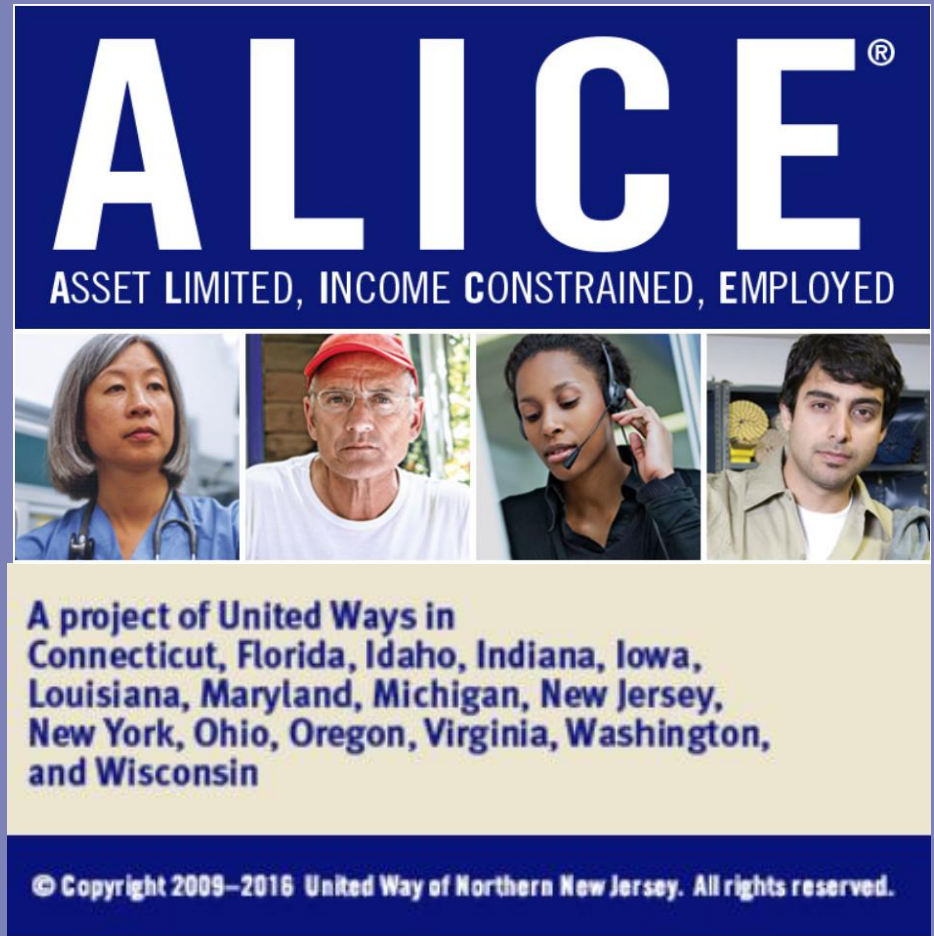



United Way *ALICE Project*

New Jersey State Data
Center Network Annual
Meeting

June 14, 2017



ALICE[®]
ASSET LIMITED, INCOME CONSTRAINED, EMPLOYED



A project of United Ways in
Connecticut, Florida, Idaho, Indiana, Iowa,
Louisiana, Maryland, Michigan, New Jersey,
New York, Ohio, Oregon, Virginia, Washington,
and Wisconsin

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Stephanie Hoopes, Ph.D.

Director,
United Way *ALICE Project*



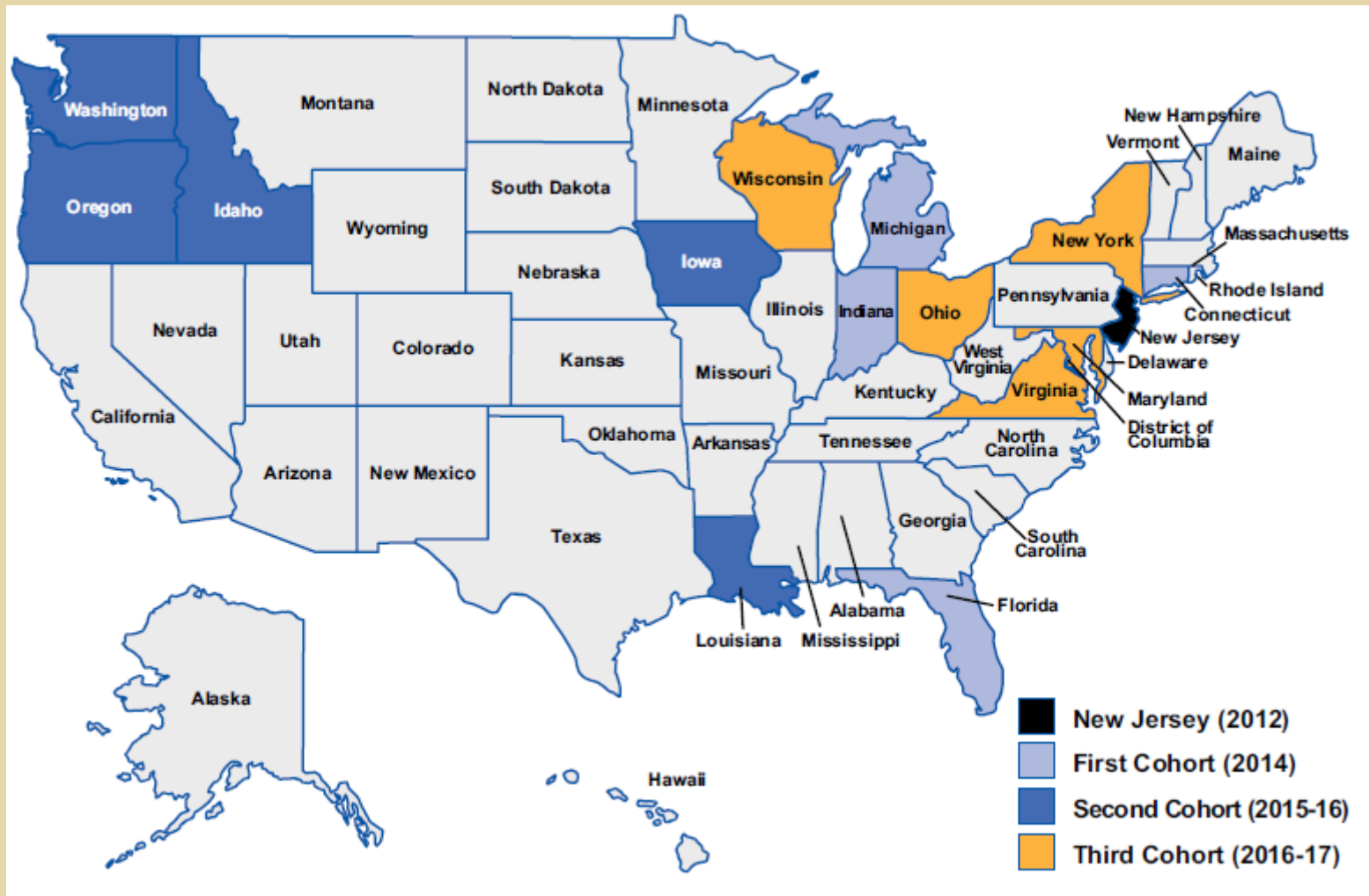
Joanne Hala

Associate Director,
United Way *Family Sustaining
Employment*

ALICE[®] Asset Limited, Income Constrained, Employed

- Key ALICE data
- ALICE in action in New Jersey and across the country
- Q & A with focused open discussion points

Current states involved in the United Way *ALICE* Project



Redefining hardship



VS.



Daily Record

Poverty
\$11,670 - \$23,850

VS.

ALICE Threshold
\$17,400 - \$47,952

30% of Area Median Income \$14,250 - \$17,800
80% of Area Median Income \$33,250 - \$47,500

ALICE Household Survival Budget

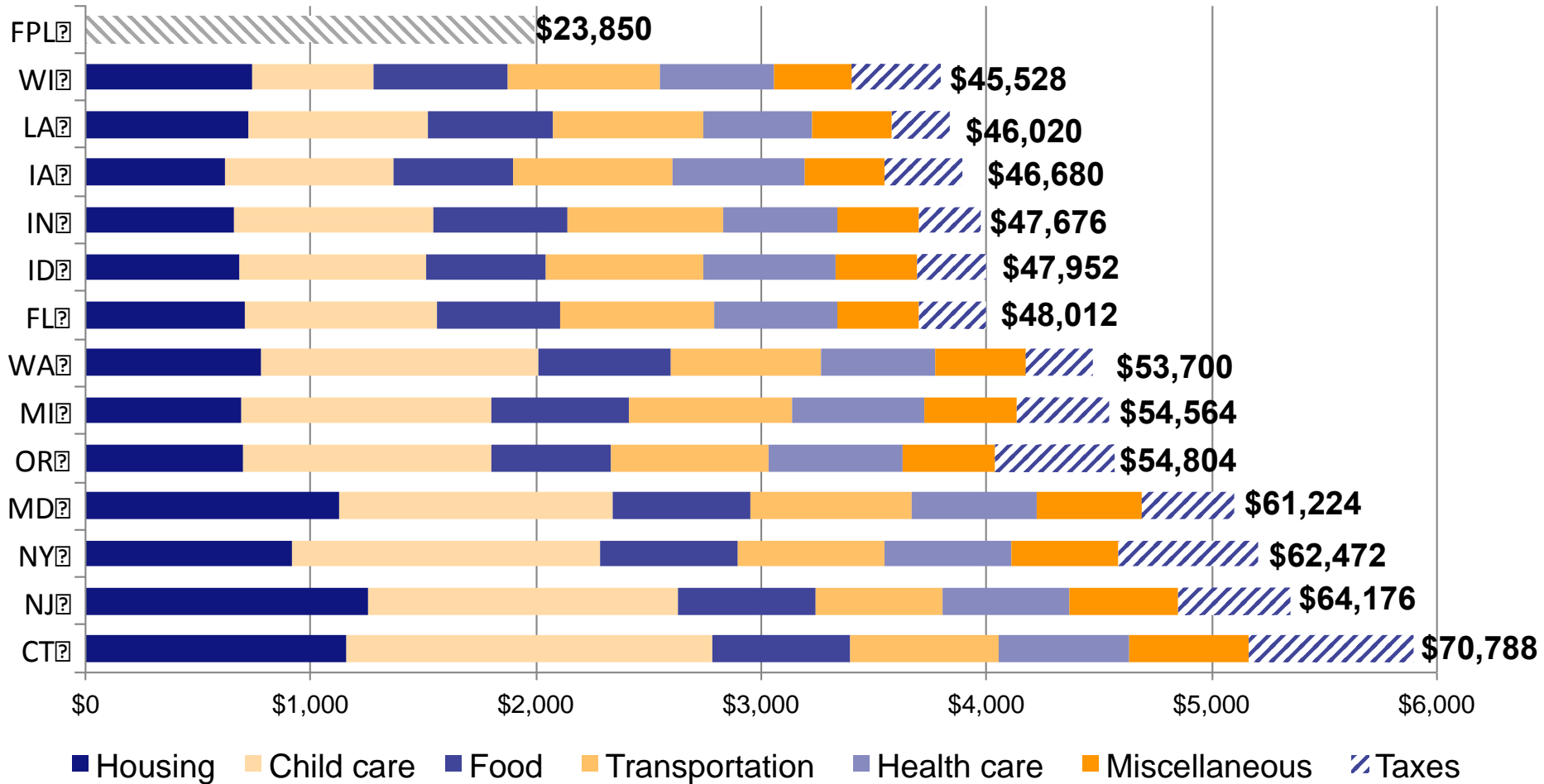
Basic cost of living defines ALICE

Monthly Costs, New Jersey Average, 2014

	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER	2007 – 2014 PERCENT INCREASE
Monthly Costs			
Housing	\$898	\$1,257	15%
Child care	\$–	\$1,374	16%
Food	\$202	\$612	20%
Transportation	\$289	\$565	36%
Health care	\$139	\$557	66%
Miscellaneous	\$184	\$486	22%
Taxes	\$313	\$497	25%
Monthly Total	\$2,025	\$5,348	23%
ANNUAL TOTAL	\$24,300	\$64,176	23%
Hourly Wage*	\$12.15	\$32.10	23%

FPL = \$11,670 single adult; \$23,850 family
 New Jersey minimum wage: \$8.38/hr = \$16,760

Household Survival Budget across the U.S.



Household Survival Budget

Housing: HUD's Fair Market Rent (40th percentile)

Child Care: Registered Family Child Care Homes

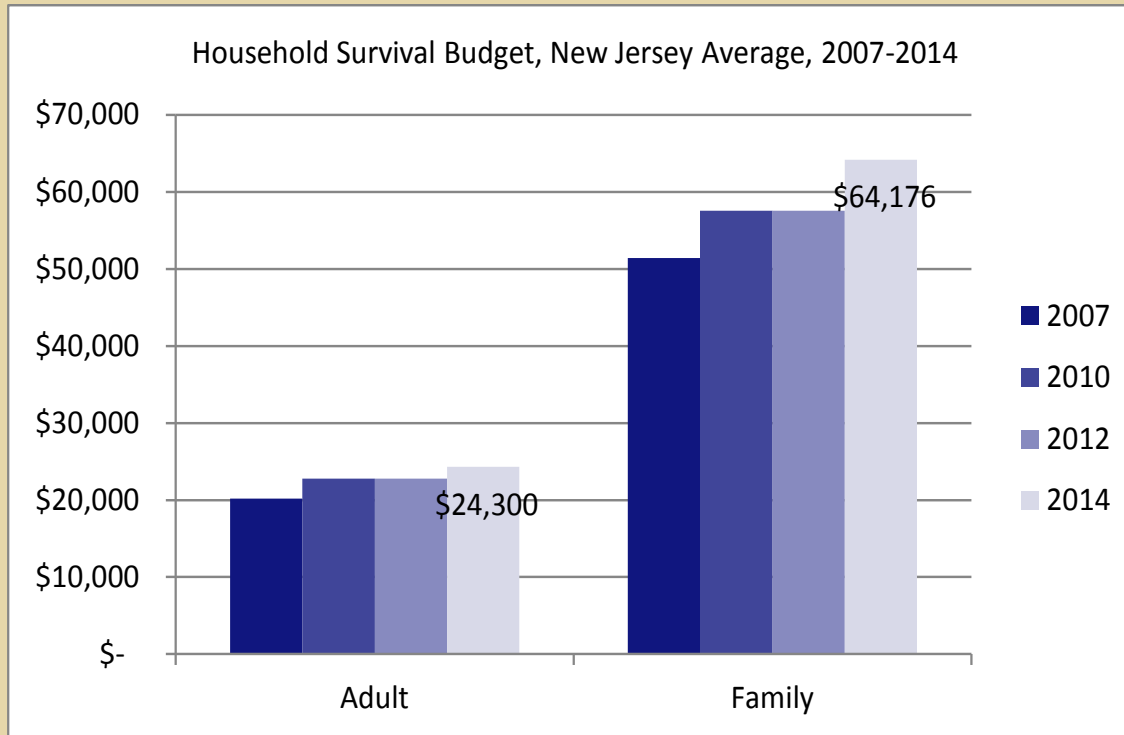
Food: Thrifty Level (lowest of four levels) of the U.S. Department of Agriculture (USDA) Food Plans – with regional variation

Transportation: Car expenses include gas and motor oil and other vehicle maintenance expenses from Consumer Expenditure Survey (CES).

Health Care: nominal out-of-pocket health care spending, Medicaid, CHIP, Medicare PartD Clawback payments, cost of unpaid and unreimbursed service provided by hospitals, hospital charity care + ACA

Miscellaneous: 10 percent of the total (including taxes) to cover cost overruns.

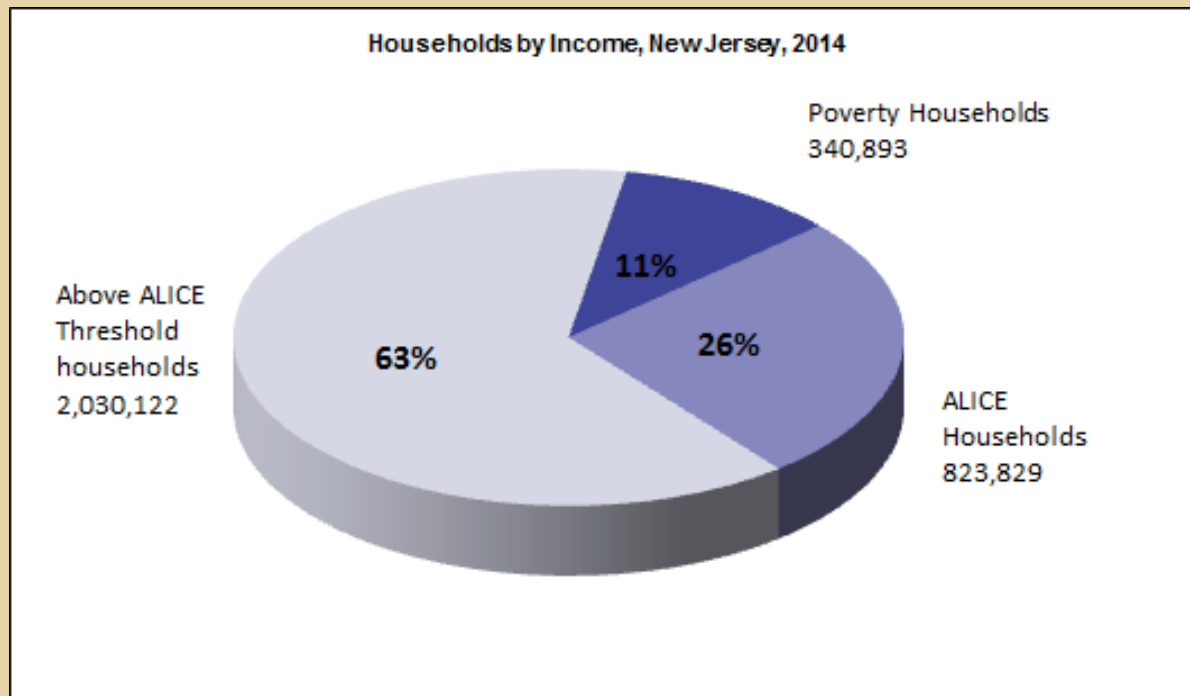
Cost of basics continues to increase



Average increase from 2007 to 2014 was 23%, compared to a 14% rate of inflation

Source: U.S. Department of Housing and Urban Development (HUD); U.S. Department of Agriculture (USDA); Bureau of Labor Statistics (BLS); Internal Revenue Service (IRS) and State of New Jersey Department of the Treasury; New Jersey Association of Child Care Resource and Referral Agencies, 2014

How many households in New Jersey are ALICE?



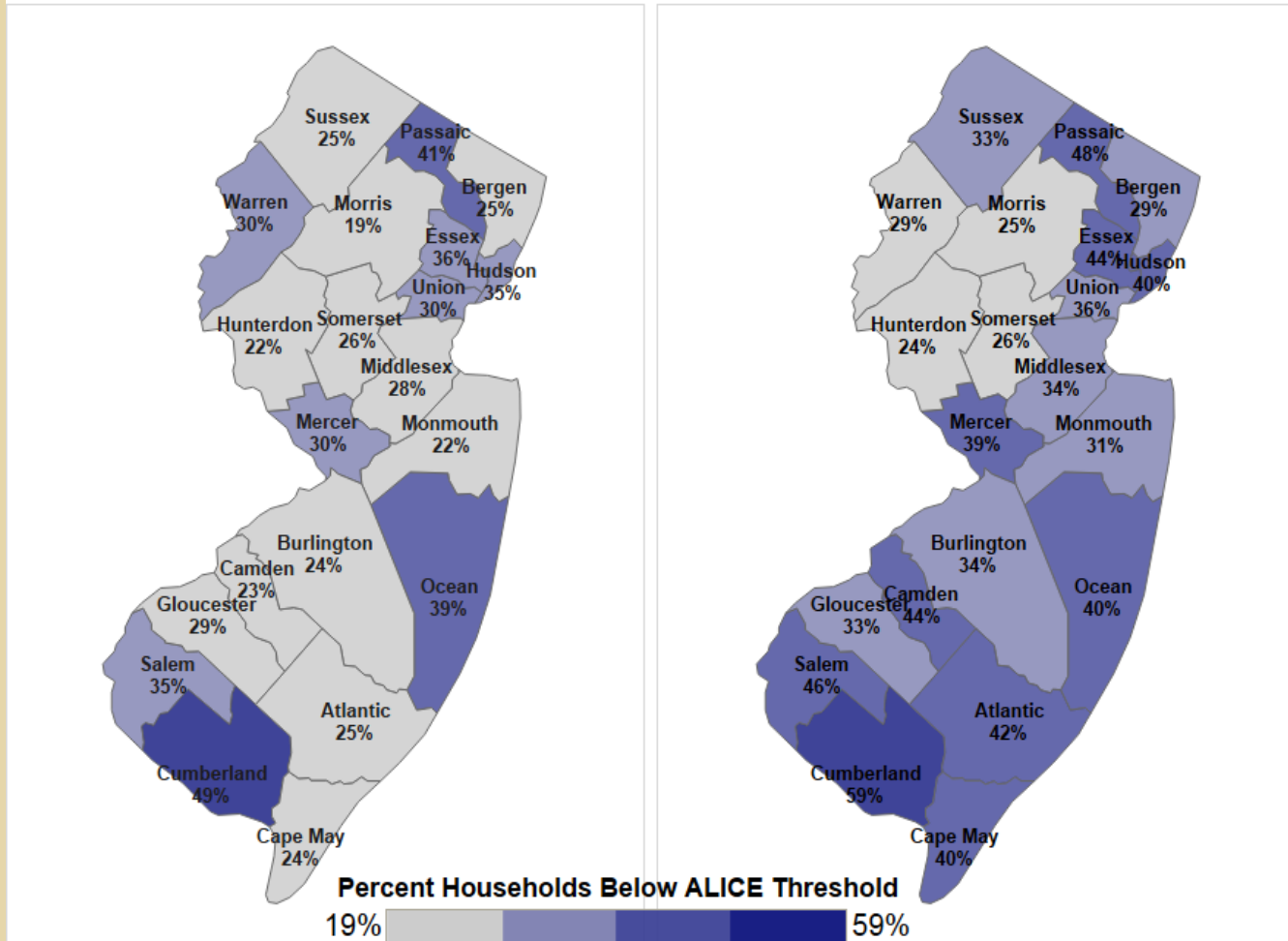
In New Jersey 37% of household have income below the ALICE Threshold

Source: American Community Survey, 2014, and the ALICE Threshold, 2014

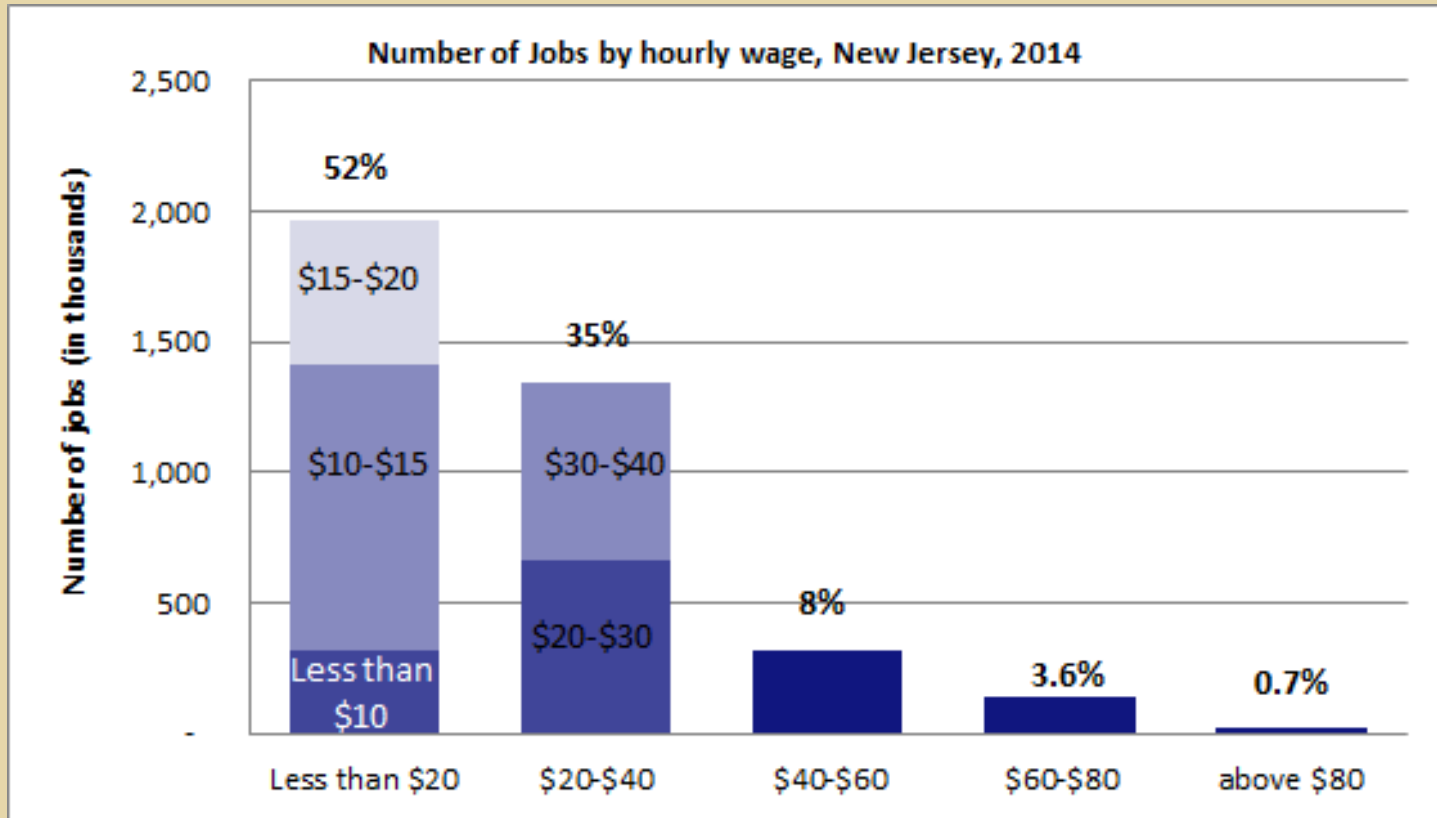
County-by-county snapshot: change over time

Percent of Households with Income below the ALICE Threshold, New Jersey, 2007

Percent of Households with Income below the ALICE Threshold, New Jersey, 2014



Jobs ≠ sustainable wage

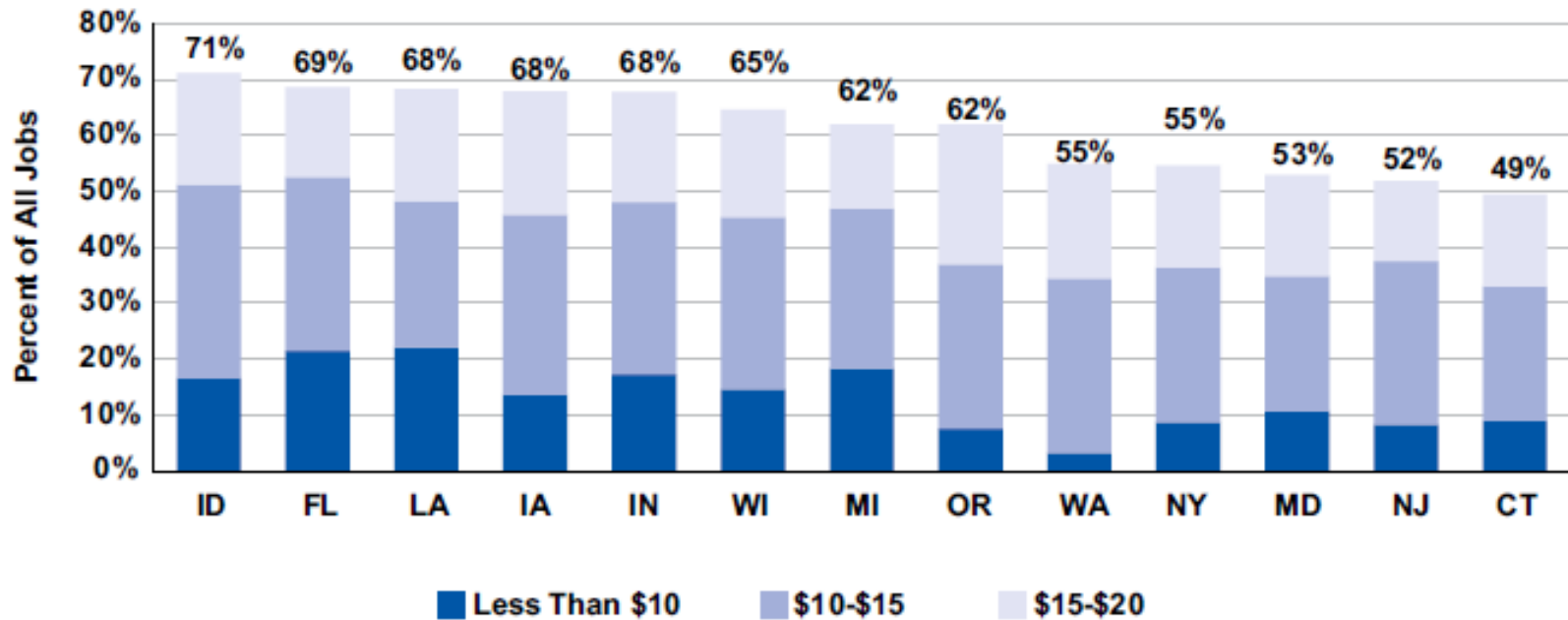


\$15/hr = \$30,000/yr

2012 = 53% of jobs earned less than \$20/hour

Source: Bureau of Labor Statistics, 2014

Wages vary across the U.S.



Shifting Towards The “Gig Economy”

New Economy Terms

Gig - also referred to as **contract** or **freelance** work – one-time project and compensation

Contingent - work arrangements without traditional employers or regular, full-time schedules

On-demand – also referred to as **on-call** - work with schedule variability according to customer activity

Shadow economy - also referred to as the **grey or underground economy** - unreported activity and income from the production of legal goods and services

Job being replaced by technology – challenges and opportunities

Too many jobs earn too little in New Jersey, 2014

Top 20 Occupations by Employment and Wage, New Jersey

Occupation	2014		Percent Change 2007-2014	
	Number of Jobs	Median Hourly Wage	Number of Jobs	Median Hourly Wage
Retail Salespersons	138,020	\$ 10.70	11%	6%
Cashiers	95,910	\$ 9.30	-10%	8%
Laborers and Material Movers, Hand	83,700	\$ 11.46	8%	2%
Registered Nurses	76,790	\$ 37.52	-2%	10%
Office Clerks, General	76,080	\$ 14.63	-4%	18%
Janitors and Cleaners	68,470	\$ 12.41	0%	12%
Customer Service Representatives	64,120	\$ 17.16	2%	9%
Stock Clerks and Order Fillers	63,590	\$ 10.89	5%	8%
Secretaries and Admin Assistants	61,530	\$ 18.70	-24%	14%
Combined Food Prep, Including Fast Food	57,890	\$ 9.22	-10%	17%
Waiters and Waitresses	57,040	\$ 9.41	4%	-9%
Nursing Assistants	51,710	\$ 13.23	13%	8%
Teacher Assistants	51,250	\$ 12.38	21%	7%
Receptionists and Information Clerks	49,890	\$ 13.65	new	
Business Operations Specialists	46,930	\$ 33.83	11%	15%
General and Operations Managers	45,990	\$ 68.59	new	
Bookkeeping and Auditing Clerks	45,500	\$ 20.23	-19%	15%
Elementary School Teachers	44,650	\$ 31.48	-6%	18%
Sales Representatives	42,470	\$ 31.50	-6%	6%
First-Line Supervisors of Admin Workers	42,050	\$ 27.62	-6%	16%

Source: Bureau of Labor Statistics, *Occupational Employment Statistics (OES) Wage Survey - All Industries Combined*, 2014.

Barriers to Financial Stability for ALICE

- High cost of basic household necessities
- Job opportunities
 - Medium and high wage jobs
 - Benefits and steady schedule
- Institutional bias
- Lack of resilience
 - Changing job and skills
 - Personal emergencies
 - Natural disasters

ALICE in Action

LIVE UNITED

**United
Way**



THE CHRONICLE OF
PHILANTHROPY

ST. LOUIS POST-DISPATCH

Hartford  Courant

 ALJAZEERA AMERICA

The Washington Post

The Star-Ledger



The Miami Herald

Indiana public media

THE
HUFFINGTON
POST

 CBS
Miami

 MICHIGAN
RADIO

Key partners



ALICE informs strategic plans

United Way is using ALICE to inform and shape strategies to assist ALICE in the:

Short-term – help ALICE weather a crisis

Medium-term – impact strategies will begin to make real changes for ALICE

Long-term – structural change will reduce the number of ALICE families



United Way Initiatives to support ALICE

- **Success by 6 – early childhood education**
- **Youth Empowerment Alliance – social and emotional learning**
- **Caregivers Coalition – resources for unpaid family caregivers**
- **Free Income Tax Program – maximizes refunds and credits**
- **Financial Education – budgeting and saving on limited income**

Source: *NEA (National Education Association)*

ALICE Report in New Jersey

Policy agenda - NJ state legislators, gubernatorial candidates, think tanks, Anti-Poverty Network, state libraries, freeholder boards

Housing planning – HUD, Housing Authorities, non-profit community housing organizations, public-private housing partnerships

Health and Human Services planning – state and county advisory boards, hospitals

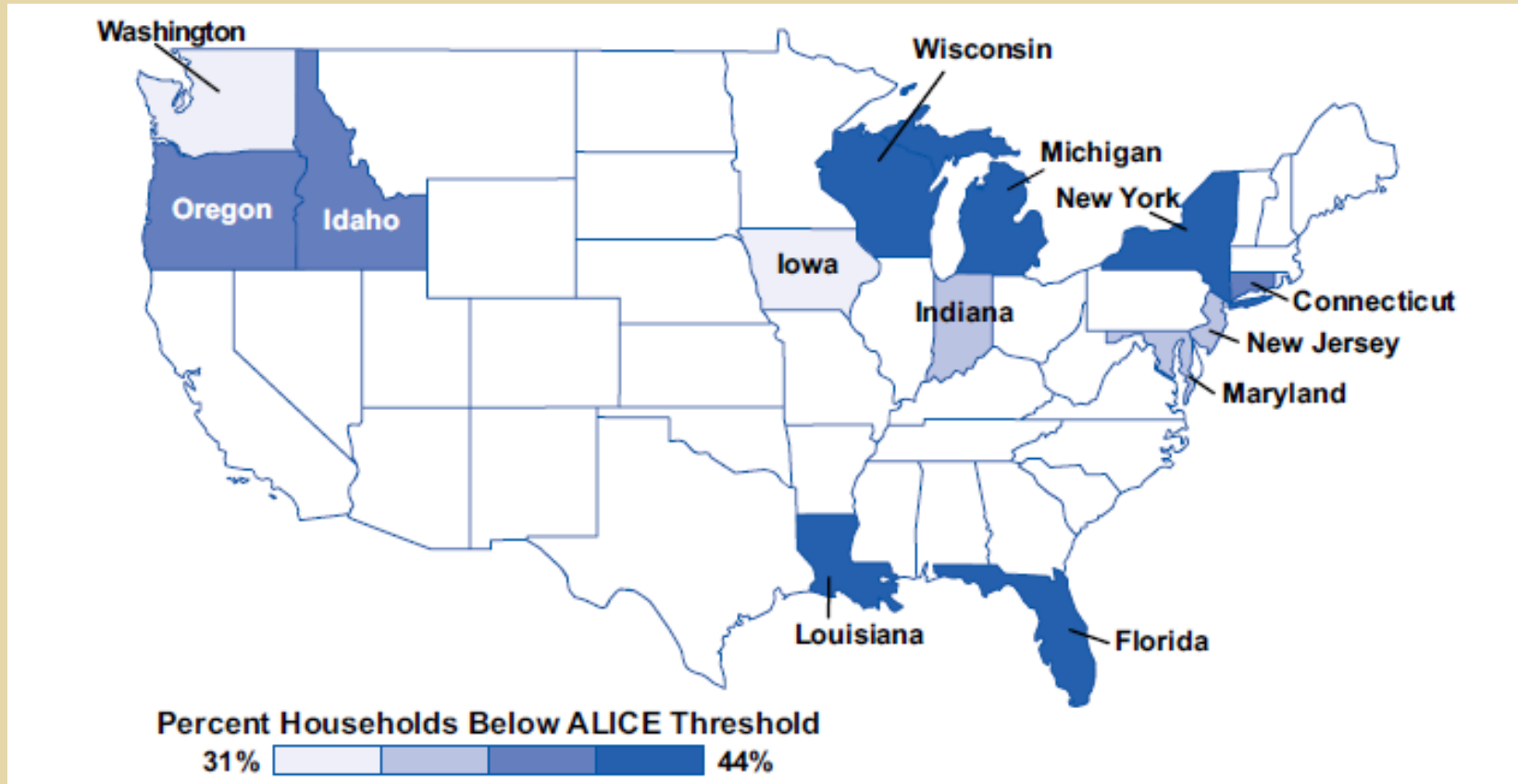
Workforce development – WorkFirst NJ, NORWESCAP, NJ Department of Labor and Workforce Development, SETC, Title II Adult Literacy programs, Workforce Development Boards (Greater Raritan policy adopted using ALICE income threshold)

Schools – Drew University, Rutgers, Pingry, public high schools

Business – NJBIA, Chambers of Commerce, Business Partnerships

Civic Engagement – AmeriCorps VISTA, interns, volunteers

ALICE across the U.S.



ALICE Report across the U.S.

Employer Resource Network – regional partnership, wraparound services, vulnerable workers, boost retention rates - Michigan

VITA sites – Florida legislature contributed \$900k to expand across state

UW Public Policy Platform – Michigan, Florida, Connecticut, Iowa

Savings Account Supplement Program: ALICE families in financial literacy programs are eligible to have savings matched – Western CT

Community Resource Center – Campbell Park neighborhood, St. Petersburg, FL

Permanent supportive housing - ALICE and mental health – Iowa;
ALICE and vets – Broward County, FL

Discussion Points

1. New Jersey data
2. Outdated Federal Poverty Level – what are the alternatives?
3. Job prospects for ALICE
 - a) Defining “good job” and “living wage”
 - b) Workforce development
 - c) Economic development
4. Barriers in New Jersey – and beyond

Q & A

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Thank you!

<http://www.UnitedWayALICE.org>

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