

ALICE: Asset Limited, Income Constrained, Employed



Clover, November 13, 2024



United For ALICE Leadership

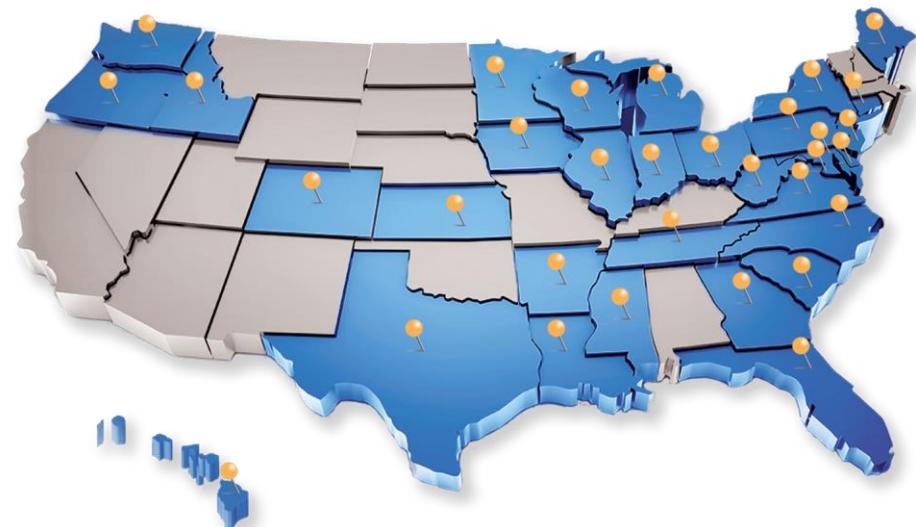


Stephaine Hoopes, Ph.D.

National Director, United for ALICE

United For ALICE

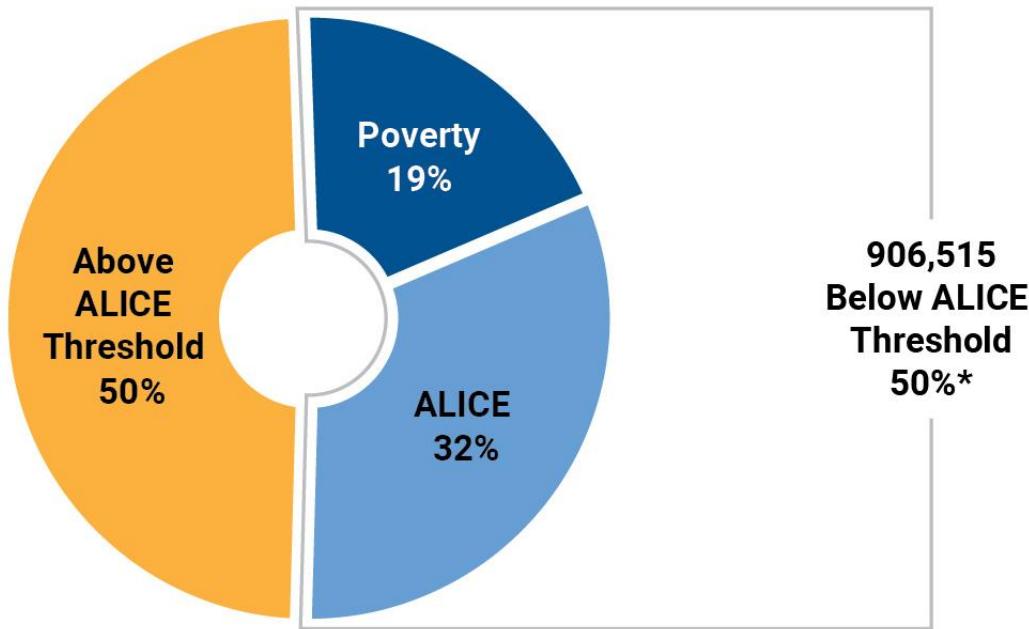
- Founded and powered by United Way of Northern New Jersey
- Driver of innovation for ALICE households since 2009
- Comprehensive measures of financial hardship
- Data for all 3,000+ counties in U.S.
- ALICE partners convene, advocate, and innovate for ALICE in local communities



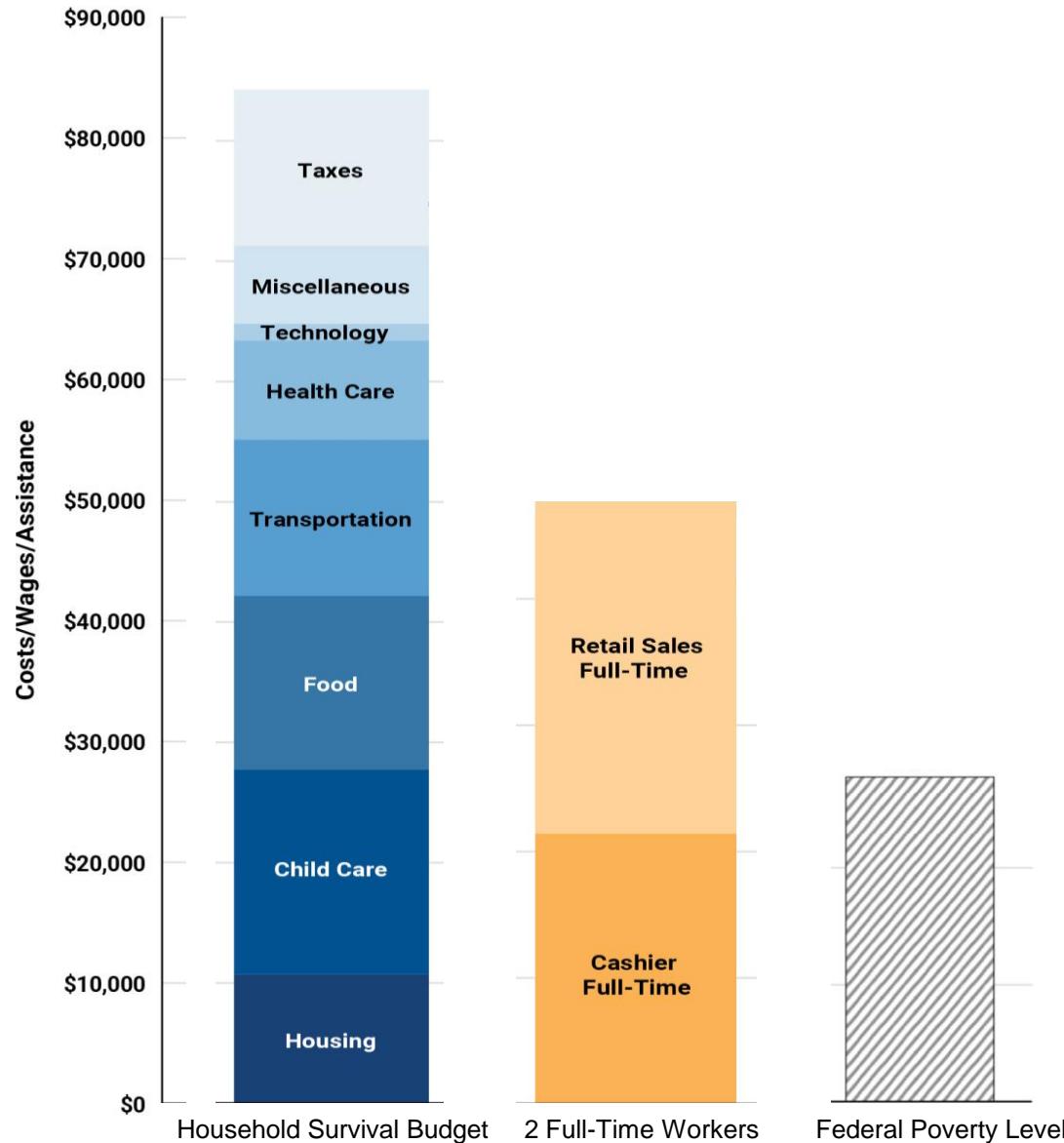
UnitedForALICE.org

ALICE in Louisiana

Total Households in Louisiana = 1.8 Million

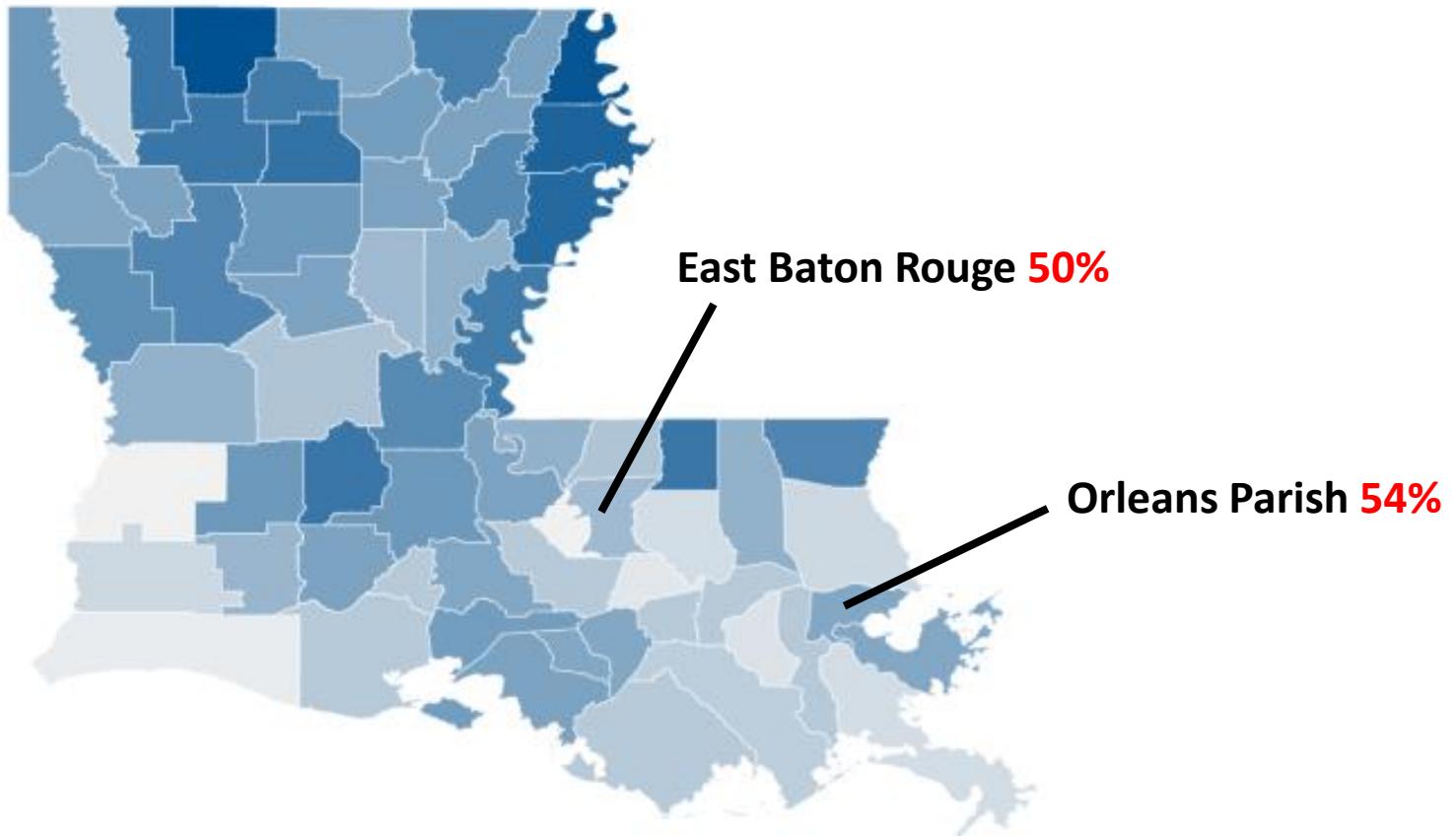


Costs, Wages, and the FPL



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

ALICE in Louisiana



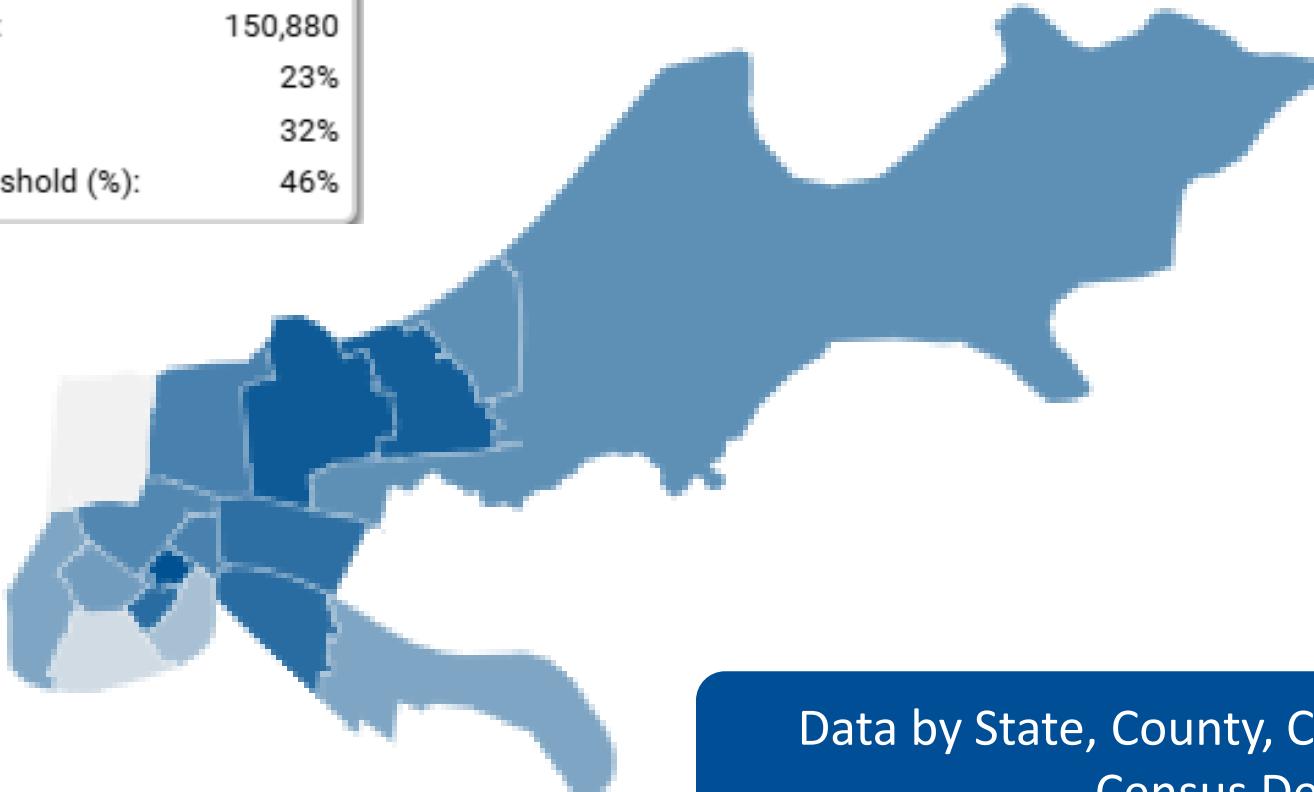
Rates below the ALICE Threshold:

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



Deeper Dive: Orleans Parish

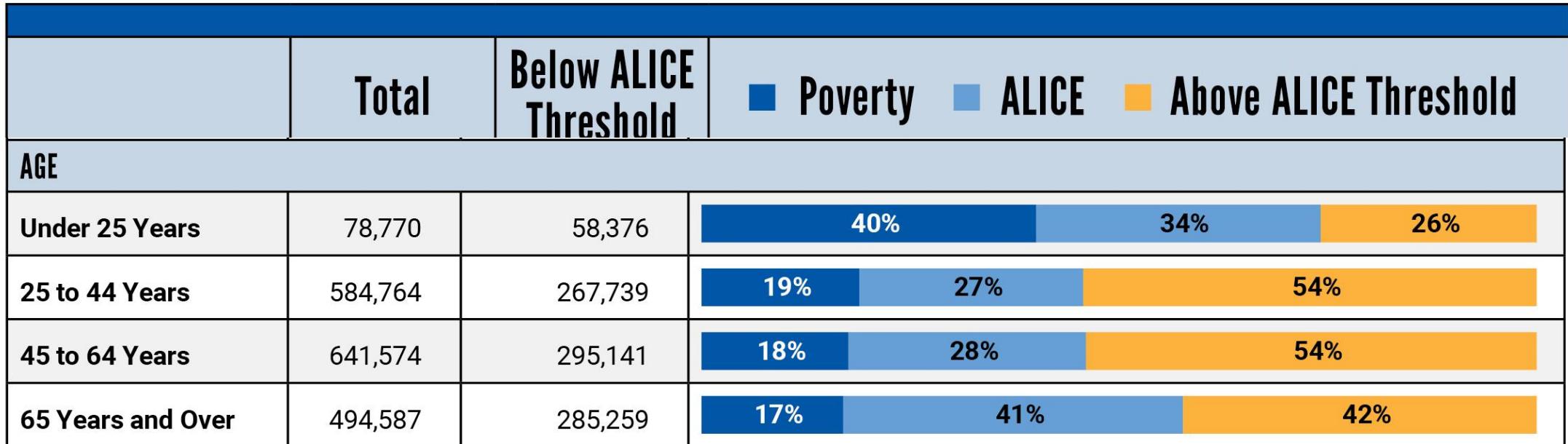
Orleans Parish, Louisiana	
Total Households:	150,880
Poverty (%):	23%
ALICE (%):	32%
Above ALICE Threshold (%):	46%



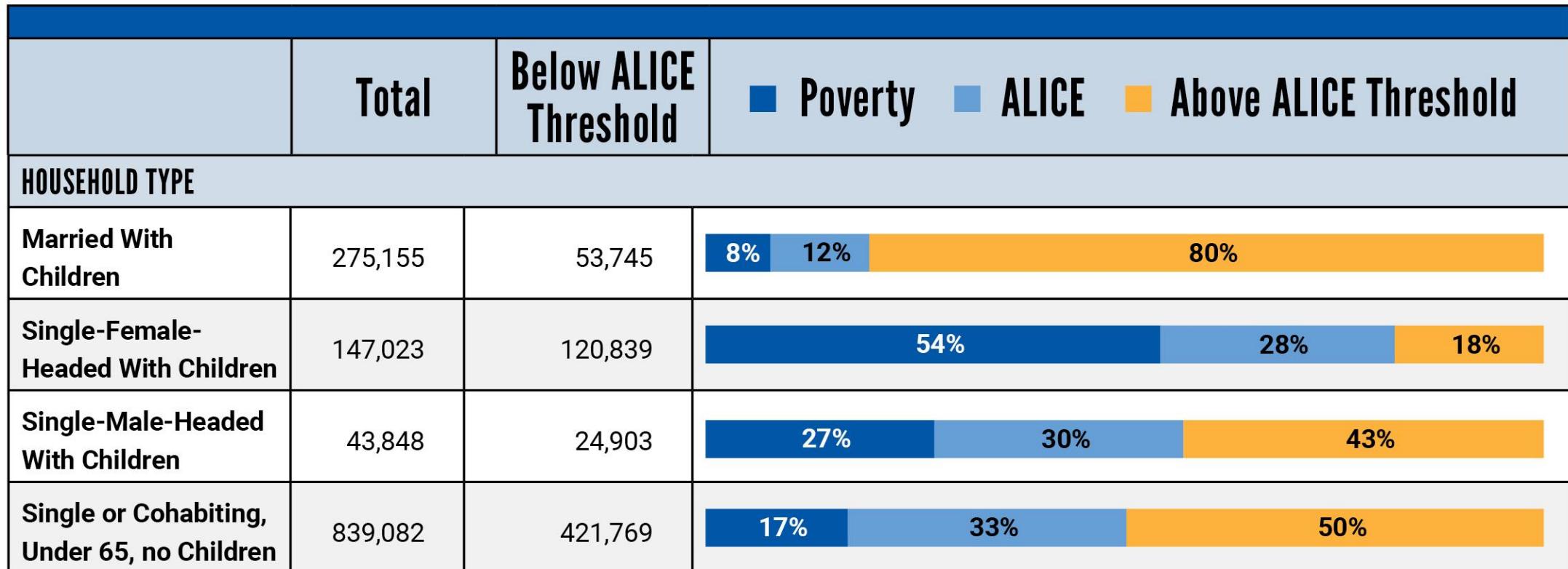
Rates by zip code range from **28%** below the ALICE Threshold to **74%**.

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

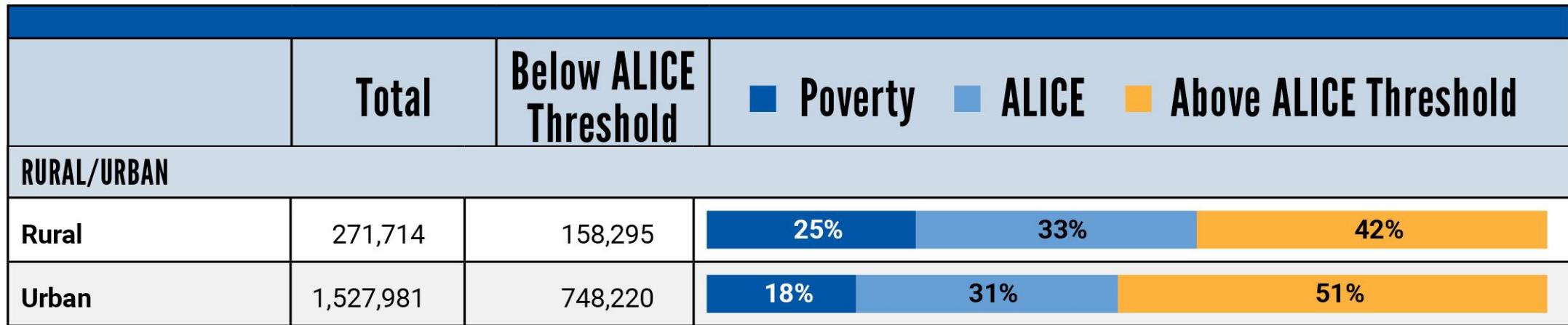
ALICE - Age



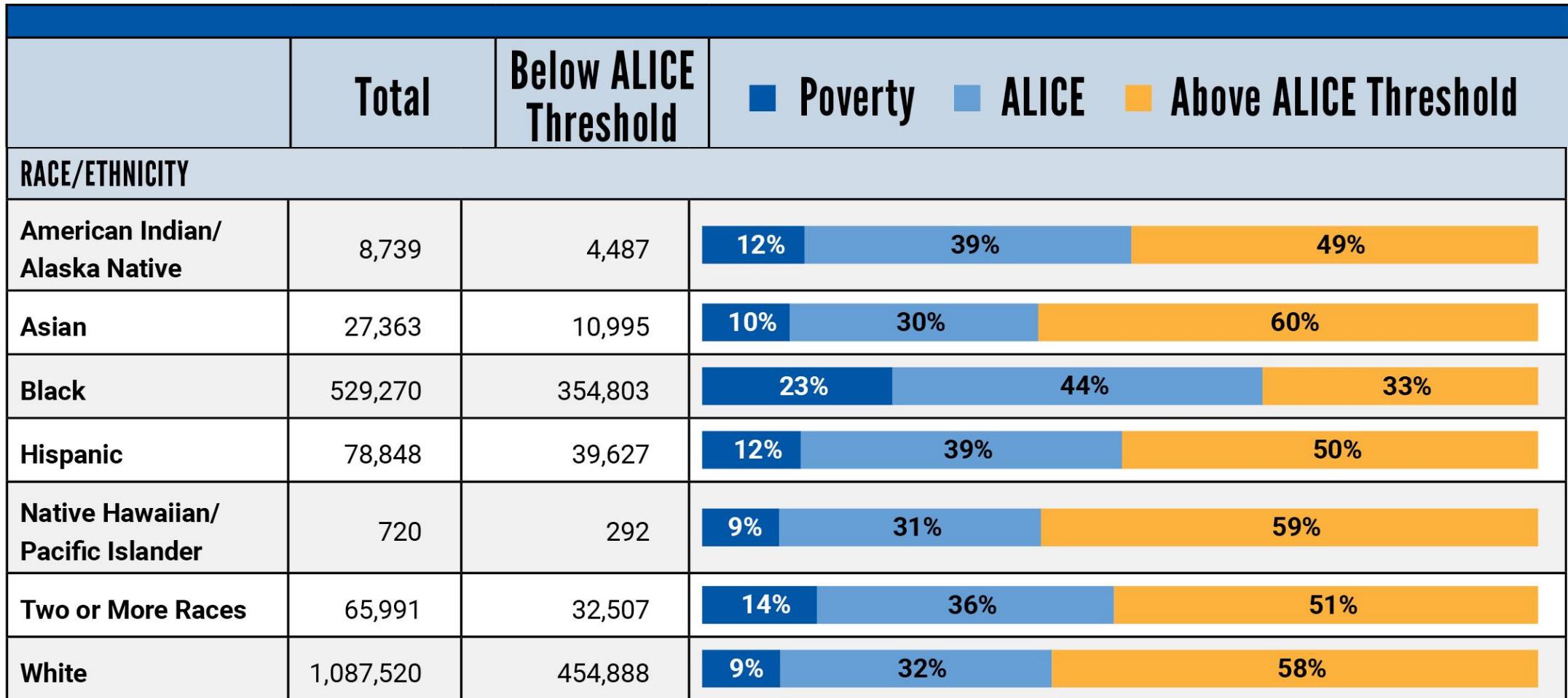
ALICE - Household Type



ALICE - Rural/Urban



ALICE - Race/Ethnicity



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

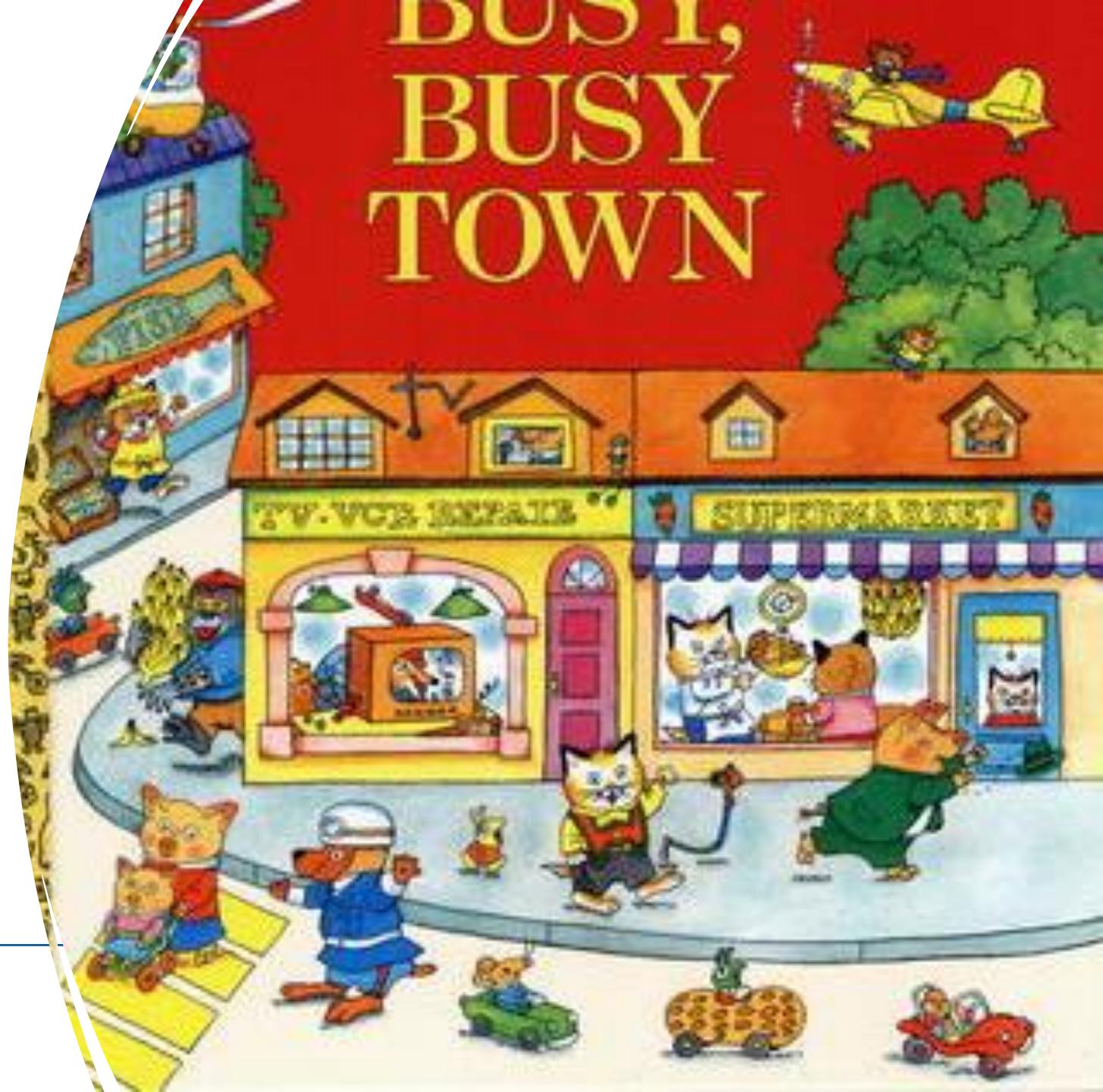
Increase Income 

Decrease Costs 

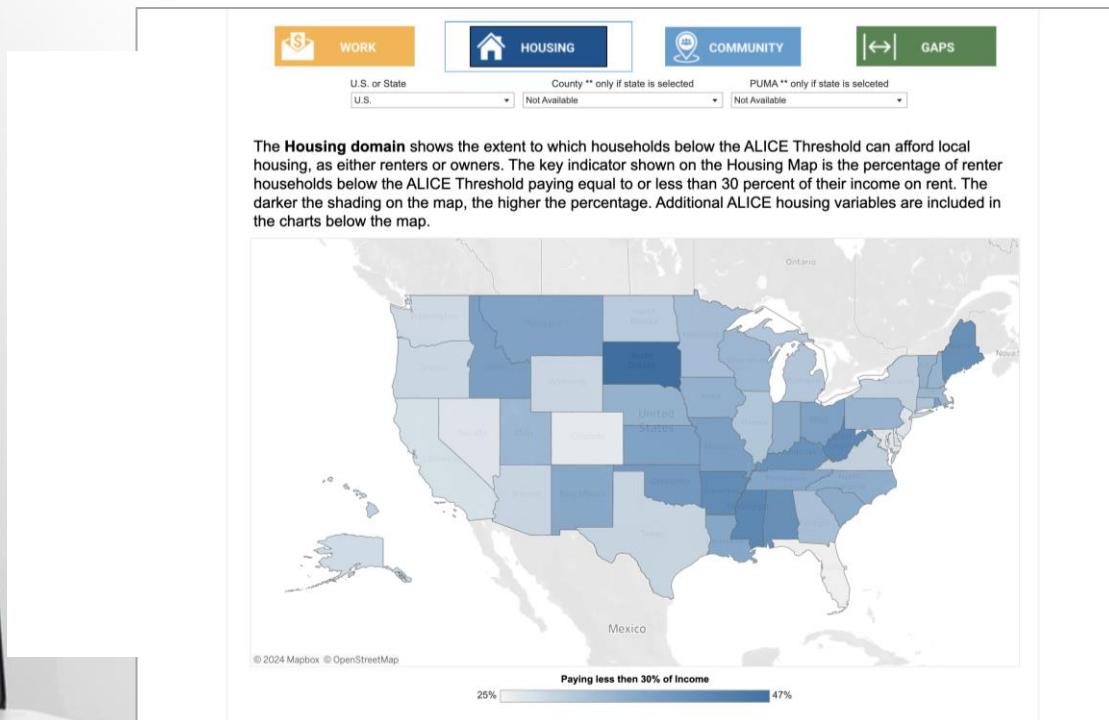
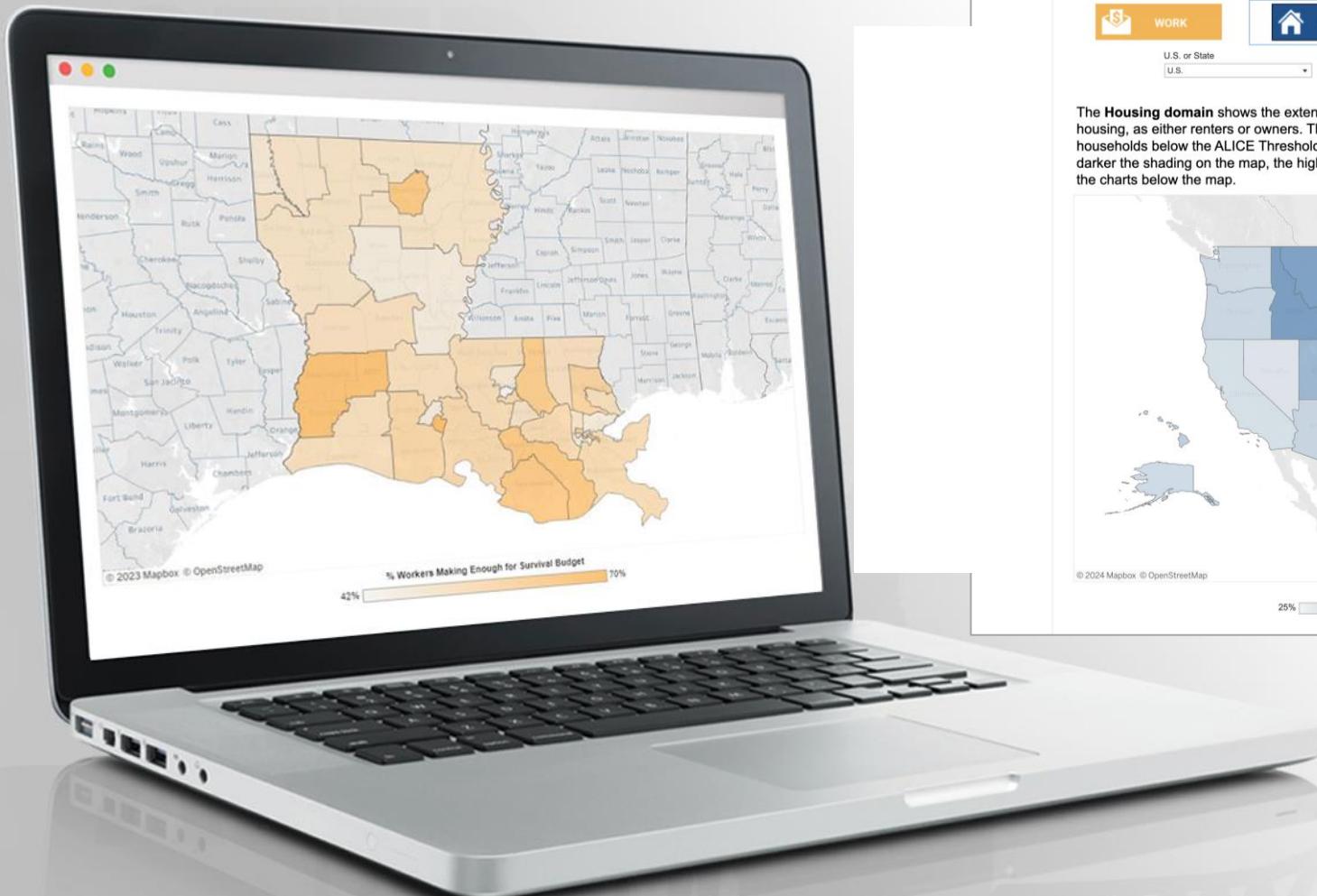
Data, Tools and Resources

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

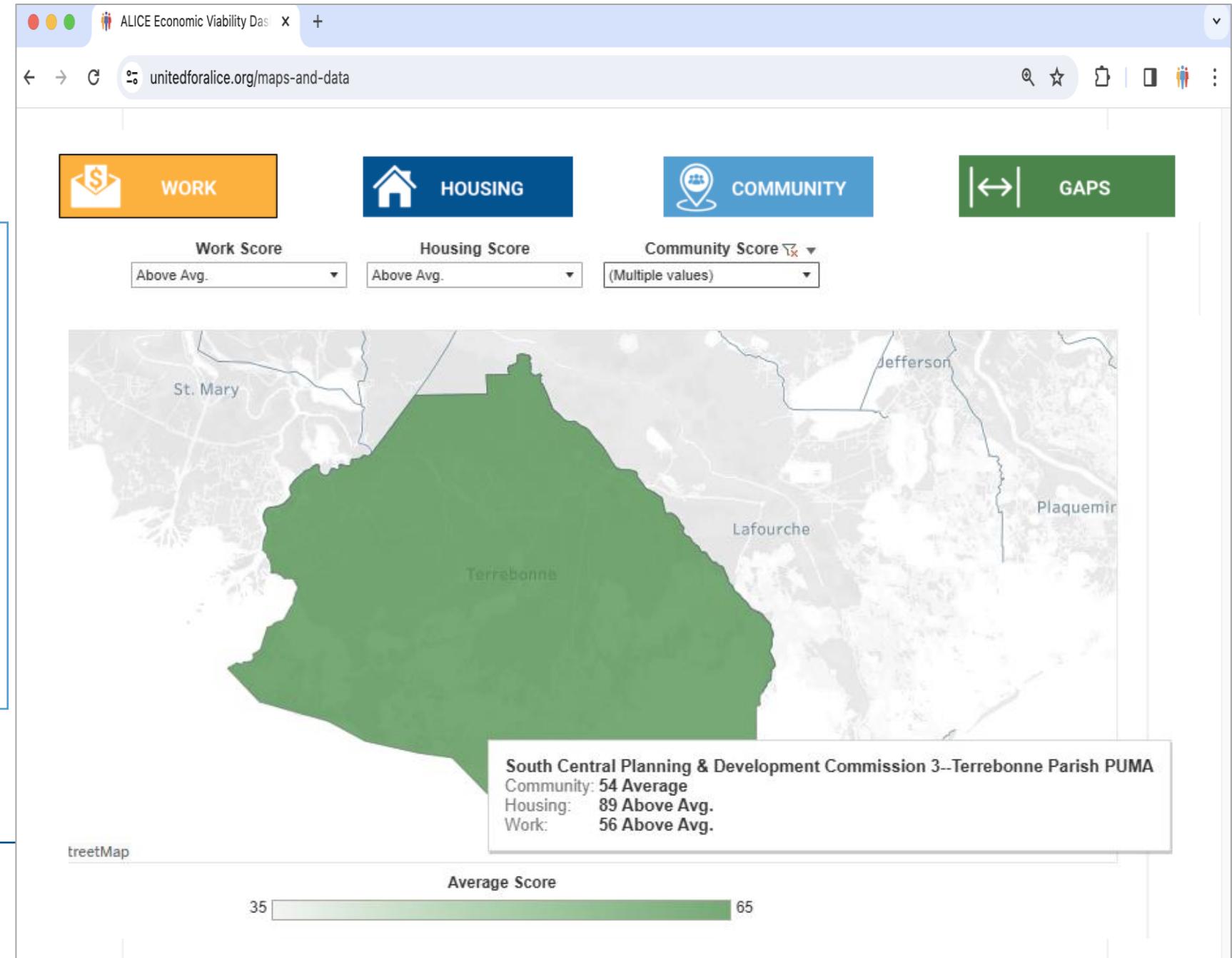


THE ECONOMIC VIABILITY DASHBOARD

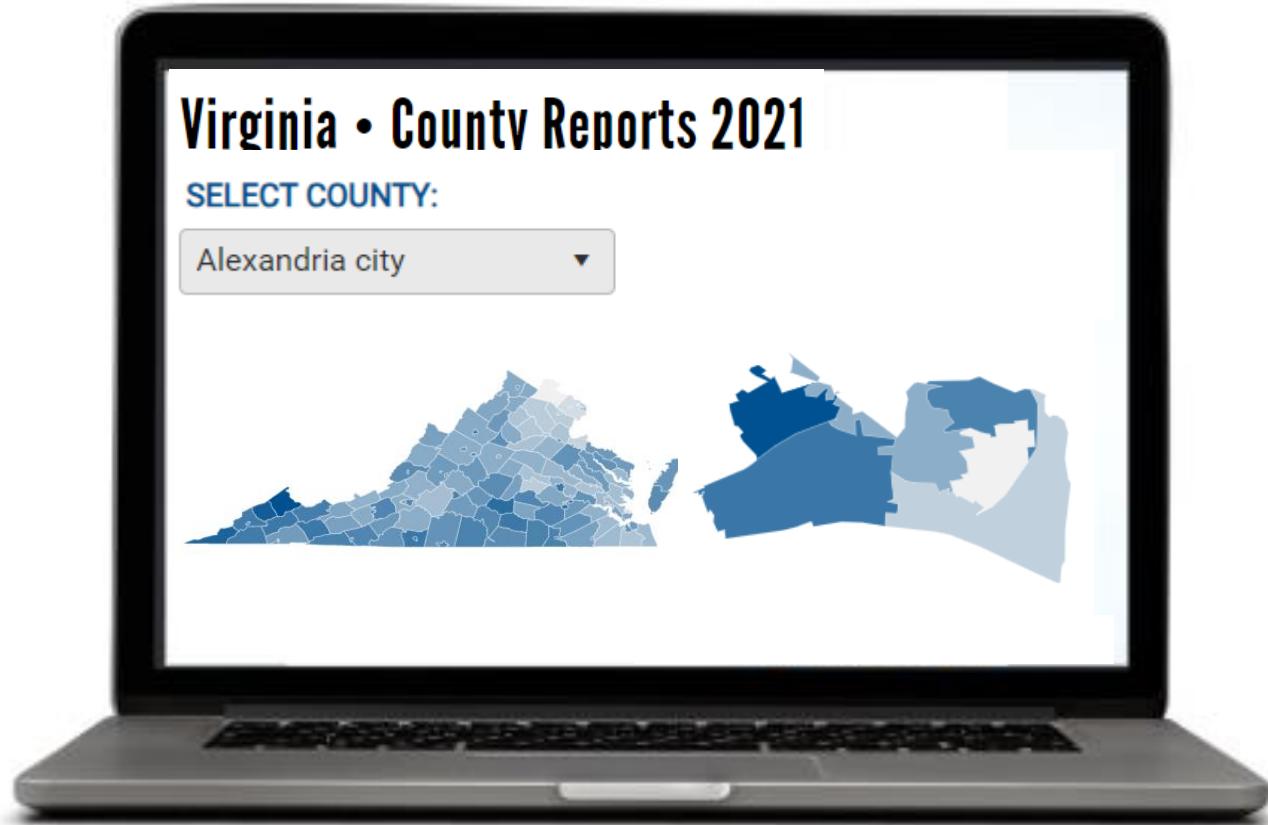




No communities in LA score above average in all three domains

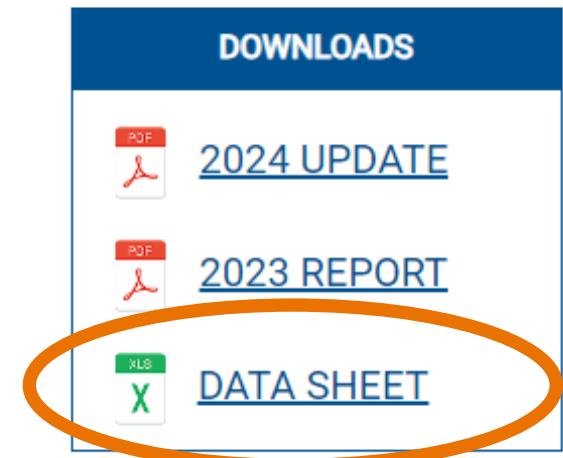


Local Data



UnitedForALICE.org

- Maps
- Reports
- Interactive figures
- Data tools



ALICE Income Status Tool

STATE

Louisiana

COUNTY

Orleans X

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