

Banning Boys & Girls Club Listening Session Key Takeaways

Barriers

- **Limited Good Jobs**
 - **Lack of Network Support**
 - Not the right of attire for interviews
 - Nepotism and favoritism in hiring
 - No access is discouraging which leads to no motivation
 - Networking and awareness gaps
 - Lack of knowledge on application process
 - No jobs fairs
 - Gatekeeping high paying jobs
 - **Lack of Education/Experience Requirements**
 - No Education/Not enough experiences
 - Some jobs need a high school diploma
 - Hard to find jobs even with a degree
 - Lack of Vocation school/skills
 - Education/degrees are a barrier
 - **Low Quality Jobs**
 - Jobs expect more experience and not giving opportunities
 - Little to no benefits
 - High turnover jobs with lack of stability
 - Pay does not match work
 - **Lack of Opportunities in Banning**
 - Work growth is decreasing in Banning area, you have to travel out to work
 - Business have left our town, therefore, there are not as many jobs as needed
 - Many of the good jobs are at the school district level.
 - No large entries or enough business in Banning
 - Local business are not growing
 - Long commute for work–Forced to move to find work and losing local talent
 - No job openings
- **Transportation**
 - **Lack of Alternative Transportation**
 - Expensive to use rideshare apps
 - No vanpools
 - **Inaccessible Vehicle Ownership**
 - Unreliable vehicles–Vehicle repairs expensive
 - Lack of gas money– gas too expensive
 - No access to vehicle
 - Excessive traffic fines
 - **Unreliable Public Transit**
 - No 24 hour transportation
 - Limited hours on weekends–four hour gaps
 - Bus routes do not hit popular places–schools, shopping centers
 - Limited number of stops–forced to walk very long distances
 - Lack of bus literacy/instructions–confusing Bus system
 - Public transportation does not feel safe
 - Pick up/drop off times are unreliable– making residents late to work, drivers pass by and never stopping to pick you up

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- **Childcare**
 - **Expensive**
 - Expensive and few options for staff with children under kindergarten
 - **Lack of Extended Hours**
 - Childcare often closes down too early
 - Does not offer after business hours
 - Dropping off/picking up children from school/activities is not possible during work schedule
 - **Lack of Support of Children with Disabilities**
 - No resources to support children with disabilities
 - **Limited Options**
 - Daycares are not promoted and known
 - No access to childcare, which stops parents from working to support their families
 - Long waitlist for existing childcare
 - Jobs do not offer or provide childcare
 - **Safety and Trust Concerns**
 - Lack of social network
 - Home-based childcare are unsafe without background checks
- **Poorly Designed Communities**
 - No entertainment, have to drive 30 minutes away to spend time with family
 - Lack of downtown shopping
 - Lack of walkable cities – need to drive everywhere
 - Lack of affordable housing
 - Unsafe streets
 - Lack of communication from city council
- **Social Services**
 - Provide affordable housing, funds for bills, food and schooling
 - Allow two parent household receive food stamps
 - Graduate residents stay local, settling for less pay and forced to rely on social services
 - Unexpected situations/emergency lead to missing work
 - Unable to qualify for social services
 - Not enough resources to pay bills
- **Healthcare**
 - Lack of health insurance
 - Prescriptions too expensive
 - Lack of sick pay to take time off
- **Cultural and Social Barriers**
 - Language barriers
 - Support for Spanish speaking parents
 - Politics by older residents gatekeeping resources
 - Existing rhetoric about Banning that business nor people want to move here

Solutions

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- **Increased Social Services**
 - Offer single parents support/subsidies
 - Raise the income level for Riverside County Office of Education (RCOE)
 - Allow two parent household to qualify for RCOE
 - Subsidized childcare initiative
 - Childcare should be based on sliding scale/salary
 - Grants for auto support
 - Flexible funding for utilities and housing repairs
- **Improve Support for Entrepreneurs**
 - LLC's cost so much in California, it hurts small business people
 - Welcome small businesses with reduced fees
- **Increase Funding for Local Organizations**
 - Boys & Girls Club (BGC) offers access to mental health for kids, families, and unhoused residents
- **Improve Community**
 - Dialogue and Leadership
 - Increase community advocacy and dialogue
 - Increase public awareness on local resources
 - Improve leadership
 - New council open to new ideas
 - Transparency about funds
 - Knowledgeable presenters
 - New leaders who look at our community
 - Amenities and Activities
 - Offer citywide wifi
 - Events to pick up litter/recyclables
 - Offer rewards to motivate people to keep community clean
 - Reliable public transportation
- **Improve Job Quality and Benefits**
 - Raise hourly rates
 - Allow children to come to work in an emergency
 - Offer grants for childcare to help employees
 - Transportation grants for employees
 - Diversity in government jobs
- **Career Development Support**
 - Mentorship
 - Access to interview clothing
 - A center where people can get workforce development
 - Having access to gaining GED/Diploma and promoting it everywhere
- **Transportation**
 - Increase bus schedules
 - Cap the cost of traffic fines
 - Provide trains that run from LA to Palm Springs

Key Organizations/Programs:

- Boys & Girls Club
 - Offers workforce development for teens

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- Care Space
 - Free counseling for Riverside county residents
 - Offers personal care supplies for teens
- Faith in Action
 - Helps residents with linking up to needs in the community
- Beaumont Seventh Day Adventist
 - Provides families with food for a month
- Amazon
- Morongo Casino
- Rotary
- Carespace
- Carol's Kitchen
- H.E.L.P.
 - Food pantry
- Beaumont expanded learning program
 - Free childcare
- Episcopal Church (Beaumont)
 - Food pantry
- Fellowship church
 - Food pantry
- Community Center
 - Activities
 - Sports