly MA General Law Chapter 40B projects which allow for a comprehensive building permit to be issued to enable development of affordable housing; and makes city-owned land available for development of affordable housing. This year the City, in compliance with Massachusetts law, adopted an ordinance allowing creation of accessory dwelling units (ADUs) by right in all residential zones. The City has no growth limitations.

The Springfield metropolitan area includes many communities with policies that are barriers to development of affordable housing. Springfield has collaborated with the Pioneer Valley Planning Commission to advocate for loosening of barriers to creation of affordable housing in these communities.

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

Springfield has created public-private partnerships and has sought multiple funding opportunities to address underserved needs, particularly in the areas of social services, employment, infrastructure, and housing conditions.

Using funding from a three-year Boston Federal Reserve Bank Working Cities Challenge grant, Springfield is spearheading Springfield WORKSI, a collaboration between employers, public schools, colleges, social service providers and residents, to connect employers who need qualified workers to low income residents that have significant barriers towards full participation in the labor force.

The City is investing significant ARPA funding into the construction or rehabilitation of the Rivera Community Center and the JC Williams Center.

The city is utilizing ARPA funding to make pedestrian safety/recreational amenity upgrades, including improvement of sidewalks, public parking, installation of street trees to improve the pedestrian environment and the business environment in struggling neighborhood business districts. The City has invested ARPA funding to improve public parks which include installation of accessible playground and site amenities to increase recreation opportunities for the neighborhood. There was a total of eight parks that utilized the funding, all of which are located in a "Qualified Census Tract" (QCT) or a designated NRSA neighborhood. The playground improvements provide accessible and inclusive play



elements for youth of all abilities.

The city is using ARPA funding to administer two housing repair programs available to assist low/moderate income residents with home repairs, weatherization, and removal of health hazards in the home.

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

The City operates a Healthy Homes Rehabilitation Program, funded with ARPA funds, which provides whole-house rehabilitation, including lead paint remediation, in Qualified Census Tracts.

Additional actions the City takes to reduce lead-based paint hazards are:

- City Code Enforcement inspections, which evaluate potential hazards in units where children under six reside and enforce remediation in compliance with Massachusetts lead laws
- Mandatory pre-rehabilitation lead testing including soil samples for all HOME-funded project-based homeownership and multi-family production program
- Aggressive enforcement, including—as necessary—legal prosecution of property owners who fail to comply with orders to remediate hazards
- Mandatory remediation within rehabilitation specifications for all project-based and multi-family projects

The City will apply for a HUD lead-based paint hazard reduction grant in 2025.

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

Springfield has a very high poverty rate: 25% of its residents have incomes below the poverty rate set by the U.S. Department of Health and Human Services (\$31,200 for a family of four in 2024). Thirty-one percent of children under 18 live in poverty.

There is a strong correlation between literacy rates (early childhood education, K-12, and adult education) and the incidence of poverty. Many poor families are headed by parents who have not finished high school, and cannot compete for better-paying jobs. In Springfield, 29.1% of adults age 25 and over have not completed high school or earned a GED; only 21.2% have earned a bachelor's degree. Without further education, many low-income parents are unlikely to earn incomes that will support their families.

The City's anti-poverty efforts focus on three broad categories: increasing education and literacy; increasing employment and training opportunities; and increasing household assets.

Many low-income adults lack the education and English language proficiency needed to support their efforts to attain self-sufficiency. In order to assist individuals in overcoming these barriers, the City

allocates CDBG funds to Adult Basic Education, GED and English Language classes. In FY 24-25 the City funded adult education programs at The Gray House and New North Citizens Council, serving a total of 272 people.

Within Springfield, there is a mis-match between the jobs available and the skill levels of local residents; the problem is even more pronounced with regard to youth. In FY 24-25, the City used CDBG funds to support education, employment and job training opportunities for at-risk persons in New North Citizens' Council, Hands in Labor, benefitting a total of 152 low income persons.

The City has a well-developed Section 3 program, which it uses to connect low-income residents and businesses that employ these residents to employment in development projects.

Homeownership is a long-term intergenerational strategy for asset-building. The City supports homeownership through its down payment assistance program, which assisted 3 households purchase homes in FY 24-25.

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

The City is partnering with the Pioneer Valley Planning Project (PVPC) to develop neighborhood plans for every neighborhood within the City's qualified census tracts (QCTs) to create long-term investment plans for each neighborhood. This planning process involves hiring a neighborhood planning coordinator and incorporating significant public input.

The City has partnered with PVPC to develop a neighborhood data atlas provides publicly accessible statistical data on each neighborhood. This will improve transparency and information available to residents, and provide easily accessible neighborhood data to social service agencies to help them better focus their services.

In 2024-25, the City re-organized its neighborhood services department to streamline neighborhood services to residents and neighborhood councils. This will better harness the neighborhood resources available and improve communication, messaging and pumping out information to neighborhood councils and residents. The City is developing a handbook for neighborhood councils in partnership with PVPC that will provide basic information on things like running fair elections, organizational fiscal management, best practices for outreach and communication with residents – this is in effort to retain and attract neighborhood resident volunteers who run these crucial organizations and to ensure that these organizations are well-managed in a fair and transparent fashion.

The City has invested significant MVP funding and is investing ARPA funding to provide increased resources to neighborhood councils to improve their visibility and reach to residents, in an effort to improve two-way communication between local government and neighborhood residents. Including increased neighborhood events, and digital/tech resources to improve outreach and accessibility for residents, with a focus on reaching the city's most vulnerable residents.



Springfield is participating in the Transformational Development Initiative (TDI), a MassHousing technical assistance program designed to accelerate economic growth within a focused district. The Springfield TDI district is the Mason Square commercial area and the initiative works with cross-sector partnerships to engage community members in actionable planning, implement local economic development initiatives, and spur further public and private investment.

Springfield is also participating in MassHousing's Neighborhood Hub program, which provides technical assistance for community revitalization, with a focus on housing. Springfield's Neighborhood Hub program is focused on the Mason Square neighborhoods, especially the Old Hill neighborhood. Through its participation in the Neighborhood Hub program, the City has been able to access technical assistance for emerging local developers.

In 2024, Springfield was designated a Massachusetts Housing Choice community, which makes it eligible for additional state housing funds.

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

The City works to enhance coordination between public and private housing, health, and social service agencies through multi-disciplinary/multi-agency task forces and teams that focus on particular issues or neighborhoods. Some of these teams that have been active during FY2024-25 are: LiveWell Springfield, Springfield WORKS!, The Springfield Healthy Homes Collaborative; the Springfield Food Policy Council; the Springfield/Hampden County Continuum of Care; the Closing the Achievement Gap Initiative; and four neighborhood-based C3 public safety initiatives.

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

Springfield's Office of Housing provides fair housing materials to the public, in English and Spanish, and displays fair housing posters to inform residents of their fair housing rights.

All housing units developed or rehabilitated with HOME assistance are required to be marketed to those persons least likely to apply.

## CR-40 - Monitoring 91.220 and 91.230

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

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

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

The City's Participation Plan is designed to encourage citizens to participate in the development of the Consolidated Plan, Annual Action Plan, substantial amendments to the Consolidated Plan, and CAPER Performance Reports. As described in the plan, the City encourages the input of low/moderate income residents by (1) outreach to the public through mailings, (2) conducting a series of public hearings at various stages of the planning process, (3) creating a system to accept and respond to written comments from the citizens.

To ensure participation among low/moderate income residents, public hearings are held in areas where funds are mostly to be spent.

The City makes information available and accessible to all interested parties. All information is provided in English and Spanish.

The City held a public hearing to obtain comments on the CAPER. The hearing was held on Thursday, September 18, 2025 at 5:00 PM at the Brightwood Library, 359 Plainfield Street.

In order to publicize the public hearing and the availability of the DRAFT plan, the City mailed a flyer to the individuals and organizations listed on the Office of Community Development's mailing list, posted the flyer on the City's Community Development website, printed notices in *LaVoz* (Spanish newspaper) and legal notices were published in the Republican in both English and Spanish.

The CAPER for the fiscal year July 1, 2024-June 30, 2025 (FY24-25), was posted online and available for public review from September 8, 2025 through September 22, 2025 and a public hearing was held on September 18, 2025. During the review period, the CAPER was available online <https://www.springfield-ma.gov/comm-dev/>

An announcement about the public hearing and the availability of the DRAFT document was published in English and Spanish in the *Springfield Republican* on August 25, 2025 and in the Spanish Newspaper,



*LaVoz* on September 5, 2025. A flyer was mailed to persons and organizations included on the Office of Community Development's extensive mailing list. The advertisement also solicited written feedback from Springfield residents.

----- comment was received during the fifteen-day comment period. See Attachment #----- -Comment Received

DRAFT

**CR-45 - CDBG 91.520(c)**

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

This report concludes the City's fifth program year of the ConPlan 2020-2024. The City does not plan to make changes to its objectives.

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

No

[BEDI grantees] Describe accomplishments and program outcomes during the last year.



**CR-50 - HOME 24 CFR 91.520(d)**

Include the results of on-site inspections of affordable rental housing assisted under the program to determine compliance with housing codes and other applicable regulations

Please list those projects that should have been inspected on-site this program year based upon the schedule in 24 CFR §92.504(d). Indicate which of these were inspected and a summary of issues that were detected during the inspection. For those that were not inspected, please indicate the reason and how you will remedy the situation.

The City completed on-site monitoring for all properties scheduled for monitoring this year:

32 Byers, BC Cumberland Homes, Belle Franklin I, Belle Franklin II, Brookings School Apartments, Cathedral Hill Apartments, Center City, Chestnut Crossing, City View Commons I, City View Commons II, Colonial Estates, Concord Heights, Cross Town, FOH Worthington House Campus, Forest Park Gardens, Henry Twigg Estates, High St Commons, Hunter Place, Jefferson Park, The Kenwyn, Knox Residences, Liberty Hill Coop, Maple Green, Maple-High Apartments, Mason Square Apartments, Mason-Wright Retirement Community, Mental Health Association (TBRA units), Memorial Square Apartments, Museum Park I, Museum Park II, New Court Terrace, Northern Heights, Outing Park I, Outing Park II, Pyncheon I, Pyncheon II, Quadrangle Court, Rainville, St. James Manor, Spring Hill Apartments, Spring Meadow, Tapley Court, Worthington Commons, and YWCA.

No violations or concerns were identified at any multi-family projects.

**Provide an assessment of the jurisdiction's affirmative marketing actions for HOME units. 24 CFR 91.520(e) and 24 CFR 92.351(a)**

The City's population is 48.3% Hispanic, 20.5% Black, less than 1% American Indian/Alaska Native, and 2.9% Asian. The population served by HOME programs in the last fiscal year was 49.4% Hispanic, 35.8% Black, and 0.1% American Indian/Alaska Native.

This data indicates that affirmative marketing campaigns are very successful in reaching Hispanic and Black households.

**Refer to IDIS reports to describe the amount and use of program income for projects, including the number of projects and owner and tenant characteristics**

The City of Springfield recorded \$61,725.08 in program income during the 2024-2025 fiscal year. Of the \$61,725.08 all were recaptured funds.

A total of \$61,725.08 was used for the TBRA program. IDIS#6563 & 6610 tenants were assisted; 30 tenants in total. All very low income, 0-30%; 9 tenants were White/Hispanic, 8 were White/Non-

Hispanic, and 13 were Black/African American/Non-Hispanic.

**Describe other actions taken to foster and maintain affordable housing. 24 CFR 91.220(k)**  
**(STATES ONLY: Including the coordination of LIHTC with the development of affordable housing). 24 CFR 91.320(j)**

The City has made commitments of HOME funds for a number of projects in development, including:

- Gemini Townhomes - development of 40 affordable units for homeownership, including 8 HOME units
- Old Hill Neighborhood Infill Project - development of 10 units for affordable homeownership, including 4 HOME units
- 275 Chestnut St - development of 29 affordable rental units, including 7 HOME units
- Residences at the Vault - development of 60 affordable rental units, including 11 HOME units
- Merrick Park Apartments - development of 62 affordable rental units, including 11 HOME units
- 58 Itendale - development of 1 affordable home for homeownership

The City has committed HOME ARP funds to two projects that will create permanent supportive housing: 775 Worthington St. (36 units), and 275 Chestnut St (29 units; also using City of Springfield HOME funds).

These projects leverage significant state and LIHTC funding.

Several of these projects are being developed on property that was City-owned and conveyed to the developers at below-market cost--Gemini Townhomes, Old Hill Neighborhood Infill Project, Merrick Park Apartments, and 58 Itendale. The City has made other properties available to developers to be developed into affordable housing using state or private funds, including three properties sold to Way Finders, Inc, a non-profit affordable housing developer.

In 2025, Springfield passed an ordinance allowing development of accessory dwelling units (ADUs) to be built by-right in single-family zoning districts.

In FY2024-25, the City and its HOME grantees did not receive any emergency transfer requests pertaining to victims of domestic violence, dating violence, sexual assault or stalking.



CR-55 - HOPWA 91.520(e)

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

Table for report on the one-year goals for the number of households provided housing through the use of HOPWA activities for: short-term rent, mortgage, and utility assistance payments to prevent homelessness of the individual or family; tenant-based rental assistance; and units provided in housing facilities developed, leased, or operated with HOPWA funds.

Number of Households Served Through:	One-year Goal	Actual
Short-term rent, mortgage, and utility assistance to prevent homelessness of the individual or family	66	56
Tenant-based rental assistance	43	39
Units provided in permanent housing facilities developed, leased, or operated with HOPWA funds	0	0
Units provided in transitional short-term housing facilities developed, leased, or operated with HOPWA funds	0	0

Table 14 – HOPWA Number of Households Served

Narrative

The HOPWA grant supported activities provided by the following organizations:

- A Positive Place, a program of Cooley Dickinson Hospital: TBRA - 18 households
- New North Citizens Council: STRMU - 56 households, Rental Start-Up funds - 12 households
- River Valley Counseling Center: TBRA - 21 households, legal assistance - 36 households

CR-58 – Section 3

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

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

Table 15 – Total Labor Hours

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



Outreach, engagement, or referrals with the state one-stop system, as designed in Section 121(e)(2) of the Workforce Innovation and Opportunity Act.					
Other.					

Table 16 – Qualitative Efforts - Number of Activities by Program

## Narrative

In Springfield, Section 3 adheres to HUD's 1968 mandate: HUD-funded development projects must direct economic benefits—particularly labor hours—to low- and very low-income residents and businesses. Locally, contractors on applicable projects (typically >\$100,000 in HUD funding) must document efforts to meet benchmarks—25 % of total project labor hours performed by Section 3 workers, with at least 5 % by those from targeted groups.

The City's Department of Technical Assistance (which includes a Section 3 coordinator) engages developers and contractors to integrate these hiring goals into RFPs, posting preferences, and subcontracting requirements. The City partners with MHHCWb to promote job trainings and opportunities; MHHCWb coordinates regional workforce development with business and education partners.

Springfield offers digital access and job-preparation support via public libraries and the MHHCWb Career Center (including one-on-one help, ADA-accessible tech, and multilingual support). Local nonprofits—like the New North Citizens Council—also assist with bilingual resume-writing and employment coaching.

A publicly accessible Section 3 business directory exists on the City's website, enabling contractors to subcontract with certified local firms. City-funded nonprofits provide business support—covering certification, bidding, finance, and administrative guidance.

Springfield and MHHCWb anchor comprehensive supportive programming:

- Apprenticeships and training for underserved groups, including veterans and low/moderate-income residents, aligned with employer needs.
- Wraparound support (e.g. childcare, transportation, financial coaching) as part of the "Recompete" workforce initiative.
- Digital literacy and career-readiness—residents access computers, workshops, and coaching at public libraries and MHHCWb.

The Recompete plan explicitly links Section 3 residents to vocational education, credentialing, and career navigation—supported by community college partnerships and funding streams targeting apprenticeships and health care roles.

No Section 3-related projects officially closed during FY25; therefore, no project outcomes are being reported in this period. The City anticipates several projects to close out during FY26. These completions and associated performance metrics are expected to be reported in the next Consolidated Annual Performance and Evaluation Report (CAPER).