



# ALICE@Work Data Report (SAMPLE)

## Company

**ALICE® (Asset Limited, Income Constrained, Employed)** families earn more than the Federal Poverty Level (FPL) but less than the cost of necessities where they live. Households below the ALICE Threshold include both those in poverty and ALICE. Once celebrated as essential heroes during the COVID-19 pandemic, ALICE workers continue to struggle paycheck to paycheck.

This sample data report (e.g., ABC Company) estimates how many employees earn below the ALICE Threshold, and highlights key demographic and employment features. Comparing this data with other companies in your state and industry sector provides a benchmark. Along with the ALICE@Work curriculum, this report helps you create an action plan to help build resilience for employees, drive business growth and foster vibrant communities.

## ALICE Workers at ABC Company

[United For ALICE's](#) analysis of ABC Company employee data reveals that 25% of employees fall into the ALICE or poverty categories. These employees struggle to afford a [Household Survival Budget](#), the minimum costs for housing, child care, food, transportation, health care, a smartphone plan, plus taxes in the State. This percentage slightly exceeds the state (21%), where the median wage stands at \$23.17 compared to \$22.78 at ABC Company. It remains lower, however, than the overall industry sector, which has 27% of employees in similar financial situations and a median wage of \$18.43.

Table 1. Comparison by ALICE Status			
	Total Employment	Median Hourly Wage	Percent Workers Below ALICE Threshold
State	4.2M	\$23.17	21%
State Industry Sector	213K	\$18.43	27%
Company	165	\$22.78	25%

Note: Data includes exempt and non-exempt employees.



Matching wage data with three different [ALICE Household Survival Budgets](#), shows that almost all jobs (90%) can support the Household Survival Budget for a single adult in the county where the employees live (Table 2). Most jobs (67%) can support the Household Survival Budget for one adult and one school age child (12-17 years). Only 29% of jobs, however, can support the Household Survival Budget for a family of four (two working adults and two school age children).

Table 2. Employees that can support the Survival Budget			
	Single Adult	One Adult, One School Age Child	Family of Four (2 adults, 2 children)
Company	90%	67%	29%

ALICE status is based on households with one adult and one school age child unless otherwise noted.

## Demographic Characteristics of ALICE Workers

Important and interesting differences exist among employees based on demographic features. Table 3 shows the total number of employees in each group and the percentage below the ALICE Threshold. It also compares the median salary for workers above and below the Threshold, revealing equity gaps across the company.

By sex (BLS options include male/female only), ABC Company employs more than twice as many female employees as male, and they are more likely to live below the ALICE Threshold (28% vs. 20%).

By age, most workers fall into the 25-44 age group, followed by 45-64. The youngest group, under 25 years, has the highest percentage living below the Threshold (39%), followed by 25-44 group (27%).

Table 3. Characteristics of Company Employees				
	Total	% Below ALICE Threshold	Median Salary for Employees <b>above</b> ALICE Threshold	Median Salary for Employees <b>below</b> ALICE Threshold
<b>Sex</b>				
Male	20	20%	\$62,320	\$31,648
Female	45	28%	\$42,842	\$26,786
<b>Age</b>				
Under 25	8	39%	\$45,112	\$29,786
25-44	36	27%	\$48,302	\$31,647
45-64	19	10%	\$54,873	\$31,647
65+	2	-	\$98,231	-
<b>Race/Ethnicity</b>				
Black	6	35%	\$56,227	\$32,178
Hispanic	6	19%	\$45,302	\$36,858
Two or More	4	-	\$49,278	-
White	44	22%	\$52,555	\$31,647
<b>Full or part-time</b>				
Full-time	63	23%	\$47,885	\$30,646
Part Time	22	44%	\$40,427	\$27,785
<b>Marital Status</b>				
Single/Divorced	31	39%	\$45,021	\$30,646
Married	34	9%	\$53,455	\$27,785
<b>Family with children</b> Not enough data				
Note: Dash (-) means there were no employees in this category. Less than 5 means there were not enough employees to report the data confidentially.				



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By tenure, most employees worked at ABC Company for one to three years (Table 4). Employees with less than one year of service face the lowest rates of financial hardship (20%). This can reflect the need to offer higher salaries to attract new hires.

Few employees have stayed with ABC Company for more than seven years. Those with more than 15 years of service, however, earn the highest median salary above the ALICE Threshold.

**Table 4. Characteristics of Company Employees by Tenure**

	Total	% Below ALICE Threshold	Median Salary for Employees <b>above</b> ALICE Threshold	Median Salary for Employees <b>below</b> ALICE Threshold
<b>Tenure</b>				
Less than 1 year	20	20%	\$62,320	\$31,648
1-3 years	45	28%	\$42,842	\$26,786
4-6 years	8	39%	\$45,112	\$29,786
7-14 years	38	27%	\$48,302	\$31,647
15+ years	21	27%	\$48,302	\$31,647

Note: Less than 5 means there were not enough employees to report the data confidentially.

By education, the largest group of employees earned undergraduate degrees, followed by a sizable group with only a high school diploma (Table 5). Employees with only a high school diploma face the highest likelihood of falling below the ALICE Threshold (40%). By contrast, those with a Master's or PhD have the lowest likelihood.

**Table 5. Education Characteristics of Company Employees**

	Total	% Below ALICE Threshold	Median Salary for Employees <b>above</b> ALICE Threshold	Median Salary for Employees <b>below</b> ALICE Threshold
<b>Education</b>				
HS Graduate	41	40%	\$42,842	\$24,786
Some College/Trade school	23	30%	\$45,112	\$26,541
Undergraduate	48	7%	\$49,783	\$27,639
Masters/PhD	11	-	\$52,469	\$29,482

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## Typical ALICE Jobs

Using the Equal Employment Opportunity Commission (EEOC) [job categories](#), Table 6 compares Median Hourly Wage and estimates percentage below the ALICE Threshold for the State Industry Sector. By comparing median wages, you can estimate the percentage below the ALICE Threshold.

Median Hourly Wages at ABC Company show higher rates for First/Mid-Level Officials, Managers, and Executive/Senior Level Officials and Managers. Administrative Support Workers and Service Workers earn lower median wages.

See below examples of specific job titles at ABC Company in each EEOC category.

Reviewing this list, consider that contractors, not only employees, may provide additional services. It might be worthwhile to review the roles and wages of these workers to understand if ALICE workers support the business in less obvious ways.

**Table 6. Employment and Wage Comparison of Top Occupations**

Top Occupations	State Industry Sector			Company	
	Total Employment	Median Hourly Wage	Percent Below ALICE Threshold	Total Employment	Median Hourly Wage
Administrative Support Workers	1,675	\$28.17	40%	44	\$17.83
First/Mid-Level Officials and Managers	5,073	\$51.44	9%	25	\$32.29
Executive/Senior Level Officials and Managers	3,597	\$90.14	-	8	\$49.29
Sales Workers	648	\$27.26	19%	46	\$19.20
Professionals	1,532	\$36.92	5%	20	\$22.29

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# EEOC Titles with Company Titles

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

- President/CEO
- Vice President
- VP Operations
- Chief Financial Officer

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

- Assistant VP Operations
- Executive Assistant
- Branch Manager
- Sales & Talent Development

## Professionals (21-0000)

- Programmer
- Trainer

## Administrative Support Workers (43-9XXX)

- Accountant
- Administrative Assistant
- Assistant Branch Manager
- Marketing Coordinator

(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



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