



## **California Indian Manpower Consortium 04/05 Listening Session Barriers and Solutions**

### **Summary**

The California Indian Manpower Consortium Listening Session meeting was held on 4/5/24 and approximately 10 people were in attendance. The agenda included discussions with attendees around barriers and solutions within the Inland Empire region to accessing good jobs and, additionally, specific organization, projects and/or programs that are doing a great job of addressing the aforementioned barriers to good jobs in the region. Raw notes were taken by Cynthia. Included in this summary are key takeaways from the discussions and more details on the responses from attendees.

### **Attendees**

1. Jennifer is the workforce coordinator 3 for the Moreno Valley office. Her word is opportunity.
2. Kristine Trujillo - CIMC Escondido office - Workforce development 2 - Her word is growth.
3. Christina Jurtade - Her word is progress.
4. Michele - Her word is growth.
5. Carla - Educational and Training Coordinator - Escondido - Her word is advancement.
  - a. Her clients are students.
6. Jovelle Schuyler - CDBG - grant writer at the Sacramento field office - Her word is sovereignty.
7. Lorenda Sanchez

### **Key Takeaways from the Listening Session on Barriers to Accessing Good Jobs in the Inland Empire**

- Education Barrier: Lack of high school diploma or GED is a significant obstacle to accessing good jobs.
- Limited Internet Access: Spotty or expensive internet service hinders job search and training opportunities.
- Training Opportunities: Lack of access to training programs creates further barriers.
- Awareness of Opportunities: Limited funding for notifications about existing job opportunities.
- Transportation Challenges: Lack of reliable transportation, especially in rural and reservation areas, affects employment prospects.
- High Maintenance Costs of Vehicles: Participants face financial challenges in maintaining vehicles for transportation.
- Childcare: Limited access to affordable childcare makes it difficult for parents to work.
- Other Barriers: Housing access, prior convictions, resume building, technology usage, algebra knowledge, and financial burdens hinder job access.

## Solutions to Address Barriers

- Online Educational Resources: Expand online classes for educational advancement.
- Transportation Solutions: Partnerships with Uber/Lyft and exploring alternative transportation options.
- Employer Support for Childcare: Subsidized childcare or grants to help with childcare expenses.
- Collaboration and Leveraging Resources: Partner with other organizations to address barriers effectively.
- Short-Term Participation Programs: Establish pipelines for short-term work experience leading to employment.
- Expand Outreach Efforts: Increase outreach at existing events and meetings to reach a broader audience.

## Organizations, Projects, and Programs Addressing Barriers

- TANF Program: Refers and prepares individuals for work, with a focus on short-term work experience.
- Trades Programs: Provides job readiness training and apprenticeships for employment in various trades.
- Continued Outreach Efforts: Ongoing work to improve outreach and access to job opportunities.

## Details of Group Discussions

<b>Barriers</b> Please list some of the ways the barriers below impact how IE residents access good jobs?
<b>Lack of Access to Good Jobs</b> <ul style="list-style-type: none"><li>● Education would be the biggest barrier - lack of HS diploma or GED.</li><li>● Internet service is spotty or sometimes too expensive.</li><li>● If they do not have training, that's another obstacle.</li><li>● Getting the word out to communities about existing opportunities - limited funding for notifications.</li></ul>
<b>Transportation</b> <ul style="list-style-type: none"><li>● Employment barrier. No bus or car living in rural communities, especially in the reservation areas.</li><li>● Also true for the SB and Riverside area.</li><li>● Worker from La Sierra working in ROV - asked for a bus pass. Has to leave at 6:45 am and gets to work at 8:00 am. It takes a lot of time to take the bus. Schedules are long.</li><li>● Participants do have vehicles but there are high maintenance and repair costs.</li><li>● Participants are in areas where there are resources, like Uber and Lyft. Lack of funds and can participants afford that.</li><li>● Need alternative ways of transportation. Even carpooling is challenging - not expensive options.</li><li>● For students, there aren't many transportation options.</li><li>● The cost of living doesn't make it feasible to keep up with maintenance repairs.</li><li>● The roads are narrow and not conducive to bike usage. They've purchased bikes in the past, but safety is a barrier.</li></ul>
<b>Childcare</b> <ul style="list-style-type: none"><li>● CIMC has a childcare program that services the majority of the tribes.</li><li>● Even as a city worker, who later became a mom of two, had to become a stay-at-home mom.</li><li>● Women are affected long-term because of Social Security, lack of contributions, etc.</li><li>● Not all jobs allow WFH - when they do, they cut down on transportation costs, food, childcare, etc.</li><li>● Getting kids from home to another facility might be out of the way to work.</li><li>● Need more employer ownership for providing greater and more affordable access to childcare so that their workers can get to work comfortably.</li></ul>

**Other Barriers**

- Housing access
- Employees with prior convictions
- Lack of assistance with resume building/writing
- Access to use of technology to find jobs
- Algebra knowledge is needed and no training for this
- More youth are not going on to college because of the overwhelming financial burden that carries on for decades and that has ripple community-wide effects.

**Solutions**

*Please share any solutions or ideas that you have for how to address barriers to good jobs in the IE.*

- More online classes to help with educational advancement.
- Uber/Lyft partnerships
- Employer subsidized child care or grants
- Leveraging resources with other organizations
- Short term participation programs
- Expanding outreach to existing events and meetings like the Downtown Riverside Farmers Market

**Organizations/Programs**

Please list any organizations, projects and/or programs that you know of that are doing a great job of addressing barriers to accessing good jobs in our region.

- TANF Program - good at referring individuals and preparing them for work.
- Great relationship with tribes for exploring work sites to prepare for employment for short term work experience. Some tribes will later hire them.
- Trades 10-12 individuals who have been hired with job readiness and employment. Going through the journeyman process and then going through apprenticeships.
- Outreach is a work in progress.