

# **EMPLOYMENT BARRIERS & SUPPORTS FOR HOMELESS PERSONS**

**Cuyahoga County  
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MHS, Inc.**



# 3 LEVELS OF NEED FOR EMPLOYMENT SUPPORT

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## **LEVEL 1: VERY HIGH BARRIERS TO EMPLOYMENT**

- Chronically homeless
- Severe Mental Disability or Physical Disability
- Co-Occurring SMD/AOD
- Very high family demands, including dependent children in crisis, no supports, etc.

### **JOB SEARCH BARRIERS**

- Goal: Lacking a vocational goal
- Search: Has not begun a search
- Housing: May or may not have stable, supportive housing
- Experience: Little or no work experience
- Skills: Very few or no job skills, or workplace skills
- Readiness: Not "work ready"
- Legal: Felonies, Violent crimes, Sexual offender, etc.
- Retention: No success in maintaining a job for long period
- Personal Care: Self-care skills lacking
- Other needs: Needs case management simply to meet demands of living in supportive housing or shelter;

# Employment Support Needs

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## **LEVEL 2: MODERATE TO HIGH BARRIERS TO EMPLOYMENT**

- Homeless for 6 months or 2 to 3 times over 2 years.
- Substance abuse history with some sobriety, or
- Current substance user
- Mental illness, non-severe (depression, bi-polar, PTSD)
- Felonious criminal history – drug possession, etc.
- Recently came from prison to shelter, on parole
- Has dependent children with no support network

### **JOB SEARCH BARRIERS**

- Goal: Income to leave shelter
- Search: Unsuccessful in job search, Discouraged about employment prospects
- Housing: Shelter - Not conducive for intensive job search
- Experience: Sporadic work history, no long-term employment
- Skills: Marginal job skills and few workplace skills
- Readiness: Does not know where to look for work, or how to present well for interview, needs resumes, job search skills
- Legal: Criminal history scares off employers
- Retention: Difficulty keeping job once job is secured
- Personal Care: Does not have transportation, clothing needed for search
- Other Needs: Lacking child care, children have multiple unmet needs

# Employment Support Needs

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## **LEVEL 3: LOWER BARRIERS TO EMPLOYMENT**

- Recently homeless
- Recently unemployed
- No disabilities, or current drug or alcohol use
- Some family supports

### Job Search Barriers

- Goal: Has a job goal or job interest;
- Search: Able to conduct search with guidance.
- Housing: Shelter – not conducive to intensive job search
- Experience: Strong work history; temporarily unemployed
- Skills: Has some occupational skills necessary for preferred job;
- Readiness: May need some help with revising job description.
- Legal: No serious legal barriers
- Retention: Has a record of maintaining jobs over time
- Personal Care: Needs minimal case management
- Other Needs: Can negotiate with systems to get benefits with minimal assistance
- Lacks child care, but may have some family supports

**VERY HIGH BARRIERS TO EMPLOYMENT**

20%

**NEEDS**  
Vocational Rehab  
MH Treatment  
AOD Treatment  
Intensive Case Management  
Supportive Housing  
ADL skills

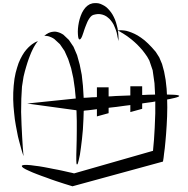
Emergency Shelters + Outreach Workers

MH Treatment/Support

AOD Treatment/Support

Supported Housing: Housing First, S + C

**VOCATIONAL REHAB:**  
Supported Employment, VGS, Goodwill, Recovery to Work, VRP3



**MODERATE to HIGH BARRIERS TO EMPLOYMENT**

60%

**NEEDS**  
Job Readiness  
Job Search  
Job Placement  
Job Development  
Job Training  
Case Management  
AOD Treatment  
Legal

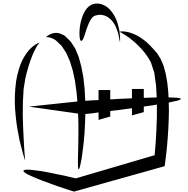
Emergency & Transitional Shelters

AOD Treatment

Employment Connection  
Re-Entry etc.

Job & Family Services  
OWF

Non-Profit Job Programs  
Towards Employment, etc.



**LOWER BARRIERS TO EMPLOYMENT**

20%

**NEEDS**  
Job Readiness  
Job Search / Leads  
Job Training  
Limited Case Management

Emergency & Transitional Shelters

Employment Connection

Non-Profit Job Programs  
Towards Employment, etc.

