



Love Never Fails, a national human trafficking organization, started in the SF Bay Area in 2011 after the Founder's 15 year dance student was trafficked throughout California. Since then we have partnered with survivors of gender based violence and other vulnerable populations as they pursue safety and economic sustainability.

One of the top identified areas of need was and is workforce development. We responded to this need by establishing ourselves as a Technology Academy. While students are enrolled in our ITBiz Tech Academy they receive a California Cybersecurity Pre Apprenticeship certification and college credit with Merritt College and Oakland Adult Career Education through a co-enrollment agreement. Our program includes education that culminates in certifications such as Cisco IT Specialist, CompTIA A+, Google IT, Google PM, Google UX, SAFe AGILE Scrum Master and AWS Cloud Practitioner.

Over the last 4 years we have educated 400+ students from underserved communities and assisted them in obtaining family sustaining careers throughout the nation. We not only assist survivors of human trafficking but the entire underserved community. Our students are 68% BIPOC, 57% Women, and 100% low/no income. We believe reducing community economic vulnerability helps to prevent gun and gender based violence and creates good will and safety for everyone.

92% of Love Never Fails staff are survivors of Gender Based and Interpersonal Violence. As such, we deeply understand the barriers that our students experience when transforming their lives and preparing for sustainability. We call ourselves Barrier Breakers and Bridge Makers and take seriously the importance of carefully removing the obstacles our students face using trauma-informed best practices and strategic partnerships with wellness agencies like SoulJenn Solutions. It's important to be fully aware that offering a job to a vulnerable community member is not enough. Social Innovation noted that "People experiencing **homelessness**, for example, face several barriers that make it **difficult** to find and maintain **employment**"- [Microsoft Word - HPRI Visible Homeless Memo 0418.docx \(usc.edu\)](#).

Here are the most prevalent employment barriers IT Biz students encounter as they pursue economic sustainability:

79% Access to Resume Writing
52% Access to Career Attire
30% Transportation
27% Housing
24% Mental Health
24% Undocumented
21% Childcare
18% Disability

We've broken the experiences of our students down into 114 specific employment barriers. Our goal in identifying each barrier is to define and launch trauma-informed community responses which reactively and proactively address and remove each one.

They are as follows:

1. Family Dynamic - Divorce
2. Family Dynamic - Separation
3. Family Dynamic - Child Custody
4. Family Dynamic - Foster Care
5. Family Dynamic - Gender Based Violence/Interpersonal Violence
6. No Phone or Wifi/Limited Access
7. No/Limited Access to Computer
8. No/Limited Clothing
9. Homeless - Living temporarily with family/friends
10. Homeless - Living in shelter
11. Homeless - Living on the street (unsheltered)
12. Trauma - Trauma bonded to abuser/exploiter - heavily controlled
13. Trauma - Afraid to place child in care - separation anxiety and fear of child getting abused.
14. Trauma - Anthropophobia; afraid of certain people groups, races, genders and cannot receive direction/education
15. Trauma - Poverty causing mental anguish and distraction
16. Afraid of success - self sabotage
17. Gaps in Work History due to gender based violence (exploitation, domestic violence, and interpersonal violence)
18. Gaps in Work History due to homelessness
19. Gaps in Work History due to medical condition

20. Gaps in Work History due to incarceration
21. Long-term welfare dependence - afraid to lose it
22. Long-term SSI dependence - afraid to lose it
23. Long-term Section 8 dependence - afraid to lose it
24. Job Readiness - Need Job Search Skills
25. Job Readiness - Need Job Interviewing Skills
26. Job Readiness - Need Business Attire
27. Job Readiness - Need Professional Communication Coaching
28. Life Skills - Challenge with Hygiene
29. Need for training in marketable industry
30. Lack of basic computer skills
31. Need childcare during business hours
32. Need childcare non-standard hours
33. Need specialized childcare for child with trauma needs
34. Education and support for children with chronic health conditions to minimize work disruption
35. Transportation - Phobia of public transportation due to traumatic experience
36. Transportation - Inability to drop children to childcare on public transportation and make it to work on time
37. Transportation - Public transportation not available in area - need car
38. Transportation - Has car but no gas money
39. Transportation - Has car but no insurance
40. Food scarcity - Has food but diet is poor causing frequent illness
41. Food scarcity - Does not have access to food
42. Food scarcity - Can utilize food pantry but can't physically carry it home
43. Food scarcity - Can utilize food pantry but can't store it. No refrigerator or storage
44. Language Barrier - English is Second Language
45. Language Barrier-Speech Impediment
46. Criminal system- Felony
47. Criminal system- Misdemeanor
48. Criminal system- Pending Warrants
49. Criminal system- 290 Sex Registrant
50. Criminal system- Witness Protection
51. Drug Addiction - Illegal Substance (Meth, Cocaine, Crack, Heroin, Heroin transitioning to Methadone/Suboxone, etc.)
52. Drug Addiction - Pain Medication
53. Drug Addiction - Legal Substance (Cannabis)
54. Alcohol Addiction

55. Caregiver for Addicted Family Member
56. Vaccination - Religious Exemption
57. Vaccination - Fear to become vaccination
58. COVID- Phobia of working around people due to health condition
59. Education - Cannot read
60. Education - Cannot write
61. Transition - Transitioning from Military to Civilian Workforce
62. Education - No High School Diploma or Equivalent
63. Challenges interviewing/relating due to disability
64. Challenges with time management due to disability
65. Challenges following instructions due to disability
66. Job not accessible to under 18
67. Job not accessible to under 21
68. Unable to meet lifting requirements
69. Employer racial bias
70. Employer gender bias
71. Employer gender identity bias
72. Employer culture bias
73. Employer requires 4 year university degree
74. Employer and candidate culture not a fit
75. Imposter Syndrome - Candidate does not believe they are qualified for the job
76. Chronic health conditions -
77. Learning Disabilities - Challenges with Comprehension and Processing
78. Learning Disabilities - ADHD
79. Learning Disabilities- Dyslexia
80. Learning Disabilities - Neuro-differences (spectrum)
81. Obesity
82. Disability - Anorexia
83. Disability - Bulimia
84. Disability - Hearing Impaired
85. Disability - Sight Impaired
86. Disability - Cancer
87. Disability - Mobility Impairment
88. Disability - Intellectual
89. Disability - Cerebral Palsy
90. Disability - Epilepsy
91. Disability - Bi-Polar
92. Disability - Anxiety

93. Disability - Depression
94. Disability - Missing Limbs
95. Medical Treatment - Gender Transition
96. Disability - Multiple Sclerosis
97. Disability - Muscular Dystrophy
98. Disability - Obsessive Compulsive Disorder
99. Disability - Post Traumatic Stress Disorder (PTSD)
100. Disability - Borderline Personality Disorder
101. Disability - Schizophrenia
102. Disability - High Blood Pressure
103. Disability - Stroke
104. Disability - Asthma
105. Disability - Autism
106. Disability - Brain Injury
107. Disability - Dissociative Identity Disorder
108. Disability - Defiant Disorder
109. Disability - Tourette's
110. Immigration Status - Undocumented - no abuse
111. Immigration Status - Undocumented adult victim of abuse
112. Immigration Status - Undocumented minor victim of abuse
113. Immigration Status - Asylum
114. Immigration Status - Resident

These barriers are both seen and unseen and equally debilitating if not addressed.

As we look for solutions to human trafficking, domestic violence and homelessness, and seek to uplift the voiceless, we urge community leaders to roll up their sleeves and join forces with us to remove each barrier and build the bridge to economic sustainability and empowered choices for all.

To learn more go to www.loveneverfailsus.com/itbiz

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