



**UNITED FOR ALICE@WORK**

# Prepare your ALICE@Work Data Report

How many employees in your company are ALICE? Where do they work? How does your company compare to others in your state and your sector? To better understand ALICE in your company, we will build an ALICE@Work Data Report for you. This confidential workforce assessment will help you benchmark your company and track progress in key areas that impact ALICE. Getting the data in advance, you will be able to reference the Data Report during the course.

To build your Data Report, we need key information (see list below). We will share this information back with you in aggregate, see examples below. Note, all employee data should be depersonalized (no names!). Our research team will meet with you beforehand to explain the process and answer any questions. Your contact person is Dana Isaac, [Dana.Isaac@UnitedWayNNJ.org](mailto:Dana.Isaac@UnitedWayNNJ.org).

## Key Data

Please provide as much of the following information in an excel spreadsheet so we can prepare your ALICE@Work Data Report. These items should be in line with what is required in your regular reports to the [U.S. Equal Employment Opportunity Commission](https://www.eeoc.gov/).

Job Information	Demographics	Benefits
<ul style="list-style-type: none"> <li>• Job Title</li> <li>• Department</li> <li>• <a href="#">EEOC job categories</a></li> <li>• FT/PT</li> <li>• Annual Salary</li> <li>• Bi-Weekly Hours</li> <li>• Hire Date</li> </ul>	<ul style="list-style-type: none"> <li>• Home Zip Code or County</li> <li>• Gender</li> <li>• Race/Ethnicity</li> <li>• Date of Birth</li> <li>• Marital Status</li> <li>• Veteran Status</li> <li>• Disability Status</li> <li>• Education Level</li> </ul>	<ul style="list-style-type: none"> <li>• MED Election</li> <li>• MED Option</li> <li>• HSA</li> <li>• Dental</li> <li>• Vision</li> <li>• FSA</li> <li>• Supplemental Life</li> <li>• Short Term Disability</li> <li>• 401k Contribution</li> <li>• Other benefit</li> </ul>



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By securing racial and economic equity for ALICE we can improve life for all.



# ALICE@Work Data Report - Examples

Below are examples of what your employee data may look like. Stephanie Hoopes, Ph.D., will schedule time to discuss and prepare a report with your designated team data person.

**Table 1**

<b>Comparison by ALICE Status</b>			
	<b>Total Employment</b>	<b>Median Hourly Wage</b>	<b>Percent Workers Below ALICE Threshold</b>
<b>New Jersey</b>	4,172,844	\$38.11	20%
<b>NJ Health Care Sector</b>	561,688	\$26.44	20%
<b>Company</b>	3,554	\$18.90	45%



# Table 2

Characteristics of Employees					
	Median Salary New Jersey Health Care Sector	Company % Above ALICE Threshold	Company Median Salary for Employees above ALICE Threshold	Company % Below ALICE Threshold	Company Median Salary for Employees below ALICE Threshold
<b>Sex</b>					
Male	\$96,072	52%	\$47,921	48%	\$35,718
Female	\$62,016	56%	\$44,052	44%	\$35,718
<b>Age</b>					
Under 25	\$28,596	3%	\$42,861	97%	\$35,718
25-44	\$74,292	53%	\$47,921	47%	\$35,718
45-64	\$98,400	75%	\$47,921	25%	\$35,718
65+	\$71,688	70%	\$42,813	30%	\$35,718
<b>Race/Ethnicity</b>					
Black	\$51,684	29%	\$41,671	71%	\$35,718
Hispanic	\$52,140	38%	\$47,921	62%	\$35,718
Two or More	\$61,524	26%	\$44,433	74%	\$35,718
White	\$82,236	71%	\$47,921	29%	\$35,718
<b>Family with children</b>					
<b>Full-time, part-time</b>					
<b>Education Level</b>					



**Table 3**

<b>Employment and Wage Comparison of Top Occupations</b>					
	<b>NJ Health Care Sector</b>			<b>Company</b>	
<b>Top Occupations</b>	<b>Total Employment</b>	<b>Median Hourly Wage</b>	<b>Percent Workers Below ALICE Threshold</b>	<b>Total Employment</b>	<b>Median Hourly Wage</b>
<b>Medical and Health Services Managers</b>	20,988	\$36.06	6%	24	\$31.50
<b>Administrative Services Managers</b>	67	\$22.50	0%	37	\$20.19
<b>Office And Administrative Support Workers</b>	4,170	\$17.75	17%	165	\$20.38
<b>Ambulance Drivers and Attendants</b>	117	\$13.00	100%	10	\$11.20
<b>Home Health Aides</b>	16,910	\$12.03	59%		
<b>Medical Assistants</b>	18,405	\$14.62	34%		

