Youth Career Pathways
Barriers to Employment and Outreach Solutions for At-Risk Populations

Population	Potential Barriers to Employment	Outreach Strategies
Eligible migrant and seasonal farmworkers	• Health challenges from nature of work • Poverty • Mobile living and working arrangements • Limited access to healthcare • Lack of health insurance • Language barriers • Victims of illegal employment practices	• Distribute flyers in various languages at faith- and community-based organizations that cater to that specific population, Adult Education (ESL) Programs, bus stops where population typically resides and works. • Social Media (Facebook, Twitter, Instagram, and Snapchat)
Ex-Offenders or justice involved youth	• Low literacy • Lack of vocational skills • Lack of steady history of employment • Lack of technological literacy • Stigma • Lower education levels • Mental health issues • Employer reluctance to hire	• Distribute flyers with area parole officers and re-entry programs, faith- and community-based organizations, halfway houses, "legal aid" type establishments. • Social Media (Facebook, Twitter, Instagram, and Snapchat)
Homeless individuals or homeless children and youth	• Lack of security • Lack of housing • Lack of steady history of employment • Lack of education and training • Physical or mental health issues • Criminal records hindering job applications • Lack of guidance for professional development • Need for mentoring • Need for public assistance	• In person outreach at churches, bus stops, libraries, homeless shelters, food banks, salvation army • Distribute flyers DHS local offices, libraries
Indians, Alaska Natives, and Native Hawaiians	• Obstacles to advancement • Stereotyping • Prejudice • Poverty • Lack of education opportunities and advancement	• Distribute flyers in various languages at faith- and community-based organizations that cater to that specific population, Adult Education (ESL) Programs, bus stops where population typically resides and works.

	• Other social-structural factors	• Social Media (Facebook, Twitter, Instagram, and Snapchat)
Individuals with disabilities, including youth are individuals with disabilities	• Discrimination • Lack of information about reasonable accommodations • Employer fear of litigation based on the Americans with Disabilities Act • Lack of job experience • Lack of information about jobs • Risk of losing benefits	• Distribute flyers at churches, bus stops, DHS local offices, libraries, pediatrician offices, clinics • Social Media (Facebook, Twitter, Instagram, and Snapchat)
Individuals who are English Language Learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers	• Language and communication skills • Lack of understanding of career options • Discrimination • Spent ages/time out of school	• Distribute flyers in various languages at faith- and community-based organizations that cater to that specific population, Adult Education (ESL) Programs, bus stops where population typically resides and works. • Social Media (Facebook, Twitter, Instagram, and Snapchat)
Individuals who have low levels of literacy	• High school diploma as prerequisite for jobs • Low literacy • Lack of technological literacy • Lack of work experience • Needing professional clothing and other necessities for interviews	• Distribute flyers at churches, bus stops, daycare centers, DHS local offices, libraries. • Social Media (Facebook, Twitter, Instagram, and Snapchat)
Low-income individuals (including TANF and SNAP recipients)	• Lack of transportation • Lack of access to affordable childcare • Needing professional clothing and other necessities for interviews • Possible criminal record hindering job applications/hiring • Reduced access to education and training • Fewer job-related resources (Computer access)	• Distribute flyers at churches, beauty and barber shops, bus stops, daycare centers, DHS local offices, libraries. • Social Media (Facebook, Twitter, Instagram, and Snapchat)

Single parents and/or pregnant single women	• Lack of opportunities in education and employment • Domestic violence • Lack of access to affordable childcare • Marital status • Number and ages of children	• Distribute flyers at churches, beauty and barber shops, bus stops, daycare centers, DHS local offices, libraries, pediatrician offices, clinics • Social Media (Facebook, Twitter, Instagram, and Snapchat)
Youth who are in or have aged out of the foster care system	• Low stability • Mental health issues • Substance abuse issues • Criminal records hindering job applications • Lack of guidance for professional development • Need for mentoring • Need for public assistance	• In person outreach at churches, bus stops, libraries, homeless shelters, food banks, salvation army, YMCAs • Distribute flyers DHS local offices, libraries • Social Media (Facebook, Twitter, Instagram, and Snapchat)

Distribution Flyers:

Youth Flyer with Font/Back ([PDF](#))

Editable Flyers

Youth Flyer - Customizable ([PPT](#))
Editable Sharable Image Male ([PPT](#))
Editable Sharable Image Female ([PPT](#))

Public Youth Career Pathways Webpage

Youth Career Pathways Program Outreach Webpage