

Attachment T – Barriers to Employment

Questionnaire for Students

Barrier	Yes/ No	Questions	Notes
English Language Learner		Do you have limited ability to read, write, and speak English?	<ul style="list-style-type: none"> • All students in ESL are automatically considered to have this barrier for federal reporting. • Using local agency placement and CASAS appraisals for ESL are good tools to identify this barrier.
		Do you use a native language other than English?	
		Do you live in a family or community where English is not the dominant language?	
Low Level Literacy		Can you read or write?	<ul style="list-style-type: none"> • All students in ESL are automatically considered to have this barrier for federal reporting. • Using local agency placement and CASAS appraisals for ABE/ASE are good tools to identify this barrier.
		Can you solve problems at work without receiving help from a co-worker?	
		Can you solve problems at home without receiving help from a family member?	
Cultural Barriers		Do you have attitudes, beliefs, customs or practices that keep you from participating in activities with others?	<ul style="list-style-type: none"> • This barrier is difficult to “measure.” Relying on student self-report for this item is necessary.
		That prevent you from getting a job or applying for specific jobs?	
		That prevent you from receiving specific services or applying for them?	
		That keep you from participating in specific activities in class?	
Displaced Homemaker		Are you dependent on a family member financially?	<ul style="list-style-type: none"> •
		Do you provide unpaid services to this family member or any other family member you rely upon?	
		Is your spouse a member of the Armed Forces and your family income is significantly reduced because of military service – by issues such as	

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	deployment, permanent change of station, or the service-connected death or disability of the service member?	
	Are you employed or underemployed and experiencing difficulty in obtaining or upgrading employment?	
	Do you wish to work for an income outside the home?	
Low Income	In the last 6 months, have you or any member of your family received assistance through:	<ul style="list-style-type: none"> Some agencies use a poverty level chart to determine this, using resources such as this one: https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines/prior-hhs-poverty-guidelines-federal-register-references/2017-poverty-guidelines#thresholds Some agencies recommend asking the student general questions about their salary and income rather than asking for “low income.”
	Supplemental Nutrition Assistance Program (SNAP) under the Food and Nutrition Act?	
	Temporary Assistance for Needy Families (TANF) program under part A of Title IV of the Social Security Act?	
	Supplemental Security Income (SSI) program under title XVI of the Social Security Act or state or local income-based public assistance?	
	Is anyone in your household:	
	Receiving free or reduced lunch?	
	A foster child?	
	Receiving disability assistance?	
	Homeless?	
	Living in a high poverty area?	
	In the process of trying to receive public assistance?	
Do you have any disability (physical, developmental, or intellectual) that limits one or more major life activities?		
Individual with Disability	Do you receive services from your local Regional Center, or through the Department of Rehabilitation?	<ul style="list-style-type: none"> Many K12 and college districts have established procedures for identifying students with disabilities.
	Do you require any additional accommodations to effectively learn and participate in class?	
Ex-Offender	Do you have a record of arrest or conviction for committing crimes against persons, property, status offenses, or other crimes?	
	Do you require extra assistance finding a job, or when applying for a loan or financial assistance, because of previous legal issues?	

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Homeless Individual-Homeless Children, Youth and Runaway Youth	Do you have a permanent home? If not ---	<ul style="list-style-type: none"> • This item can be very “subjective.” Agencies may need to rely on student self-report. • If student is under 22 years – refer to Title I Out of School Youth Program
	Are you sharing housing with due to loss of housing, economic hardship, or a similar reason?	
	Are you temporarily living in a motel, hotel, trailer park, or campground?	
	Do you receive housing or other services from a permanent or transitional shelter?	
	Are you in transition in a hospital, or awaiting foster care placement?	
Foster Care Youth	Are you or have you ever been in foster care?	
Long Term Unemployed	Do you have a job? If not -- Have you been unemployed for 27 or more consecutive weeks (that is, for half a year)?	<ul style="list-style-type: none"> • Usually it is more consistent to focus on the amount of time the student is unemployed rather than whether or not “the student is looking for a job.”
Migrant/ Seasonal Farmworker	Have you been: <ul style="list-style-type: none"> • Employed at a farm/worked as a farm laborer? • Worked in other areas of agriculture? • Employed in fishing? Over the last two years? If so --	<ul style="list-style-type: none"> • If student is under 22 years – refer to Title I Out of School Youth Program • Work can be in different areas of agriculture – doesn’t have to be work on a “farm”
	Are you a Seasonal Farmworker ? That is, does your work on the farm, or in fishing allow you to work some times during the year, but not all 12 months of the year?	
	Are you a Migrant Farmworker ? That is, does your job require you to travel so far that you are unable to return home within the same day?	
	Is your spouse or other family member a migrant or seasonal farmworker, as described above?	
Single Parent	Are you single, separated, divorced, or widowed --- and --- Either pregnant, or a parent, or have responsibility for a child below 18 years of age?	<ul style="list-style-type: none"> • This item can be very “subjective.” Agencies may need to rely on student self-report.
No TANF Within 2 yrs	Are you presently receiving public assistance, through government programs such as TANF -- referenced in the questions related to Low Income above? If so – are you two years or less away from receiving or exhausting TANF (Temporary Assistance for Needy Families)?	<ul style="list-style-type: none"> • Reference the description and acronyms described in the question to inform Low Income.

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Many agencies also recommend asking the student a few general questions before addressing any of the specific barriers to employment. This helps the interviewer get a clearer picture of the student’s situation, and can sometimes “break the ice” with the student and enable the student to share personal information more freely.

Question	Question May Inform the following Barriers:
1. Tell me about your education. <i>Dígame sobre la educación que a recibido.</i>	Low levels of literacy, English literacy
2. Tell me about your employment. <i>Dígame sobre su empleo.</i>	Displaced Homemaker, Migrant or Seasonal Worker, Long Term Unemployed,
3. Tell me about any financial assistance you receive? <i>Dígame sobre cualquier asistencia financiera que recibe.</i>	CalWORKS (TANF), Distinguish which government assistance they are receiving: MediCal, Medicare, WIC, Social Security, Food Stamps, Healthy Families, Welfare, permanent disability, workers compensation, unemployment. Are they exhausting TANF within the next 2 years?
4. Tell me about your past and current living situation. <i>¿Ha sido criado por alguien mas que su mama o papa? ¿Ahora con quien vive?</i>	Homeless, Foster Care, Single Parent,
5. Tell me about any difficulties you face? <i>Dígame sobre cualquieras dificultades que tiene.</i>	Identify disabilities and distinguish which ones apply (visual, audio, orthopedic, or learning) Also: Ex offender, English Language Learner.
6. Have you ever served in the U.S. Military? <i>¿Es veterano de los Estados Unidos?</i>	Informs “Veteran” in Personal Status field