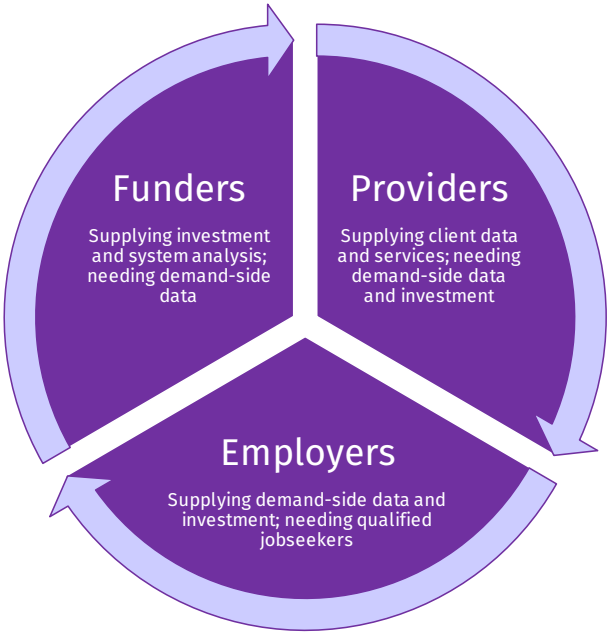


**Table 6. Persons who are Economically Vulnerable and/or with Employment Barriers**

English Language Learners (ELL)
Foster care youth
Homeless or formerly homeless households
Individuals lacking right to work documentation
Individuals re-entering civilian life from prison
Individuals with disabilities
Individuals with less than a high school degree or GED
Justice-involved individuals
Long-term unemployed individuals
Older individuals (55+)
Public benefits recipients (including Project 500)
Public housing residents (including HOPE SF)
Residents below 100% of the Federal Poverty Limit (FPL)
Residents between 100% and 200% of the FPL
Residents between 200 and 300% of the FPL
Transitional-aged youth (18-24)
Underemployed individuals
Unemployed individuals
Veterans

Source: These populations were chosen based on internal City data and conversations of the Alignment and WCAC Committees. Populations with employment barriers largely came from federal regulation language in the Workforce Innovation and Opportunity Act (WIOA).

**Figure 20. System Feedback Loop**



will need to play a committed role in the development and funding of training programs and the hiring of workforce clients out of these programs. For the pipeline to be efficient and effective, information sharing needs to lead to services that meet the needs of employers and jobseekers alike. System stakeholders must develop a feedback loop to ensure they are all informed and accountable to the clients who need their services most (see Figure 20).

### Previously Incarcerated Workers

A 2015 survey from the Ella Baker Center for Human Rights in Oakland, CA reported that 76% of former inmates rated finding a job, difficult or nearly impossible. Implicit bias by employers can impact hiring decisions. While in 2014, San Francisco passed the Fair Chance Ordinance, a law providing hiring protections for people with criminal histories; it is not an absolute safeguard for previously incarcerated job seekers. Employers themselves are not the only barriers to employment and full reintegration