## Barriers

Let's think about what's stopping people from getting good jobs and living well in our area. What are the main 3-5 challenges that residents deal with? These could be things like not enough job opportunities, high living costs, inadequate education, issues with housing and transportation.



Not enough opportunities for folks without documentation

Lack of quality childcare for 0-5

I think it is important to review what they are being asked for when they apply (min. requirements in applications) and the resources offered to meet these requirements

Inflation

Accessibility and Opportunity! Transportation and training!

Childcare for non-traditional hours. Ex: Nurses. Warehouse, Retail (evening, night and graveyard shifts).

Employers are not recognizing and acknowledging education, skills & training obtained out of the US.

Incarceration History

Lack of employment opportunities for individuals with disabilities.

Public transportation

employers not wanting to pay a living wage to their employees, it's not about lack of "talent" its about coorporate greed

shrinkinflation

prioritization of warehouses that do not offer "good" iobs

The

temporary,

warehouse jobs

what is stopping people from getting good jobs is the lack of good jobs. This region is plagued by low-wage, physically demanding jobs, ie:

Affordable housing in comparison to pay rates in today's economy and wages provided by employers at entry level.

Childcare: parents working swing shifts and hours outside the traditional 9 a.m. to 5 p.m.

Cost of living is

for most. Not

enough

>Accessible wages

entrepreneurship

training programs!

Lack of weekend training programs and continuing education for working individuals.

Cost of education

Lack of Second Chance **Employers** 

transportation/high cost of living

**Upcoming** recession

Wages don't match the cost of living

Jobs being moved out of the County and State.

Disability discrimination. The barriers in the process of obtaining a Driver's License: reliable car, driving essons

Which barriers/obstacles/issues are most challenging for historically disinvested communities in our subregion to overcome?

Finding high quality childcare with flexible hours to meet the scheduling demands of various sectors; recognizing that this is not only a female issue

Bureaucracies that people need to navigate to start their own businesses

The "support-cliff" foster youth face when they age-out of the system and the system's in-ability to guide them towards self-sufficiency

Lack of knowledge of resources available

Trust

Background barriers. Direct environment influences (Violence, Poverty, Racism, police harassment etc)

Systemic
Pipelines are
detrimental



TRUST

## Solutions

What solutions have you seen that actually work?
What existing organizations, programs, or collaborations are doing a good job of working on solutions to the barriers?



GSB SRT Member
Jennifer Carter from
Oak Tree Learning
Center is also very
actively involved in
the regional
childcare discussion

IE Women's Business Center

First Steps Program -Child care solutions

Sustainable mentorship for youth and sustained follow through -building reliable personal networks

https://workforce.sbco unty.gov/youth/

> Re-entry Grants/Jobs

> > Uplift Internship Program

SBCSS Regional Student Advisory

GSB SRT member Terrance Stone: https://yvyla-ie.org/sit

> GSB SRT member Robert Levi (Native American students): https://yvyla-ie.org/sit e/

James Moses from CCRC: https://www.ccrcca

CCRC: https://www.ccrcca.or g part of childcare discussions Making Hope Happen Foundation Mentor-Sponsored Scholarship Program

Ask students how they could improve the economic well-being and quality of life for the community they live in. Then have them identify barriers that are preventing them

from improving community quality of life.