

UNITED FOR ALICE@WORK



SAMPLE ALICE@Work Data Report 2025

ABC Company

Who is ALICE®? Asset Limited, Income Constrained, Employed

ALICE families earn above the Federal Poverty Level (FPL) but below the cost of household basics in their communities. The ALICE measures were developed by [United For ALICE](#) to answer the pressing need for a more accurate picture of financial hardship, and are based on the [ALICE Household Survival Budget](#) for the county where these families live – the minimum costs for housing, child care, food, transportation, health care, and basic technology, plus taxes.

Households below the ALICE Threshold are in every state and county across the U.S. and represent all demographic groups. Workers below the ALICE Threshold often perform the jobs that keep our economy functioning smoothly yet cannot afford basic living expenses for their families. Often earning too much to qualify for public assistance, ALICE workers struggle paycheck to paycheck.

This Data Report provides estimates of how many ABC Company employees are below the ALICE Threshold, as well as key demographic and employment features for these employees. Comparison with other companies in the state and industry sector provides a benchmark. Together with the ALICE@Work curriculum, this report will help you build an action plan for how best to invest in ALICE employees, enabling them and your company to work better and stronger.

Does ALICE Work at ABC Company?

Analysis of ABC Company employee data shows that 27% of employees are below the ALICE Threshold (poverty plus ALICE) (Table 1). This percentage of ABC Company employees below the Threshold is lower than for all employees in New York (29%), and all employees in New York's Health Services industry sector (also 29%).

Table 1. Employment, Wage, and Percentage Below ALICE Threshold

	Total Employment	Median Hourly Wage	Percent of Employees Below ALICE Threshold
New York	9,526,926	\$27.60	29%
Health Care Services Sector	1,292,465	\$28.18	29%
ABC Company	299	\$33.20	27%

Comparing wage data with three different ALICE Household Survival Budgets shows that wages for almost all jobs at ABC Company (93%) can support the Household Survival Budget for a single adult in the county where the employee lives (Table 2). Most jobs (73%) can support the Household Survival Budget for one adult and one school-age child (12–17 years). Yet only 50% of jobs can support the Household Survival Budget for a family of four (two working adults and two school-age children).

Table 2. ABC Company Employees Whose Wage Can Support the Household Survival Budget by Household Type		
Single Adult	One Adult, One School-Age Child	Family of Four (2 Adults, 2 Children)
93%	73%	50%

Definitions and Data Notes

- **ALICE: Asset Limited, Income Constrained, Employed:** Households that earn above the Federal Poverty Level (FPL) but cannot afford the basic cost of living in their county
- **ALICE Household Survival Budget:** Reflects the minimum costs of household necessities in each county in the U.S. (housing, child care, food, transportation, health care, and technology) plus taxes, adjusted for different household types
- **ALICE Threshold of Financial Survival:** Derived from the Household Survival Budget, the minimum average income that a household needs to afford basic costs, calculated for all U.S. counties
- **ALICE status** is based on a household with one adult and one school-age child, unless otherwise noted
- **Data includes** full-and part-time employees, unless otherwise noted

What are the Demographic Characteristics of ALICE Employees?

There are noteworthy differences among employees by demographic features. Table 3 shows the total number of ABC Company employees in each demographic group and their percentage below the ALICE Threshold. It also compares the median salary for employees above and below the Threshold, revealing disparities between groups across the company.

By sex (male/female), there are more than two times as many female employees as male, and they are almost three times as likely to be below the ALICE Threshold (30% vs. 11%).

By age, the majority of employees are age 45 to 64, followed by age 25 to 44. The youngest group, under age 25, are the most likely to be below the Threshold (59%), followed by age 65+ (33%).

Table 3. Company Employees by Demographic Groups				
	Total	Percent Below ALICE Threshold	Median Salary for Employees Above ALICE Threshold	Median Salary for Employees Below ALICE Threshold
Sex				
Male	86	11%	\$87,287	\$47,672
Female	213	30%	\$83,765	\$42,835
Age				
Under 25 Years	28	59%	\$77,287	\$46,825
25–44 Years	117	23%	\$83,545	\$47,218
45–64 Years	147	22%	\$84,672	\$49,218
65+ Years	8	33%	\$68,933	\$47,896
Race/Ethnicity				
Black	29	43%	\$80,500	\$47,700
Hispanic	21	39%	\$79,400	\$45,000
Two or More Races	7	50%	\$83,589	\$49,650
White	234	23%	\$84,300	\$49,650
Full- or Part-time				
Full-time	240	29%	\$85,110	\$49,500
Part-time	59	21%	\$67,000	\$33,500
Marital Status				
Single/Divorced	119	40%	\$79,210	\$45,500
Married	180	15%	\$85,510	\$49,600
Note: Median salaries are calculated with full-time and part-time salaries.				

By tenure, the largest number of employees have worked at ABC Company for one to three years (Table 4). Rates of financial hardship are highest for employees who have worked for less than one year (64%). This can reflect the need to offer higher salaries to retain new employees.

Table 4. ABC Company Employees by Tenure				
	Total	Percent Below ALICE Threshold	Median Salary for Employees Above ALICE Threshold	Median Salary for Employees Below ALICE Threshold
Tenure				
Less Than 1 Year	34	64%	\$70,410	\$33,470
1–3 Years	120	43%	\$73,400	\$35,600
4–6 Years	109	30%	\$77,950	\$39,300
7–14 Years	29	15%	\$83,900	\$45,900
15+ Years	10	0%	\$103,400	-
Note: Median salaries are calculated with full-time and part-time salaries.				

What Jobs are Typically ALICE Jobs?

Using the job categories set by the Equal Employment Opportunity Commission (EEOC), Table 6 compares median hourly wages and provides an estimate of percentages below the ALICE Threshold for the top occupations within the New York Health Services industry sector. By comparing median wages, you can estimate the percentage of employees below the ALICE Threshold in these occupations at ABC Company.

Median hourly wages at ABC Company vary by occupation category. Wages are higher for Professionals, First/Mid-Level Officials and Managers, and Executive/Senior-Level Officials and Managers. The median wage is lower for Administrative Support Workers.

Specific examples of job titles at ABC Company in each EEOC category are listed on the next page.

There may be additional services provided at ABC Company by employees below the ALICE Threshold who are contractors rather than staff. It may be worthwhile reviewing their roles and wages for a fuller picture of how ALICE employees are supporting the business.

Table 6. Employment, Median Wages, and Percentage Below ALICE Threshold for Top Occupations at ABC Company					
	New York Health Services Industry Sector			ABC Company	
Top Occupations	Total Employment	Median Hourly Wage	Percent Below ALICE Threshold	Total Employment	Median Hourly Wage
Professionals	173,992	\$38.46	12%	149	\$35.10
Technicians	50,758	\$28.85	23%	61	\$27.60
Administrative Support Workers	19,752	\$21.63	34%	36	\$19.50
First/Mid-Level Officials and Managers	52,656	\$36.06	14%	30	\$38.70
Executive/Senior-Level Officials and Managers	3,338	\$92.79	-	23	\$60.49
Note: Dash (-) means there were no employees in this category. Median Hourly Wage is calculated using only full-time employees.					

EEOC Titles with Company Titles

Executive/Senior-Level Officials and Managers (11-1011)

- President/CEO
- Vice President
- VP Client Development
- Chief Financial Officer

First/Mid-Level Officials and Managers (11-9151)

- Practice Coordinator
- Clinical Director

Professionals (21-0000)

- Registered Nurse
- Physician Assistant

Administrative Support Workers (43-9XXX)

- Case Manager
- Customer Service Representative

(1.1) Executive/senior-level officials and managers

(1.2) First/mid-level officials and managers

(2) Professionals

(3) Technicians

(4) Sales Workers

(5) Administrative support workers

(6) Craft workers

(7) Operatives

(8) Laborers and helpers

(9) Service workers