


**CERF HRTC Meeting
October 27, 2023
8:30 to 10:00am
Zoom Video Conferencing**

<https://us02web.zoom.us/j/86993468590?pwd=bkRibjZGaCtoSVFZMTNxNEtwN2ZJdz09>


**Webinar ID:
869 9346 8590**

AGENDA

1. Call to Order
2. Public Comments
3. HRTC Comments and Updates
4. Common Occupations for OC's Immigrant Populations
5. Industry Selection for Catalyst Funding
(Action Item- Vote to select industries that will receive catalyst funding)
6. Outreach and Engagement Findings
7. Adjourn



Occupation Groups	Orange County Overall % Distribution	Disinvested Orange County Overall % Distribution	OC Primarily Immigrant Communities % Distribution	OC Immigrant Disinvested Communities % Distribution
Management, business, science, and arts occupations	44.96%	25.04%	37.93%	24.33%
Service occupations	22.20%	23.81%	19.10%	23.85%
Sales and office occupations	16.30%	21.46%	21.39%	21.44%
Production, transportation, and material moving occupations	10.28%	18.63%	13.66%	18.92%
Natural resources, construction, and maintenance occupations	6.26%	11.06%	7.92%	11.23%



Top 10 Occupations Disinvested Communities

Top Occupations

Office and administrative support occupations (**11.53%**)

Production occupations (**9.93%**)

Sales and related occupations (**9.93%**)

Food preparation and serving related occupations (**7.48%**)

Building and grounds cleaning and maintenance occupations (**7.41%**)

Construction and extraction occupations (**6.95%**)

Management occupations (**6.50%**)

Material moving occupations (**4.98%**)

Healthcare support occupations (**3.97%**)

Business and financial operations occupations (**3.86%**)

Top 10 Occupations

Orange County Overall % Distribution	OC Primarily Immigrant Communities % Distribution	OC Immigrant Disinvested Communities % Distribution
Management occupations (12.88%)	Office and administrative support occupations (11.36%)	Office and administrative support occupations (17.26%)
Sales and related occupations (11.21%)	Management occupations (10.20%)	Sales and related occupations (14.10%)
Office and administrative support occupations (10.99%)	Sales and related occupations (10.13%)	Food preparation and serving related occupations (10.07%)
Business and financial operations occupations (7.30%)	Business and financial operations occupations (7.01%)	Building and grounds cleaning and maintenance occupations (9.77%)
Educational instruction, and library occupations (5.51%)	Production occupations (6.80%)	Management occupations (8.60%)
Food preparation and serving related occupations (5.35%)	Food preparation and serving related occupations (5.43%)	Healthcare support occupations (6.79%)
Production occupations (5.12%)	Building and grounds cleaning and maintenance occupations (4.81%)	Personal care and service occupations (5.38%)
Health diagnosing and treating practitioners and other technical occupations (3.98%)	Computer and mathematical occupations (4.78%)	Educational instruction, and library occupations (5.07%)
Computer and mathematical occupations (3.88%)	Construction and extraction occupations (4.64%)	Business and financial operations occupations (5.00%)
Construction and extraction occupations (3.84%)	Educational instruction, and library occupations (3.90%)	Computer and mathematical occupations (3.57%)

CERF Orange County

How We Facilitated Outreach & Engagement

October 27, 2023



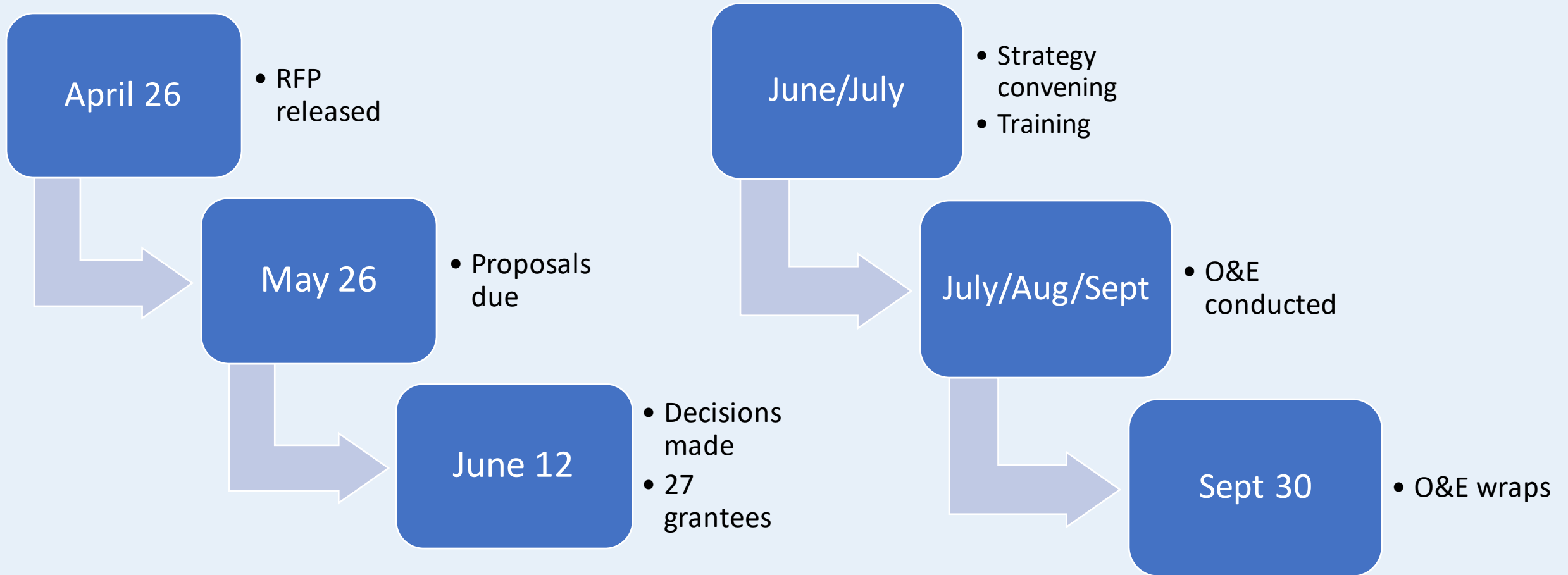
OCCORD

Purpose of O&E

To seek feedback from residents, businesses, and other stakeholders, with a focus on disinvested community members in Orange County

- Accessing high-quality jobs
- Health equity
- Environmental equity
- Economic equity
- Challenges to attaining equity
- Building a High Road economy in our region
- Potential strategies and solutions

Timeline



About outreach

Languages

- Arabic
- Chinese
- Dari
- English
- Farsi
- Gujarati
- Hindi
- Korean
- Spanish
- Tagalog
- Vietnamese

Locations

- Anaheim
- Santa Ana
- Westminster
- Garden Grove
- Fountain Valley
- Orange
- Huntington Beach
- Fullerton
- Costa Mesa
- Irvine
- Newport Beach
- Tustin
- Buena Park
- Stanton
- Lake Forest
- Midway City
- Seal Beach
- San Juan Capistrano
- Mission Viejo
- Aliso Viejo
- Placentia
- Brea
- And certain unincorporated areas of the county

Outreach mechanisms



Outreach in action



California Forward



Abrazar



BPSOS

More outreach in action



VietRISE



Banning Ranch Conservancy

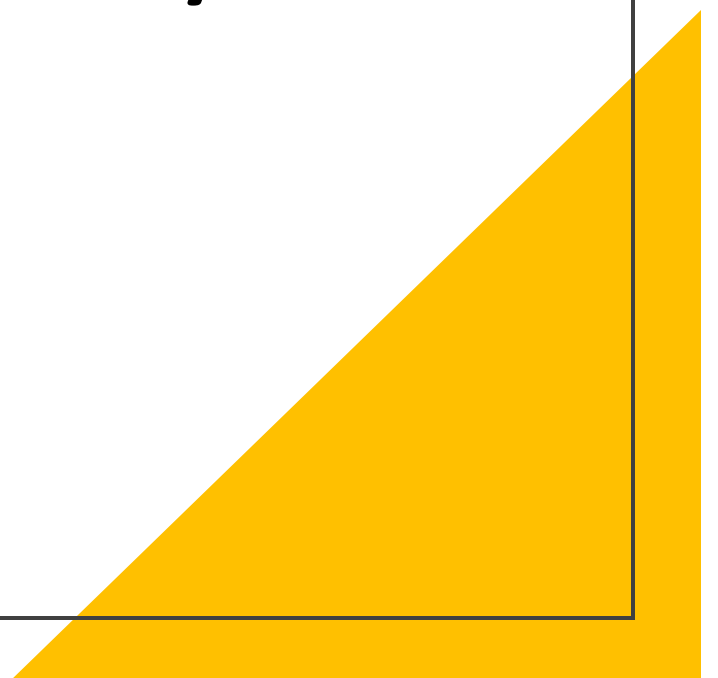


Korean American Chamber of
Commerce of Orange County

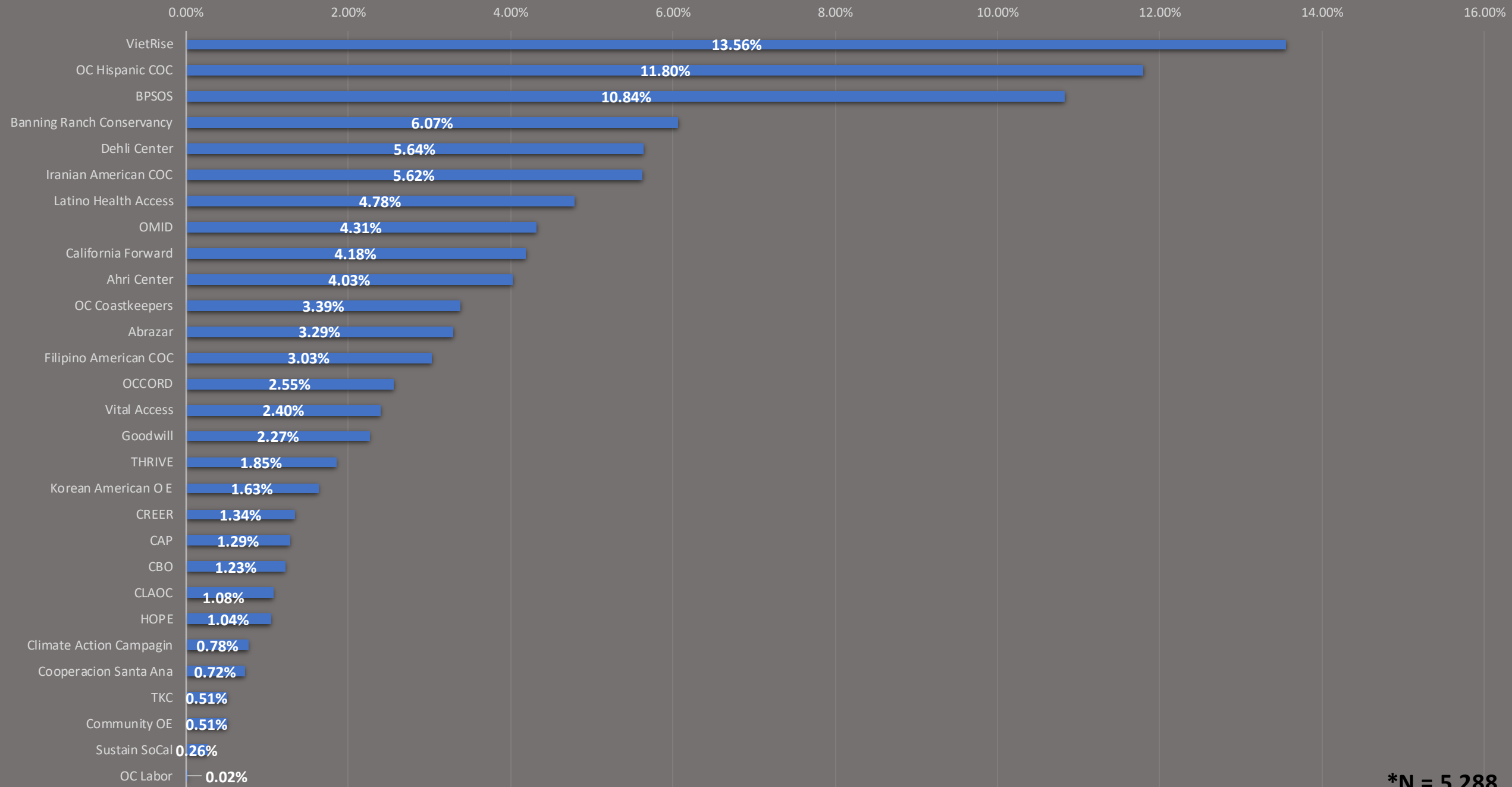
Orange County CERF Coordination Survey Findings

C.J. Bishop, Ph.D.

October 27, 2023

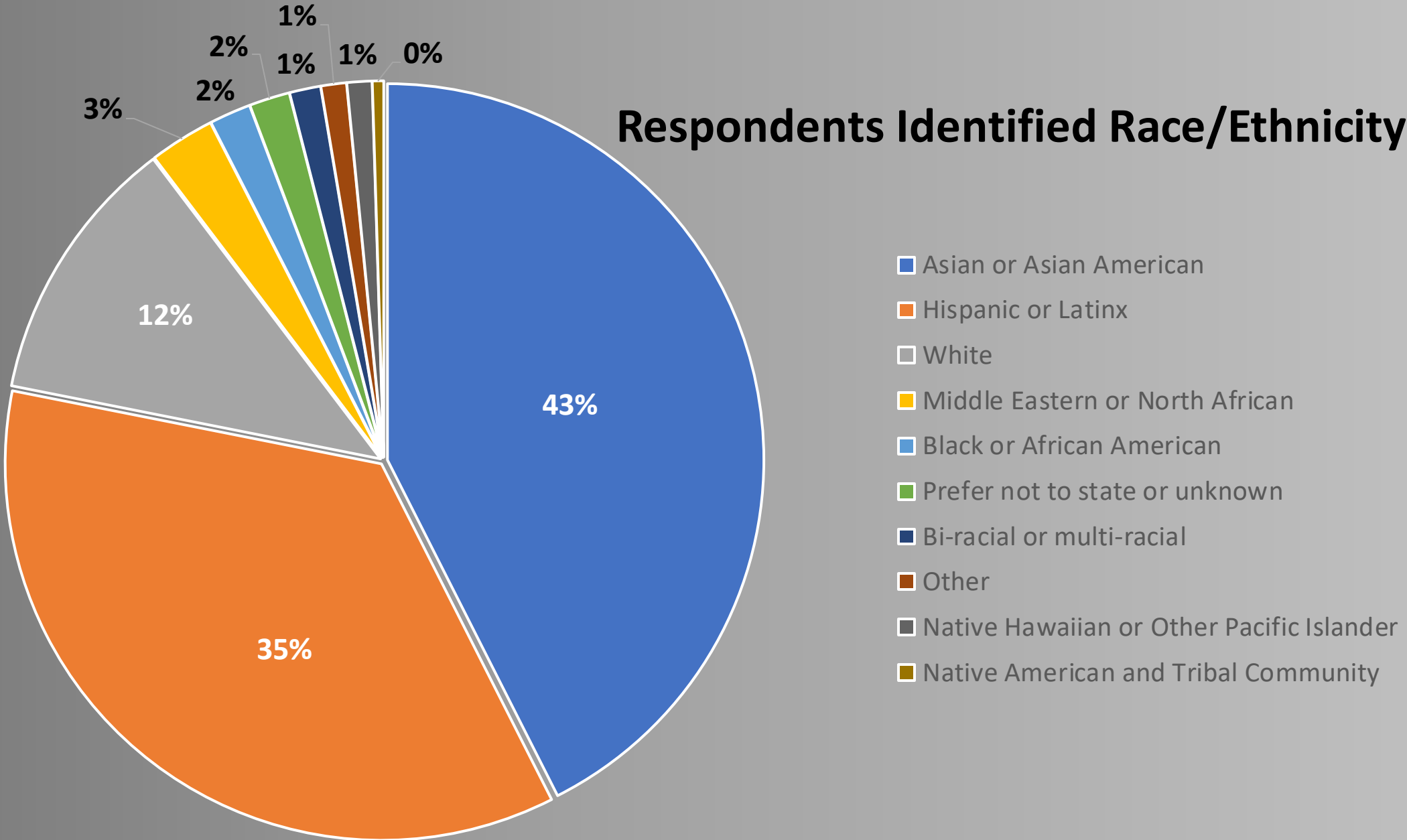


Organization Participation Percent Distribution

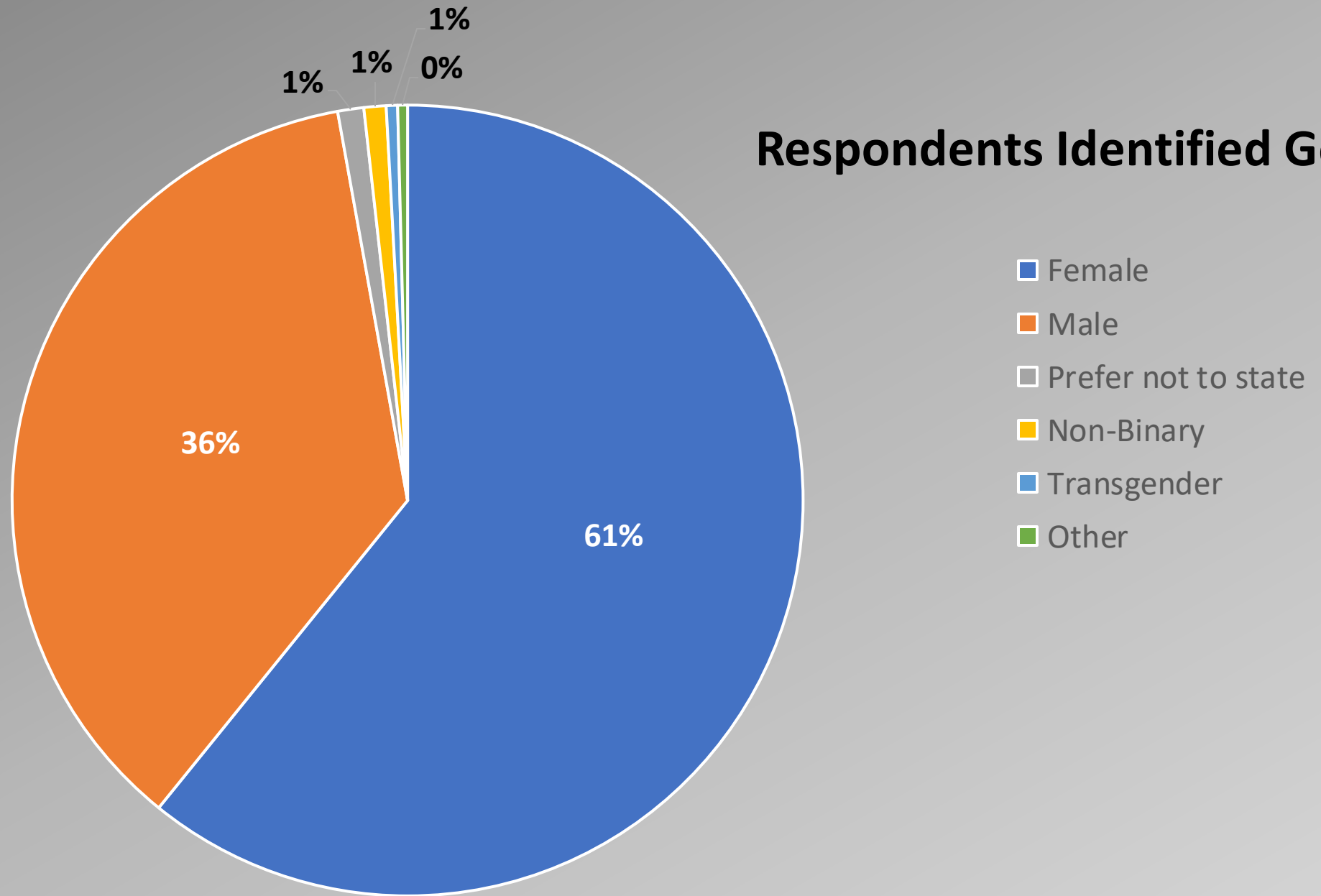


***N = 5,288**

Respondents Identified Race/Ethnicity

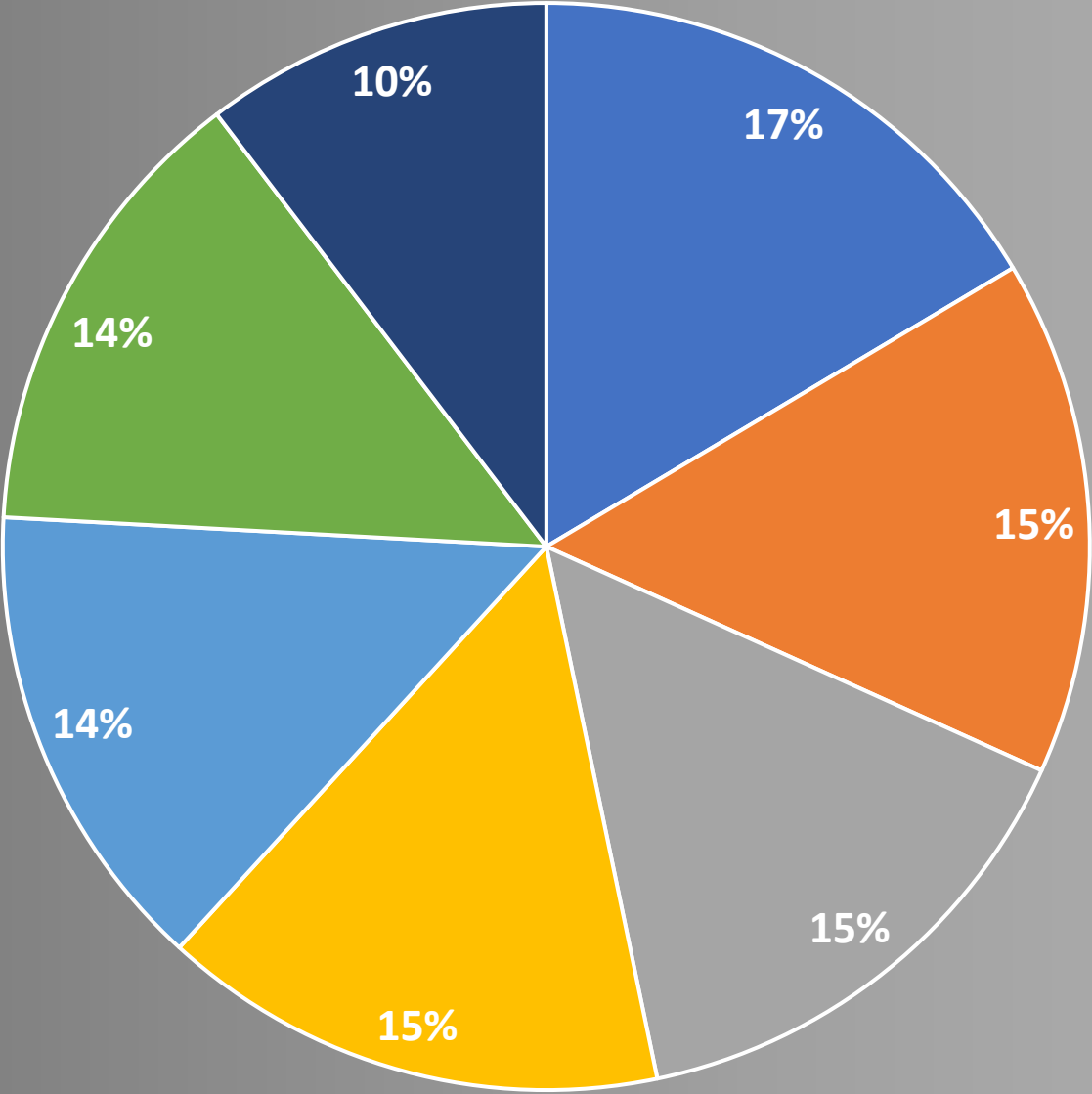


Respondents Identified Gender



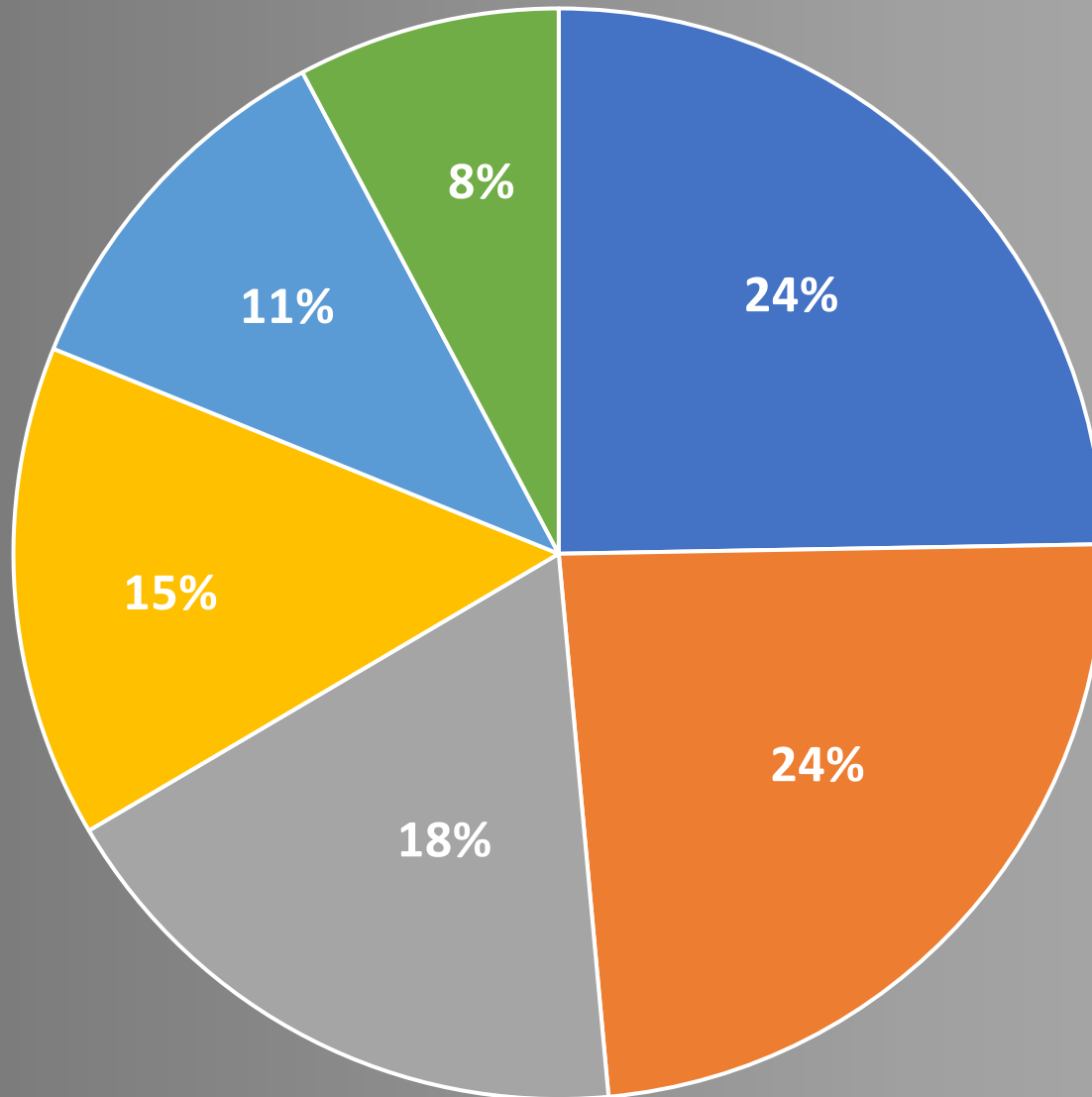
***N = 5,067**

Respondents Age Group



- Ages 65 & Older
- Ages 35 – 44
- Ages 45 – 54
- Ages 25 – 34
- Ages 55 – 64
- Ages 18-24
- Under Age 18

Respondents Household Income



- Under \$25,000
- Prefer not to state
- Between \$25,00 and \$50,000
- Over \$100,000
- Between \$50,000 and \$75,000
- Between \$75,000 and \$100,000

*N = 4,850

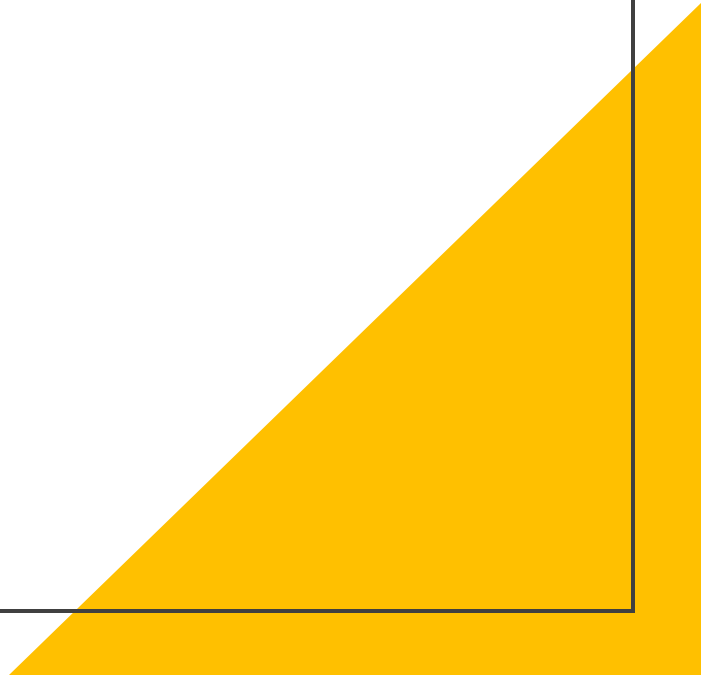
What is or are your occupations? (lit more than one, if applicable. If you're in school, list "student")



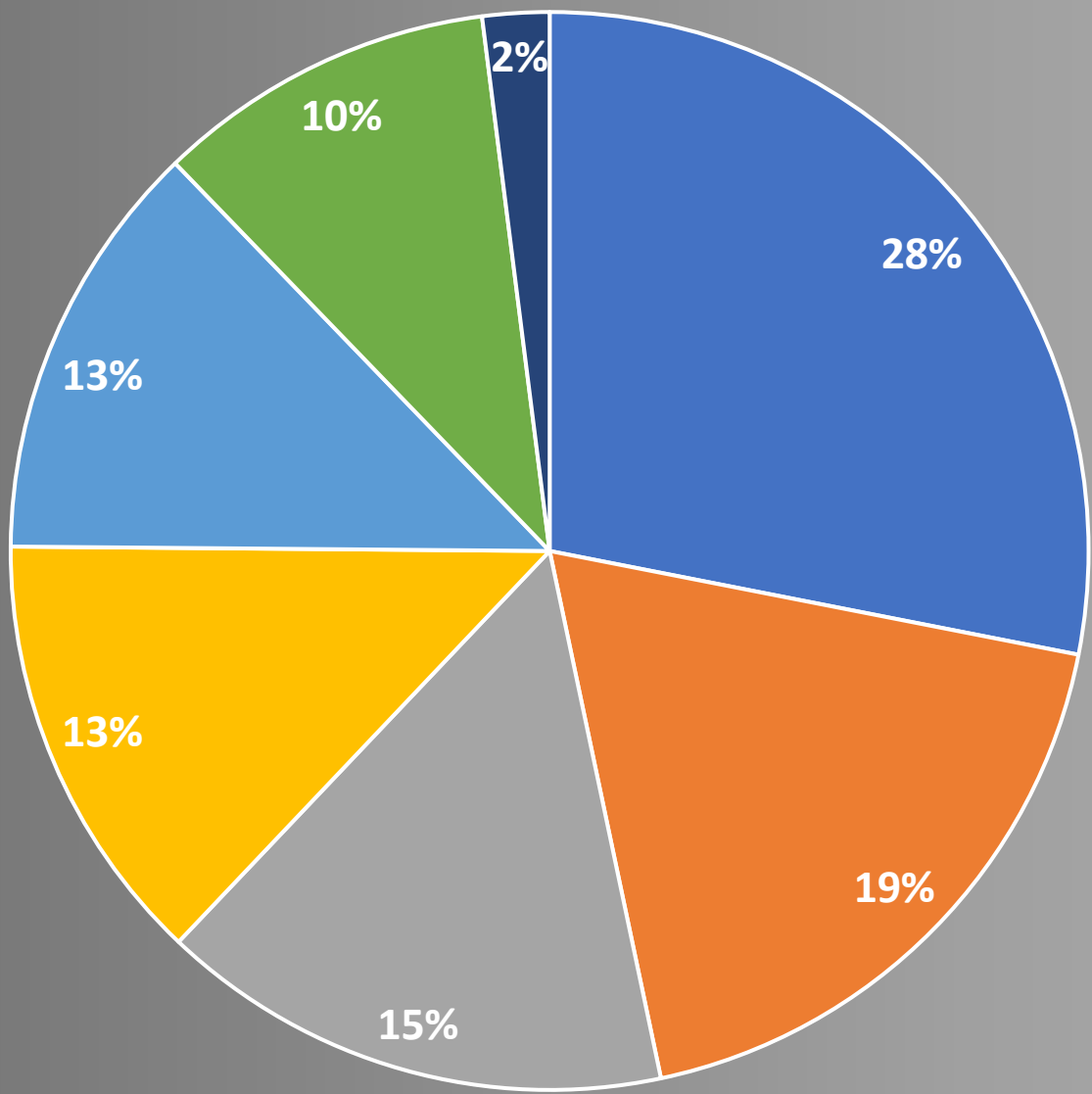
Responses (*N = 4,156)

- **Students:** Largest representation
- **Homemakers/Housewives/Ama de Casa:** Respondents indicated they manage their households full-time.
- **Retired:** Population indicating having left the workforce
- **Non-Profit Sector:** Roles included Non-Profit Administration, Program Director, Program Manager, Project Coordinator, and Case Manager.
- **Health and Education Professionals:** Roles included Mental Health Professional, Community Health Worker, Health Educator, Therapist, Nurse, Pharmacist, Teacher, College Professor, Instructor).
- **Service Industry and Sales:** Roles included service industry, including roles like Sales Associate, Store Manager, District Sales Manager, and roles in food service and retail.
- **Administrative Roles:** Roles included Administrative Assistant, HR Coordinator, and Secretary.
- **Self-Employed and Small Business Owners**
- **Blue Collar Jobs:** Roles included Painter, Mechanic, Assembler, Warehouse worker, and Construction worker.
- **Unemployed/Not Working**
- **Other Roles:** Roles included Attorney, Engineer, Graphic Designer, Real Estate Agent, and many more.

Select your top 3 solutions to ensure that there are accessible high- quality jobs for the most economically disadvantaged individuals and families.



Responses



- Education training and skills development programs
- Workplace representation and right to unionize
- Environmentally friendly projects that provide high-quality
- Entrepreneurship and small business support
- Job placement and career counseling services
- Reliable transportation to high-quality jobs
- Other


“Other” Responses (*N = 90)

- **Affordable Housing:** Need for affordable housing. The high cost of living in Orange County, particularly the cost of housing, was seen as a significant obstacle to economic advancement for disadvantaged individuals and families.
- **Education and Career Training:** Importance of access to education, from basic English classes to specialized trade training and higher education. Need for apprenticeships and internships that provide on-the-job experience.
- **Support for Small Businesses and Entrepreneurship:** More support for small businesses, such as grants, business education, mentorship, and reduced regulations. This also includes support for self-employed individuals like childcare providers.
- **Access to Quality Childcare:** This was frequently mentioned as a means to support working parents, particularly mothers, and allow them to advance in their careers.
- **Improved Access to Quality Healthcare and Mental Health Services:** Identified that good health is a prerequisite to holding and performing well in a job. Ensuring accessibility to healthcare services, including mental health services, was considered important.
- **Transportation Access:** Need for better transportation options, indicating that being able to get to and from work reliably is a critical aspect of job accessibility.
- **Personal Finance Education:** Need for educating people on personal finance can help them manage their resources better and potentially improve their economic situations.
- **Increased Minimum Wage:** Proposed increasing the minimum wage as a direct way to improve the economic situation of disadvantaged workers.



Sample Response

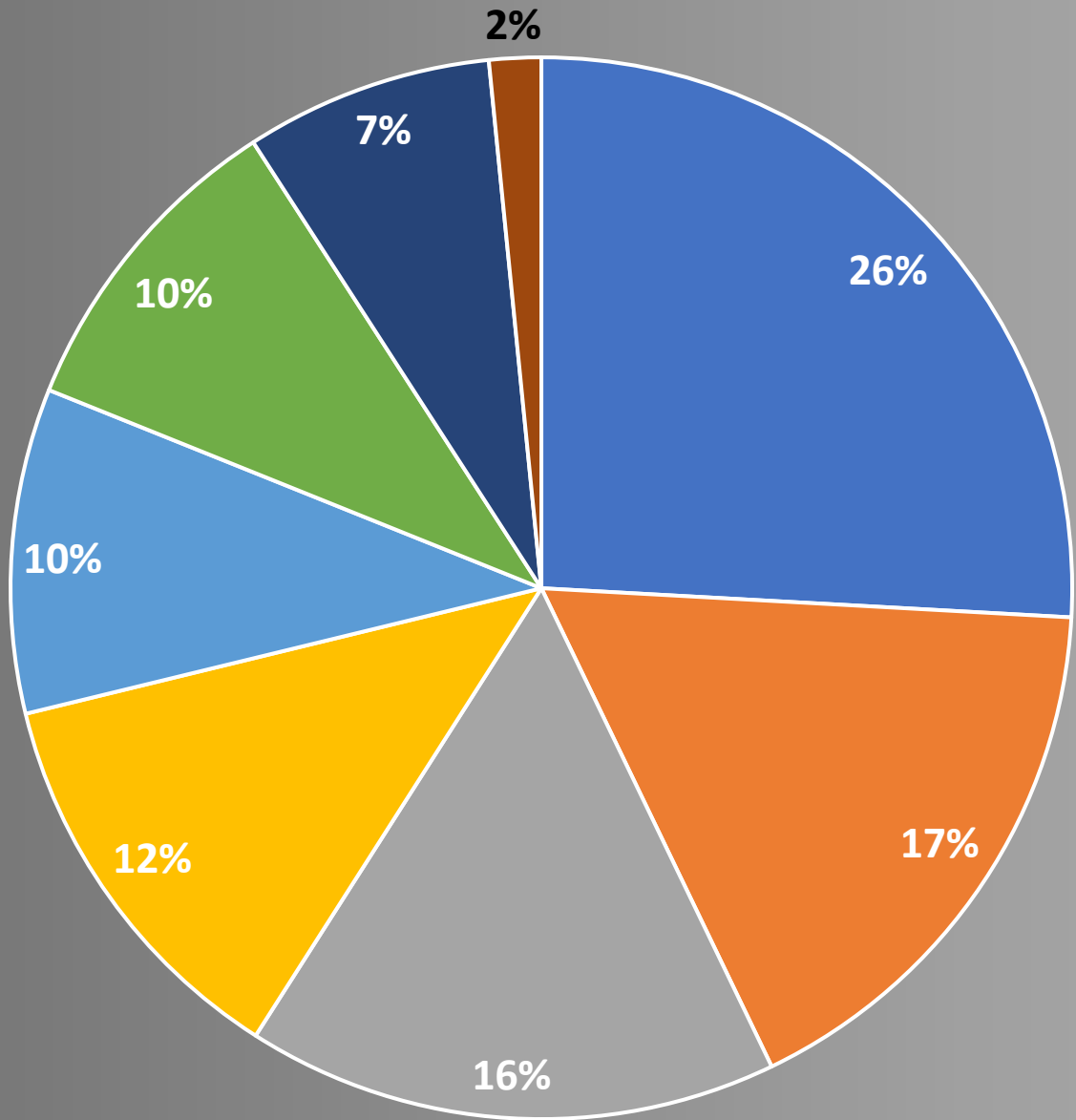
“We need to educate people with personal finances, which I can provide. The businesses need to learn how to protect their businesses, how to still manage at times of recession, depression or any economic or pandemic times.”



Select your top 3 solutions
for increasing health equity
in Orange County.



Responses



- Affordable and high-quality comprehensive healthcare
- Health education to support healthier lifestyles
- Access to services that meet specific healthcare needs
- Expand collaboration and partnerships between healthcare providers
- More healthcare professions that reflect the demographics
- Access to case workers who can identify specific healthcare needs and resources
- Culturally-sensitive care
- Other

“Other” Responses (*N = 96)

- **Access to Affordable and High-Quality Healthcare:** Advocated for reduced bureaucracy, shorter waiting times, universal health care, “Medicare for all” and eliminating unnecessary hurdles to care.
- **Affordable and Safe Housing:** Stated link between health and housing. They underscored that access to affordable and safe housing is foundational for health equity.
- **Healthy Food Access and Lifestyle Changes:** Increased access to healthy, inexpensive food options and promoting lifestyle changes. Desire for farmers markets, better food production, and public education about lifestyle changes.
- **Alternative and Complementary Medicine:** Suggested link to increase health equity.
- **Economic Measures:** Increasing wages, providing a guaranteed income, or offering affordable health care options for small business owners and self-employed individuals.
- **Education and Outreach:** More education and outreach in the community about healthier options and how to navigate the healthcare system.
- **Support for Specific Populations:** More support for the elderly, disabled people, and those with chronic diseases, as well as better ways to address social isolation and loneliness.
- **Policy and System Changes:** Removing health insurance companies in favor of universal healthcare, repealing certain mandates, or eliminating influence from drug lobbyists.

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Sample Response

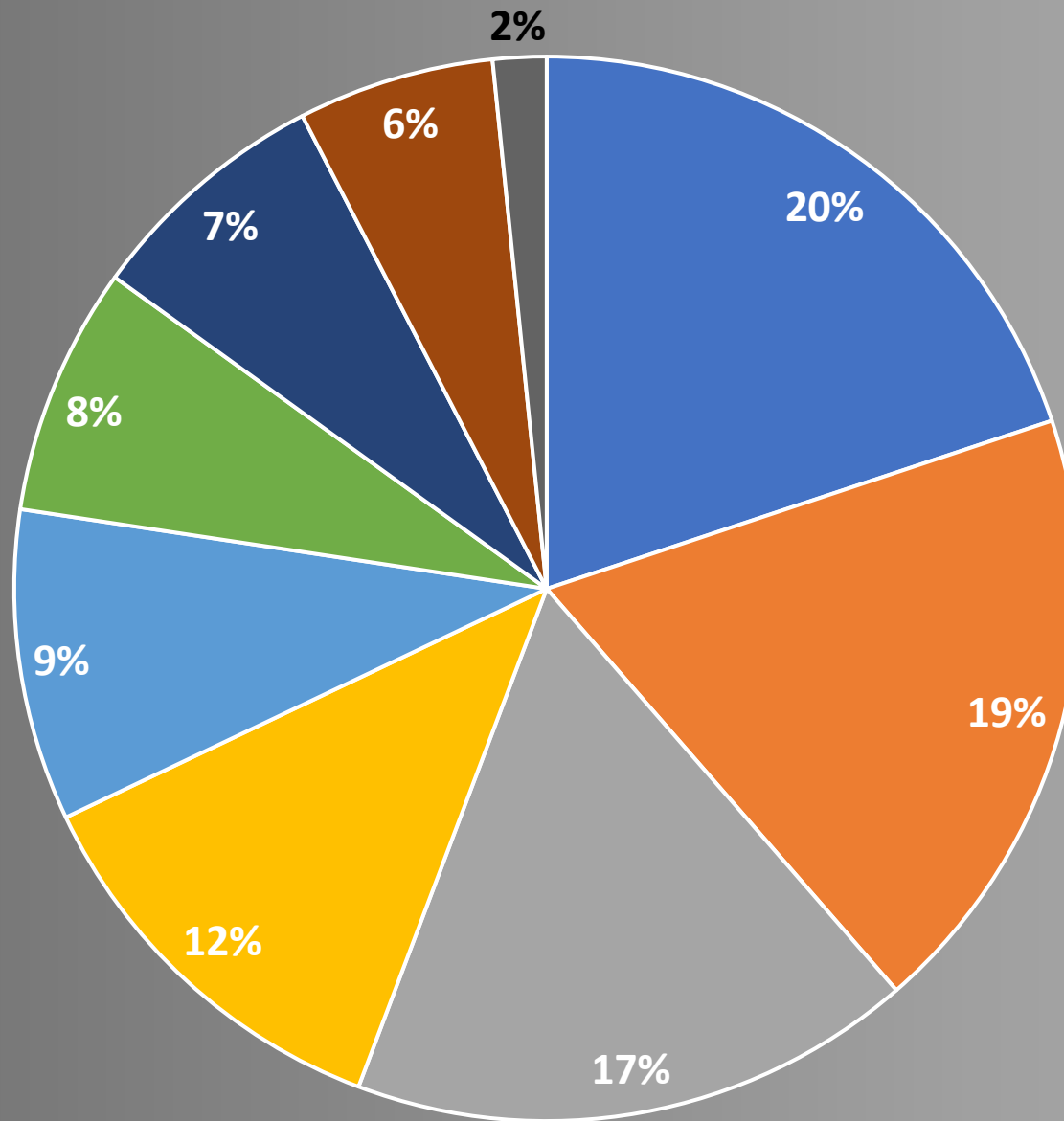
“More capacity in health care networks and providers. Hospitals and nursing homes tend to be overcapacity although there is a great need for health care in these spaces.”



Select your top 3 solutions for
increasing environmental equity
in Orange County.



Responses



- Better distribution of, access to, or investment in parks, green spaces, and climate resiliency projects in disinvested communities (examples include tree planting, shade structures, access to water fountains)
- Local, healthy, and affordable food options
- Better land use planning that prevents the concentration of polluting industries or hazardous sites
- Environmental education to support eco-friendly lifestyles (examples include water conservation, energy conservation, recycling)
- Expand environmentally clean jobs and Industries (examples include solar panels, wind turbines, energy engineers)
- Collaboration and partnerships between government agencies, academic institutions, community organizations, and others
- Expand access to active transportation options (examples include walking, cycling, electric scooters)
- Access to green technology and infrastructure (examples include EV chargers, energy efficient buildings, recycling facilities)
- Other

*N = 15,141,

“Other” Responses (*N = 78)

- **Affordable, Environmentally Conscious Housing:** Suggestions included low-income housing should incorporate features like solar panels and water-saving systems. In addition, some respondents emphasized the need for rent control.
- **Improved Public Transportation:** Need for better, more efficient, and affordable public transportation. This includes well-distributed public transportation that can reduce the number of cars on the street, as well as expanded public transit that is safe, clean, and convenient.
- **Better Oversight and Enforcement of Environmental Regulations:** Better oversight and stricter enforcement of environmental regulations, including better enforcement of existing agency regulations, stronger pollution regulations for existing industries, and increased regulations on factories emitting harmful substances.
- **Education and Awareness:** Creating awareness about environmental matters and green practices.
- **Incentives and Funding for Green Practices:** Creating more incentives and rebates for sustainable solutions, such as electric vehicles (EVs), and providing funding for environmentally friendly equipment or tools.
- **Alternative Energy:** Help businesses and nonprofits adopt alternative energy sources like solar power.
- **Community Initiatives:** Examples included local organic farming, community clean-up events, and converting lawns into mini food forests or community gardens.
- **Job Training in Green Industries:** Suggestions included providing job training for green industries, such as electricians for installing EV charging stations.
- **Addressing Homelessness:** Linked to environmental equity. They suggested relocating homeless individuals and creating safe parks.

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Sample Response

“Housing programs for low-income families and retired people that respect the environment.”



What strategies would you recommend for growing Orange County's economy in a more equitable way?




Responses (*N = 4,523)

- **Affordable Housing:** Building more affordable homes, especially single and two-bedroom apartments and condos. Additionally, creating neighborhoods exclusively for first-time homebuyers to prevent rent spikes.
- **Education and Training:** Investing in education at all levels and providing job training programs, teaching economics and business concepts from elementary school levels, providing job training for seniors, and offering resources and training for disadvantaged communities.
- **Support for Small Businesses and Entrepreneurs:** More support for small businesses, including grants and lines of credit for startups, government-sponsored trade fairs to showcase the work of entrepreneurs, especially those without formal education.
- **Community Investment and Inclusion:** Focus on marginalized communities. Suggestions include partnering with community colleges for professional training, fostering arts, and creating more volunteer opportunities.
- **Public Transport and Infrastructure:** Better connectivity and free or affordable transportation options.
- **Job Opportunities and Fair Pay:** Suggestions included creating more job opportunities, particularly for underrepresented groups and seniors, and ensuring fair pay and guaranteeing regular raises.
- **Government Policies and Programs:** Government interventions included term limits for officials, strategic partnerships with nonprofit services, more sensible population-immigration regulations and enforcement of wage theft.
- **Environmental Considerations:** Identified need for aligning economic plans with climate resilience projects and investing in clean energy and water resources.


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Sample Response

“The OC Board of Supervisors can place a bond measure on the ballot for Nov 2024 with a 2/3 majority vote. We need a multi-billion dollar bond sale to fund affordable and permanent supportive housing in OC. We also need to change zoning laws to make it easier to build denser housing, and ensure that EVERY housing development include a certain percentage of housing units that are affordable to low-income and very low-income folks.”

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What specific challenges prevent Orange County businesses, workers, and residents from achieving economic, physical and mental health, and environmental equity? Possible examples are being proficient in English, affordable and reliable childcare, education.

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Responses (*N = 454)

- **Economic Challenges**

- High cost of living, particularly housing and healthcare costs. This also includes the cost of doing business in Orange County.
- Income inequality and the wealth gap.
- Lack of affordable education and job training opportunities.
- Limited availability and high cost of childcare services.
- Job scarcity and underpayment, particularly in disadvantaged populations.
- Inadequacy of resources for small businesses and non-profit organizations.

- **Physical and Mental Health Challenges**

- Limited access to affordable, comprehensive, and culturally-humble healthcare.
- Insufficient mental health services, especially those available in languages other than English.
- Barriers in accessing productive healthcare services and medical assistance.
- Limited availability of free or affordable mental health services.
- High cost of health insurance.

- **Environmental Challenges**

- Noise and air pollution, particularly in areas with freeways and freeway intersections.
- Limited access to green spaces, open spaces, parks, and recreational areas.
- Lack of walkability and inadequate public transportation.
- Inequity in the distribution of business activities, with most firms located in specific areas such as Irvine-Costa Mesa-Newport.
- Environmental concerns like climate change impact and natural disasters like wildfires.

- **Other Challenges**

- Language barriers, particularly for non-English speakers.
- Prejudice against immigrants and lack of equitable representation in decision-making processes.
- Limited support for people with disabilities.
- Bureaucratic hurdles in starting a business and getting permits and licenses.
- Limited access to healthy organic food.



Sample Response

“ Income inequality. Wealth gap is huge here. Never see such extremes in life standards in one concentrated area.”



What would your life be like
if Orange County had a
"High Road" economy?




Responses (*N = 2,710)

- **Improved Quality of Life and Decreased Stress:** Envision a life with less financial stress, improved quality of life, and increased time for family and leisure activities. They anticipate that affordable housing, better job opportunities, and general economic stability would lead to less worry about financial survival.
- **Better Health and Environment:** Desire for a cleaner environment, healthier living conditions, and better healthcare. They hope for less pollution, access to healthy food, and affordable healthcare as part of a "High Road" economy.
- **Economic Equality and Social Justice:** Emphasize the need for economic equality, with equal access to opportunities and benefits for all, including minorities and disadvantaged groups. They hope for a more equitable distribution of resources and opportunities in a "High Road" economy.
- **Skepticism and Personal Responsibility:** Expressed skepticism about the concept of a "High Road" economy. Some believe it may not change their life significantly, while others emphasize the importance of personal responsibility over government intervention.
- **Support for Local Business and Employment:** Envision benefits for local businesses and employment. They hope that such an economy would support local businesses, increase job opportunities, and offer fair wages.
- **Home Ownership:** The ability to afford a home was another recurring theme, reflecting the high cost of housing in Orange County.

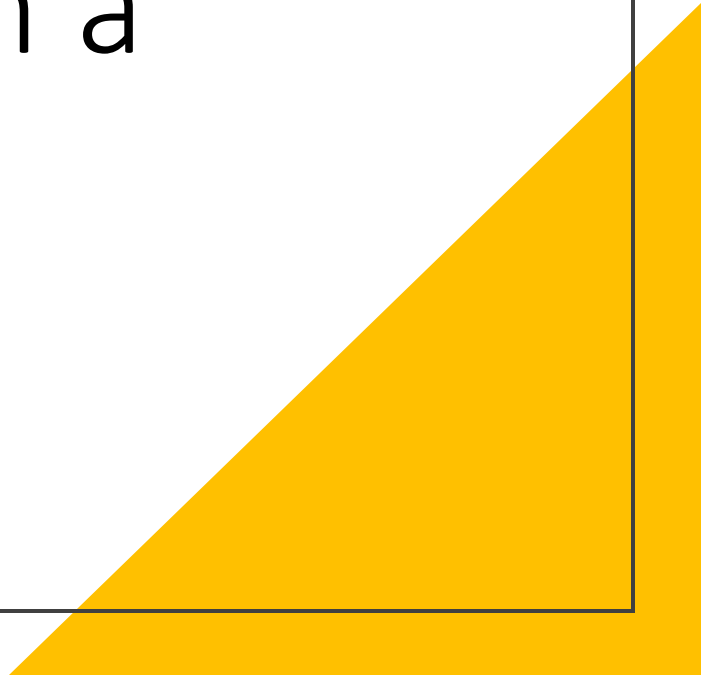


Sample Response

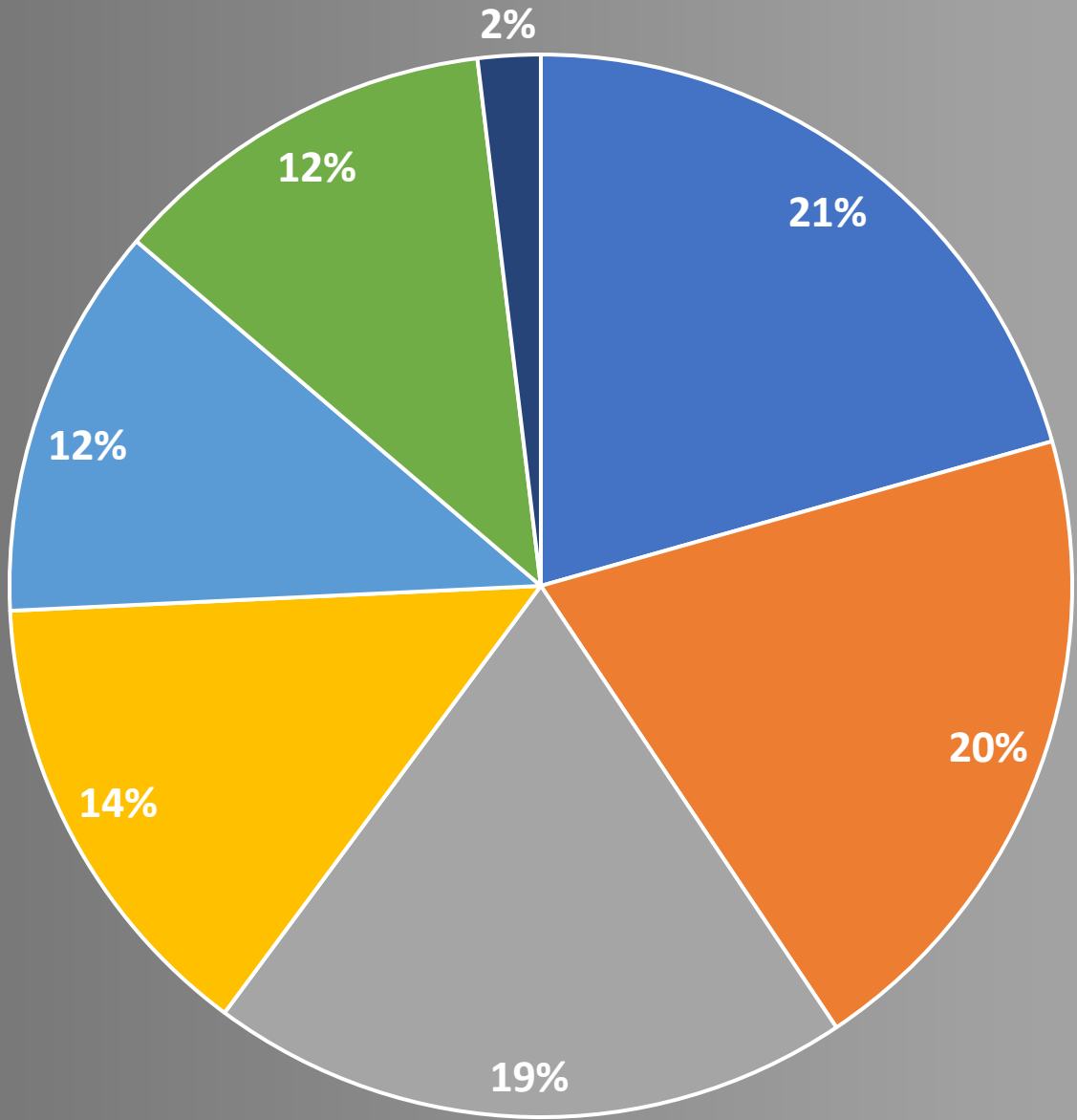
“Personally, I would benefit immensely from having neighbors and all other folks I come into contact with to be prospering in a healthy environment. Crime would go down, people would be friendlier and more cooperative, suicides and drug use would go way down, health care would be less expensive.”



Please select the 3 most important goals in making your High Road economy vision a reality in Orange County.



Responses



- Growing industries that create high-quality jobs
- Increasing economic equity
- Increasing health equity
- Increasing environmental equity
- Better preparing for and/or responding to economic shocks
- Better aligning with state climate goals (for example clean energy, air pollution reduction, sustainable water management)
- Other

“Other” Responses (*N = 122)


- **Affordable Housing:** Emphasized the importance of affordable housing close to high-quality jobs, housing accessibility for all regardless of economic status, and providing support for home buyers, particularly first-time homebuyers.
- **Better Education:** Stressed priority for improved access to education, emphasizing the need for a better education system that develops students' critical thinking and decision-making skills. Additionally, need for education on finance and investments, as well as matching local and regional education with relevant careers and jobs.
- **Financial Stability and Fair Wages:** Suggested higher minimum wages, more effective tax structures, and financial education and planning. Also advocated for more support for small businesses and entrepreneurship.
- **Sustainability and Climate Resilience:** Identified need to adapt to climate resilience, promote industries with low carbon footprints, and reduce pollution. Additional need to advocate for zero-carbon housing and more green, affordable housing.
- **Equitable Opportunities:** Stressed need for more equitable opportunities, particularly for low-income communities and minority groups. This includes increasing equity in housing, providing more job opportunities, and offering more resources for retired residents and elders.

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Sample Response

"Life skills - if individuals were better equipped from younger ages, they would be more independence/ self-sufficient adults (e.g. able to arrange transportation, budget, or even people skills to promote basic job retention)"

"Investment in p-16 education from local sources, particularly in high need areas. Access of STEAM to high need communities with programming and experiences that enrich the life of children and their families."

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Is there anything else that you would like to share about achieving a High Road economy? For example, are there any current partnerships, projects, and/or programs that you're aware of that are already achieving a High Road Economy?




Responses (*N = 1,712)

- **Collaborations and Partnerships:** Identified importance of collaborations between governments, businesses, and nonprofits. Specific examples include the Orange County Business Council's "Opportunity Imperative" initiative and the TAYO Legacy Foundation.
- **Sustainability and Environmental Consciousness:** Emphasized the role of sustainability in a High Road economy, expressing the need for a focus on renewable energy sources and environmental cleanup volunteering programs. A respondent mentioned Alaska Airlines as a company that effectively reduces its environmental impact.
- **Support for Small Businesses and Marginalized Groups:** Stressed the need for financial support for small businesses and marginalized groups. The Community Action Partnership of Orange County (CAPOC) was mentioned as a trusted community member that communicates benefits and programs to relevant communities.
- **Education and Workforce Development:** Suggested building high-quality vocational training programs, promoting education, and creating pathways for career growth as important strategies.
- **Affordability and Livability:** Affordable housing, healthcare, and childcare were mentioned as key factors in reducing financial stress and making a High Road economy achievable.
- **Local Community Projects:** Several community-level efforts were mentioned, such as Banning Ranch's grassroots environmental efforts and CREER's community support programs.
- **Economic Policies:** Suggested adjusting taxes to encourage investment, increasing minimum wages, and providing financial aid to stimulate the economy.
- **Public Transportation:** Highlighted the role of accessible public transportation in reducing congestion and pollution.

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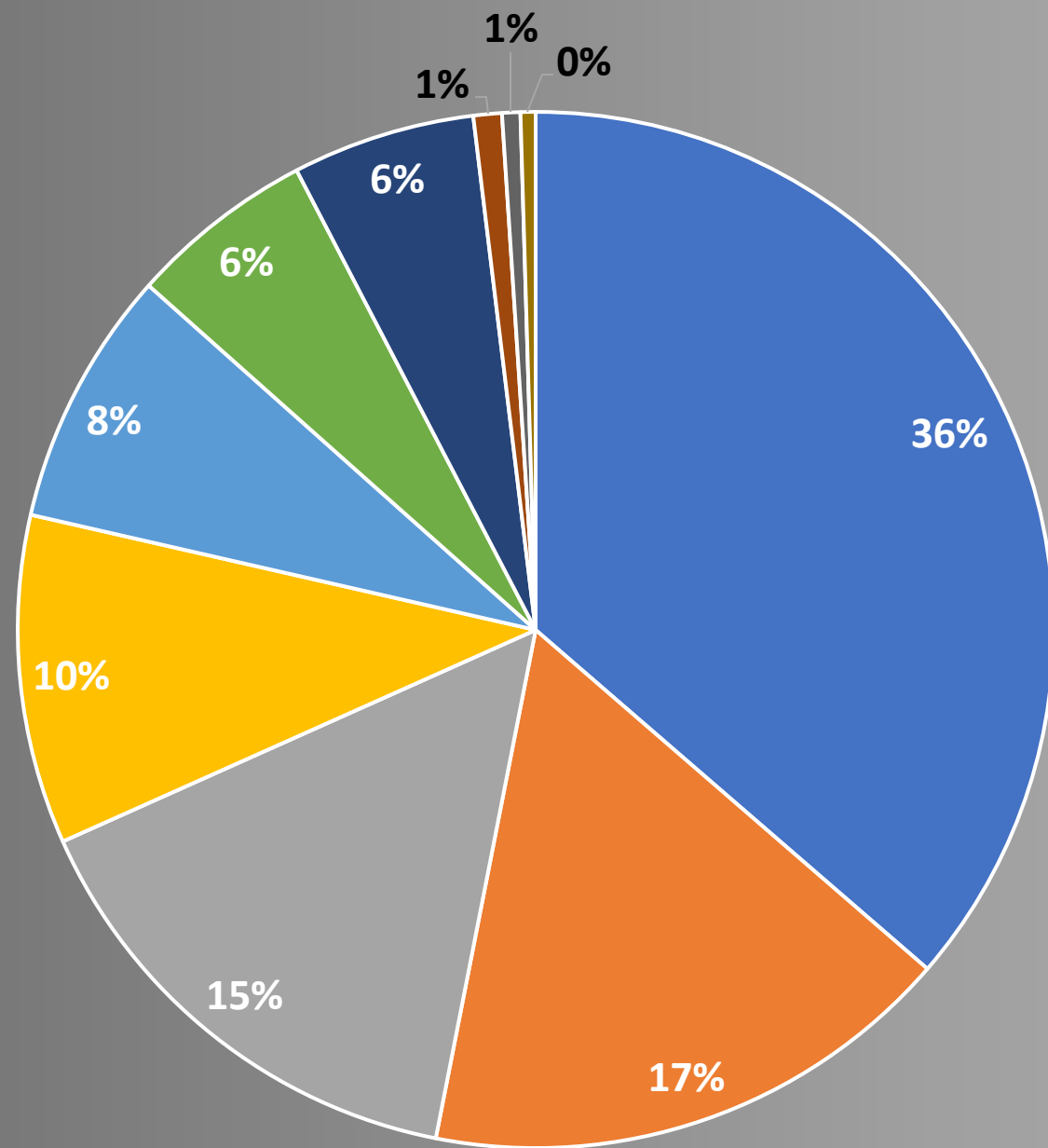
Sample Response

“The Orange County Business Council's 'Opportunity Imperative': This initiative is working to create a more equitable economy in Orange County by focusing on education, workforce development, and small business support.”

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What industries do you think are most important to support/grow in Orange County in order to provide high-quality future jobs for the community?





Responses

- Healthcare
- Legal
- Computer and Information Technology
- Life, Physical and Social Sciences
- Education
- Business and Financial Operations
- Architecture and Engineering
- Construction
- Other
- Arts, Design & Entertainment

*N = 5,973

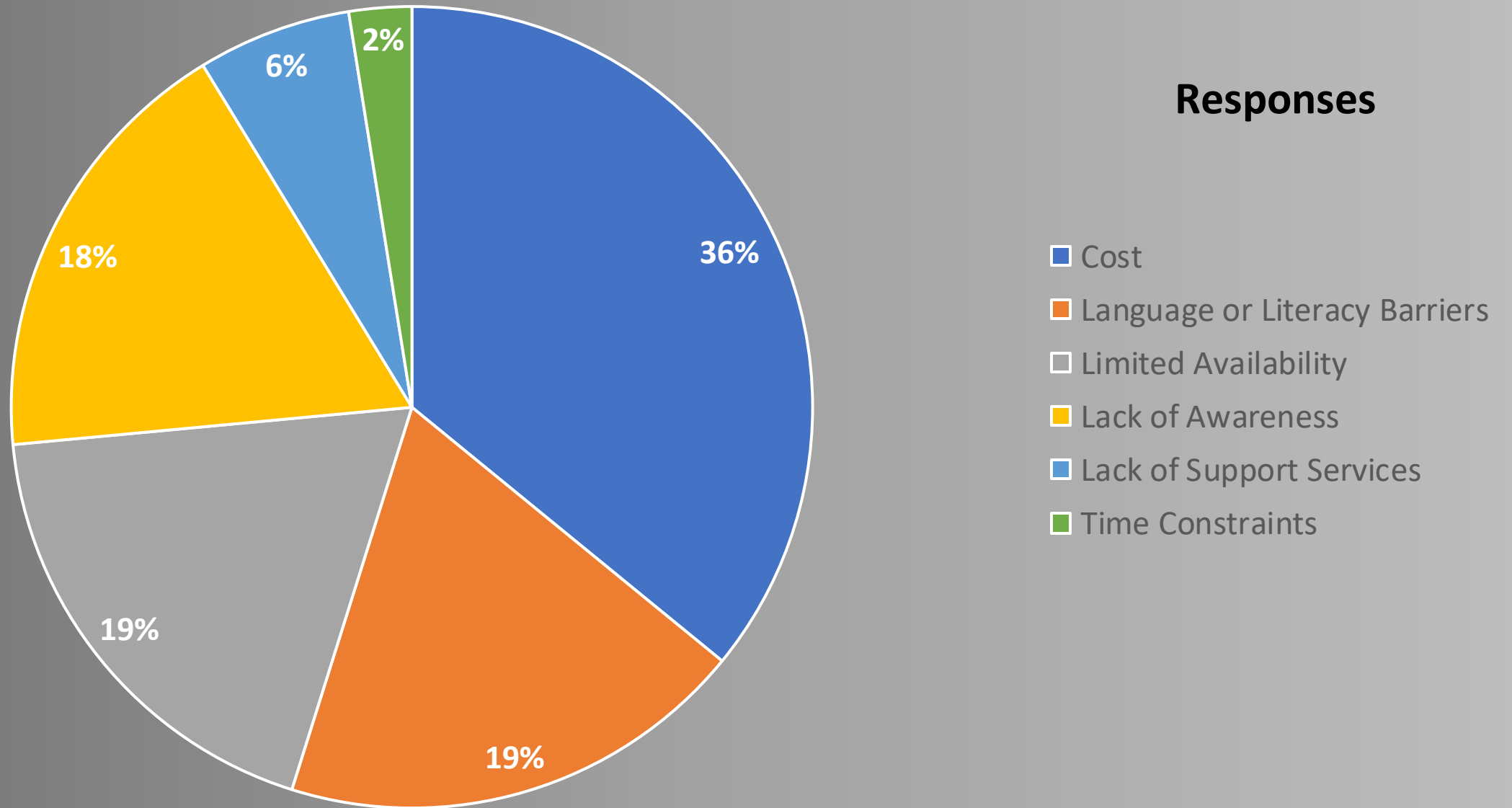
“Other” Responses (*N = 57)

- **Housing:** Emphasized the importance of affordable housing, indicating a need for jobs in this sector.
- **Manufacturing:** Cited as an important industry, including manufacturing related to aerospace and consumer products.
- **Community Services/Resources:** Identified the importance of supporting jobs in community-based and non-profit organizations, social services, and human services.
- **Healthcare:** The healthcare sector, including mental health services, was highlighted as an area for potential job growth.
- **Green Industries:** Need to support and grow green industries like solar and wind power, suggesting a desire for jobs that align with environmental sustainability.
- **Small Business and Entrepreneurship:** Support for small businesses and promoting entrepreneurship was also emphasized.
- **Education and Training:** Indicated need for jobs related to education and vocational training.
- **Consumer Products and Services:** Need to support industries related to consumer products and services, including restaurants and nail salons.

What are the main barriers restricting you/members of your community from accessing training opportunities in Orange County?



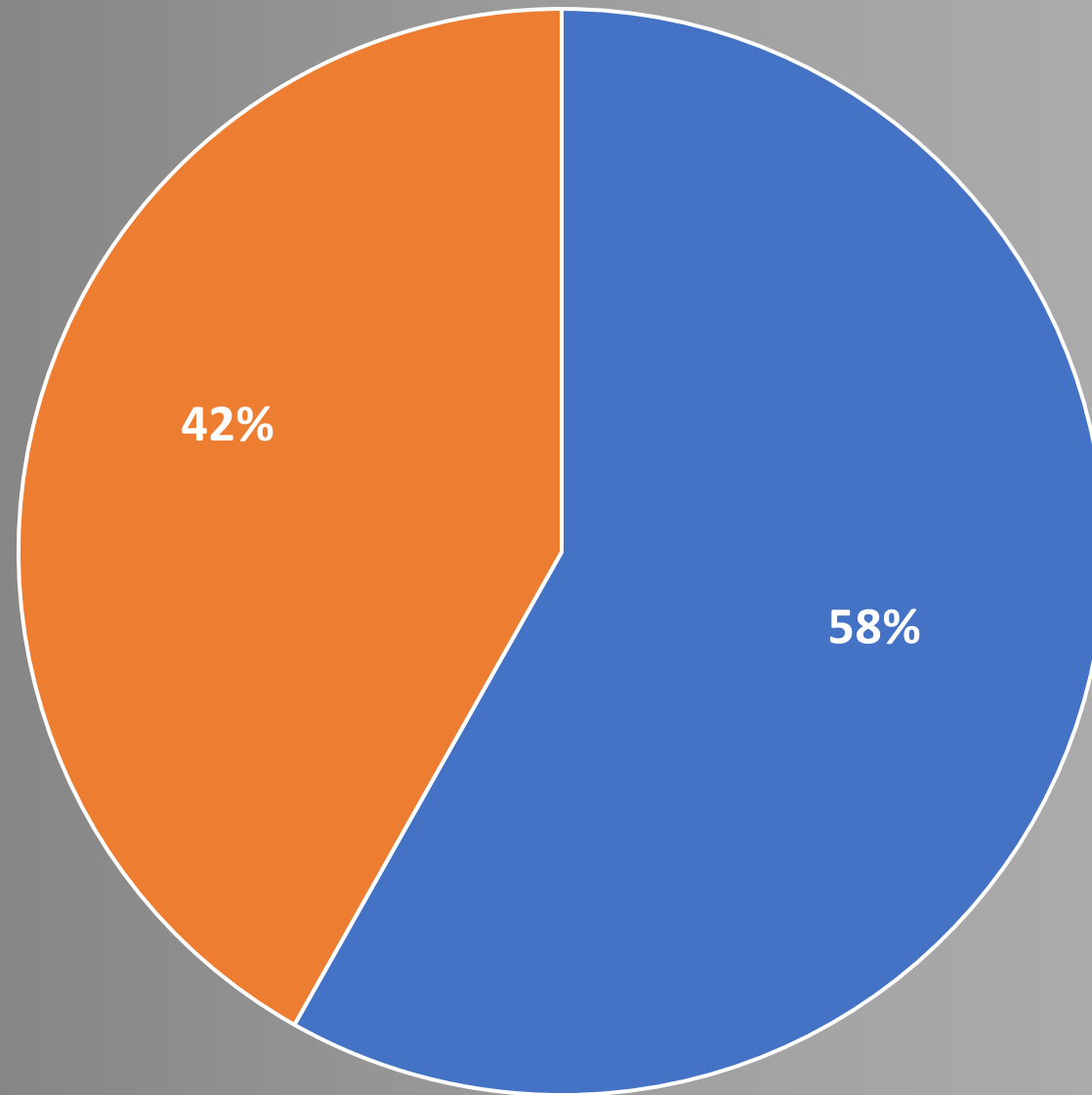
Responses



*N = 5,656

Are there underinvested occupations or talents in your community that, with additional support, could develop into high-quality jobs?



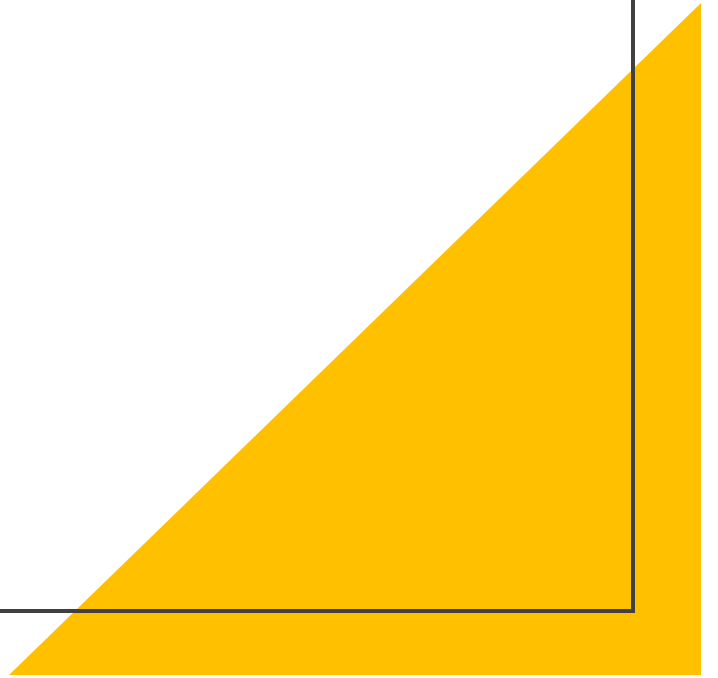


Responses

- No
- Yes

*N = 2,583

If yes, which
occupations or
talents are they?




Responses (*N = 1,073)

- **Education and Teaching:** Identified teachers, tutors, and education technology as areas that need more investment. There are suggestions to support individuals who are tutoring from home to get licensed and build tutoring centers.
- **Arts and Crafts:** Artists and craftspeople in these communities could potentially turn their skills into a profitable business if they had the right support. This includes painters, musicians, and individuals with skills in handcrafts.
- **Culinary Skills:** Chefs and individuals into cooking and baking feature prominently in the responses. This includes individuals who run small-scale catering services from home and those who have started businesses based on their love for cooking.
- **Healthcare:** Mention healthcare-related jobs, including caregivers, health workers, and mental health professionals.
- **Construction and Technical Jobs:** Identified as potential for high-quality jobs with more investment and support.
- **Small Business Owners and Entrepreneurs:** Mention of individuals who have started their own businesses, including those involved in selling food, clothing, and other items. They could potentially expand and formalize their businesses with the right support.
- **Counseling and Social Work:** Mentioned as being underinvested, particularly in the areas of mental health and working with at-risk youth.
- **Childcare:** Babysitters and childcare providers are mentioned as underinvested occupations that could develop into high-quality jobs.
- **Community Service and Advocacy:** Community service jobs, including community health workers, case workers for the unhoused, and community advocates.
- **Other Specific Occupations:** Additional occupations mentioned include barbers, daycare workers, public speakers, and positions within the hospitality industry.



Sample Response

“A lot of immigrants have higher education degrees in valuable fields from their home country, but don’t know how to get it certified in the US in order to work in that field. Essentially untapped labor.”



How can employers, government agencies, nonprofits and/or the community support underinvested occupations or talents in developing into high-quality jobs?




Responses (*N = 1,368)

- **Funding and Financial Support:** Need for reallocating funds or providing grants to support these occupations. Suggestions included subsidizing education, offering scholarships, and providing economic incentives for individuals and organizations.
- **Education and Training:** Need for training and education programs. This includes developing robust training programs, offering free education or training opportunities, creating programs to help individuals turn their talents into a business,.
- **Outreach and Awareness:** Importance of outreach to make the community aware of opportunities for job training and available resources. This could include advertising in minority communities, organizing legal dissemination sessions, or providing information at local events or institutions.
- **Policy and Legislation:** Suggested this could include creating laws requiring businesses to allocate a percentage of their job openings to underinvested occupations or curbing cumbersome state legislation.
- **Supportive Services:** Suggestions included providing affordable places for individuals to develop their occupations, ensuring access to necessities like housing, food, and healthcare, and offering support for non-traditional businesses.
- **Cultural and Linguistic Support:** Need to support individuals who do not speak English well and therefore have limited access to higher-paying jobs.
- **Compensation and Benefits:** Suggested improved compensation, including better pay and benefits, could support underinvested occupations.
- **Entrepreneurship and Business Development:** Providing support for entrepreneurship and small businesses, like reducing paperwork for licenses and permits, could be beneficial.
- **Diversity, Equity, and Inclusion (DEI):** Highlight the importance of DEI initiatives, such as hiring more local residents and focusing on minority communities.
- **Mentorship and Networking:** Identified value of mentorship programs and networking opportunities to help individuals in underinvested occupations advance.

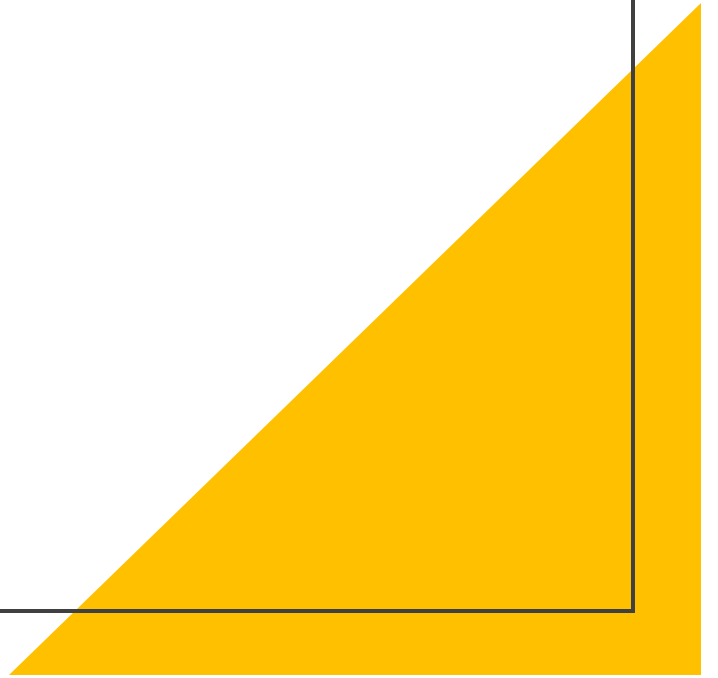


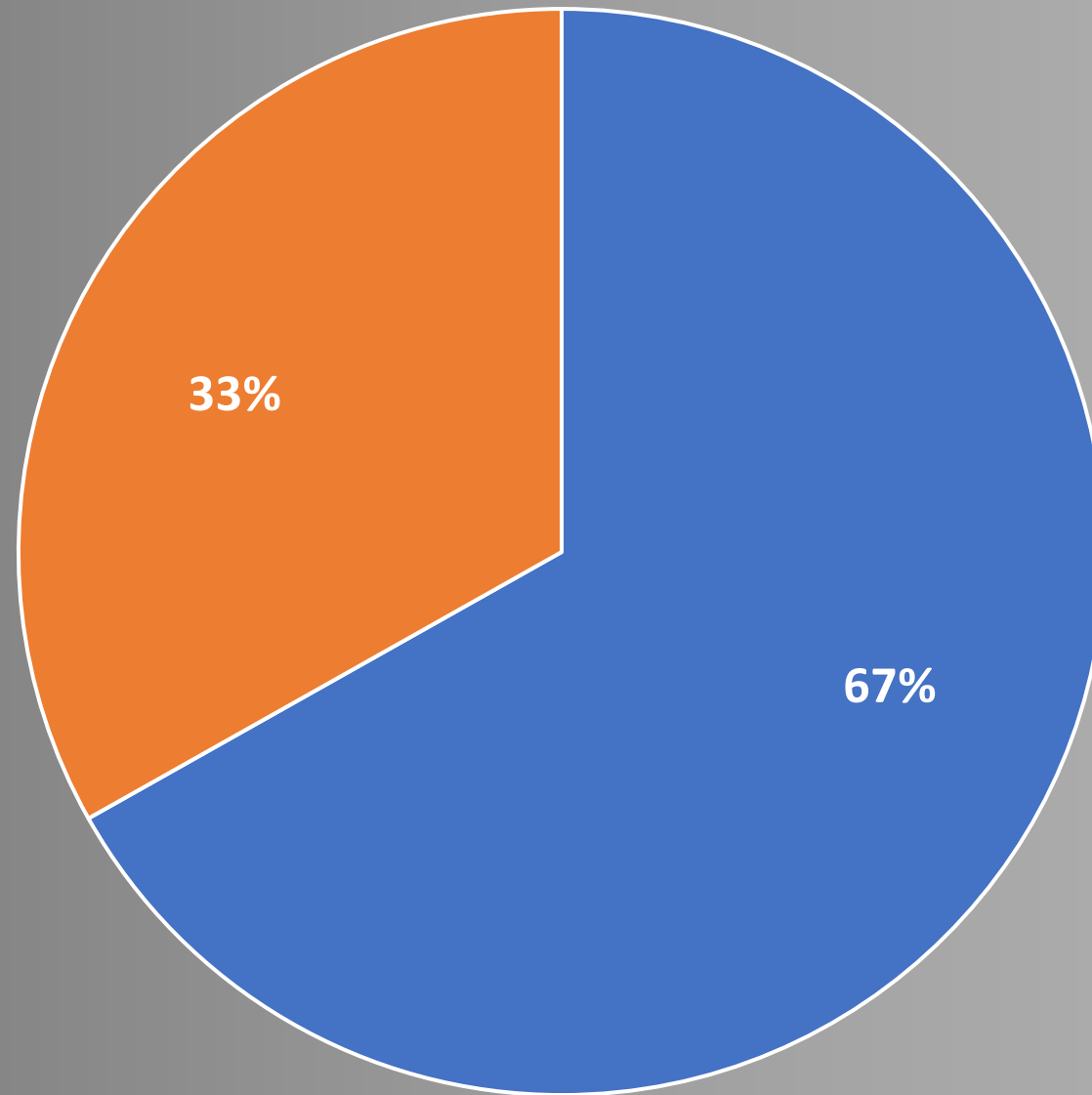
Sample Response

“ Create committees funded by government that open conversation with fresh graduates, middle aged and seniors and even kids in middle school to assess their talents and develop them and continue to guide them and follow up with them until they land jobs or businesses that capitalize on their talents.”



Have you ever thought
about starting your own
business?



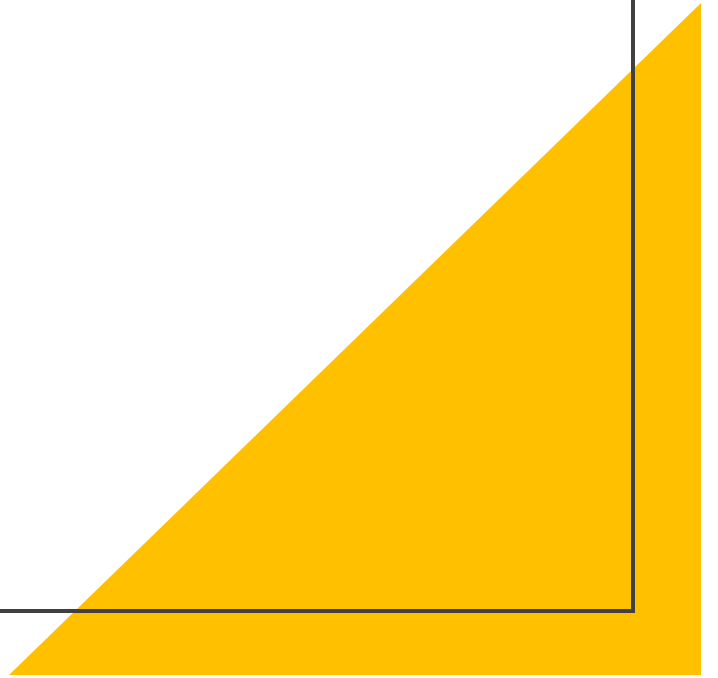


Responses

- No
- Yes

*N = 2,711

If yes, what
happened to your
business?



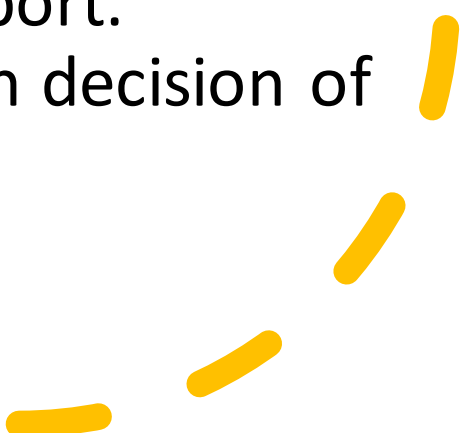
Responses (*N = 629)

- **Lack of Financial Resources:** Not having enough money or capital to start a business. High costs, notably for rent and initial setup, were frequently mentioned. Also mention of difficulties in obtaining loans or other financial support.
- **Lack of Knowledge or Support:** Lack the know-how or understanding to start a business and didn't know where to begin. They cited a lack of guidance, mentorship, and access to helpful resources. Some also mentioned a lack of legal support or understanding of the legal requirements.
- **Language and Cultural Barriers:** Difficulties due to language barriers or a lack of services in their native language.
- **Time Constraints:** Not having enough time to dedicate to starting and managing a business, often due to other work or family commitments.
- **Business Risks and Market Conditions:** Mention of business risks and unfavorable market conditions as reasons for not starting their business. This included the high risk associated with starting a business, competition, and the impact of the COVID-19 pandemic.
- **Personal Circumstances:** Such as family issues, illness, or a change in personal circumstances.
- **Businesses in Progress or Not Yet Started:** Currently in the process of starting a business, have yet to start, or are still considering the idea.
- **Failed Businesses:** Had started a business, but it had failed for various reasons, including lack of financial support, high costs, and lack of mentorship.
- **Others:** Specific issues like high taxes, corrupt city officials, and expensive advertising costs.

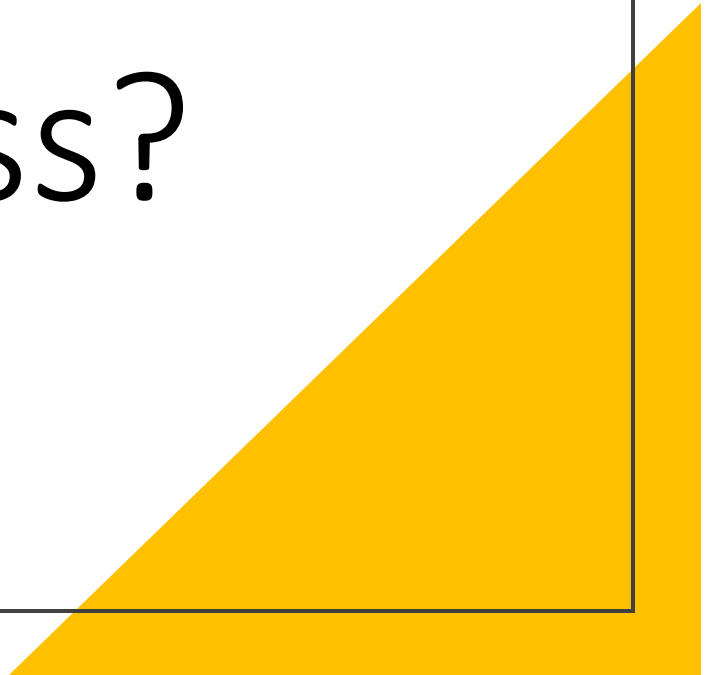
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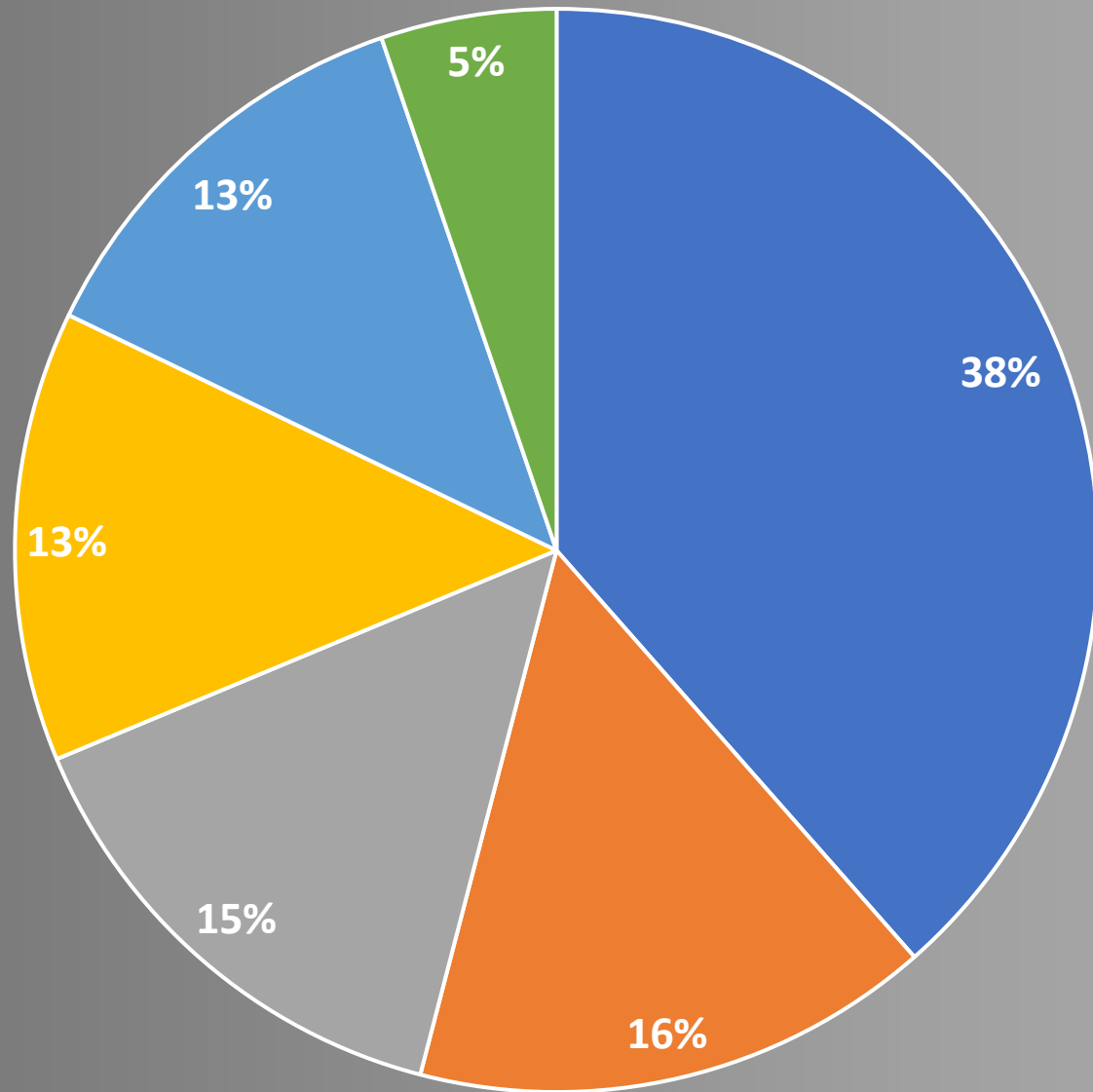
Sample Response

“I had the idea of starting a Mexican/Salvadorian breakfast business. Unfortunately, I couldn't fully support myself financially with my business due to a lack of funds to start and time to dedicate to its management. The high costs of rent and lack of access to low-interest loans were significant barriers. I also felt I lacked the necessary business knowledge and legal support. Eventually, I had to make the tough decision of shutting down.”

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What is the biggest
barrier you experienced
in starting a business?

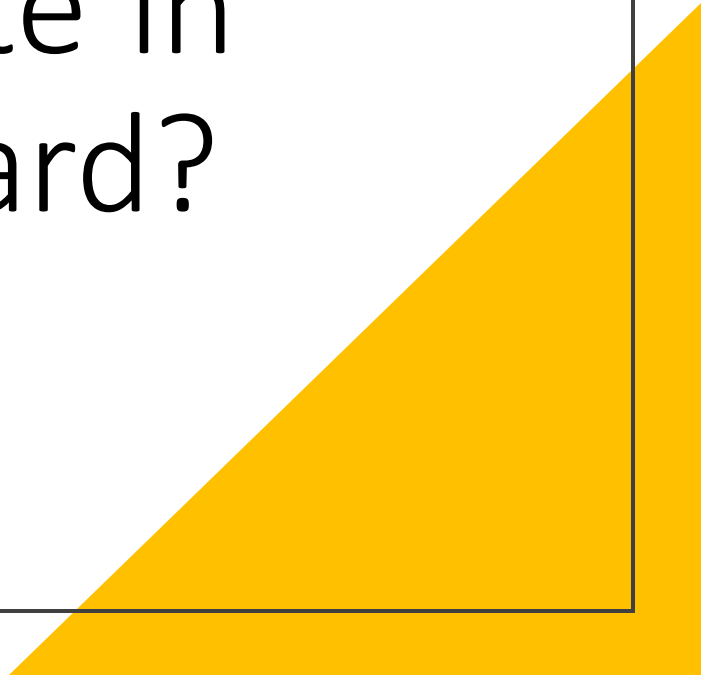


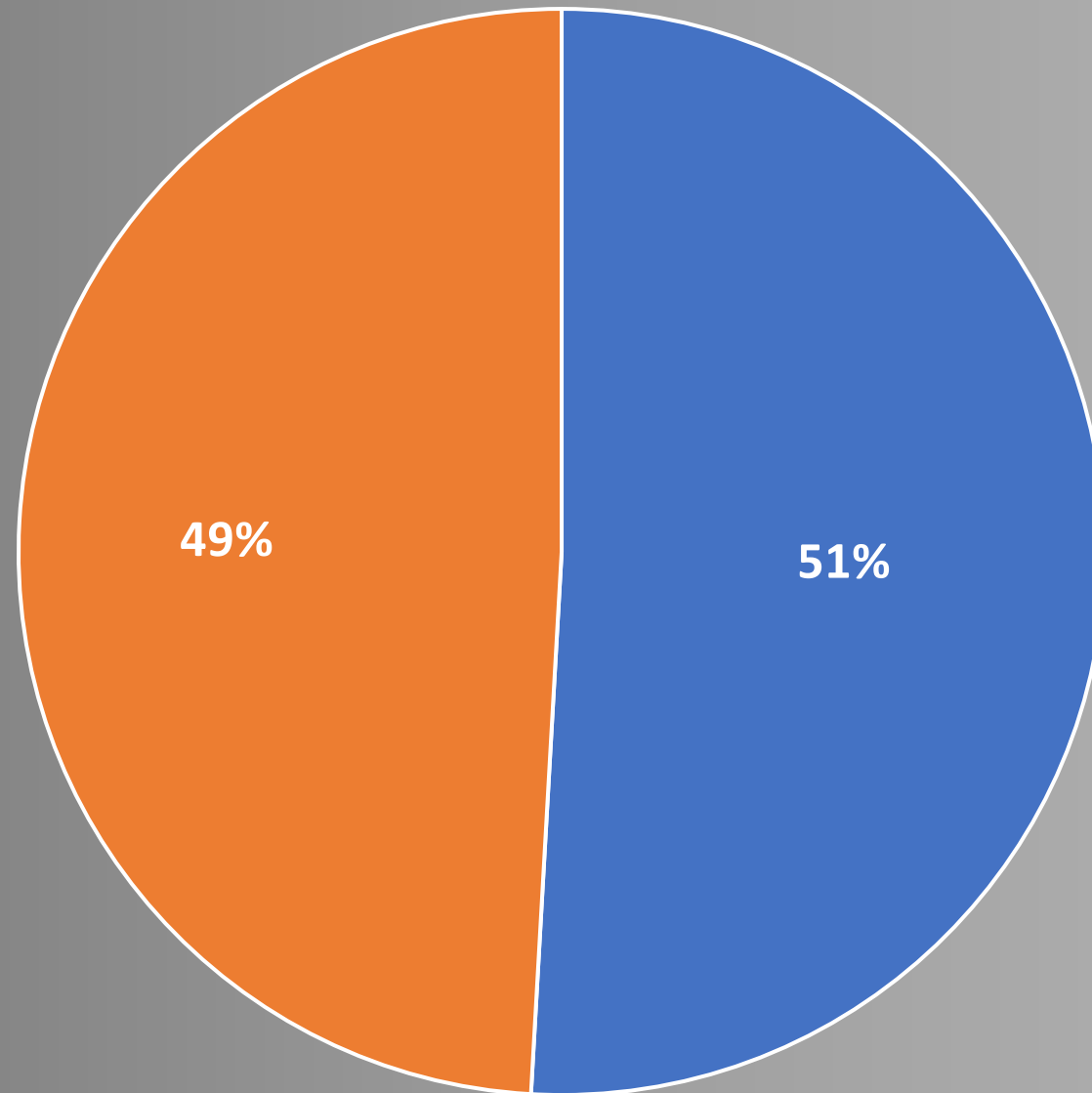


Responses

- Access to funding
- Lack of networks and mentors
- Complicated legal and regulator
- Work and Family responsibilities
- Other
- Bias and discrimination

Would you like to be updated
on how you can participate in
this process moving forward?





Responses

☐ Yes

☐ No

*N = 4,646

Questions?

