

City of Hickory

Consolidated Annual Performance Evaluation Report

July 1, 2025, to June 30, 2026



City of Hickory

PO Box 398

Hickory, NC 28603
www.hickorync.gov

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.

The City of Hickory's program year 2025-2026 highlights include:

1. Preservation of the City's Housing Stock: \$110,390.49 provided repairs to 2 low- and moderate-income homeowners to assist with repairs to their homes through the City of Hickory's Housing Rehabilitation Loan Program. Note that this number also includes final invoices and environmental testing for a property that was substantially completed in the previous year. This includes staff costs related to the implementation of the City's Housing Rehabilitation Loan Program. Staff costs included additional efforts to refinance and settle past due housing rehabilitation loans, which resulted in additional program income for 2025-2026.
2. Public Services Initiative: \$7,000 provided to Exodus Homes to fund employment and transportation coordination services for homeless, formerly incarcerated individuals, and those coming from treatment programs. Exodus Homes provides employment assistance and transportation for all residents. 130 residents were supported through this funding.
3. Public Services Initiative: \$8,000 allocated to AIDS Leadership Foothills Area Alliance (ALFA) to provide case management services to people living with HIV/AIDS. ALFA also offers HIV prevention education programs to the community at large. They have 46 city residents in care through their program.
4. Public Services Initiative: \$7,500 provided to the Hickory Soup Kitchen, which provided salary support for main kitchen staff and enabled the organization to serve approximately meals daily to 206 residents of Hickory needing a hot meal.
5. Public Services Initiative: \$9,000 to Salvation Army to provide support for a program coordinator to provide interaction, guidance, and supervision to the youth in the after-school program. 117 individuals were supported through this funding.
6. Public Services Initiative: \$7,000 provided to Catawba Science Center to provide scholarships for science education to children of low- and moderate-income households. 56 individuals were assisted with these scholarships.
7. Public Services Initiative: \$5,000 provided to Women's Resource Center to provide support for their Director of Programs and Services who helps connect low and moderate income and homeless women to resources and provides ongoing case management. 158 individuals were supported through this funding.
8. Public Services Initiative: \$7,000 provided to Greater Hickory Cooperative Christian Ministries to provide support for their Client Services Support Staff who assists those experiencing homelessness with showers, mail, laundry services and other essentials. 597 individuals were supported through this funding.
9. Public Infrastructure Improvements: Optimist Park benefited from \$329,966.71 in improvements, which included parking lot upgrades,

fencing, and construction of a dog park area.

10. Promote Fair Housing: \$840.00 purchased newspaper ads and social media advertising to inform residents of fair housing rights.

11. Program Administration: \$36,128.90 was spent on program administration and planning.

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
Demolish Dilapidated Structures	Non-Housing Community Development	CDBG: \$	Buildings Demolished	Buildings	4	0	0.00%			
Homeless Services and Prevention	Homeless	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	1500	1091	72.73%	400	1091	272.75%
Increase Entrepreneurship Opportunities	Non-Housing Community Development	CDBG: \$	Jobs created/retained	Jobs	4	0	0.00%			
Increase Entrepreneurship Opportunities	Non-Housing Community Development	CDBG: \$	Businesses assisted	Businesses Assisted	4	0	0.00%	1	0	0.00%

Increase Fair Housing Outreach and Awareness	Affordable Housing	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	250	0	0.00%	150	0	0.00%
Preserve the City's Housing Stock	Affordable Housing	CDBG: \$	Homeowner Housing Rehabilitated	Household Housing Unit	20	2	10.00%	4	2	50.00%
Provide Services to Persons Living with HIV/AIDS	Non-Homeless Special Needs	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	750	46	6.13%	40	46	115.00%
Public Infrastructure and Facility Improvements	Non-Housing Community Development	CDBG: \$	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit	Persons Assisted	5500	4025	73.18%	5000	4025	80.50%
Support Homeownership	Affordable Housing	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	250	0	0.00%			
Youth Services	Non-Housing Community Development	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	150	173	115.33%	92	173	188.04%

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 of Hickory was able to address significant portions of its goals. Projects helped protect the City's housing stock by providing housing rehabilitation assistance to two households during the program year. Significant numbers of citizens benefited from public facility improvements. The City made improvements to Hickory Optimist Park which included parking lot improvements, trail connections, fencing, and construction of a new dog park area.

In the 2025 program year, the City of Hickory continued its small business assistance programs which provide funding to businesses to create jobs and purchase equipment necessary to take their business to the next level. No grants were awarded in 2025. However, there are several people currently in the process, and the City expects to award at least 2 grants in program year 2026. The City has awarded three small business loans and thirteen micro-enterprise grants since beginning the programs.

The City's public services initiative continued to assist the community's most vulnerable populations, including the homeless and persons living with HIV and AIDS, persons with substance abuse issues, and youth in need.

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)

	CDBG
White	693
Black or African American	441
Asian	25
American Indian or American Native	6
Native Hawaiian or Other Pacific Islander	2
Total	1,167
Hispanic	29
Not Hispanic	1,138

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

Narrative

This table indicates the racial and ethnic breakdown of families assisted through CDBG Public service funds in the 2025 program year. This does not include the racial and ethnic breakdown of area benefit activities that benefit all residents of a census tract or block group. Please note that there are 143 multi-racial individuals that do not appear in the table above due to lack of category listing within the required software.

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	769,888	528,826

Table 3 - Resources Made Available

Narrative

The \$769,888.36 funding available includes \$263,999.70 in unexpended funds at the beginning of the program year. The City received \$331,589.00 in its annual allocation from the US Department of Housing and Urban Development. The City also received \$174,299.66 in program income during the fiscal year.

Identify the geographic distribution and location of investments

Target Area	Planned Percentage of Allocation	Actual Percentage of Allocation	Narrative Description
CDBG ELIGIBLE AREA	70	92	Low/Mod Census Tracts
City-Wide	30	8	Eligibility Area

Table 4 – Identify the geographic distribution and location of investments

Narrative

The vast majority of funds expended during program year 2025 were spent in low- and moderate-income census tracts. The City made improvements to Hickory Optimist Park, which is located in a low- and moderate-income census tract. All but one of the public service agencies are located in low to moderate income census tracts. All homeowners assisted through the City of Hickory Housing Rehabilitation Program are located in low- and moderate-income census tracts.

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.

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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	0	0
Number of Non-Homeless households to be provided affordable housing units	4	2
Number of Special-Needs households to be provided affordable housing units	0	0
Total	4	2

Table 5 – Number of Households

	One-Year Goal	Actual
Number of households supported through Rental Assistance	0	0
Number of households supported through The Production of New Units	0	0
Number of households supported through Rehab of Existing Units	4	2
Number of households supported through Acquisition of Existing Units	0	0
Total	4	2

Table 6 – Number of Households Supported

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

Hickory is a participating jurisdiction in the Unifour HOME Consortium to help meet the affordable housing needs of its citizens. The HOME Consortium provides down payment assistance to eligible households and provides additional funding to support affordable housing. Households continue to be served through the City's Housing Rehabilitation Loan program. The City's program assisted two low and moderate income households with home repairs. The city anticipates supporting additional homeowners in PY 2026.

After many years with little to no new construction, the last several years have been strong in new housing growth. Over 2,400 building permits have been issued for new housing in the past five fiscal years. This includes both single and multi-family units.

The City will continue to promote development of affordable housing on City owned land for affordable housing. In addition, the City Planning Department continues to work on add items to the City Land Use Development Code to promote infill and affordable housing. Accessory dwelling units are permitted in all residential zoning districts, and multi-family development is permitted in all commercial districts to promote additional infill development and increase the supply of housing.

Discuss how these outcomes will impact future annual action plans.

The City plans to continue its efforts to support homeownership for LMI qualified homebuyers on City owned property, as well as plans to support the reconstruction of homes through Habitat for Humanity with CDBG and general fund allocations.

The City plans to continue funding its Housing Rehabilitation program in future action plans. The City will continue to work to increase the number of families served through housing rehabilitation loan program through outreach and marketing.

The City will continue applying for funding from the North Carolina Housing Finance Agency Urgent Repair Program to fund urgently needed home repairs for households below 50% of the State-wide Area Median Income. This program allows the City to help those homeowners most in need of urgent or emergency repairs. Our goal is to complete at least six projects each year. In PY2025, the City completed thirteen (13) URP projects and at least half of the households assisted earn at or below 30% of the State-wide Area Median Income.

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	0	0
Low-income	1	0
Moderate-income	1	0
Total	2	0

Table 7 – Number of Households Served

Narrative Information

Two (2) families were assisted with housing rehabilitation funding during the 2025-2026 program year supported by CDBG funds. One recipient was low income, and the other was moderate income. One household was black or African American and the other was white. Both households were elderly. The City works to assist those with the greatest financial needs with the funding that is available. The City anticipates assisting at least 4 families in 2026. Three additional households were in the pipeline for assistance in June 2026.

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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

Community Development staff continues to serve on the Catawba County Continuum of Care. This organization brings together homeless serving agencies from across the county to determine funding options, raise awareness about important issues, and reduce duplication of services. The City funded several agencies that serve the homeless. The Hickory Soup Kitchen received a grant in the amount of \$7,500. This organization provides a hot meal and showers to homeless individuals five days per week and also provides free, fresh groceries to those in need. The City also supported Exodus Homes with a \$7,000 grant. This organization provides a residential treatment program for homeless and previously incarcerated individuals with substance use issues. The City supported Greater Hickory Cooperative Christian Ministries with a \$7,500 grant. This organization provides showers, laundry, mail services, hygiene packets, and other items to those experiencing homelessness and can financially help those who are facing eviction. The City also supported Women's Resource Center with a \$5,000 grant. This organization supports women's self-sufficiency by providing individualized services and connections to local resources.

Additionally, in the summer of 2019, the City hired a Community Navigator to work specifically with our homeless population. This position is responsible for case management and ensuring that homeless persons reach the proper agency in order to receive services.

Addressing the emergency shelter and transitional housing needs of homeless persons

The City continues to fund Exodus Homes, which provides transitional housing to homeless and previously incarcerated individuals with substance abuse issues. The organization was funded with a \$7,500 grant in 2025-2026. These funds were used to support the salary of the Employment Coordinator who directs the entire vocational training program and assists residents in determining a path to employment. Approximately 130 individuals received assistance during PY 2025.

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's grants to public service agencies assist low income individuals by providing free or low-cost services such as healthcare, food assistance and job training. These services can enable families to make their incomes go further and reduce the likelihood of homelessness. The Hickory Soup Kitchen provides meals and food assistance to individuals in need with the City's grant of \$7,500. In PY 2025, they assisted approximately 200 individuals every weekday. ALFA, with a grant of \$7,500, provided case management services to persons living with HIV and AIDS to help them stay in care, which should reduce healthcare costs and help reduce the risk of becoming homeless. ALFA assisted 46 individuals who are residents in the City of Hickory. The City also supported Exodus Homes with a \$7,000 grant. This organization provides a residential treatment program for 130 homeless and previously incarcerated individuals with substance use issues.

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

Exodus Homes helps homeless individuals with substance use issues make the transition from homelessness to employment and permanent housing. Also, the City continues to work with the Continuum of Care to coordinate services and work with other service providers to identify gaps in services, and assist agencies in serving as many individuals in need as possible. Additionally, since 2019, the City has had a Community Navigator to work specifically with its homeless population. This position is responsible for case management and ensuring that homeless persons reach the proper agency in order to receive services. This coordinated effort by multiple agencies has helped to ensure that our community is reaching as many of our homeless neighbors as possible.

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

Actions taken to address the needs of public housing

The City of Hickory City Council took action to formally abolish the Hickory Public Housing Authority in January 2025. This decision came after many complaints of management misuse of taxpayer funds and underutilization of housing choice vouchers for low-income residents. Under the City Council's resolution, the powers and responsibilities of the Hickory Public Housing Authority were transferred to the Western Piedmont Council of Governments, effective July 1, 2025. This action should lead to an increase in the housing choice voucher utilization rate and improved effectiveness.

The City has also constructed a multi-modal path for bikes and pedestrians called the Historic Ridgeview Walk. This path is located in the Ridgeview Community, in close proximity to significant amounts of public housing and voucher units. This path gives community members easier and safer access to the downtown area, as well as necessary amenities such as convenience and grocery stores. The City is also exploring the idea of other paths and connectors on City owned property adjacent to public housing and the affordable homes the City has constructed.

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

The city is an active member of the Unifour HOME Consortium, which makes downpayment assistance available to first time home buyers. The consortium markets the program to public housing residents. The absorption of the Hickory Public Housing Authority into the Western Piedmont Regional Housing Authority means that public housing programs and downpayment assistance programs are administered by the Western Piedmont Council of Governments. This should only increase coordination and utilization between public housing residents and homeownership assistance programs.

Actions taken to provide assistance to troubled PHAs

The Western Piedmont Regional Housing Authority does not have a troubled housing authority designation.

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)

City of Hickory Planning Department staff continue to review its ordinances annually to ensure there are not unnecessary barriers to affordable housing. In order to reduce barriers to multi-family and affordable housing, City ordinances allow multi-family homes or duplexes to be permitted by right within all commercial zoning districts and within all but one residential zoning district. Accessory dwelling units are also permitted by right in all residential zoning districts.

After many years with little to no new construction, the last several years have been strong in new housing growth. Over 2,400 new housing units have been permitted over the past five years. The City of Hickory is beginning the process of updating its Hickory by Choice 2030 Comprehensive Plan. This Comprehensive Plan update will provide an excellent opportunity to promote strategies that will promote affordable housing and the overall supply of housing.

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

The City continues to use CDBG funding to make public facility and infrastructure improvements in low and moderate income neighborhoods. This year's grant included improvements to a neighborhood park located in a low and moderate income neighborhood.

Community Development staff continues to serve on the Catawba County Continuum of Care. This organization brings together homeless serving agencies from across the county to determine funding options, raise awareness about important issues, and reduce duplication of services. City Staff also worked with the Western Piedmont Workforce Development Board to establish a career counseling center called Ridgeview Works in a library located within a historically minority and low-income census tract. This program started in early 2022 and has led to other library outreach programs throughout the region. The program offers career counseling assistance to those who may not seek it outside of their neighborhood.

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

The City has also taken actions to reduce lead paint hazards. The City follows the lead safe housing rule when conducting housing rehabilitation activities. All of the City's rehabilitation projects are under \$25,000 in hard costs, which means that the City must identify and address lead hazards when paint is disturbed by renovation activities. This includes conducting a lead hazard risk assessment on the home and addressing all of the hazards identified in the report. All lead hazards are addressed at no cost to the

homeowner. Contractors must be RRP certified to to work on projects involving lead paint.

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

Numerous public service activities are funded each year with the aim of reducing poverty in the City of Hickory. \$7,500 was provided to the Hickory Soup Kitchen to provide meals and food assistance to very low-income families. The families that received assistance were able to stretch their income further to fund additional needs. ALFA received \$8,000 to assist its housing case management program, which provides housing assistance to persons with HIV and AIDS to ensure that they stay in treatment. Exodus Homes received \$7,000 to provide job and transportation coordination services for residents in its substance abuse treatment programs. The goal of the program is to assist residents in finding employment and move towards self-sufficiency. Greater Hickory Cooperative Christian Ministries received \$7,500 to provide showers, laundry, mail services, hygiene packets, and other items to those experiencing homelessness. They also provide financial assistance to those facing eviction. Women's Resource Center received \$5,000 to support women's self-sufficiency by providing individualized services and connections to local resources.

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

Staff is always striving to review policies and procedures to ensure that programs are run according to appropriate federal guidelines. Improvements in the previous program year included gaining new knowledge of the environmental review process through the process of additional staff completing Environmental Reviews. Staff continue to be active members of the North Carolina Community Development Association Conference. Staff have worked to streamline the continual review of nonprofit subrecipients. This review includes regular updates on required documentation and regular meetings with nonprofit subrecipients to ensure that they are aware of federal requirements including any procurement and lead based paint regulations and processes that may need to be followed. In addition, staff are currently working to streamline all processes and procedures relating to grant management for CDBG funding.

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

Community development staff continue to serve on the Catawba County Continuum of Care to maintain connections and improve services to homeless and very low income individuals. Staff regularly partners with Habitat for Humanity to increase homeownership and reduce blight while revitalizing neighborhoods. The City's Community Navigator works with homeless individuals to ensure that they're connected with available services.

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

City of Hickory Staff continues to advertise and educate citizens regarding their rights to fair housing. Advertisements informing residents of their fair housing rights ran in the City Snippets utility bill inserts which go to all city water customers, and the Spanish newspaper Hola Noticias. This year's efforts also included social media marketing to increase the reach of the City's advertising efforts. Staff continues to serve on the Catawba Valley Association of Realtors Equal Housing Opportunity Committee. This committee provides education and outreach to local realtors regarding fair housing laws. City staff was also involved in the Hickory Branch of the NAACP Equity and Inclusion Task Force Housing Committee. This committee is working to achieve equity in the area of housing as well basic inventory and affordability.

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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

The City of Hickory Community Development Division conducts file audits of all city-initiated CDBG activities to ensure compliance with relevant federal requirements. Staff maintains file checklists for each of the types of activities normally undertaken each year. In addition, all nonprofit subrecipients are monitored by City staff at least once per year to ensure compliance with applicable requirements. Also, the City hires an independent auditor to review its finances each year. This audit includes an in-depth review of CDBG program activities.

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.

All reports are made available for review on the City's website and in the Office of Business Development at City Hall. The City advertises the availability of the report through its legal notice on the website and those placed in the local newspaper. The City also holds a public hearing to receive comments on the report prior to its consideration by the Hickory City Council.

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 is the first year of the City of Hickory's 2025-2029 Consolidated Plan. This plan did not significantly alter the goals and strategies of the previous plan as the programs appear to be assisting those most in need with the funds that are available. The City will continue to evaluate its programs annually to determine whether changes are warranted.

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

No

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

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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 is the first year of the City of Hickory's 2025-2029 Consolidated Plan. This plan did not significantly alter the goals and strategies of the previous plan as the programs appear to be assisting those most in need with the funds that are available. The City will continue to evaluate its programs annually to determine whether changes are warranted.

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

No

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

DRAFT

CR-58 – Section 3

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

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

Table 8 – Total Labor Hours

Qualitative Efforts - Number of Activities by Program	CDBG	HOME	ESG	HOPWA	HTF
Outreach efforts to generate job applicants who are Public Housing Targeted Workers					
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).	1				
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.	1				
Held one or more job fairs.					
Provided or connected residents with supportive services that can provide direct services or referrals.	1				
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.	1				
Bonding assistance, guaranties, or other efforts to support viable bids from Section 3 business concerns.					
Provided or connected residents with training on computer use or online technologies.					
Promoting the use of a business registry designed to create opportunities for disadvantaged and small businesses.					
Outreach, engagement, or referrals with the state one-stop system, as designed in Section 121(e)(2) of the Workforce Innovation and Opportunity Act.					

Other.					
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Table 9 – Qualitative Efforts - Number of Activities by Program

Narrative

City staff works with the Western Piedmont Workforce Development Board regularly, and from this collaboration, a career counseling center called Ridgeview Works was established in a historically minority and low-income census tract. This process has been underway since early 2022. The program offers career counseling assistance to those who may not seek it outside of their neighborhood. City Staff also works with Operation HOPE, which offers free credit and money management and financial disaster preparedness classes/training.

The City of Hickory had one larger construction project this year. The Hickory Optimist Park Improvement project was not large enough to generate new employment beyond the company's existing workforce. The project involved two employees on a consistent basis, both of whom were Catawba County residents. All subcontractors were located in Catawba County. None of the subcontracts were large enough to result in new employment. All companies that worked on CDBG projects in PY 2025 were local to the region.