

# ALICE: Asset Limited, Income Constrained, Employed



Clover, November 13, 2024



# United For ALICE Leadership

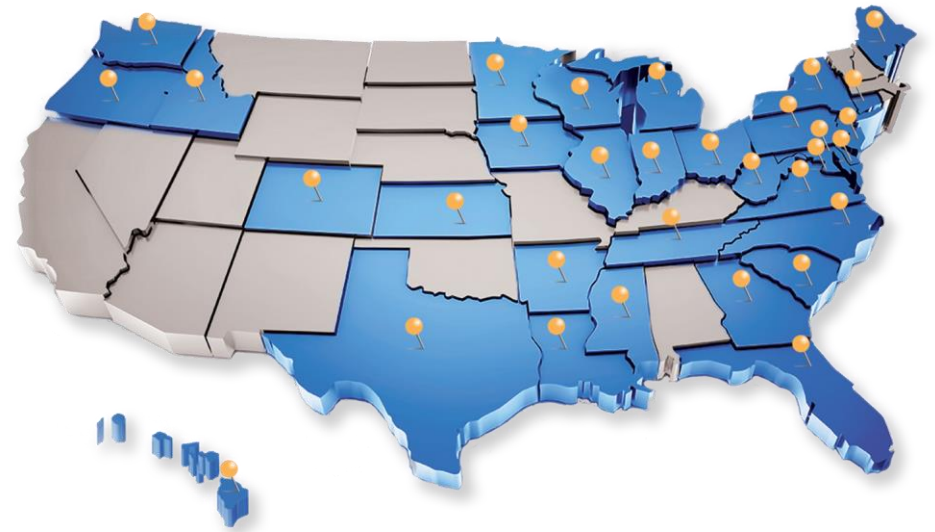


**Stephaine Hoopes, Ph.D.**

*National Director, United for ALICE*

# United For ALICE

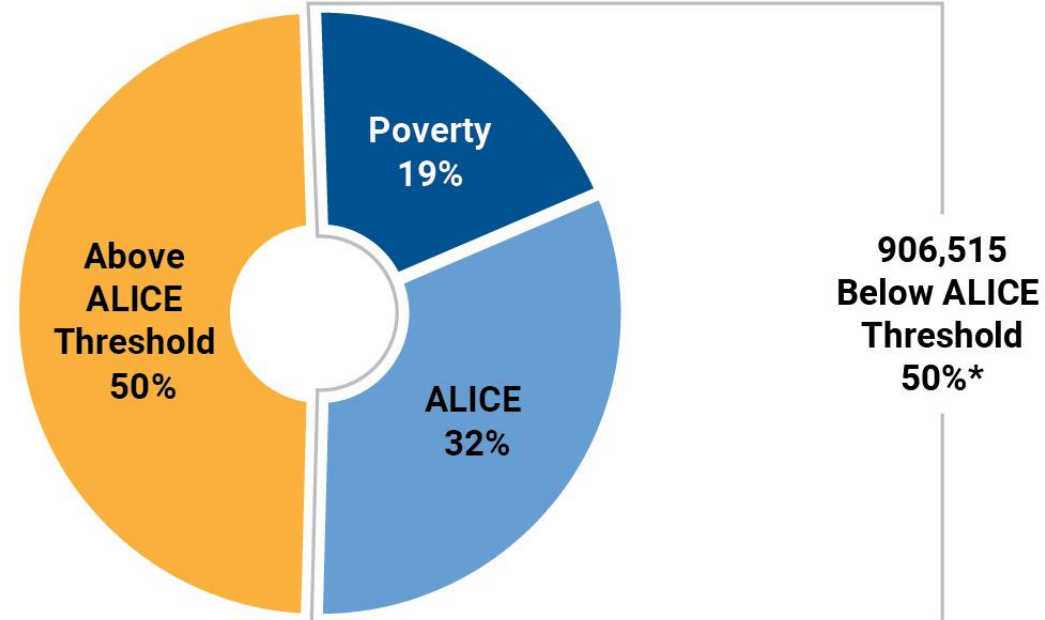
- Founded and powered by United Way of Northern New Jersey
- Driver of innovation for ALICE households since 2009
- Comprehensive measures of financial hardship
- Data for all 3,000+ counties in U.S.
- ALICE partners convene, advocate, and innovate for ALICE in local communities



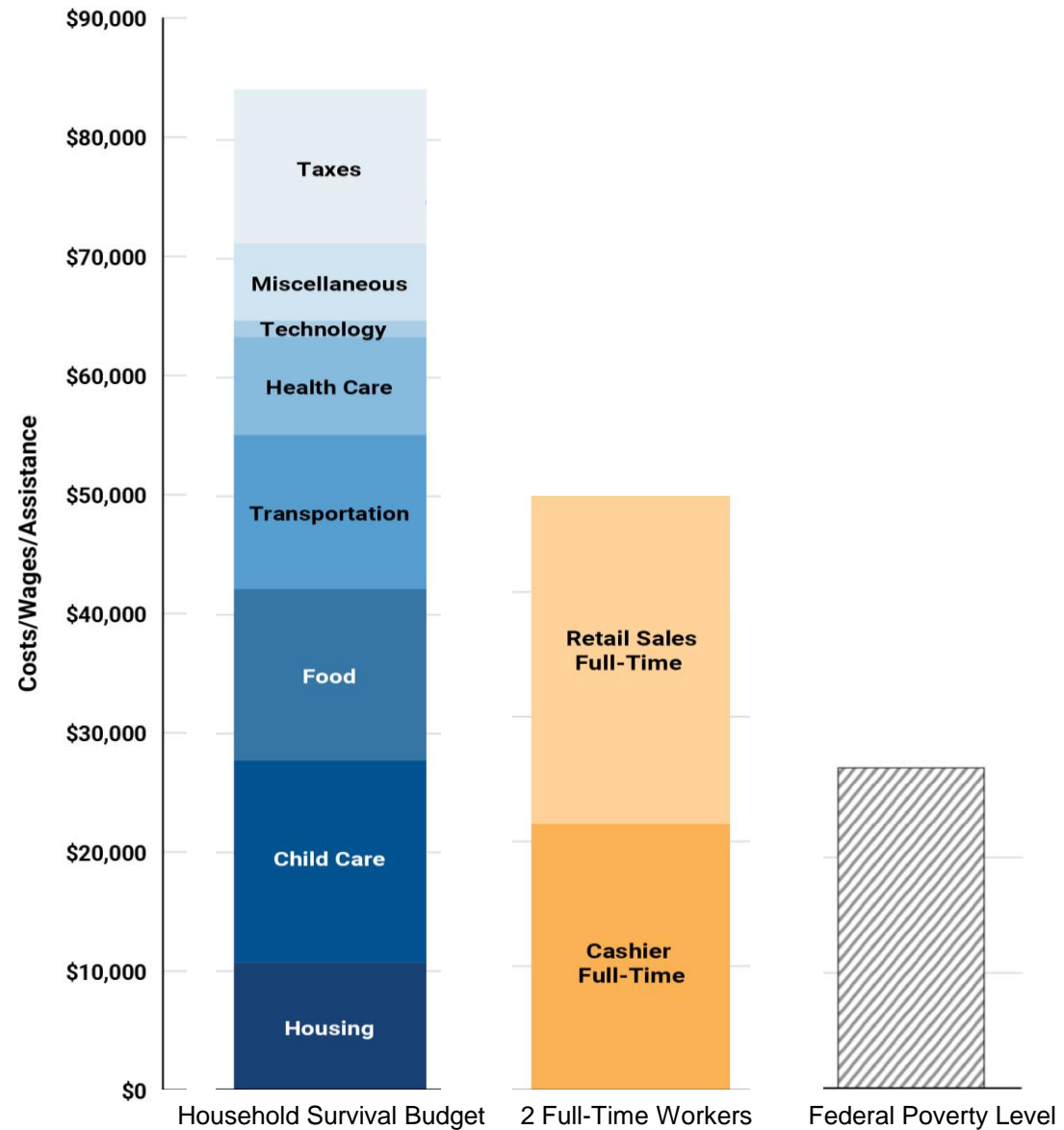
[UnitedForALICE.org](https://UnitedForALICE.org)

# ALICE in Louisiana

**Total Households in Louisiana = 1.8 Million**



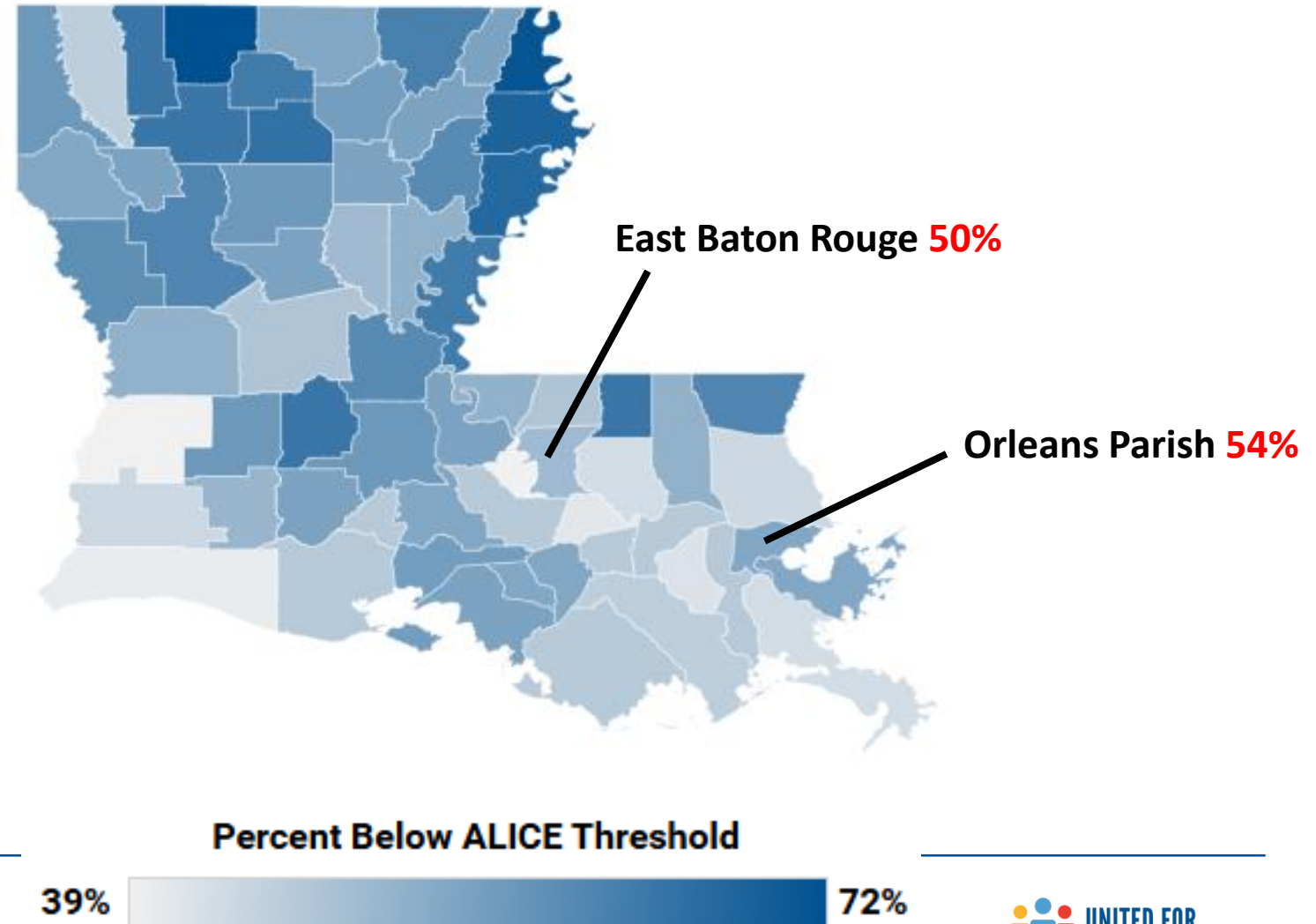
# Costs, Wages, and the FPL



Sources: ALICE Threshold, 2022; ALICE Household Survival Budget, 2022; Bureau of Labor Statistics—Occupational Employment Statistics, 2022



# ALICE in Louisiana



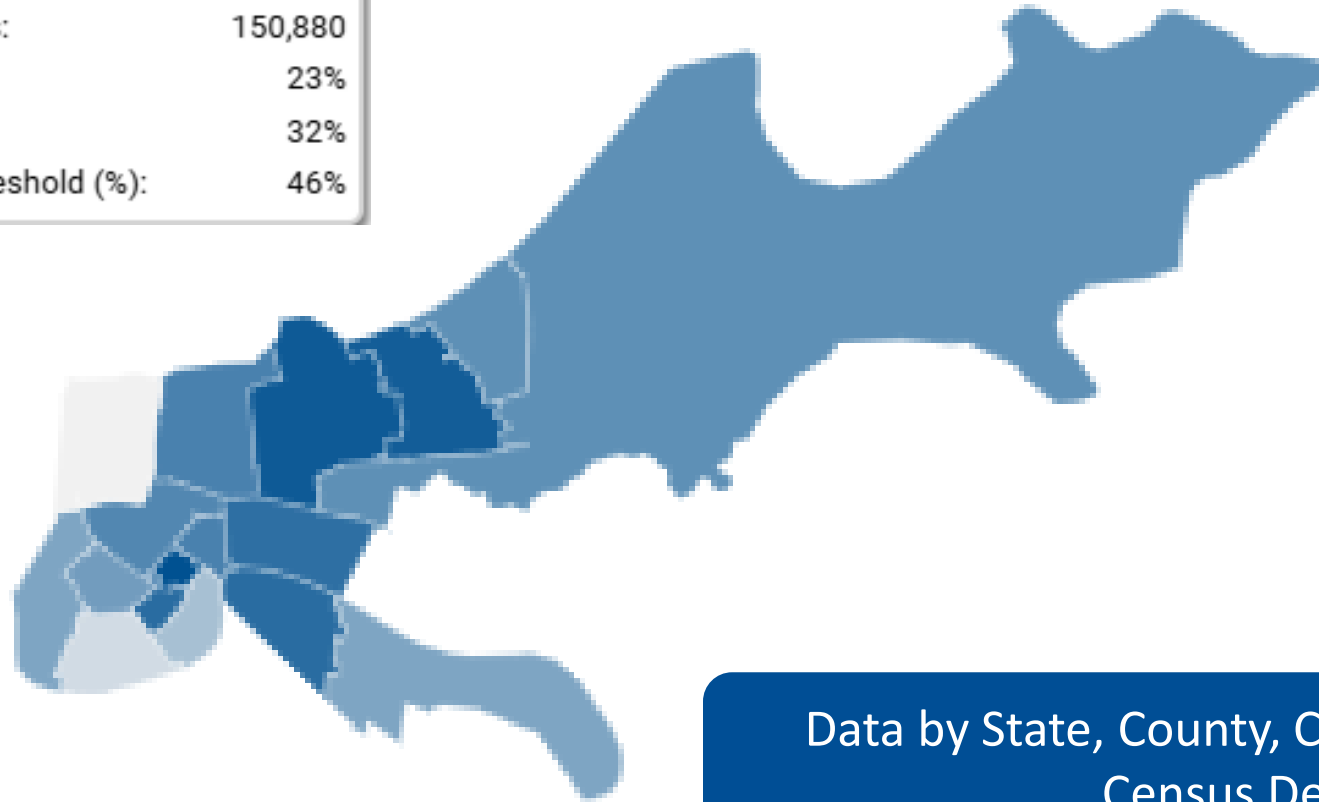
## Rates below the ALICE Threshold:

- **39%** in Beauregard Parish
- **72%** in Claiborne Parish

# Deeper Dive: Orleans Parish

## Orleans Parish, Louisiana

Total Households:	150,880
Poverty (%):	23%
ALICE (%):	32%
Above ALICE Threshold (%):	46%



Rates by zip code range from **28%** below the ALICE Threshold to **74%**.

Data by State, County, County Subdivision, ZIP Code, Census Designated Place

# ALICE - Age




	Total	Below ALICE Threshold	<div> <div>Poverty</div> <div>ALICE</div> <div>Above ALICE Threshold</div> </div>
AGE			
Under 25 Years	78,770	58,376	<div> <div>40%</div> <div>34%</div> <div>26%</div> </div>
25 to 44 Years	584,764	267,739	<div> <div>19%</div> <div>27%</div> <div>54%</div> </div>
45 to 64 Years	641,574	295,141	<div> <div>18%</div> <div>28%</div> <div>54%</div> </div>
65 Years and Over	494,587	285,259	<div> <div>17%</div> <div>41%</div> <div>42%</div> </div>



# ALICE – Household Type

	Total	Below ALICE Threshold	<div> <div>Poverty</div> <div>ALICE</div> <div>Above ALICE Threshold</div> </div>
HOUSEHOLD TYPE			
Married With Children	275,155	53,745	<div> <div>8%</div> <div>12%</div> <div>80%</div> </div>
Single-Female-Headed With Children	147,023	120,839	<div> <div>54%</div> <div>28%</div> <div>18%</div> </div>
Single-Male-Headed With Children	43,848	24,903	<div> <div>27%</div> <div>30%</div> <div>43%</div> </div>
Single or Cohabiting, Under 65, no Children	839,082	421,769	<div> <div>17%</div> <div>33%</div> <div>50%</div> </div>

# ALICE – Rural/Urban

	Total	Below ALICE Threshold	 Poverty	 ALICE	 Above ALICE Threshold
RURAL/URBAN					
Rural	271,714	158,295	25%	33%	42%
Urban	1,527,981	748,220	18%	31%	51%

# ALICE – Race/Ethnicity

	Total	Below ALICE Threshold	<div> <div></div> Poverty <div></div> ALICE <div></div> Above ALICE Threshold </div>
RACE/ETHNICITY			
American Indian/ Alaska Native	8,739	4,487	<div> <div>12%</div> <div>39%</div> <div>49%</div> </div>
Asian	27,363	10,995	<div> <div>10%</div> <div>30%</div> <div>60%</div> </div>
Black	529,270	354,803	<div> <div>23%</div> <div>44%</div> <div>33%</div> </div>
Hispanic	78,848	39,627	<div> <div>12%</div> <div>39%</div> <div>50%</div> </div>
Native Hawaiian/ Pacific Islander	720	292	<div> <div>9%</div> <div>31%</div> <div>59%</div> </div>
Two or More Races	65,991	32,507	<div> <div>14%</div> <div>36%</div> <div>51%</div> </div>
White	1,087,520	454,888	<div> <div>9%</div> <div>32%</div> <div>58%</div> </div>

# Inequities and Barriers

- Systemic Inequities and Barriers to Participation
- Persistent systemic racism, discrimination, and geographic barriers
- Structural problem – wages don't pay enough to support family
  - Transportation
  - Affordable childcare
- Connections vs. merit
- Agism

**41% OF THE WORKERS  
IN THE TOP 20 JOBS IN  
Louisiana  
WERE BELOW THE ALICE  
THRESHOLD**

Most Common Occupations	Total Employment, 2022 (BLS)	Percent of Workers Below ALICE Threshold, 2022 (ACS PUMS)	Median Hourly Wage, 2022 (BLS)
Cashiers	59,490	58%	\$11.82
Retail Salespersons	49,310	42%	\$12.66
Driver/Sales Workers and Truck Drivers	46,170	37%	\$19.15
Registered Nurses	43,790	8%	\$35.18
General and Operations Managers	38,910	11%	\$48.45
Laborers and Movers, Hand	37,540	46%	\$14.51
Personal Care Aides	34,870	70%	\$9.46
Secretaries and Administrative Assistants	33,900	30%	\$17.24
Cooks	31,170	61%	\$12.27
Office Clerks	30,500	42%	\$13.27
Waiters and Waitresses	29,730	55%	\$9.96
Food Preparation Workers	29,620	53%	\$10.21
Customer Service Representatives	28,150	45%	\$15.53
Fast Food and Counter Workers	27,830	57%	\$10.18
Stockers and Order Fillers	27,800	55%	\$14.04
Elementary and Middle School Teachers	27,670	18%	\$24.01
Administrative Support Supervisors	21,760	35%	\$23.69
Bookkeeping, Accounting, and Auditing Clerks	20,710	24%	\$18.78
Sales Representatives, Wholesale and Manufacturing	19,350	14%	\$35.96
Retail Sales Supervisors	19,100	42%	\$18.39

# Workforce Programs

- Barriers to participation are often similar to barriers to work
- Awareness of programs
- Cost vs reward for training
- Are skills really needed? another method of discrimination?
- Transitioning from training to work



# Planning a Better Future

# What is the goal?

**The American Dream**

**If work hard, support your family**



# ALICE@WORK



- Good for business
- How to invest in ALICE
- Individualized data analysis
- Course curriculum
- Action plan

# Building a better future for ALICE

- Build infrastructure for inclusive economy and businesses that pay above survival wages

**Increase Income**



# Building a better future for ALICE

- Build infrastructure for inclusive economy and businesses that pay above survival wages

**Increase Income**



**Decrease Costs**





# Building a better future for ALICE

- Build infrastructure for inclusive economy and businesses that pay above survival wages
- Connect low cost housing to jobs – and child care, schools, grocery stores, and health care
- Minimize disaster interruption to roads and digital
- Ensure funding invests in ALICE workers in all your projects – and your office

**Increase Income**



**Decrease Costs**

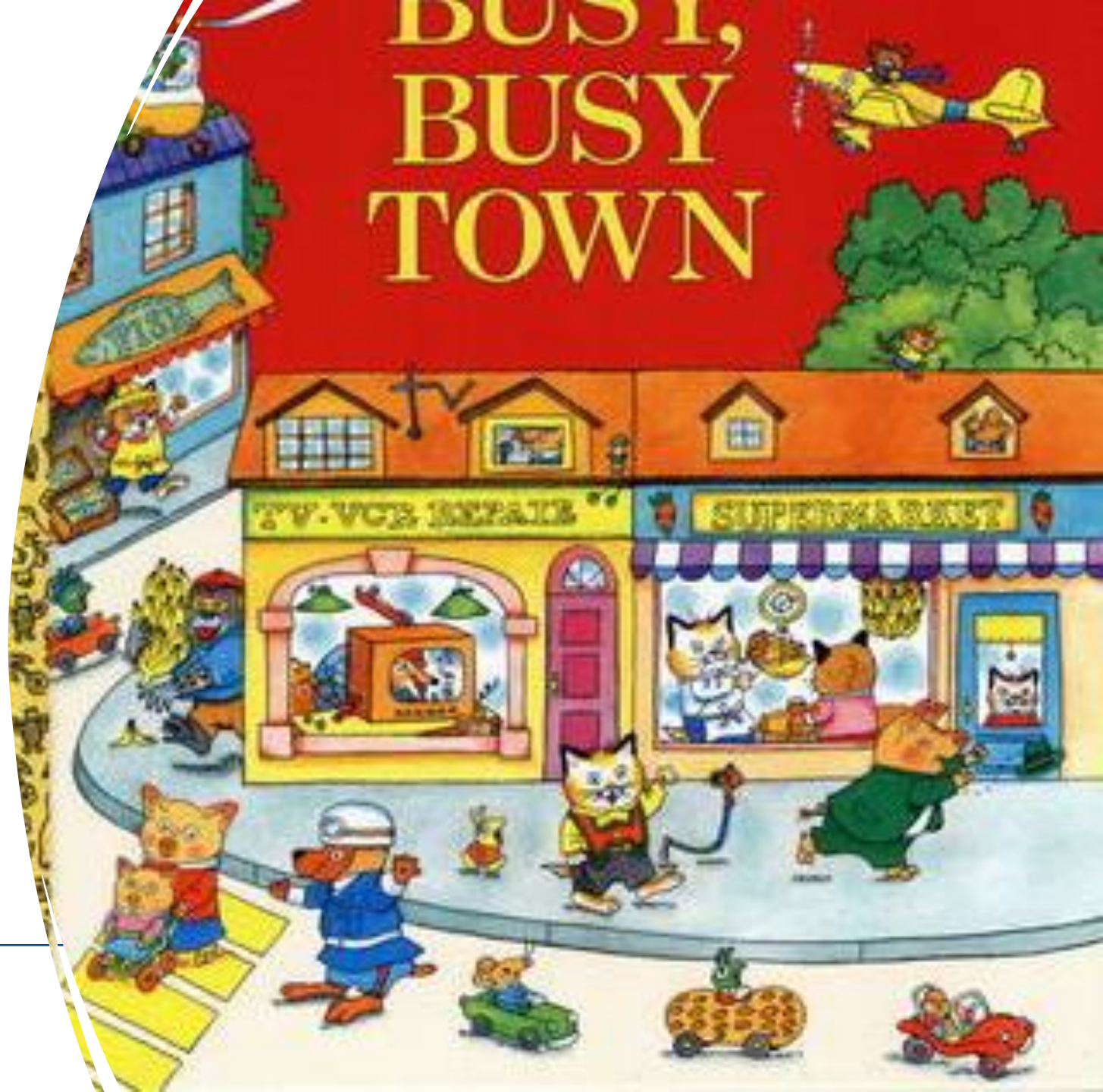




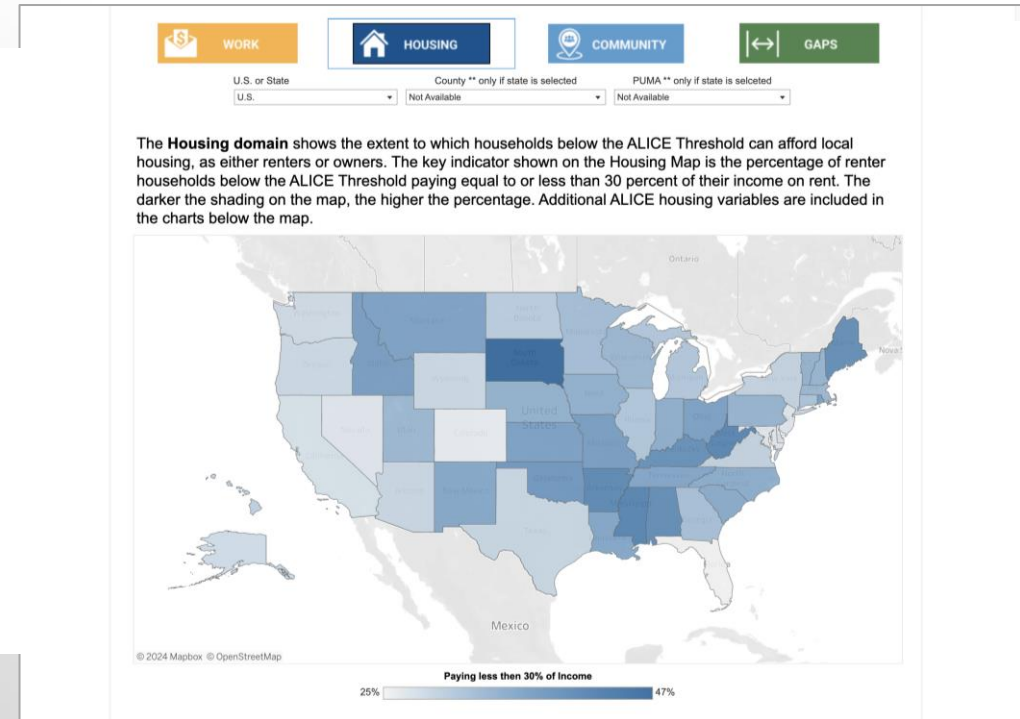
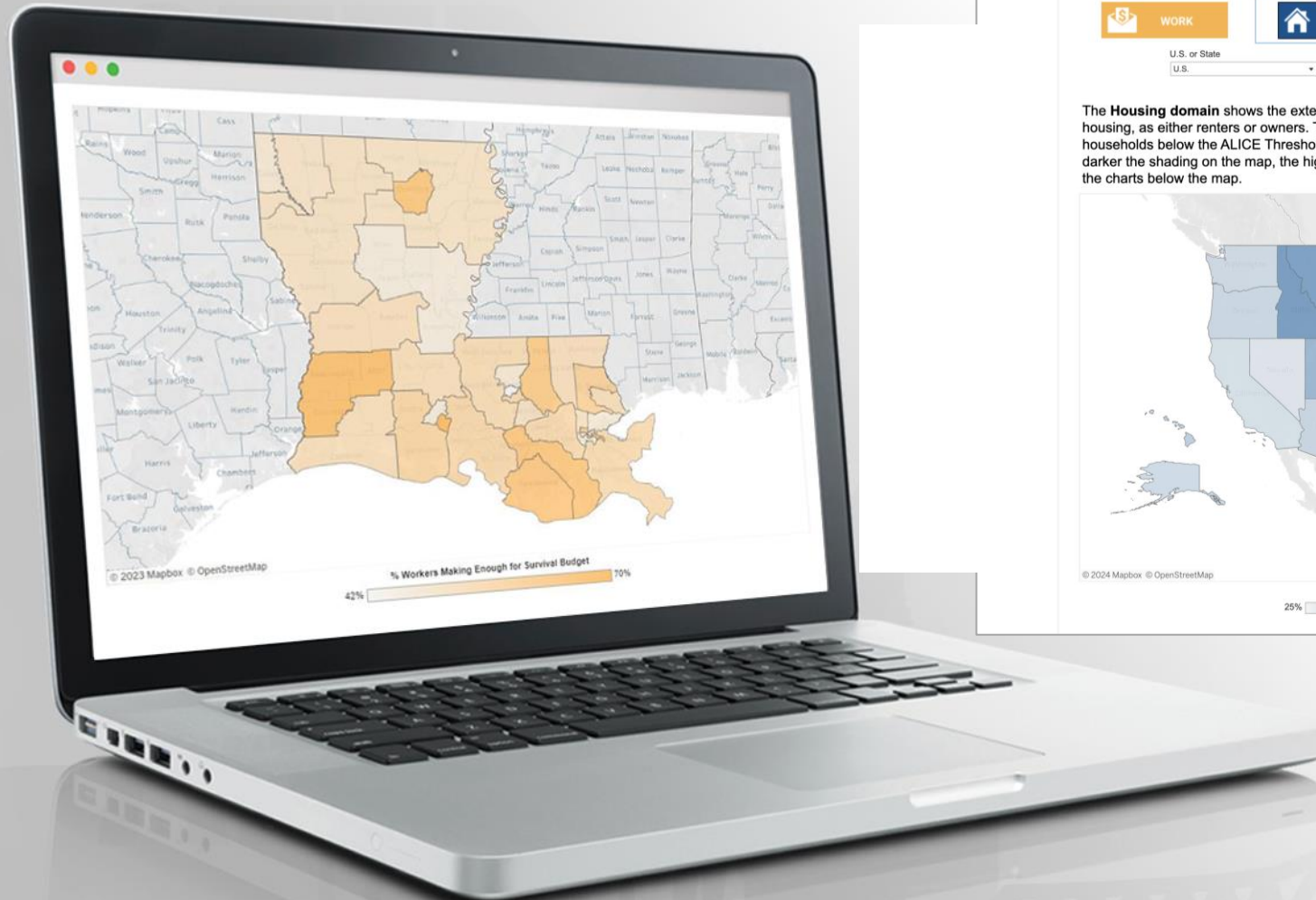
# Data, Tools and Resources

# Who lives in the perfect town?

- Most jobs pay a sustainable wage
- Housing is affordable for most families
- There are wonderful community resources available for all

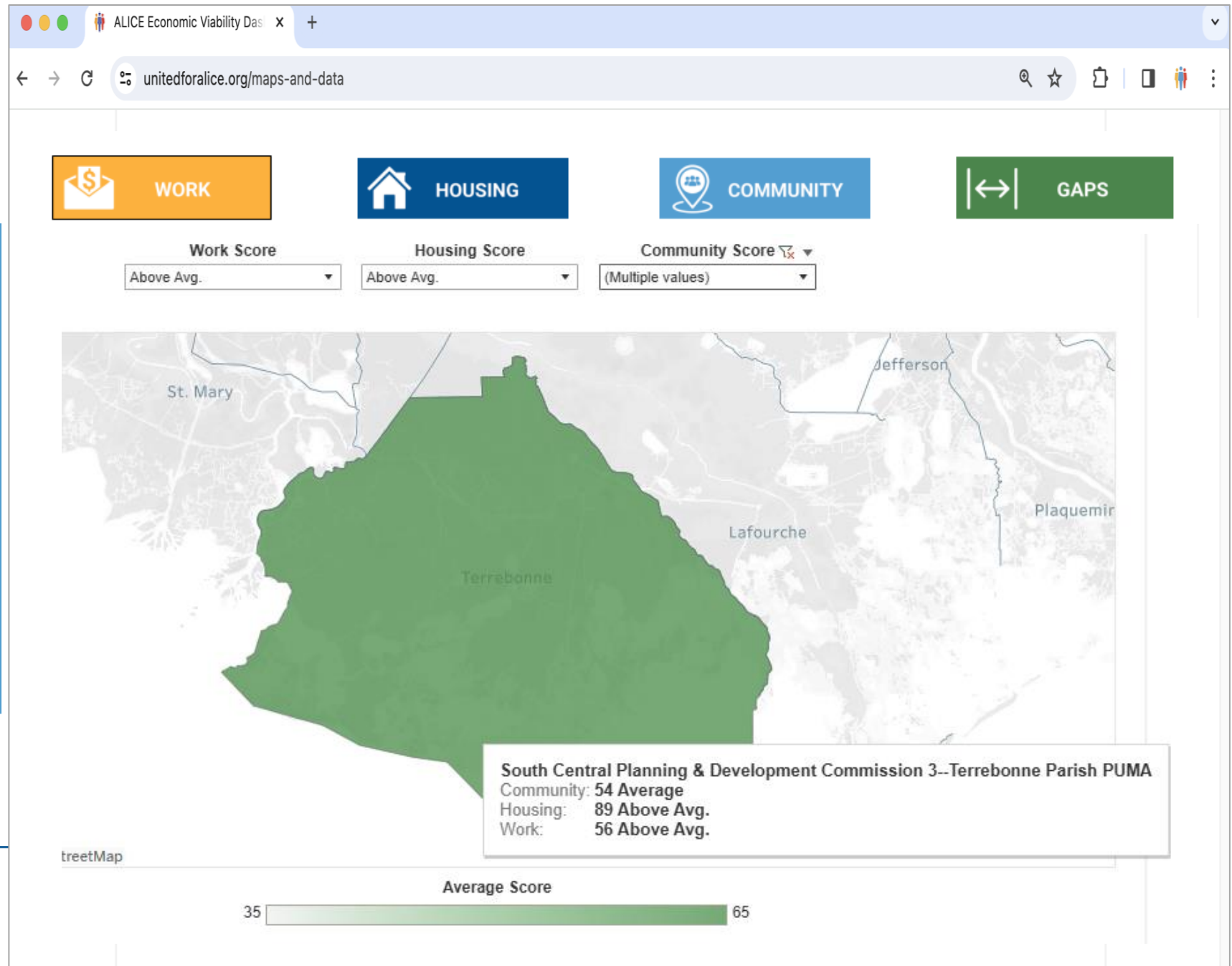


# THE ECONOMIC VIABILITY DASHBOARD



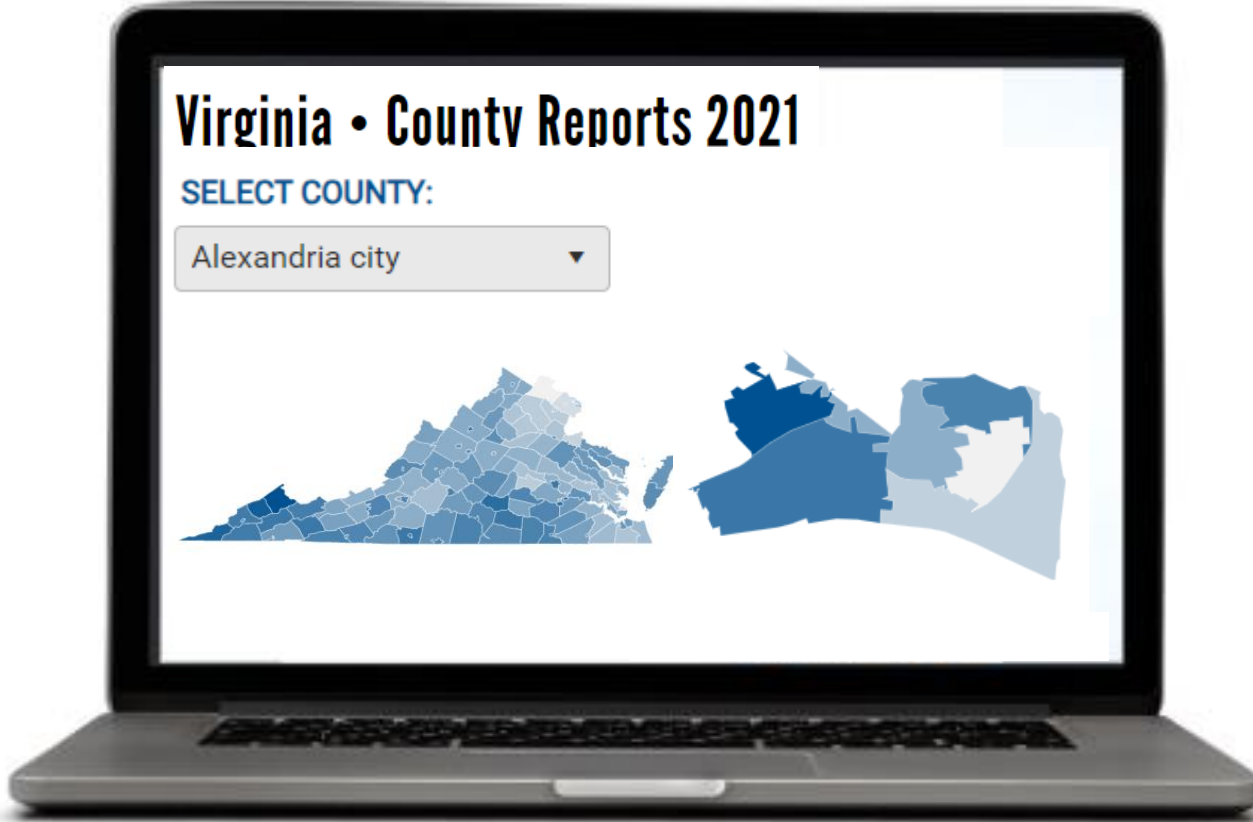


No  
communities  
in LA score  
above average  
in all three  
domains



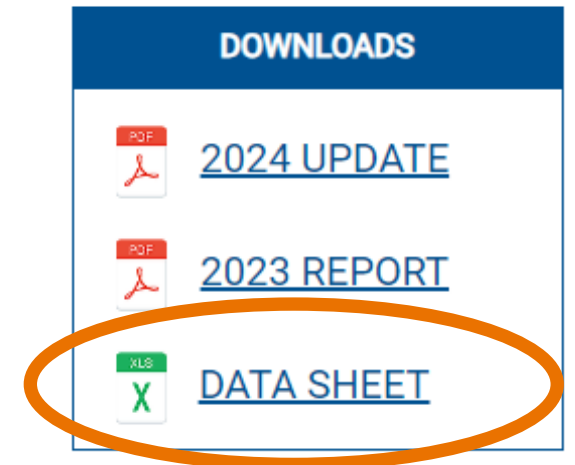


# Local Data



# UnitedForALICE.org

- Maps
- Reports
- Interactive figures
- Data tools



# ALICE Income Status Tool

## STATE

Louisiana ▼

## COUNTY

Orleans ✕

## INCOME

Monthly Income ▼

Submit

## ADULTS (AGE 18–64) (Max 6 over age 18)

2 ▼

## ADULTS (AGE 65+)

0 ▼

## INFANTS (AGE 0–2) (Max 6 under age 18)

0 ▼

## PRESCHOOLERS (AGE 3–4)

1 ▼

## SCHOOL-AGE CHILDREN (AGE 5–17)

1 ▼

## ALICE Budget and Income Status, Orleans Parish, Louisiana

Categories	Monthly Costs and Credits
Housing - Rent	\$881
Housing - Utilities	\$310
Child Care	\$977
Food	\$1,533
Transportation	\$1,080
Health Care	\$690
Technology	\$116
Miscellaneous	\$559
Tax Payments	\$1,127
Tax Credits	(\$443)
Monthly Total	\$6,830
ANNUAL TOTAL	\$81,960
Hourly Wage	\$40.98





# UNITED FOR ALICE



# THE ALICE DRUMBEAT CONTINUES...

# *Miami* FLORIDA

## JANUARY 5-7, 2026



## #ALICEsummit

Hosted by United Way of Northern New Jersey