




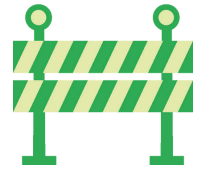






Employment Roadblocks Summary

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</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 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 workers who have experienced trauma requires work environments that provide evidence-based supports</p>	<p>Over 110,000 adults in Shelby County have had four or more traumatic childhood experiences, increasing the probability of negative social and health 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 disruptions due to inadequate childcare. Underserved neighborhoods do not have sufficient cost-effective providers that provide quality early learning.</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 prevalence of basic needs instability undermines workforce development participation</p>	<p>Nearly 1 in 5 Memphians are food insecure while over 30,000 eviction filings occur annually. Food insecurity and unstable housing arrangements make it nearly impossible to pursue workforce development services and employment.</p>
 <p>Uncoordinated policies and practices can result in career progression leading to greater financial vulnerability</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>
 <p>Involvement with the criminal legal system can impose overwhelming barriers to achieving economic stability</p>	<p>Twice as many people per capita are incarcerated in Shelby County compared to the national average. For those people, support overcoming obstacles to secure stable housing, transportation, and skills development can dramatically improve employment outcomes.</p>