



# Pennsylvania's ALICE

Who, What, Where, When, Why



United Way of Pennsylvania  
[www.uwp.org](http://www.uwp.org)





# Why is UW Engaging ALICE

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The ALICE report marks the first time that we have an objective way to measure the financial struggles of everyone in Pennsylvania who goes to work on a daily basis, but still can't afford the basics

To better serve the communities we operate in and put resources towards the greatest needs- spending donor dollars responsibly

ALICE is the backbone of our communities and necessary for the upward movement of our society

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# ALICE in Pennsylvania

ALICE Report Highlights



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# Who is ALICE in Pennsylvania?

**1.2 million hard-working Pennsylvania households** have incomes which exceed the federal poverty level, but are not high enough to pay for their basic needs. When you **add in**

**how  
poor  
percent**



**lateral  
or 37  
uggling**



# Who is ALICE in Pennsylvania?

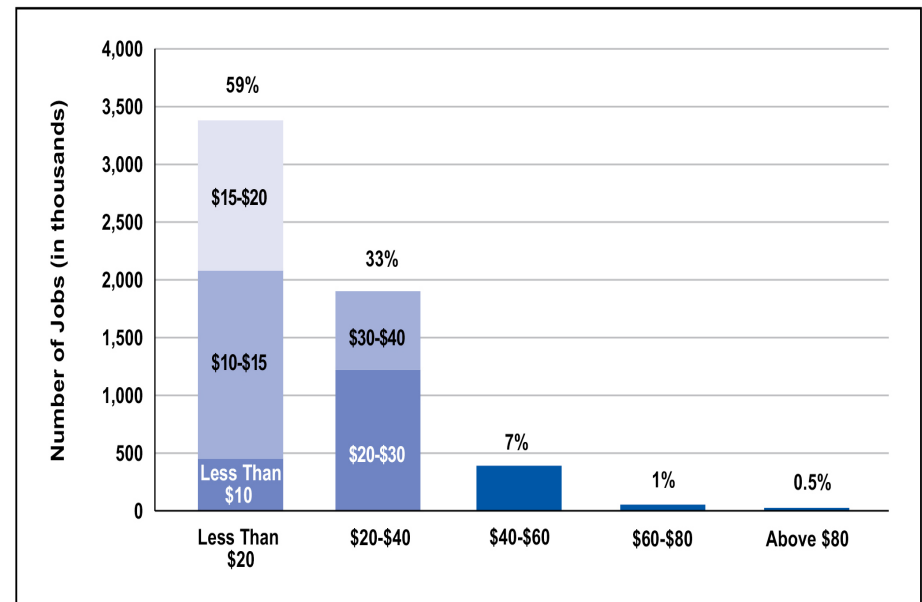
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- Every household, comprised of men and/or women, who hold at least one job but does not earn enough to be financially stable
- Pennsylvania's workers who provide services that are vital to the state's economy, such as retail salespeople, office workers, and child care teachers
- The number of ALICE households increased 14% between 2007 and 2017. It plateaued in 2014 and remained steady ever since.
- In 2017, 13% of PA's 5 million households were impoverished and another 24% were ALICE and still struggling to meet a bare minimum household budget
- 32% of ALICE households have children under 18

# How Much Does ALICE Earn?

- 59% of jobs in Pennsylvania pay less than \$20/hour
  - More than half of these jobs pay less than \$15/hour
- 33% of jobs pay between \$20-\$40/hour
- 8.5% of jobs pay more than \$40/hour

Figure 20.  
Number of Jobs by Hourly Wage, Pennsylvania, 2017



Source: Bureau of Labor Statistics, 2017—Occupational Employment Statistics



# ALICE in the Workforce

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- In PA, 59% of adults are working, yet only 40% are working full-time
- 70% of households have at least one worker
- Increase in hourly-wage jobs and decrease in full-time salaried jobs
- Barriers that impact ALICE
  - Location of jobs
  - Limited transportation
- 39% of PA adults out of the labor force
  - Half are retired

# Where Does ALICE Work?

## Occupations by Employment and Wage, Pennsylvania, 2017

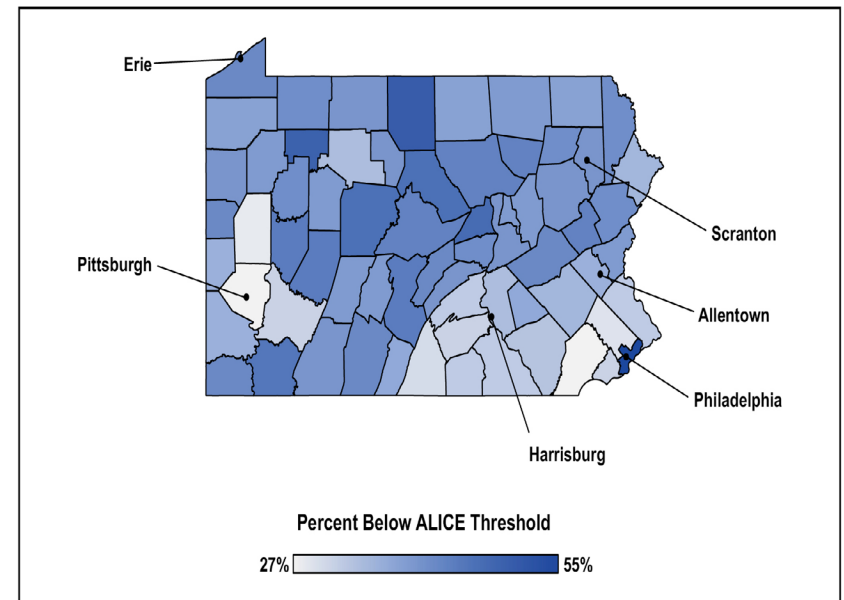
Occupation	Number of Jobs	Median Hourly Wage
Retail Salespersons	167,480	\$10.89
Office Clerks	154,400	\$15.48
Food Prep, Including Fast Food	148,680	\$9.06
Cashiers	147,200	\$9.15
Registered Nurses	143,130	\$32.80
Laborers and Movers, Hand	141,760	\$13.93
Customer Service Representatives	120,360	\$16.34
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



# Where Does ALICE Live in PA?

- ALICE lives in every county in Pennsylvania – rural, urban and suburban
- 75% of Pennsylvania's 2408 county subdivisions have more than 30% of households living at an income below the ALICE threshold
- ALICE in counties ranges from 15% in Allegheny County to 39% in Forest County
- Households below the ALICE Threshold (includes households in poverty) range from 27% in Allegheny County and 55% in Philadelphia County

Figure 3.  
Percent of Households Below the ALICE Threshold by County, Pennsylvania, 2017



Sources: American Community Survey, 2017; ALICE Threshold, 2017

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# ALICE Demographics



# ALICE Demographics

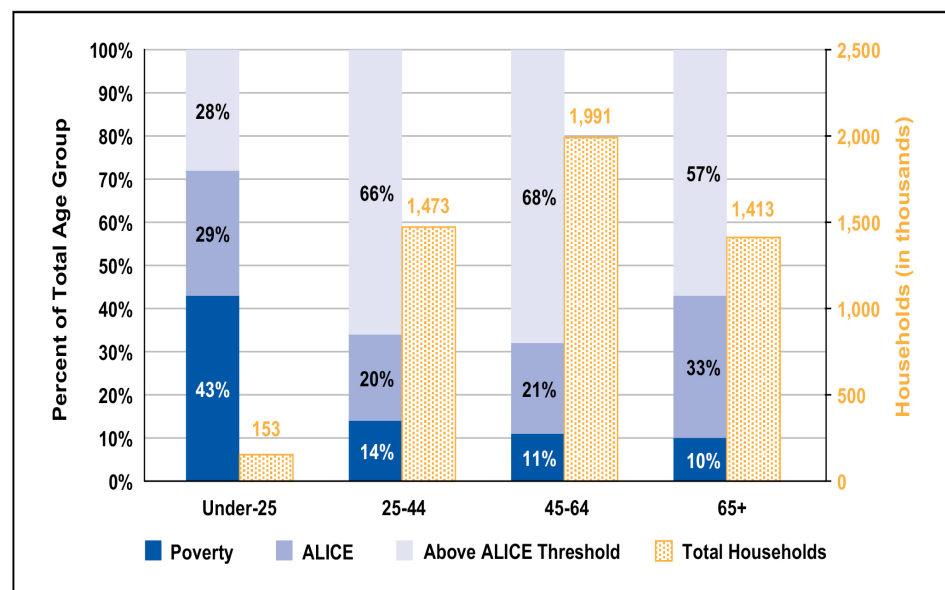
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- Several demographic groups have lower incomes and are more likely to live in ALICE households, including people of color; LGBTQ+ people; those with lower levels of education; those with a disability; recent, undocumented, unskilled, or limited English-speaking immigrants; younger veterans; and formerly incarcerated people
- Black and Hispanic households are more likely to be ALICE.
  - Black households make up 10 percent of all Pennsylvania households, and 15 percent of those below the ALICE threshold.
  - Hispanic households, the fastest growing race/ethnic group in the state, are 5 percent of PA households, but 8 percent of households below the ALICE threshold.
  - Asian households account for 3 percent of Pennsylvania, and 3 percent of households below the ALICE threshold.
- Median earnings are lower and the unemployment rate is higher among black and Hispanic households.

# ALICE Households by Age

- ALICE is present in every age group
- Under 25- largest percentage living below the ALICE Threshold
- Seniors (65+)- largest percentage of ALICE households

Figure 6.  
Household Income by Age of Head of Household, Pennsylvania, 2017



Sources: American Community Survey, 2017; ALICE Threshold, 2017

# ALICE Demographics

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## Millennials

- PA has one of the highest student debt rates in the country, at an average of \$35,759 for the class of 2017
- Asian, black, and Hispanic millennials make up over half of the state's millennial population.
- PA also has the sixth highest number of millennials of any state at 2.9 million, and they are concentrated in towns and major cities
- Among under-25-year-olds who head a household in PA, 72% have incomes below the ALICE threshold. 43% are living in poverty and 29%

# ALICE Demographics

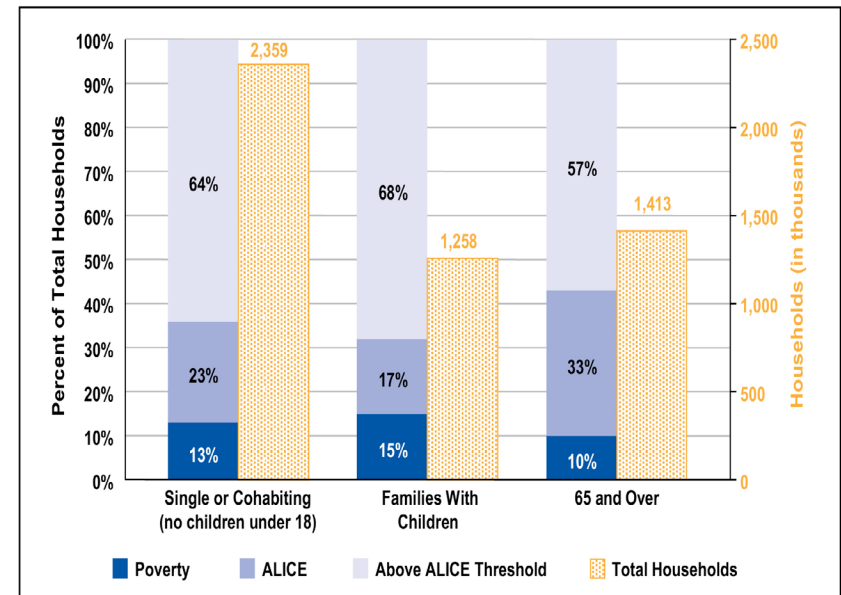
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- Subpopulations such as recent immigrants or foreign-born immigrants are much more likely to be ALICE based on limited English proficiency or education level.
- More than 4.5% of US adults identify openly as LGBTQ+, but despite having more education than the general population, they often earn less than their non-LGBTQ+ counterparts, experience greater unemployment and food insecurity.
- 4.2 percent of Pennsylvanians have a permanent disability that impedes them from being independent or able to work.
- Nationally, veterans 18 to 34 years old are more than twice as likely as their older counterparts to be unemployed.
- People with past convictions are more likely to be unemployed or to work in low wage jobs.
- In PA, men earn at least 21% more than women across all educational levels, and as much as 75% more for those with less than a high school degree

# ALICE Household Composition

- Single or cohabiting adults under 65 with no children
  - 36% of households
- Families w. children
  - 32% live below the ALICE Threshold or nearly 400,000 families

Figure 9.  
Household Types by Income, Pennsylvania, 2017



Sources: American Community Survey, 2017; ALICE Threshold, 2017

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# Economics of ALICE





# Costs are Rising Throughout PA

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- Increases in wages are not outpacing inflation for many working Pennsylvania families.
  - National inflation from 2007 to 2017 was 22%
  - Median income of Pennsylvania families increased by 20% during the same time period and costs of household basics increased 26% for a single adult and 33% for families with two children
- State Average
  - \$20,760/single adult or \$10.38/hr
  - \$59,340/family of four or combined \$29.67
  - Comparison to FPL
    - \$12,060/single adult
    - \$24,600/family of four

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## ALICE Survival Budget

# Household Survival Budget

- Measure to determine what it takes to afford the bare essentials of a household
- Considers costs for essentials only
  - No internet
  - No cable
  - No eating out
- With little-to-no savings there is no room for emergencies
- Not stable in the modern economy
- Allows for individuals and families to just survive

## ALICE HOUSEHOLD SURVIVAL BUDGET

	Single Adult	Married Couple	1 Adult, 1 School-Age Child	1 Adult, 1 Infant	2 Adult, 2 School-Age Children	2 Adults, 1 Infant, 1 Preschooler
Housing	\$592	\$665	\$665	\$665	\$827	\$827
Child Care	\$-	\$-	\$221	\$640	\$442	\$1,229
Food	\$199	\$414	\$345	\$288	\$692	\$604
Transportation	\$309	\$371	\$371	\$371	\$617	\$617
Health Care	\$158	\$316	\$316	\$318	\$626	\$617
Miscellaneous	\$157	\$219	\$218	\$266	\$357	\$450
Technology	\$55	\$75	\$55	\$55	\$75	\$75
Taxes	\$260	\$351	\$208	\$321	\$294	\$526
Monthly Total	\$1,730	\$2,411	\$2,399	\$2,924	\$3,930	\$4,945
Annual Total	\$20,760	\$28,932	\$28,788	\$35,088	\$47,160	\$59,340
Hourly Wage	\$10.38	\$14.47	\$14.39	\$17.54	\$23.58	\$29.67



# Household Survival Budget

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- The cost of food increased by 18% from 2007 to 2017.
  - Food accounts for 12% of a household budget for a single adult or family of four
- Child care costs increased 27% from 2007 to 2017- 5 percent more than the rate of inflation.
  - This is a family's greatest expense, at an average of \$1230 per month for two children in a licensed registered home-based care setting or \$1470 per month for two children in an accredited child care center.
- Housing accounts for 17% of the budget
  - Across Pennsylvania, 45% of renters paid more than 30% of their income for rental housing in 2017.
- Transportation costs in 2017 take up to 25% of the household budget in metro areas and up to 36% in more rural parts of Pennsylvania.
- Health care costs more than doubled (65% increase) from 2007 to 2017
- Tax rates in Pennsylvania and at the federal level remained basically flat from 2007 to 2017, but the total amount paid in taxes grew as the costs of the household budgets, and the income to pay for them, grew.

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# ALICE Stability Budget

# Household Stability Budget

- Measures what it takes to maintain a household in the modern economy
- \$34,968 for a single adult
  - \$17.48/hour
  - 68% more than the Survival Budget
- \$99,360 for a family of four
  - \$49.69/hour of combined income
  - 67% more than the Survival Budget

Figure 15.

Average Household Stability Budget, Pennsylvania, 2017

Pennsylvania Average, 2017		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Monthly Costs		
Housing	\$813	\$1,044
Child Care	\$-	\$1,468
Food	\$379	\$1,175
Transportation	\$509	\$1,042
Health Care	\$158	\$774
Technology	\$109	\$129
Savings	\$197	\$563
Miscellaneous	\$197	\$563
Taxes	\$552	\$1,522
Monthly Total	\$2,914	\$8,280
ANNUAL TOTAL	\$34,968	\$99,360
Hourly Wage*	\$17.48	\$49.68

\*Full-time wage needed to support this budget

Sources: BLS, 2017—Consumer Expenditure Surveys; Consumer Reports, 2017—Best Low-Cost Cell-Phone; HUD, 2017—Fair Market Rents; IRS, 2016—Individual Income; IRS, 2017—SOI Tax Stats; Office of Child Development and Early Learning, 2018; Tax Foundation, 2017, 2018; Telogical Systems, 2016; USDA, 2017—Official USDA Food Plans. For the Methodology Overview and additional data, visit our website: [UnitedForALICE.org](http://UnitedForALICE.org)

# Household Configurations Across Budgets and Poverty

Household Configuration	FPL 2017	ALICE Survival Threshold- PA Avg.	ALICE Survival as a % of FPL	ALICE Stability Budget- PA Avg.	ALICE Stability as a % of FPI
Single Adult	\$12,060	\$20,760	172%	\$34,968	290%
Married Couple	\$16,240	\$28,932	178%	\$49,212	303%
1 Adult, 1 School-Aged Child	\$16,240	\$28,788	177%	\$49,752	306%
1 Adult, 1 Infant	\$16,240	\$35,088	216%	\$56,412	347%
2 Adults, 2 School-Aged Children	\$24,600	\$47,160	192%	\$82,176	334%
2 Adults, 1 Infant, 1 <sup>23</sup>	\$24,600	\$59,340	241%	\$99,360	403%

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# Assistance to Help ALICE

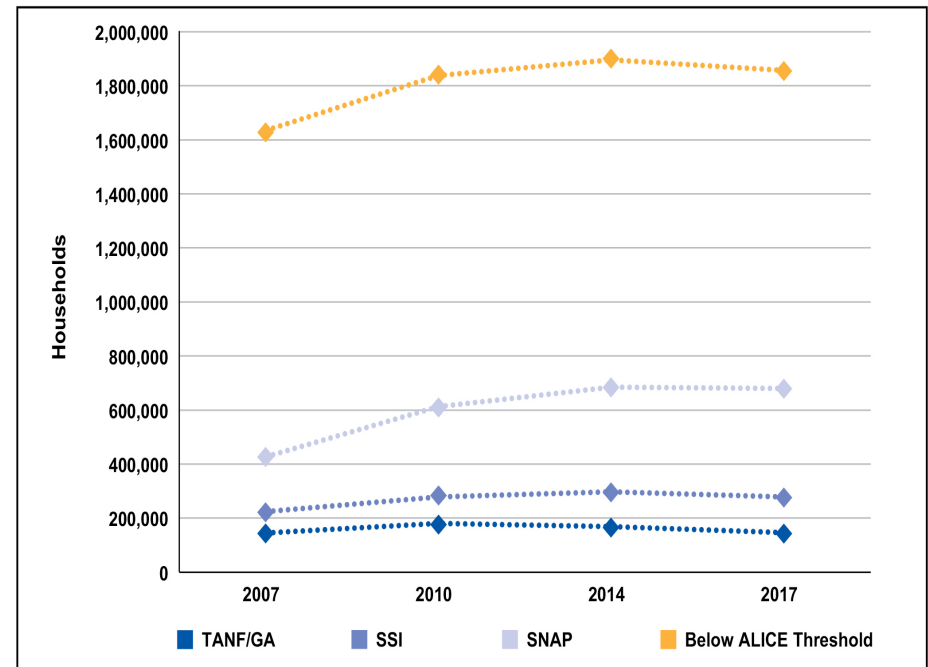
The Impact of Public and Private Assistance



# Assistance for ALICE

- Total needed to ensure households have income above the ALICE Threshold- \$82 billion
- Income of PA households below the ALICE Threshold was \$39 billion
  - 48% of total needed
- Roughly 50% gap to achieve Survival Budget
- Working households received an aggregate of \$2.1 billion in refunds and credits through EITC in 2017
  - Average of \$2,262/eligible household

Figure 35.  
Households With Benefits Compared With ALICE Threshold, Pennsylvania, 2007 to 2017



Sources: American Community Survey, 2018; ALICE Threshold, 2017

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# County Sheet Overview

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# County Fact Sheets

# County Fact Sheets



- Highlight county statistics from 2017 data
  - Population and number of households
  - Median household income in relation to state average
  - Unemployment rate with comparison to state average
  - Percentage of ALICE households with comparison to state average
  - Percentage of households in poverty with comparison to state average

## 2017 Point-in-Time Data

**Population:** 142,569 • **Number of Households:** 57,492

**Median Household Income:** \$49,559 (state average: \$59,195)

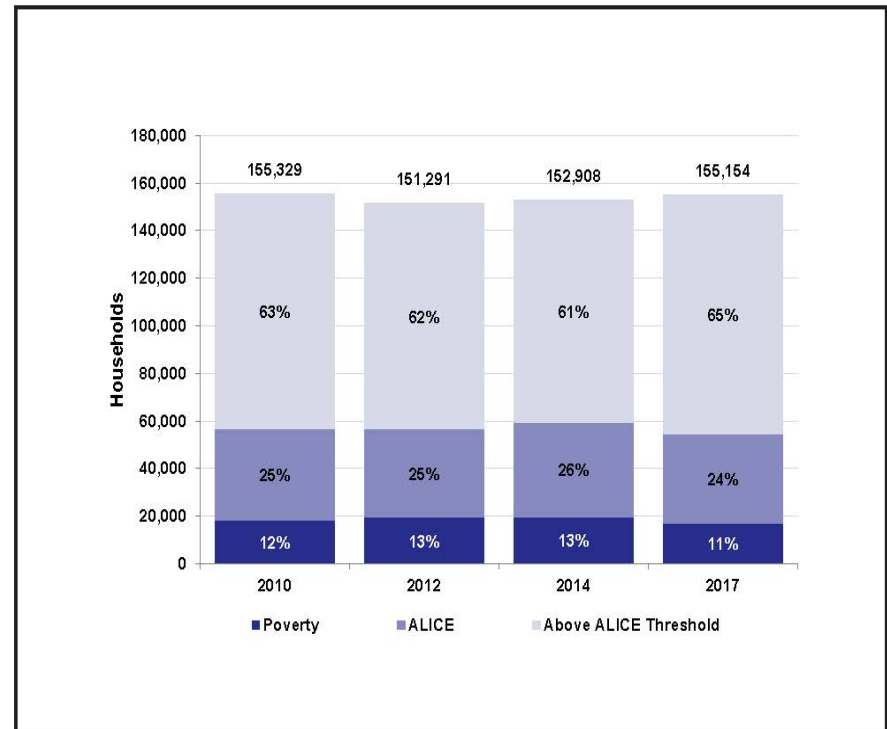
**Unemployment Rate:** 7% (state average: 5.3%)

**ALICE Households:** 31% (state average: 24%) • **Households in Poverty:** 11% (state average: 13%)

# County Fact Sheets

- Trend of ALICE households, by income, from 2010-2017
  - Highlights 2010, 2012, 2014, and 2017
- Types of ALICE households struggling
  - Ex. Single, families with children, seniors

Households by Income, 2010 to 2017

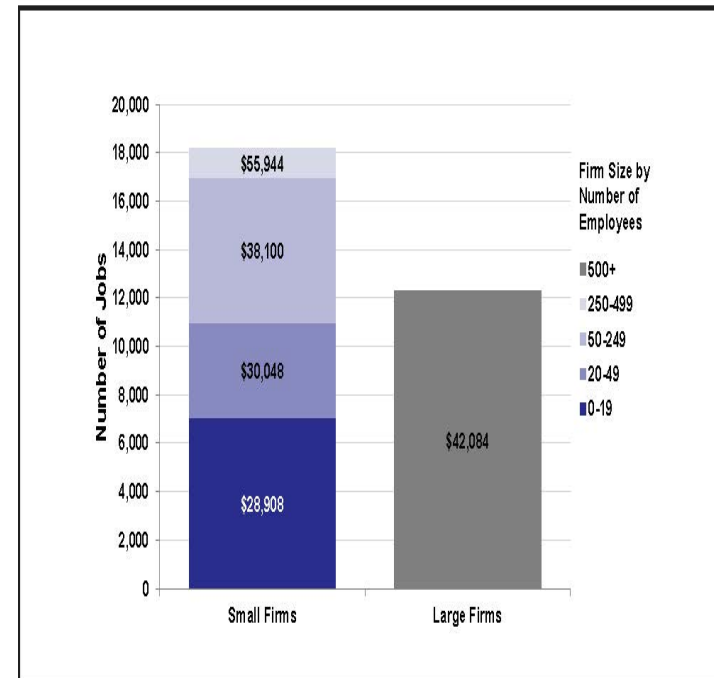


# County Sheets

- Why are households struggling?
  - Survival budget for single adult and family of four
  - Boroughs and townships
    - Total households and % of ALICE and poverty combined
- Private-sector employment by firm size and annual wages

Bradford County, 2017		
Town	Total HH	% ALICE & Poverty
Albany Township	407	37%
Asylum Township	395	37%
Athens Borough	1,326	40%
Athens Township	2,261	41%
Burlington Township	294	28%
Canton Borough	769	51%
Canton Township	737	36%
Columbia Township	402	34%
Franklin Township	264	36%
Granville Township	373	32%
Herrick Township	261	23%
Leroy Township	261	31%
Litchfield Township	527	31%
Monroe Borough	221	37%
Monroe Township	431	38%
New Albany Borough	115	48%
North Towanda Township	502	57%
Orwell Township	385	32%
Overton Township	121	38%
Pike Township	261	35%
Ridgebury Township	737	32%
Rome Borough	166	48%
Rome Township	388	37%
Sayre Borough	2,559	48%
Sheshequin Township	525	40%
Smithfield Township	594	30%
South Creek Township	461	39%
South Waverly Borough	432	24%
Springfield Township	372	33%
Standing Stone Township	257	27%
Stevens Township	145	29%
Terry Township	428	27%
Towanda Borough	1,304	48%
Towanda Township	415	28%
Troy Borough	561	42%
Troy Township	688	36%
Tuscarora Township	473	25%
Ulster Township	547	38%
Warren Township	405	36%
Wells Township	346	32%
West Burlington Township	164	29%
Wilmot Township	517	31%
Windham Township	350	38%
Wyandusing Borough	224	42%
Wyandusing Township	459	32%
Wysox Township	655	35%

Private-Sector Employment by Firm Size With Average Annual Wages, 2017



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# County Budget Sheets



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# County Budget Sheet

## ALICE HOUSEHOLD SURVIVAL BUDGET

	Single Adult	Married Couple	1 Adult, 1 School-Age Child	1 Adult, 1 Infant	2 Adult, 2 School-Age Children	2 Adults, 1 Infant, 1 Preschooler
Housing	\$553	\$589	\$589	\$589	\$725	\$725
Child Care	\$-	\$-	\$188	\$448	\$375	\$948
Food	\$199	\$414	\$345	\$288	\$692	\$604
Transportation	\$318	\$382	\$382	\$382	\$636	\$636
Health Care	\$158	\$316	\$316	\$316	\$641	\$596
Miscellaneous	\$153	\$210	\$205	\$231	\$340	\$397
Technology	\$55	\$75	\$55	\$55	\$75	\$75
Taxes	\$249	\$325	\$180	\$236	\$254	\$390
Monthly Total	\$1,685	\$2,311	\$2,260	\$2,545	\$3,738	\$4,371
Annual Total	\$20,220	\$27,732	\$27,120	\$30,540	\$44,856	\$52,452
Hourly Wage	\$10.11	\$13.87	\$13.56	\$15.27	\$22.43	\$26.23

## ALICE HOUSEHOLD STABILITY BUDGET

	Single Adult	Married Couple	1 Adult, 1 School-Age Child	1 Adult, 1 Infant	2 Adult, 2 School-Age Children	2 Adults, 1 Infant, 1 Preschooler
Housing	\$699	\$851	\$851	\$851	\$901	\$901
Child Care	\$-	\$-	\$209	\$612	\$417	\$1,168
Food	\$379	\$770	\$675	\$524	\$1,358	\$1,174
Transportation	\$523	\$628	\$628	\$628	\$1,046	\$1,046
Health Care	\$158	\$320	\$320	\$298	\$635	\$635
Miscellaneous	\$187	\$270	\$279	\$302	\$449	\$505
Savings	\$187	\$270	\$279	\$302	\$449	\$505
Technology	\$109	\$129	\$109	\$109	\$129	\$129
Taxes	\$513	\$624	\$504	\$540	\$1,028	\$1,201
Monthly Total	\$2,755	\$3,862	\$3,854	\$4,166	\$6,412	\$7,264
Annual Total	\$33,060	\$46,344	\$46,248	\$49,992	\$76,944	\$87,168
Hourly Wage	\$16.53	\$23.17	\$23.12	\$25.00	\$38.47	\$43.58



# Using the County Fact Sheets

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- Number of ALICE households and households in poverty
- ALICE and income trend over the past 7 years to understand the financial movement within the county and households
- Data to identify specific budget category costs for 6 households configurations for bare-minimum needed to survive and what it takes for to be financially stable in the modern economy
- County breakdown information to identify specific community needs and areas of greatest financial instability
- Employer information to identify opportunities for workforce development needs and engage corporate partners