

Chronically or structurally underemployed & underrepresented populations

At Human First Works, we've committed to hiring from chronically underrepresented and underemployed populations and those facing systemic challenges in obtaining good employment. We give preferential treatment to candidates that face systemic barriers to employment. In addition, we measure how many of our employees have overcome systemic barriers to employment. Chronically underemployed populations face systemic barriers to achieving and maintaining employment.

For those that face the barriers below, we assign a personal guide from HFW to help them understand

1. We care about addressing these barriers.
2. You won't be penalized for sharing these. If anything, we will offer extra help and support to make sure that you are starting from closer to a level playing field.
3. If you face these barriers, we want to both support you and if applicable, to find creative ways to address these barriers.

Barriers to employment will vary by context and by geography but generally include:

- *Low-income or structurally disadvantaged communities/situations - >25% of working-aged people making less than a living wage*
- *Physical or mental disabilities*
- *Homelessness*
- *Incarceration or criminal history*
- *Alcohol or drug dependency*
- *History of experienced violence (political, gang, or domestic)*
- *Underemployment for persons with significant training or experience*

However, this list is non-exhaustive. Other factors may also be considered "barriers to employment" when there is evidence that a group lacks access to jobs due to chronic discrimination in a particular market.

This may include discrimination or challenges to do work based on:

- Gender
- Race
- Ethnicity or Tribalism
- Color
- Disability

- Political opinion- singular perspective?
- Sexual orientation
- Age
- Religion
- Social origin
- High unemployment - 10%+
- Extremely high unemployment - 20%+
- Systemic non-living wages >10%
- Lack of reliable infrastructure (power, water, internet, food, etc.)
- Lack of security (i.e. inability to avoid physical violence)
- The psychological problems resulted from the government crisis.
- Lack of hours to work due to the search of primary necessities (housing/fuel/medical care/etc.).
- Lack of the right equipment for the careers that they choose.

We track the challenges that everyone faces on the following scale.

- Low/None - Little or no systemic issues
- Medium - 1-2 meaningful systemic challenges to good employment or are chronically underrepresented
- High - 3-4 meaningful systemic challenges or 1 significant barrier or are chronically underrepresented or underserved.

Related Docs

- [HFW Vision](#)
- [Workforce Development Program](#)
- [HFW: Feedback & Performance Improvement Process](#)
- [Justice, Equity, Diversity & Inclusion \(JEDI\)](#)