




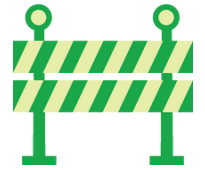







Employment Roadblocks Summary

An analysis of workforce data associated with the population experiencing poverty in Memphis identified several factors that inhibit employment pathways. Below are the most significant roadblocks supported by the evidence.

ROADBLOCK	DESCRIPTION
 <p>Insufficient math and literacy proficiency impede entry to and success in technical training</p>	<p>An estimated 100,000 Memphians experiencing poverty are in need of academic remediation to access career & technical education that can unlock living-wage jobs.</p>
 <p>The lack of resources and support allow seemingly insignificant factors to derail the completion of career & technical education programs</p>	<p>6 in 10 Tennessee community college students experiencing poverty do not continue after the first year. Numerous compounding factors, such as incidental life expenses and inefficient enrollment processes, can undermine program completion.</p>
 <p>Limited coordination within and between systems makes accessing workforce services unmanageable</p>	<p>To receive the needed services from the over 130 workforce service providers in Memphis, individuals must navigate unwieldy and inefficient systems that frequently require working with multiple organizations across multiple sites.</p>
 <p>Insufficient supports are available to help people align their professional aptitudes with living-wage career pathways</p>	<p>7 in 10 industry credentials earned by Tennessee K-12 students do not enhance employment outcomes. Limited resources exist to help identify professional aptitudes, match them with living-wage jobs, and prepare for these careers.</p>
 <p>The prevalence of people who have experienced trauma requires work environments that provide evidence-based supports</p>	<p>Over 110,000 people in Shelby County have had four or more traumatic childhood experiences, increasing the probability of negative employment outcomes as adults. This makes trauma-informed practices critical to career success.</p>



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 <p>High costs and lack of proximity to quality childcare inhibit employment options and hours</p>	<p>55 percent of working parents in Shelby County have experienced employment challenges due to inadequate childcare. Obstacles accessing cost-effective childcare that provides quality early learning limits workforce development and employment opportunities.</p>
 <p>Unreliable transportation limits access to employment and training opportunities</p>	<p>Only 3 in 100 people experiencing poverty live near public transit that runs every 15 minutes. Memphis' low population density makes reliable private transportation necessary to access workforce services and living-wage employers.</p>
 <p>Chronic and untreated health conditions can reduce participation and persistence in training and job opportunities</p>	<p>1 in 2 adult Tennesseans earning less than \$15,000 live with arthritis while 1 in 4 have diabetes. Underserved neighborhoods have few primary care providers, increasing the probability of health complications that make consistent employment difficult.</p>
 <p>The lack of basic needs stability undermines workforce development participation</p>	<p>Nearly 1 in 5 Memphians are food insecure and over 30,000 eviction filings occur annually. Food insecurity and unstable housing arrangements make it nearly impossible to pursue workforce development services, education, and employment.</p>
 <p>Uncoordinated policies and practices can create greater financial vulnerability despite career progression</p>	<p>\$1-\$2 per hour pay increases that exceed government benefits eligibility can leave individuals more vulnerable. Career progression is disincentivized when increases in compensation are less than the value of the lost government benefits.</p>