

**WORKING HARD BUT
STRUGGLING TO SURVIVE**

LIVE UNITED

Pennsylvania ALICE Report



United Way
of Pennsylvania



ALICE: Asset Limited, Income Constrained, Employed.



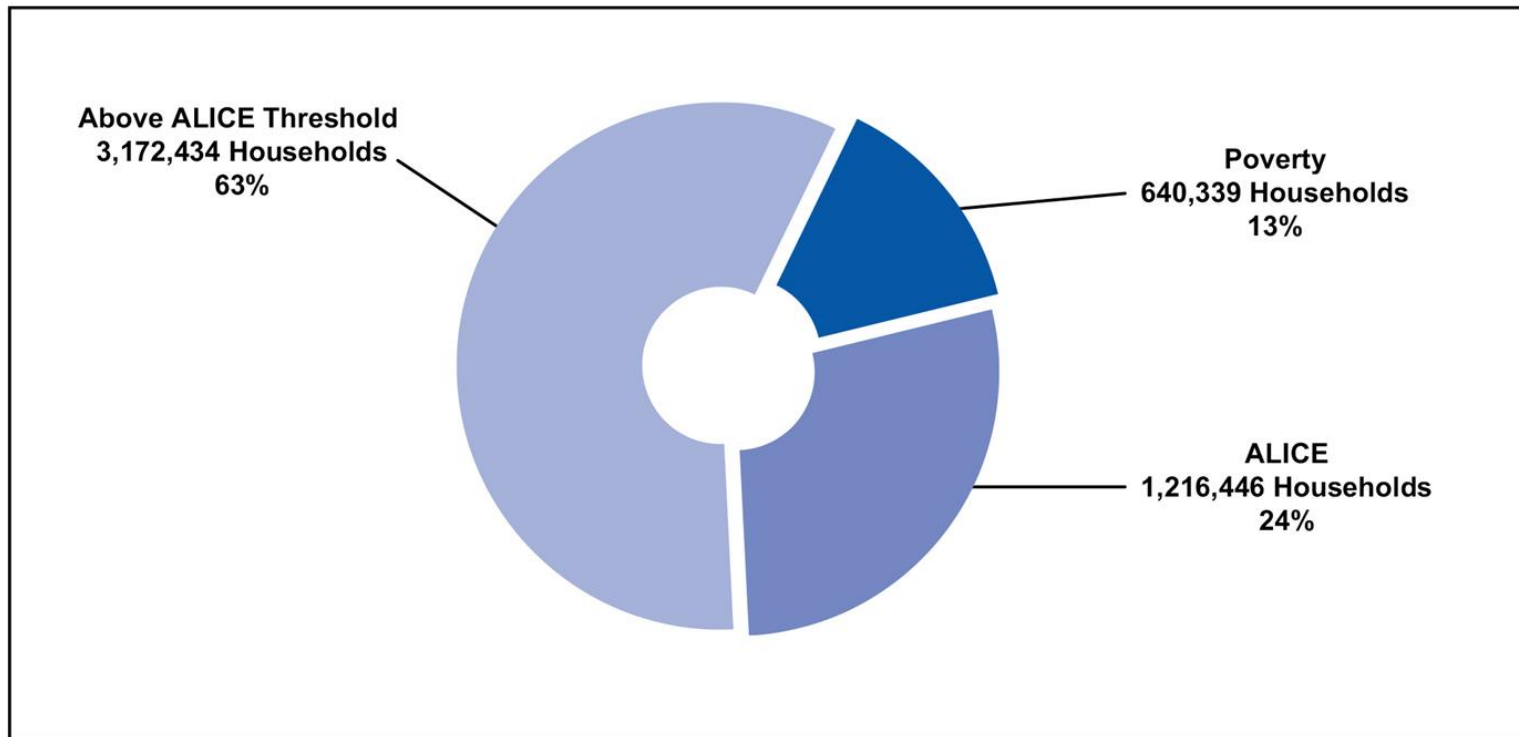
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37% of households are struggling

Household Income, Pennsylvania, 2017



Cost to live in Pennsylvania

Household Survival Budget, 2017

FPL =

\$12,060 single adult and
\$24,600 family

PA minimum wage:

\$7.25/hour = \$14,500/year

Basic costs increased from 2007 to 2017:

26% for a single adult, 22%
for a family of four –
compared to 12% inflation

Household Survival Budget, Pennsylvania Average, 2017		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Monthly Costs		
Housing	\$592	\$827
Child Care	\$-	\$1,229
Food	\$199	\$604
Transportation	\$309	\$617
Health Care	\$158	\$617
Technology	\$55	\$75
Miscellaneous	\$157	\$450
Taxes	\$260	\$526
Monthly Total	\$1,730	\$4,945
ANNUAL TOTAL	\$20,760	\$59,340
Hourly Wage*	\$10.38	\$29.67

*Full-time wage required to support this budget

Sources: BLS, 2017—Consumer Expenditure Surveys; Consumer Reports, 2017—Best Low-Cost Cell-Phone; HUD, 2017—Fair Market Rents; IRS, 2017—SOI Tax Stats; Office of Child Development and Early Learning, 2018; Tax Foundation, 2017, 2018; USDA, 2017—Official USDA Food Plans.



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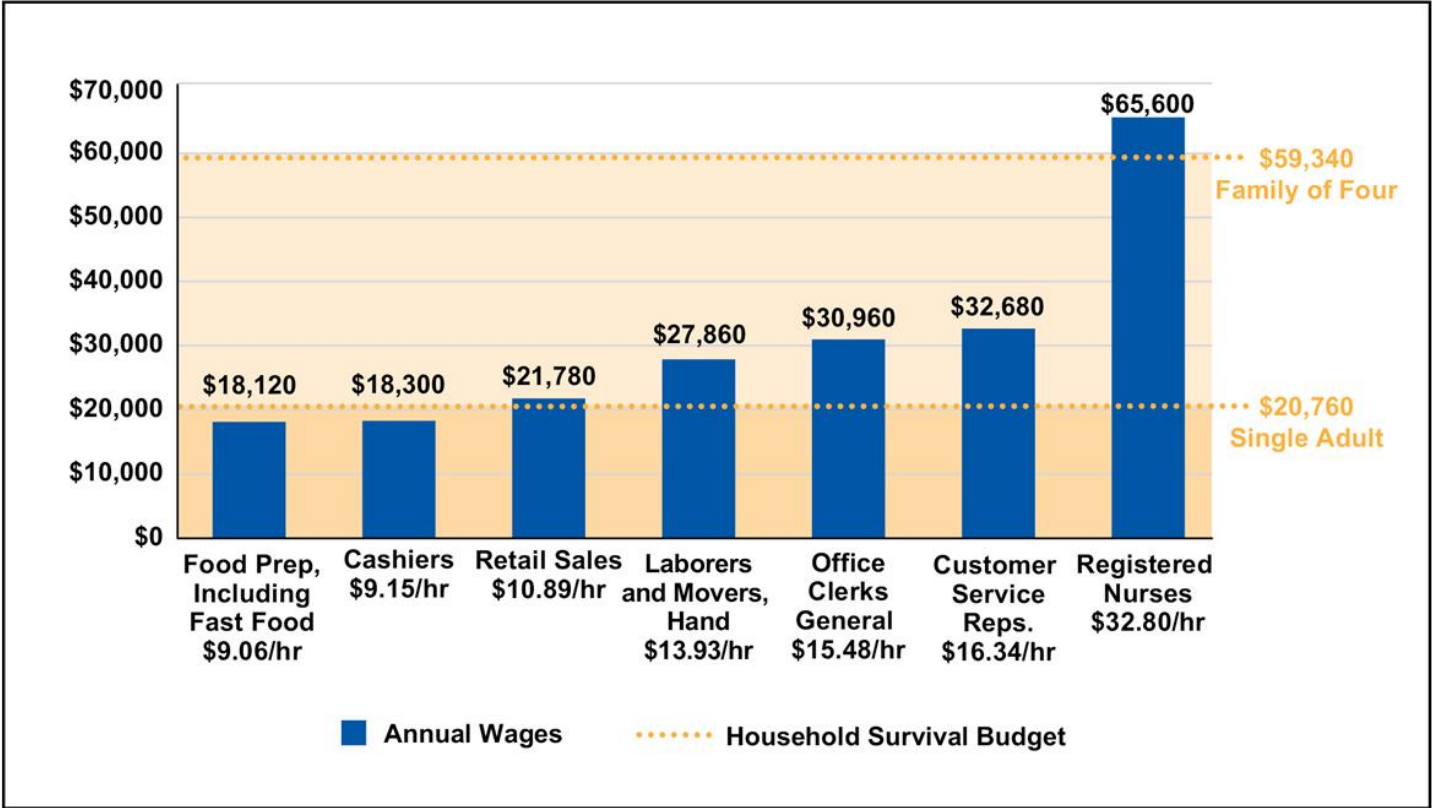
Household Survival Budget sources

- **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, insurance, medical services, prescription drugs from Consumer Expenditure Survey (CES)
- **Technology:** Smart phone using Consumer Reports "Best Low-Cost Cell-Phone Plans"
- **Miscellaneous:** 10 percent of the total (including taxes) to cover cost overruns



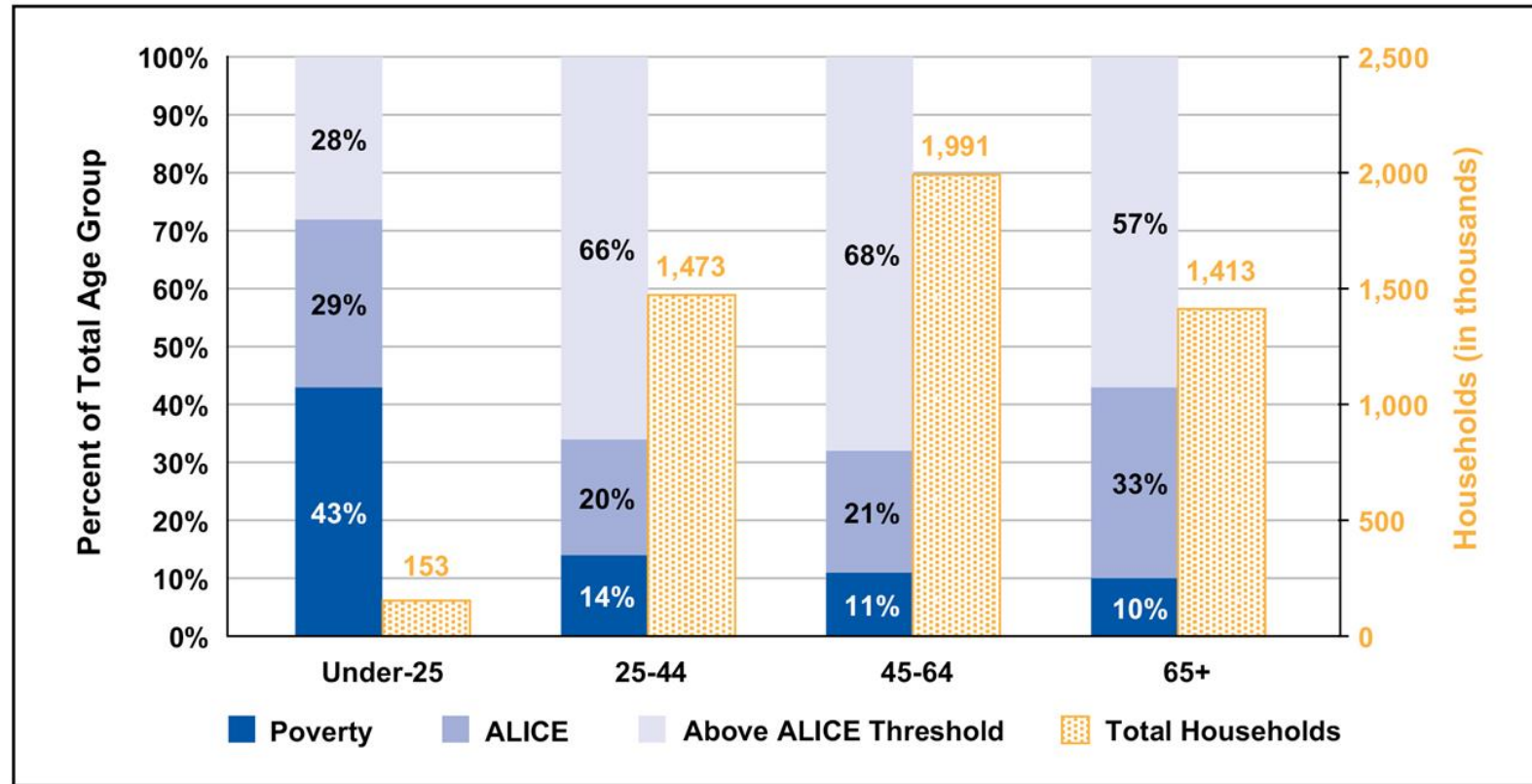
Cost of living outpaces wages

Household Survival Budget Compared to Salary for Top Occupations, Pennsylvania, 2017

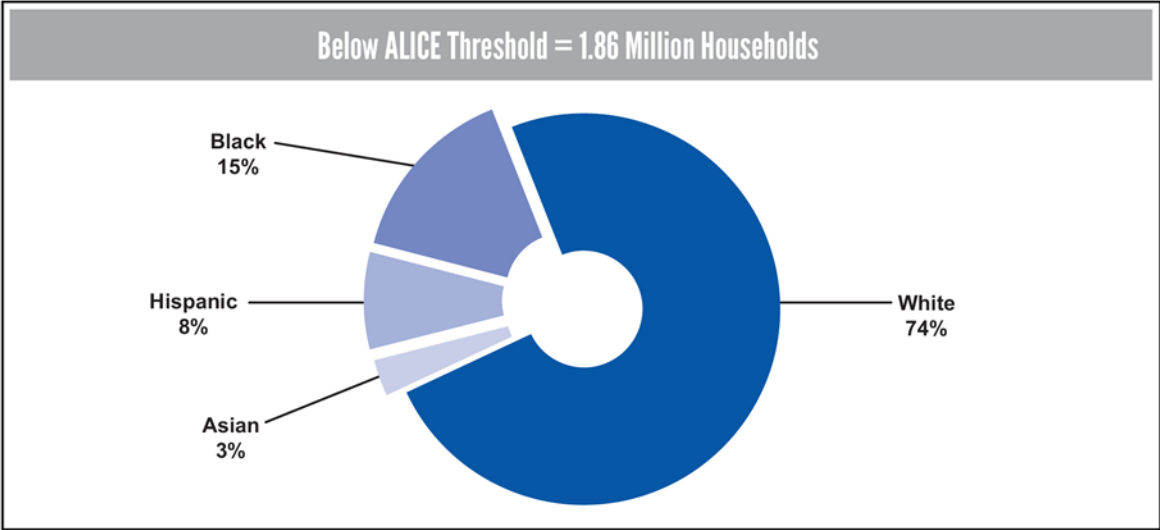
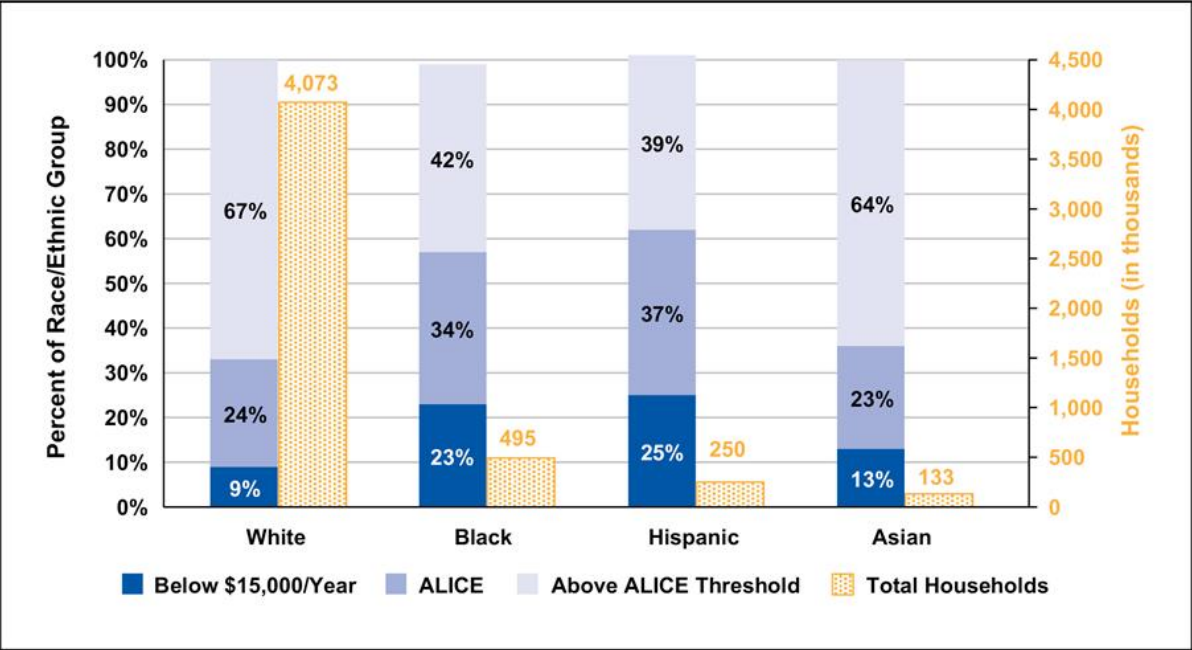


ALICE households are all ages

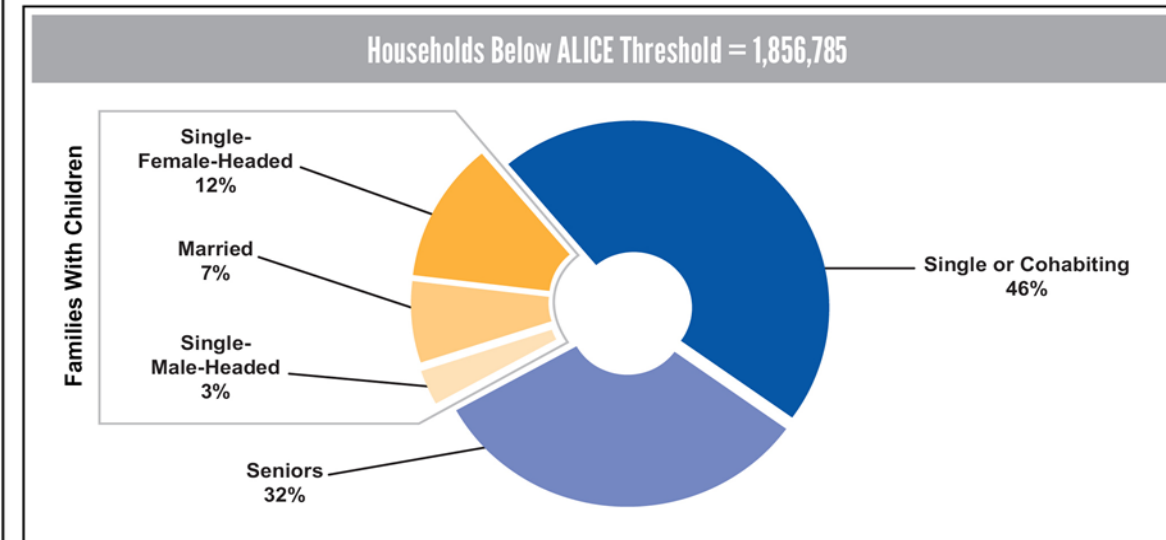
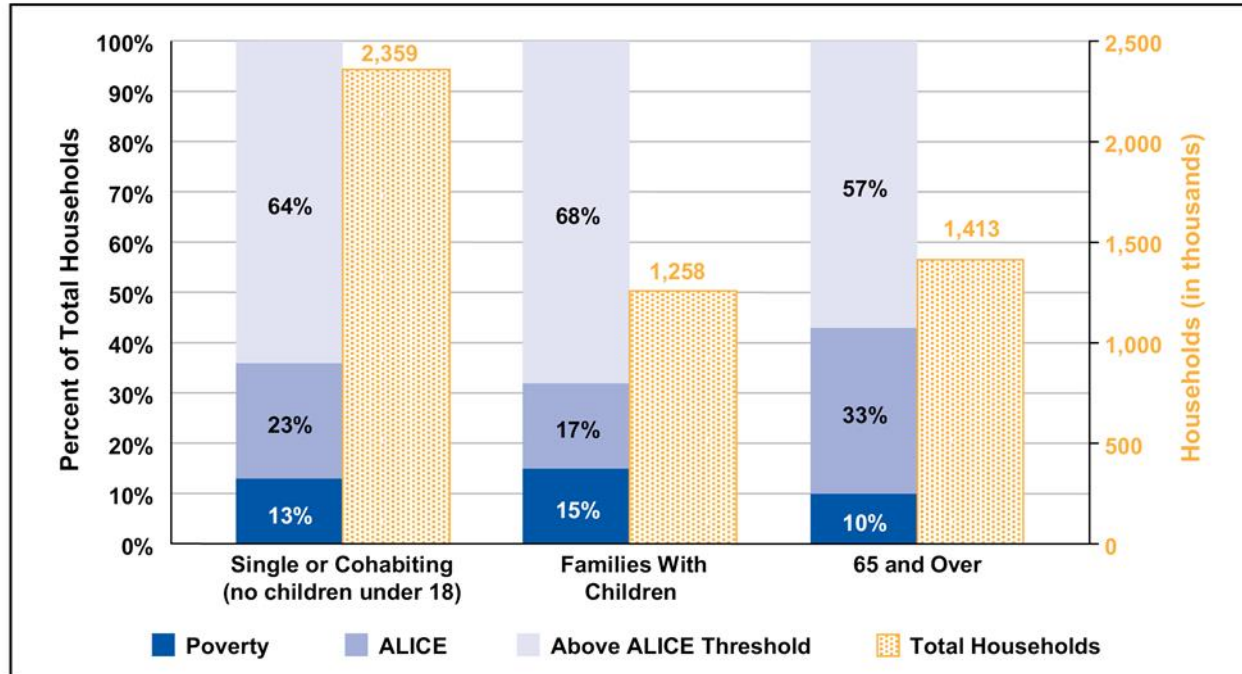
Household Income by Age of Head of Household, Pennsylvania, 2017



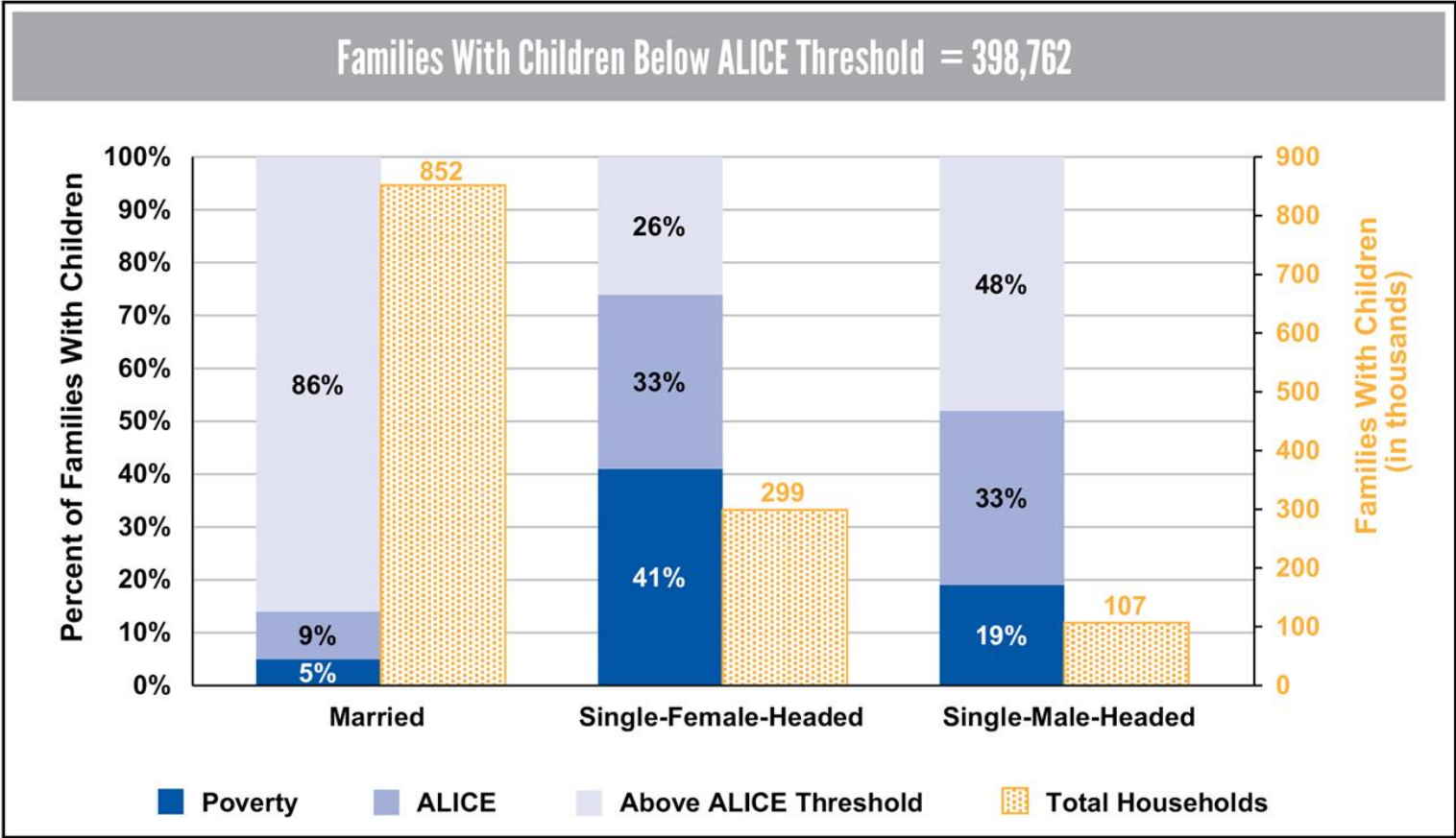
ALICE households are all Race/Ethnicities



ALICE households are all household types

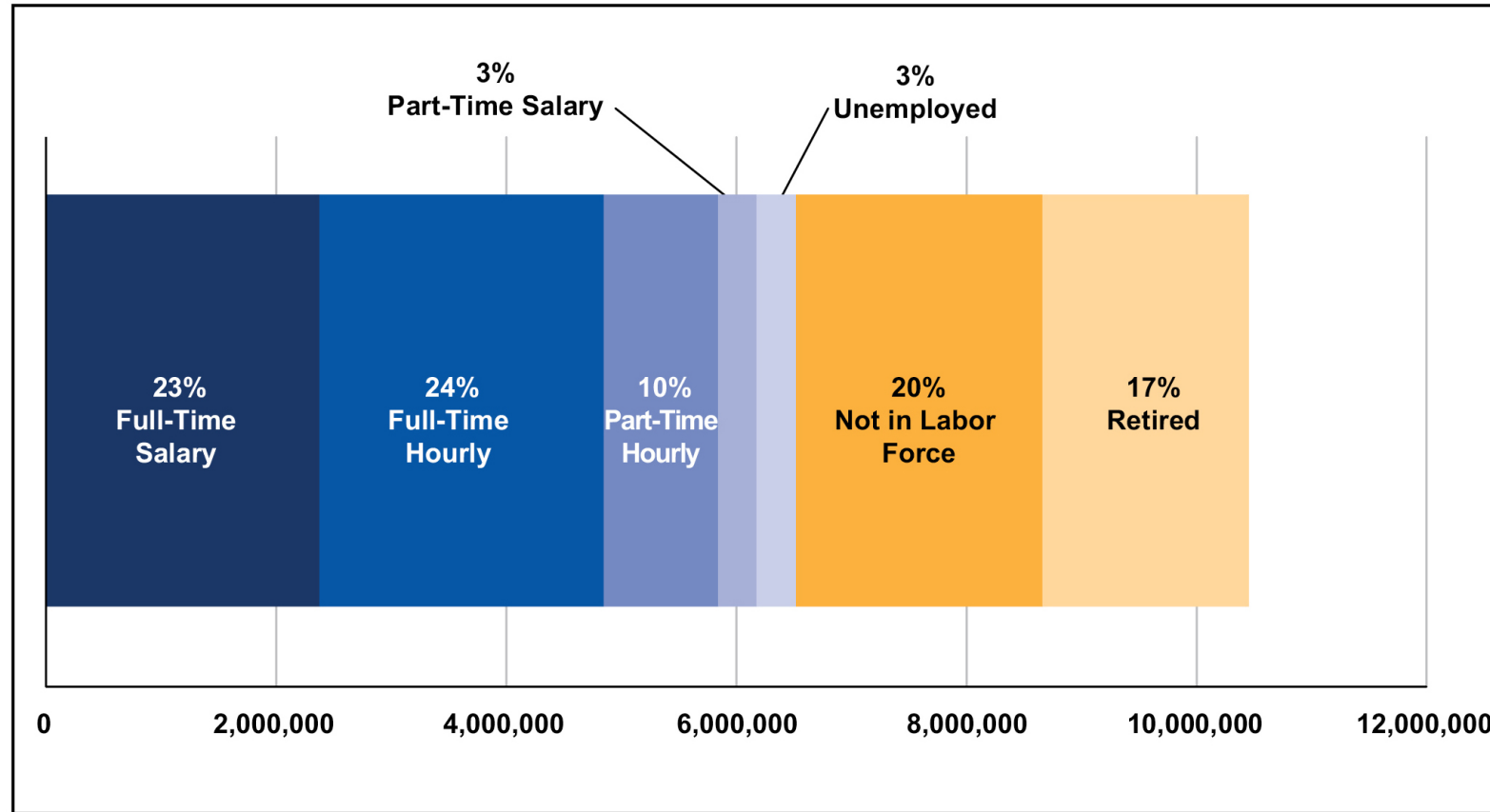


ALICE families in Pennsylvania



Overview of the labor force

Labor Status, Population 16 and Over, Pennsylvania, 2017



Sources: American Community Survey, 2017; Federal Reserve Bank of St. Louis, 2017—Total Wage and Salary Workers

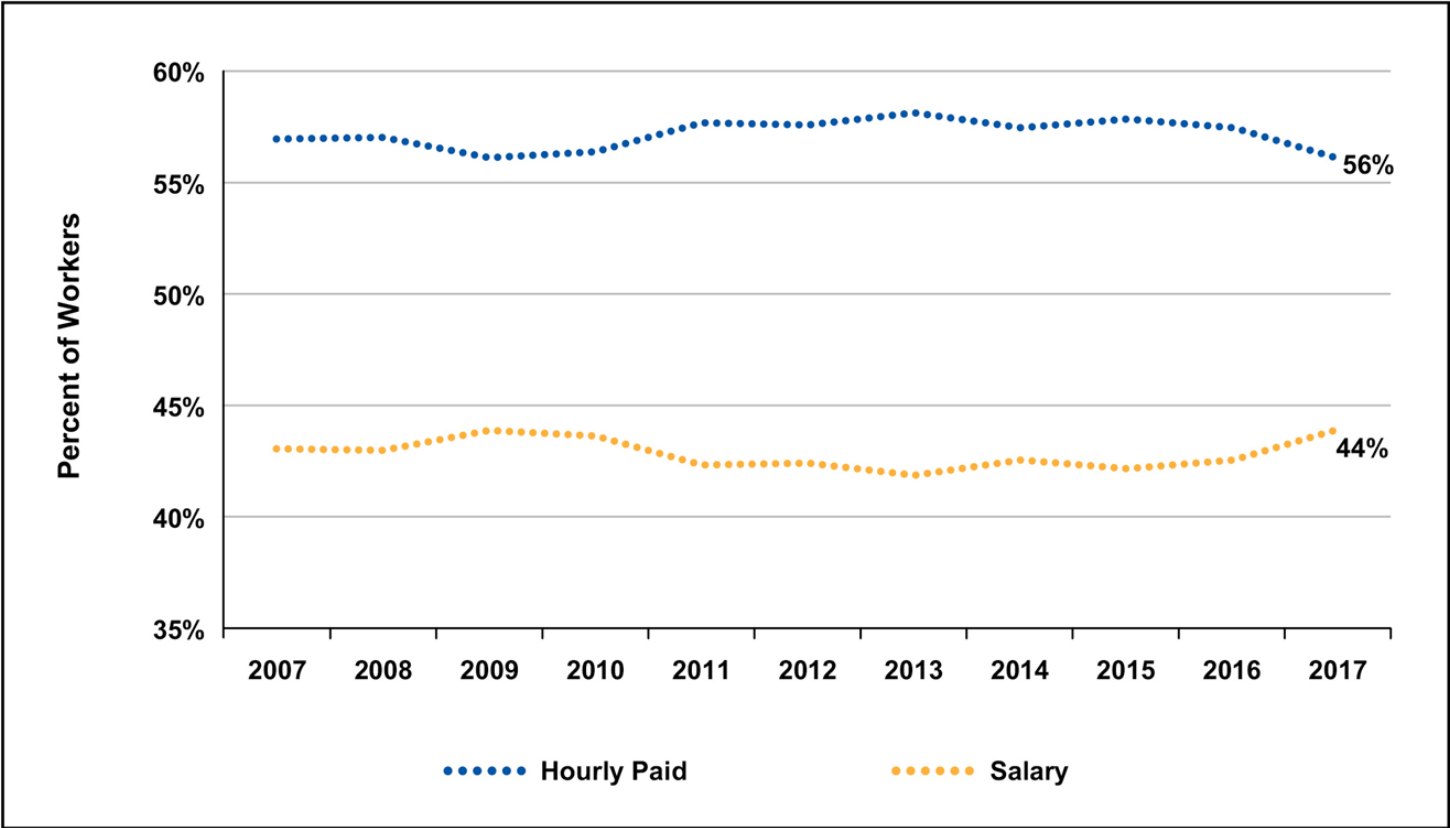
Note: Data for full- and part-time jobs is only available at the national level; these national rates (51 percent of full-time workers paid hourly and 75 percent of part-time workers paid hourly) have been applied to the total Pennsylvania workforce to calculate the breakdown shown in this figure.



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Growth in hourly and salary wages

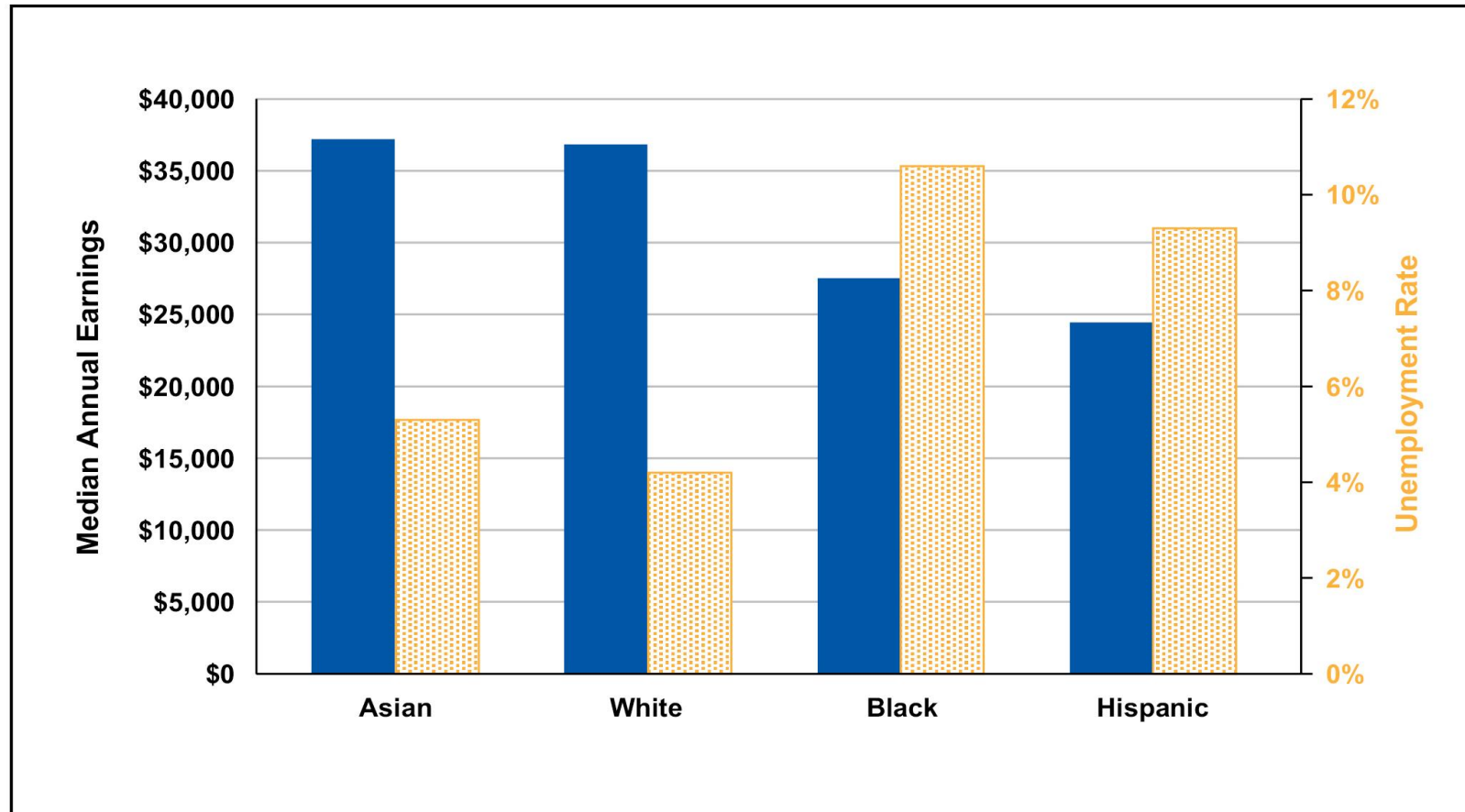
Workers Paid Hourly and Salary Wages, Pennsylvania 2007-2017



2007 - 2017
1% increase in total jobs

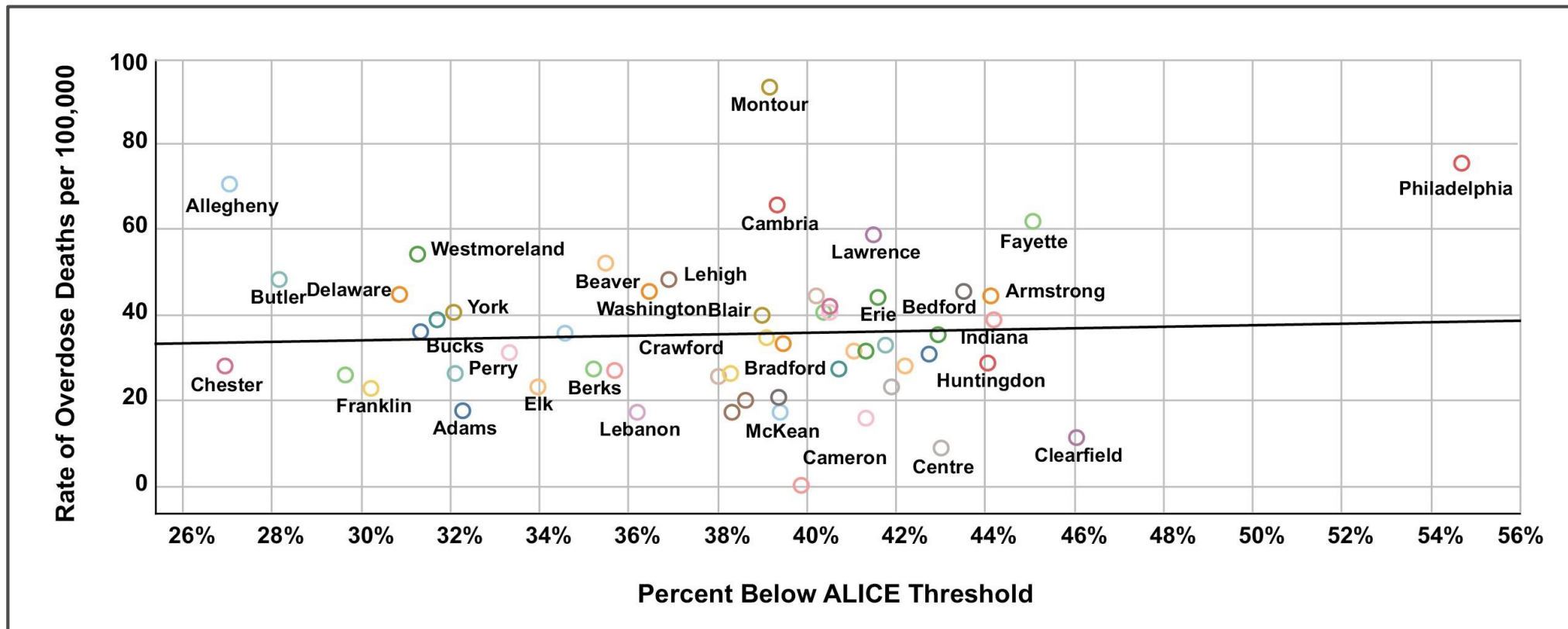
Inequality in the work force

Median Earnings and Unemployment, Pennsylvania, 2017



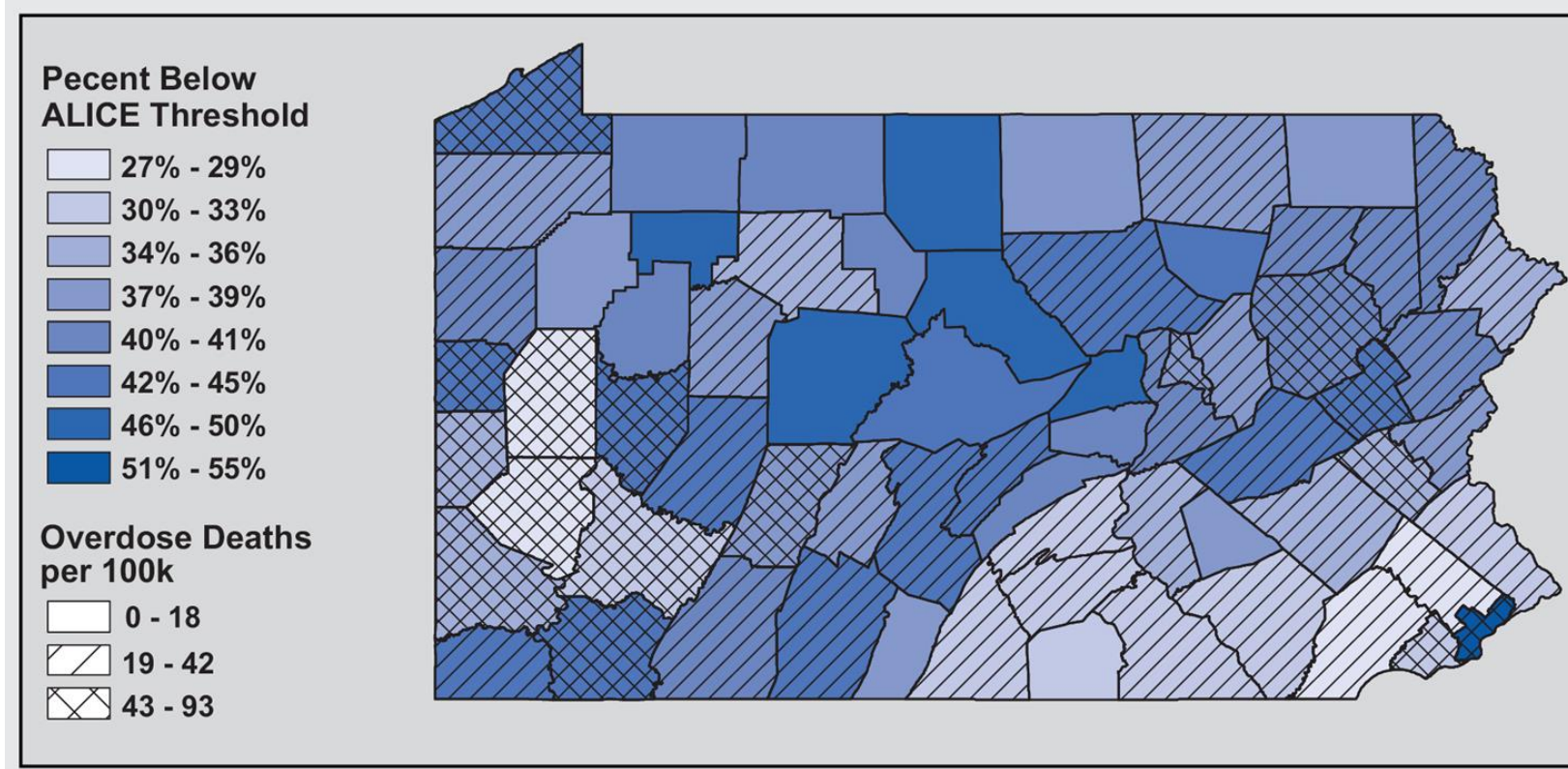
Opioid crisis in Pennsylvania

Percent Below the ALICE Threshold and Overdose Rate, Pennsylvania Counties, 2017



Opioid crisis in Pennsylvania

Percent Below the ALICE Threshold and Overdose Death Rate, Pennsylvania Counties, 2017

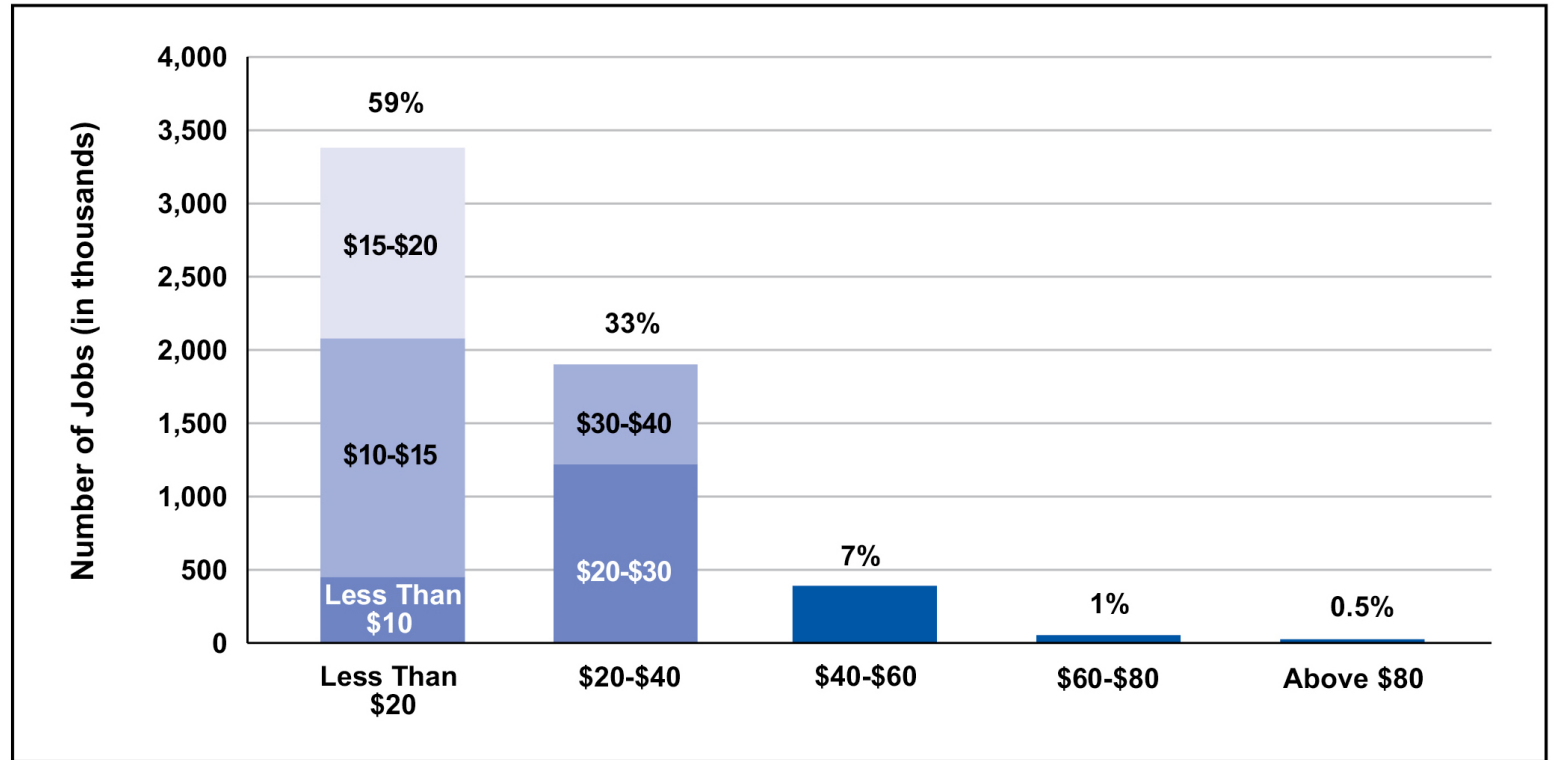


Earnings for people in Pennsylvania

Number of Jobs by Hourly Wage, 2017

Wages needed to support the Household Survival Budget:
Single adult: \$10.38/hour
Family of four: \$29.67/hour

For comparison, in 2010, **52%** of jobs paid less than **\$20/hour**



ALICE workers keep the economy running

Top 20 Occupations by Employment and Wage, 2017

- ALICE workers are “Maintainers”
- They care for the workforce and build and maintain the infrastructure
- In 2017, only three of the top 20 occupations – Registered Nurses, General and Operations Managers, and Elementary School Teachers – paid enough to support the Pennsylvania Household Survival Budget for a family of four

Occupation	Number of Jobs	Median Hourly Wage
Retail Salespersons	167,480	\$10.89
Office Clerks	154,400	\$15.48
Food Prep, Including Fast Food	148,680	\$9.06
Cashiers	147,200	\$9.15
Registered Nurses	143,130	\$32.80
Laborers and Movers, Hand	141,760	\$13.93
Customer Service Representatives	120,360	\$16.34
Personal Care Aides	109,980	\$11.26
Secretaries and Administrative Assistants	99,300	\$16.64
Waiters and Waitresses	98,000	\$10.24
Stock Clerks and Order Fillers	90,710	\$11.19
Janitors and Cleaners	89,920	\$12.46
Heavy and Tractor-Trailer Truck Drivers	80,810	\$21.54
General and Operations Managers	75,540	\$53.85
Nursing Assistants	75,020	\$14.13
First-Line Supervisors of Office Workers	66,920	\$27.38
Sales Representatives	60,570	\$28.94
Maintenance and Repair Workers	58,330	\$18.14
Bookkeeping and Auditing Clerks	57,760	\$18.32
Elementary School Teachers	54,140	\$31.17



Emerging trends

Changing American Household

- Millennials, Baby Boomers
- Immigrants
- Declining fertility rate

Market Instability

- Gig economy, natural disasters
- Future jobs and technology

Growing Inequality of Health

- Increasing costs
- Medical advances - biotechnology and genetic engineering, bio inequity

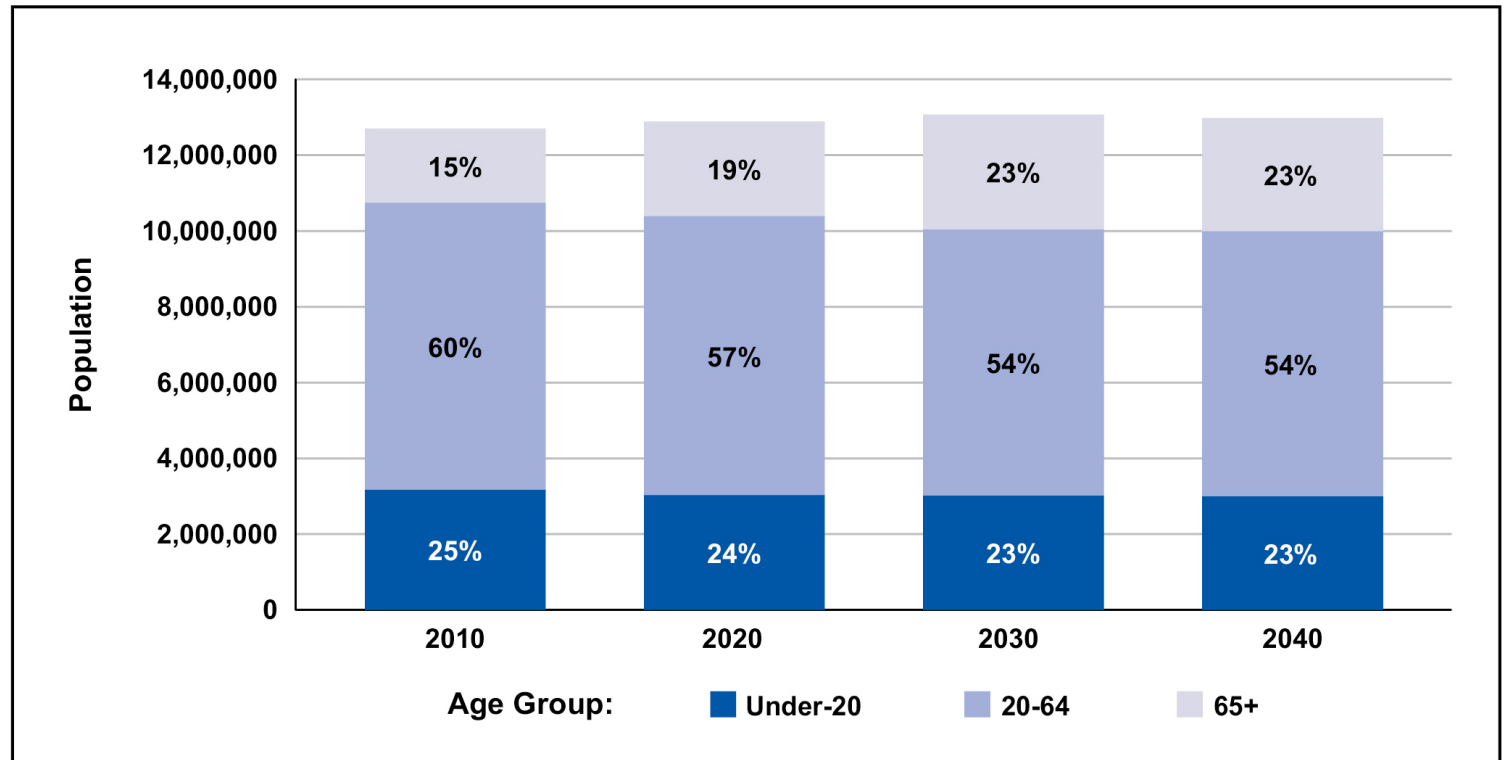
Emerging trends in Pennsylvania

Population Projection Pennsylvania, 2010 to 2040

Changing American Household:

The **senior population** is growing faster than all other age groups

While the under 20 age group is projected to decline from 25% to 23%, and the 20 to 64 age group from 60 to 54 percent from 2010-2040



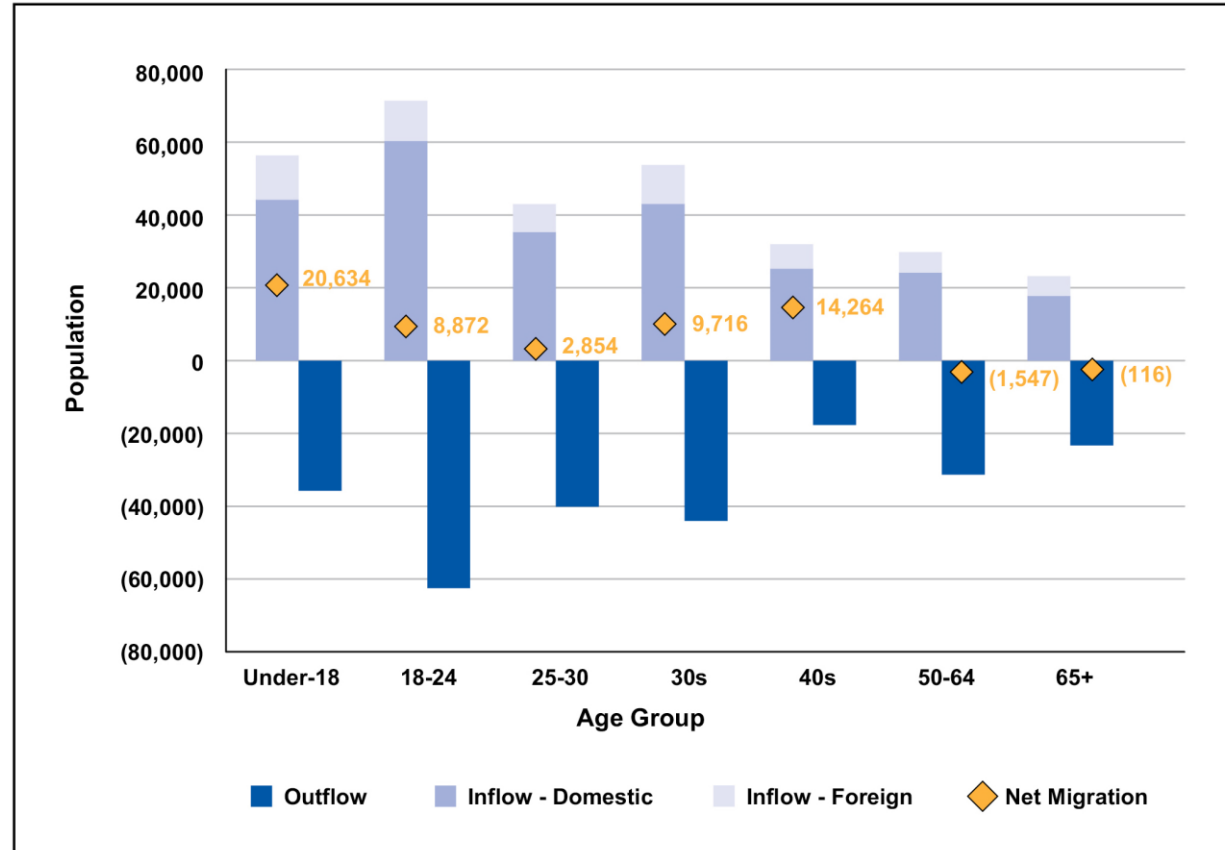
Emerging trends in Pennsylvania

Population Inflows and Outflows, Pennsylvania, 2017

Pennsylvania's **population is changing through migration**, both domestic (primarily from New York and New Jersey) and immigration from other countries

In 2017, there was **significant immigration by age group**, with the largest net gain of almost 9,000 college-aged students

The only age groups with net migration out of the state were a very small number of people over age 50



Conclusion: overcoming obstacles

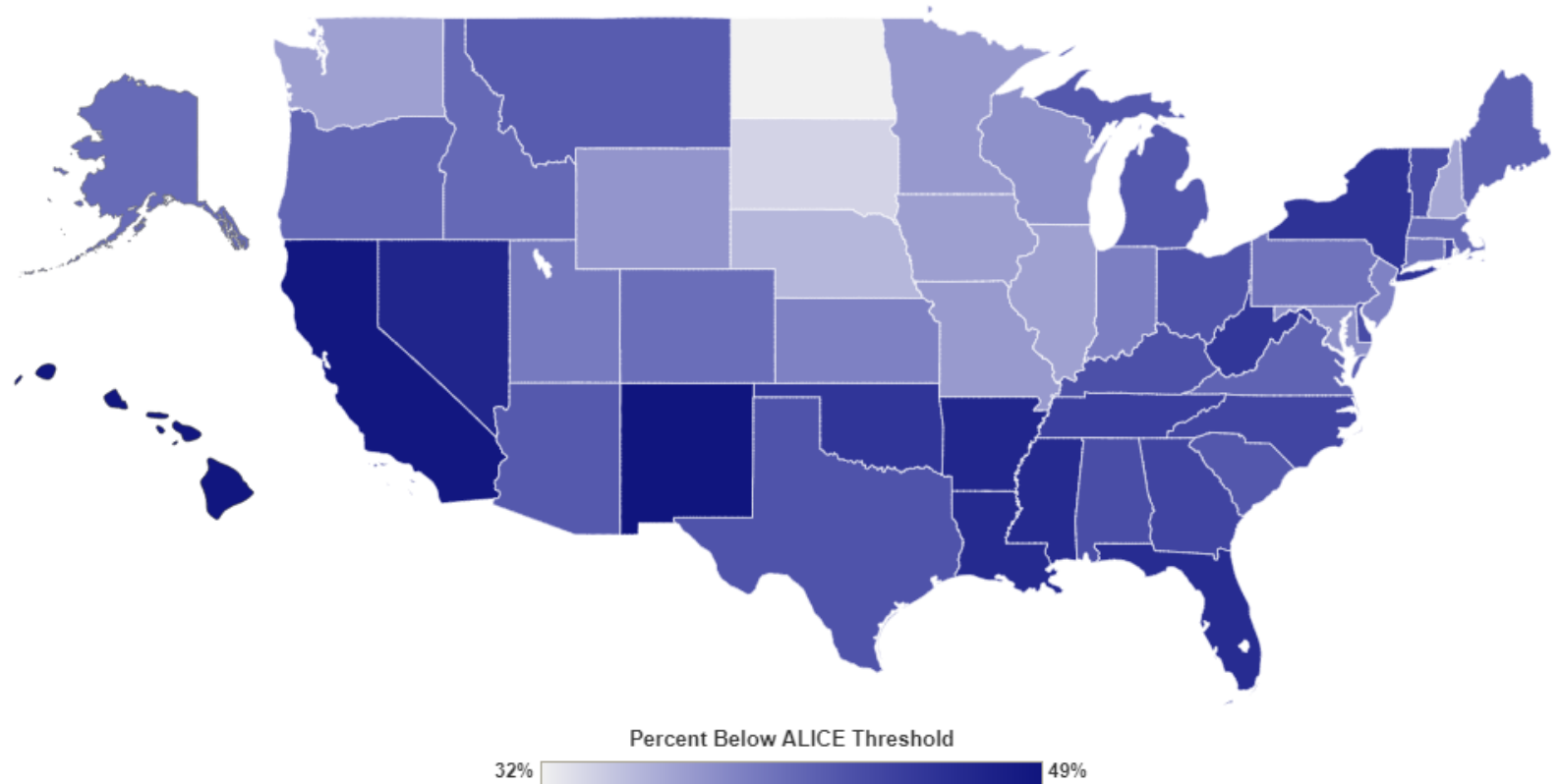
Obstacles and ideas being debated, considered, and piloted

- **Widening skills gap** — Digital training, public education, lifelong learning opportunities
- **Lack of stable and viable employment** — Reduce barriers to employment, portable benefits, small business support, lifetime employment
- **Lack of savings and assets** — Access to credit, private and public financial instruments
- **Systemic bias** — Level the playing field for all, address bias by race/ethnicity, sexual orientation, gender identity, age, and disability status

For solutions to be effective, they must be as comprehensive and as interconnected as the problems are.

How does Pennsylvania compare?

- In 2016, **Pennsylvania** had the 16th highest percentage of households with income below the ALICE Threshold compared to other states
- **New Mexico** had the highest with 49 percent
- **North Dakota** had the lowest with 32 percent



Additional resources

Consequences of Insufficient Household Income Report

When families are ALICE, they often face difficult choices.

The report provides an in depth look at...

- The trade-offs families are forced to make
- The costs incurred by the wider community



Located on the ALICE website at UnitedForALICE.org/all-reports

UNITED FOR ALICE

Thank you for your commitment to ALICE.



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