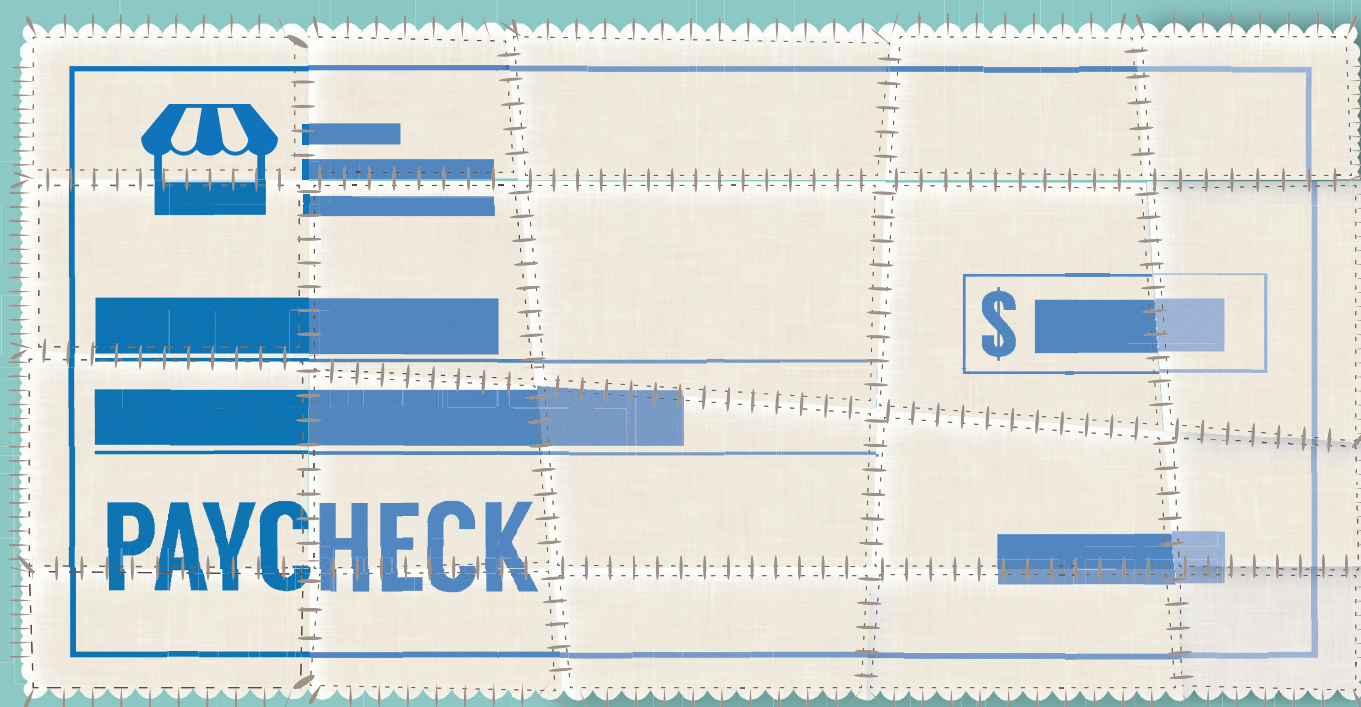


THE JOB GAP ECONOMIC PROSPERITY SERIES

# patchwork of PAYCHECKS

A Shortage Of Full-Time Living Wage Jobs Leaves Workers Scrambling To Make Ends Meet





The Alliance for a Just Society's mission is to execute regional and national campaigns and build strong state affiliate organizations and partnerships that address economic, racial, and social inequities. [www.allianceforajustsociety.org](http://www.allianceforajustsociety.org)



The Alliance's Job Gap Economic Prosperity series examines the ability of working families to move beyond living paycheck-to-paycheck in today's economy, seeking to understand both the barriers keeping families from achieving economic prosperity and what actions policymakers can take to help families and communities thrive. [www.thejobgap.org](http://www.thejobgap.org)



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# patchwork of PAYCHECKS

## EXECUTIVE SUMMARY

*Not all wages are living wages. In October of this year, we found that across the United States the hourly, full-time wage paid to many workers falls far short of the amount necessary to cover basic needs and save a small amount for emergencies. For workers paid low wages, even a full-time job is not enough, and they must either go without necessities or work multiple full-time jobs.*

Adequate wages are only one difficulty that workers face in an economy with a widespread shortage of living wage jobs. Workers across the country struggle to find full-time work at any wage, let alone a living-wage. Women, Latinos and Latinas, and workers of color are especially likely to end up in part-time work, often patching together multiple jobs to make ends meet. So, both wages and hours must be considered when discussing the adequacy of workers' earnings.

The Alliance for a Just Society has produced reports on jobs and wages since 1999, showing the wage needed to make ends meet and how many jobs are available at that living wage threshold.

The first report in this year's series, "Pay Up!", calculated a living wage in all 50 states and in Washington, D.C. and showed that a single adult worker must earn from \$14.26 an hour (Arkansas) to \$21.86 (Washington, D.C.) to make ends meet. This report calculates the availability of living-wage jobs nationally and in states across the country, and shows how difficult it is for job seekers to find such employment.

Nationwide, there are more than 17 million job seekers, including both the unemployed and those who are looking for a different or better job. However, there are only 5 million job openings total, paying any wage. Of these, only 2.7 million openings that pay at least \$15 per hour – the new wage floor already established in several cities to bring minimum wages closer to living wages. Across the country, six out of seven job seekers will be unable to find a job that pays at least \$15 per hour, and almost 13 million will be unable to find any job.

In every state and in Washington, D.C., the number of people looking for work exceeds the number of living wage jobs. In Alaska, Iowa, Nebraska, North Dakota, South Dakota, and Wyoming, there are three job seekers for each job opening that pays enough for a single adult to make ends meet. In California, Florida, Maryland, Michigan, New Mexico, Rhode Island, and South Carolina there are 10 job seekers for every living wage job opening. The ratio is even greater for job openings that pay enough for families with children to make ends meet.

Occupational projections show that this is a trend unlikely to change in the near future. Nationally, four of the top five fastest growing occupations – those occupations with the most job openings – pay less than \$15 per hour. This finding suggests that our economy is not growing in a way that is delivering returns to workers.

Additionally, the projected openings in the top five occupations for job seekers are less likely to be full-time. In all five of these leading occupations, including the relatively well-paid occupation category of Registered Nurses, workers are more likely to work part-time than are workers overall. In three of these leading occupations, workers are more likely to work part-time than full-time. Job-seekers face not only inadequate wages but also inadequate hours, making it even more difficult for them to make ends meet.

For part-time workers, a job that pays an hourly wage equal to the living wage would still not provide enough to make ends meet. If they are paid less than a living wage, it will take even more hours per week just

to make ends meet. Furthermore, because part-time workers are less likely to receive benefits such as employer-sponsored health insurance and may commute between multiple jobs, their actual cost of living could be even greater than those with full-time jobs.

Tools exist to help ensure that all workers can make ends meet. They include increasing the federal minimum wage to at least \$15 per hour; ensuring that state and federal subsidies go to businesses that produce full-time living wage jobs; strengthening the safety net; improving regulation of scheduling practices; and supporting workers' ability to organize and collectively bargain for higher wages, full-time work, and benefits.

Such measures are needed to ensure that workers are properly compensated for their participation in the economy, while preserving their ability to lead lives outside work. These protections will contribute not only to workers' economic security, but also to the well-being of their families and communities.



# INTRODUCTION

*There exists a popular myth in this country that with hard work anyone should be able to get ahead – and, at the very least, that a full-time job should ensure that workers are able to make ends meet. Unfortunately, for millions of workers living-wage work is out of reach – especially for women, Latinos and Latinas,<sup>1</sup> and workers of color who are more likely to work part-time.*

The Alliance for a Just Society has been releasing reports on available living wage jobs since 1999. This year, the report calculates how many job seekers there are nationally for each job opening that pays at least \$15 across the country. The national living wage for a single adult is actually \$16.87 per hour, based on the weighted average of living wages across the country. However, a \$15 wage is used in our national analysis in part because, in most states, a wage of at least \$15 per hour is necessary for a single adult to make ends meet. Additionally, a \$15 wage floor has been established by cities across the country seeking to raise that floor from current state and federal minimums, which are widely recognized as being grossly inadequate.

Because there is variation in living wages between states, which for a single adult range from \$14.26 (Arkansas) to in \$21.86 (Washington, D.C.), the ratio of job seekers to living wage job openings is also calculated in all 50 states and in Washington, D.C. based on each state's living wage for a single adult.

Throughout the country, more people are looking for work than there are jobs available. The shortfall in

jobs is even greater when living wages are taken into account. In no state are there enough job openings to allow everyone looking for work to find a job, and nowhere are there fewer than three job seekers for every job opening that allows a single adult to make ends meet.

Nationally, for jobs that pay at least \$15 per hour, there are seven job seekers for every job opening.

As the Alliance has previously discussed,<sup>1</sup> the shortage of living-wage jobs is due in part to the fact that the fastest-growing occupations tend to pay low wages, with four of the top five of these occupations paying less than \$15 per hour. However, all of these occupations – including Registered Nurses, which pays over \$15 per hour – are more likely to be part-time than are occupations overall, making it even harder for these workers to make ends meet.

So, while the median wage for retail salespeople and restaurant servers – two other leading occupations – requires more than one full-time job to make ends meet,<sup>2</sup> the prevalence of part-time work in these

occupations means that servers and retail salespeople might have to work three or four different jobs to get in enough hours to support themselves.

Part-time work and low wages especially impact women, Latinos and Latinas, and people of color. As the Alliance reported last year, only 52 percent of full-time workers of color earn \$15 per hour or more,

including 51 percent of black workers and 50 percent of Native American workers.<sup>3</sup> Additionally, only 42 percent of full-time Latino and Latina workers and only 57 percent of female workers earn at least \$15 per hour.<sup>4</sup> However, women, Latinas and Latinos, and workers of color are also more likely to work part-time in most states and nationally, making it even more difficult for them to make ends meet.

## WHAT IS A LIVING WAGE?

*A living wage is one that allows families to meet their basic needs, without public assistance, and that provides them some ability to deal with emergencies and plan ahead. It is not a poverty or survival wage.*

*In this report, living wages are calculated on the basis of family budgets for several household types. Family budgets include basic necessities, such as food, housing, utilities, transportation, health care, child care, clothing and other personal items, savings, and state and federal taxes. This assumes full-time work on a year-round basis.*

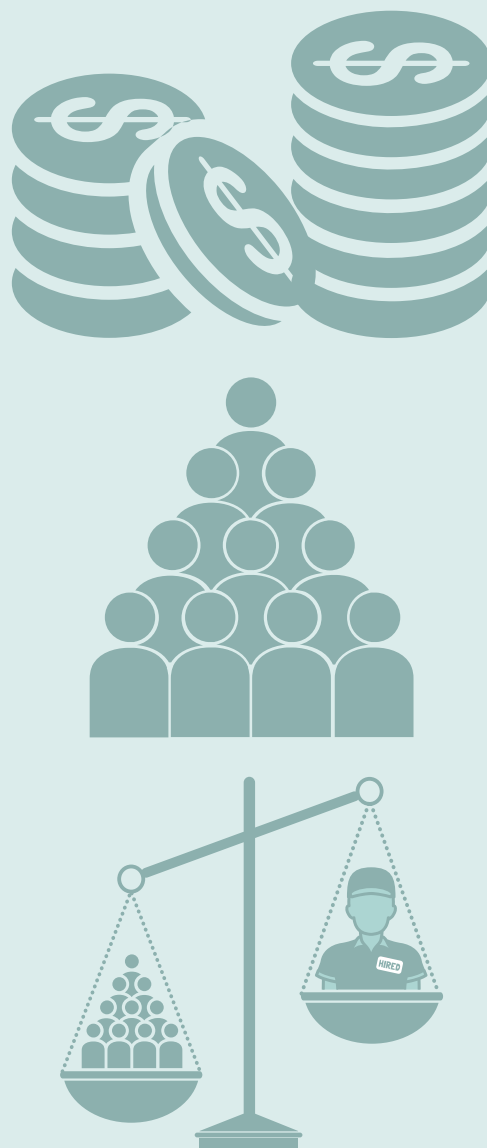
## WHO ARE JOB SEEKERS?

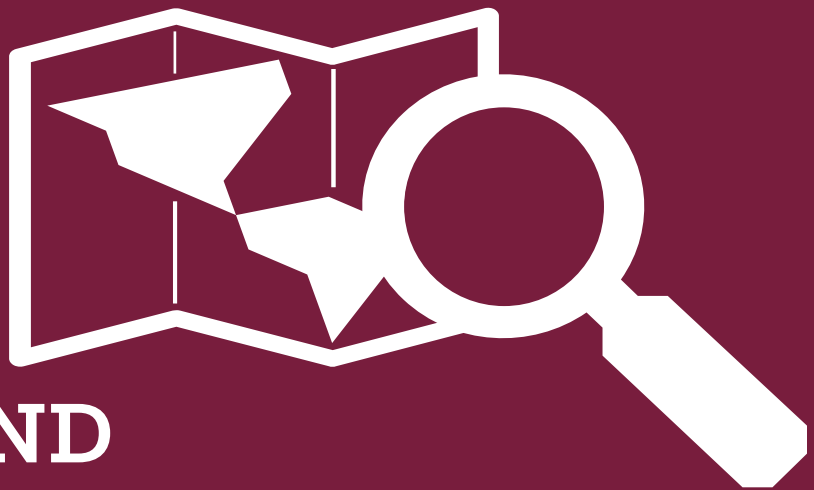
*Job seekers in this report include not only those in the official unemployment estimate, but those who are underemployed (involuntary part-time workers), workers marginally attached to the labor force, and discouraged workers who would want a job if one was available.*

## WHAT IS THE JOB GAP RATIO?

*The Job Gap Ratio is the proportion of job-seekers to projected job openings that pay wages at various levels.*

***For more information, see the Technical Notes section of this report.***





# BACKGROUND

*As the Alliance has discussed in previous reports in this series, the occupations with the most job openings are part-time, representing a shift toward low-wage work.<sup>5</sup> While low-wage jobs already represented a significant share of job openings before the Great Recession of 2008,<sup>6</sup> in the years since then much of the job growth and recovery has been in low-wage service sector occupations.<sup>7</sup>*

Along with low-wage service industry growth, the incidence of part-time work has also increased. In 2006 and 2007, part-time workers made up 17 percent of all workers.<sup>8</sup> In the years since, part-time workers have made up 19-20 percent of all workers. More importantly, though, the share of involuntary part-time workers (also referred to as those working part-time for economic reasons) has increased

substantially. While involuntary part-time workers made up only 11 percent of all part-time workers before the Great Recession, since then they have consistently made up more than 20 percent of all part-time workers.

As Christine Owens of the National Employment Law Project noted in 2014, “During a recession, it’s normal for employers to cut costs by cutting hours.”<sup>9</sup>

TABLE 1

## PART-TIME WORKERS 2006-2014

YEAR	TOTAL WORKFORCE	FULL-TIME WORKFORCE	PART-TIME WORKFORCE	PART-TIME ECONOMIC REASONS	PART-TIME AS % OF ALL WORKERS	PART-TIME ECONOMIC REASONS AS % OF PART-TIME WORKERS
2006	144,427,000	119,688,000	24,739,000	2,774,000	17%	11%
2007	146,047,000	121,091,000	24,956,000	2,851,000	17%	11%
2008	145,362,000	120,030,000	25,332,000	3,814,000	17%	15%
2009	139,878,000	112,634,000	27,244,000	6,353,000	19%	23%
2010	139,064,000	111,714,000	27,350,000	6,965,000	20%	25%
2011	139,869,000	112,556,000	27,313,000	6,872,000	20%	25%
2012	142,470,000	114,809,000	27,661,000	6,626,000	19%	24%
2013	143,929,000	116,314,000	27,615,000	6,479,000	19%	23%
2014	146,305,000	118,718,000	27,587,000	5,904,000	19%	21%

Source: Bureau of Labor Statistics

However, rather than returning to pre-recession norms, many employers have let part-time work become business as usual.

In addition to fewer hours, part-time work also includes a number of other obstacles to making ends meet. For example, unpredictable and/or on-call scheduling are more common for part-time workers than for workers overall,<sup>10</sup> and can make it nearly impossible to work more than one part-time job.

Additionally, the practice of having the same worker close up one night and open the next morning, or “clopening” continues,<sup>11</sup> though a growing backlash against the practice has already spurred some businesses to abandon the practice.<sup>12</sup> Even if individual employers abandon the practice, though, workers with multiple jobs can still find themselves closing up at one job and opening at another.

Part-time workers also are subject to high rates of wage theft, including being forced to work during unpaid breaks<sup>13</sup> or being asked to clock out before finishing their work.<sup>14</sup>

Finally, part-time workers are less likely than other workers to have employer-sponsored health insurance, paid time off, and other work supports and benefits,<sup>15</sup> and may have to spend more time commuting between jobs.<sup>16</sup> This means that the true cost of living for these workers may actually be even greater than for full-time workers.

The shift to low-wage work, then, not only means lower wages. For many workers, it means fewer hours at lower wages, unpredictable schedules, wage theft, and a lack of work supports that make it impossible to ever get ahead.



# NATIONAL FINDINGS

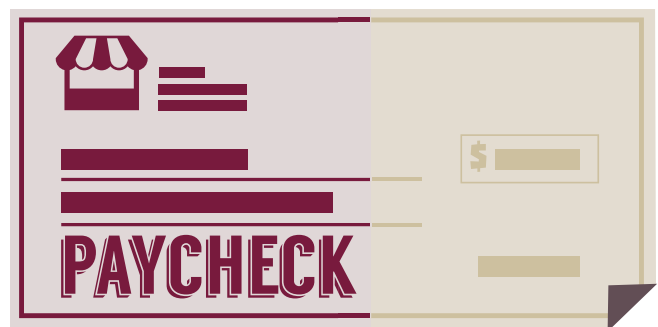
*The previous report in this series calculated a living wage for a single adult in all 50 states and in Washington, D.C. However, that living wage assumes full-time work on a year-round basis.*

For many job seekers, finding a job that meets those requirements is impossible. There are not enough living wage jobs to go around, and the occupations with the most jobs available are more likely to include part-time work. For women, Latinos and Latinas, and people of color – who are less likely to be paid a living wage or, in most places, less likely to get a full-time job – making ends meet can be impossible.

## THERE ARE NOT ENOUGH LIVING WAGE JOBS TO GO AROUND

In 2014, there were 17.7 million job seekers and only about 5 million job openings, leaving almost 13 million job seekers completely excluded from employment. Of those 5 million job openings, though, nearly half paid less than \$15 per hour, leaving only 2.7 million that paid \$15 or more per hour. That leaves a Job Gap Ratio of seven job seekers for every job opening that pays at least \$15 per hour.

While the numbers vary across the country, in no state are there enough jobs to go around. In fact, in 34 states,



**% of Openings Greater  
than \$15 per Hour**  
**54%**

TABLE 2

## LIVING WAGES, JOB OPENINGS, AND JOB SEEKERS BY STATE

GEOGRAPHY	SINGLE ADULT LIVING WAGE	TOTAL JOB SEEKERS	TOTAL OPENINGS	% OF OPENINGS GREATER THAN LIVING WAGE	JOB GAP RATIO
Alabama	\$15.13	141,000	70,840	48.4%	4:1
Alaska	\$17.20	22,000	12,620	53.4%	3:1
Arizona	\$16.19	315,000	118,710	46.6%	6:1
Arkansas	\$14.26	112,000	42,940	46.3%	6:1
California	\$19.39	2,711,000	616,920	42.3%	10:1
Colorado	\$16.25	298,000	109,400	55.4%	5:1
Connecticut	\$19.03	215,000	57,020	50.4%	7:1
Delaware	\$17.86	55,000	13,480	45.0%	9:1
District of Columbia	\$21.86	61,000	21,390	60.7%	5:1
Florida	\$17.11	1,267,000	331,510	38.1%	10:1
Georgia	\$16.27	520,000	162,780	45.0%	7:1
Hawaii	\$21.44	61,000	21,800	33.9%	8:1
Idaho	\$14.51	64,000	25,750	45.7%	5:1
Illinois	\$16.93	780,000	195,330	48.0%	8:1
Indiana	\$15.13	340,000	98,880	45.9%	7:1
Iowa	\$14.69	102,000	61,440	53.0%	3:1
Kansas	\$14.97	168,000	49,910	47.8%	7:1
Kentucky	\$14.62	317,000	67,590	51.5%	9:1
Louisiana	\$15.64	135,000	74,660	49.0%	4:1
Maine	\$15.77	67,000	17,290	44.9%	9:1
Maryland	\$20.27	352,000	81,910	44.5%	10:1
Massachusetts	\$19.61	327,000	117,470	51.2%	5:1
Michigan	\$15.30	694,000	137,990	49.5%	10:1
Minnesota	\$16.06	306,000	89,100	52.6%	7:1
Mississippi	\$14.96	113,000	35,590	40.1%	8:1
Missouri	\$14.95	232,000	91,020	48.4%	5:1
Montana	\$14.36	54,000	16,820	50.6%	6:1
Nebraska	\$14.60	60,000	35,470	51.5%	3:1
Nevada	\$16.87	175,000	45,240	41.2%	9:1
New Hampshire	\$17.23	80,000	22,140	45.3%	8:1
New Jersey	\$19.76	517,000	129,490	45.6%	9:1
New Mexico	\$15.19	130,000	29,260	43.4%	10:1
New York	\$19.90	968,000	323,120	42.3%	7:1
North Carolina	\$15.50	624,000	155,530	47.1%	9:1

TABLE 2

## LIVING WAGES, JOB OPENINGS, AND JOB SEEKERS BY STATE

GEOGRAPHY	SINGLE ADULT LIVING WAGE	TOTAL JOB SEEKERS	TOTAL OPENINGS	% OF OPENINGS GREATER THAN LIVING WAGE	JOB GAP RATIO
North Dakota	\$14.61	23,000	16,320	55.2%	3:1
Ohio	\$14.50	507,000	172,620	52.7%	6:1
Oklahoma	\$14.52	128,000	58,840	50.4%	4:1
Oregon	\$15.99	235,000	64,170	51.5%	7:1
Pennsylvania	\$16.41	723,000	190,580	47.5%	8:1
Rhode Island	\$16.84	74,000	15,820	48.1%	10:1
South Carolina	\$15.45	287,000	69,660	43.0%	10:1
South Dakota	\$14.32	18,000	13,600	41.9%	3:1
Tennessee	\$14.79	331,000	98,540	49.1%	7:1
Texas	\$15.75	1,232,000	518,200	48.1%	5:1
Utah	\$15.50	120,000	61,250	49.6%	4:1
Vermont	\$17.14	26,000	10,110	49.3%	5:1
Virginia	\$18.70	499,000	144,110	43.9%	8:1
Washington	\$15.95	386,000	139,770	58.4%	5:1
West Virginia	\$14.44	93,000	23,180	43.1%	9:1
Wisconsin	\$15.17	303,000	92,960	50.3%	6:1
Wyoming	\$14.71	19,000	10,370	58.8%	3:1

job openings that allow a single adult to make ends meet account for less than half of all openings in the state.

Further, nowhere are there fewer than three job seekers for every living wage job, leaving at least two-thirds of job seekers in every state unable to get a living wage job.

### **JOBS WITH THE MOST OPENINGS ARE LOW-WAGE AND MORE LIKELY TO BE PART-TIME**

A national analysis of the top five occupations with the most projected job openings finds that four out of five have a median wage of less than \$15 per hour. While nationally about 26 percent of workers report working less than 40 hours per week, all five of the fastest growing occupations have a greater proportion of part-time workers than in occupations overall. Additionally, women, Latinos, Latinas, and workers of color are overrepresented in these low-wage, often part-time occupations.<sup>17</sup>

The occupation category with the most projected job openings, Retail Salespersons, pays a median wage of only \$10.29 per hour. While this is significantly greater than the federal minimum wage of \$7.25 per hour, it still falls well short of what a single adult needs to make ends meet.<sup>18</sup> Additionally, 47 percent of retail workers reported working less than 40 hours per week. If the same proportion holds true for job openings, that means that about 92,000 of the more than 195,000 openings for retail salespersons are part-time.

Combined Food Preparation and Serving Workers, Including Fast Food Workers is the occupation category with the second most projected openings, but the lowest paying occupation overall at \$8.85 per hour. Fast food workers in particular are much more likely to work part-time than full-time, with 64 percent of fast food workers reporting working less than 40 hours per week. If the same proportion holds true for job openings, this means

TABLE 3

## MEDIAN WAGE AND PART-TIME vs FULL-TIME WORK FOR OCCUPATIONS WITH THE MOST PROJECTED OPENINGS

OCCUPATION	NUMBER OF OPENINGS	MEDIAN WAGE	PERCENT PART-TIME	PERCENT FULL-TIME
Retail Salespersons	195,570	\$10.29	47%	53%
Combined Food Preparation and Serving Workers, Including Fast Food	155,570	\$8.85	64%	36%
Cashiers	153,000	\$9.16	64%	36%
Waiters and Waitresses	126,830	\$9.01	67%	33%
Registered Nurses	105,260	\$32.04	39%	61%
All Occupations			26%	74%

that about 100,000 of the nearly 156,000 openings for fast food workers are part-time.

Cashiers, the occupation category with the third most projected openings, pays \$9.16 per hour. But, like fast food workers, cashiers are much more likely to work part-time than are workers overall, with 64 percent of cashiers reporting part-time work. If the same proportion holds true for job openings, about 98,000 of the 153,000 openings for cashiers are part-time.

The category Waiters and Waitresses has the fourth most openings and has a median wage of \$9.01 per hour. However, as mentioned in the previous report in this series, many waiters and waitresses are paid an even lower tipped minimum wage, so some of these servers make significantly less than that median wage.<sup>19</sup> Additionally, waiters and waitresses are the most likely of the occupations with most openings to report part-time work, with 67 percent reporting that they worked fewer than 40 hours per week. This means that about 85,000 of the nearly 127,000 openings for waiters and waitresses are part-time, if that proportion holds true for job openings in this occupation.

Finally, while the occupation with the fifth most openings, Registered Nurses, has a median wage significantly higher than \$15 per hour at \$32.04, workers in this occupation also report a higher rate of part-time work than do workers overall. Thirty-nine percent of registered nurses

reported working fewer than 40 hours per week. If that rate holds true for job openings, almost 42,000 of the more than 105,000 job openings for registered nurses are also part-time.

### UNEQUAL HOURS

Full-time work is not equitably distributed by race, ethnicity, or gender; instead, women, Latinos, Latinas, and workers of color are more likely to report working part-time than are workers overall, with a bigger discrepancy in gender than in race or ethnicity.

### NOTE ON ANALYSIS OF GENDER, ETHNICITY, AND RACE

*At both the national and state level, this report includes an analysis of part-time work by gender, ethnicity, and race. All data is from the 2014 Current Population Survey Annual Social and Economic Supplement. Gender is based on the category Sex. Ethnicity is based on a recode of the category Hispanic Origin. Race is based on a recode of the category Race.*

*Due to sample size limitations, each race other than White Alone includes any respondents who included that race in their response. This includes those who noted that they are only of one race and those who noted multiple races.*

*Additional information is available in the Technical Notes section of this report.*

TABLE 4

## NATIONAL PERCENT OF PART-TIME AND FULL-TIME WORKERS BY RACE, ETHNICITY, AND GENDER

RACE/ETHNICITY	GENDER	PERCENT PT	PERCENT FT
<b>All Workers</b>			
Total		25.7%	74.3%
	Female	35.2%	64.8%
	Male	17.1%	82.9%
<b>Race</b>			
Black (Alone or in Combination)		28.6%	71.4%
	Female	33.2%	66.8%
	Male	23.1%	76.9%
Asian (Alone or in Combination)		29.5%	70.5%
	Female	34.4%	65.6%
	Male	25.5%	74.5%
Native (Alone or in Combination)		30.4%	69.6%
	Female	36.2%	63.8%
	Male	25.6%	74.4%
White Alone		25.3%	74.7%
	Female	35.8%	64.2%
	Male	16.1%	83.9%
People of Color		27.2%	72.8%
	Female	32.9%	67.1%
	Male	21.1%	78.9%
<b>Ethnicity</b>			
Latinas and Latinos		27.7%	72.3%
	Female	37.4%	62.6%
	Male	20.5%	79.5%

While nationally about 26 percent of all workers reported working fewer than 40 hours per week, a slightly smaller percentage of white workers (25 percent) and a slightly higher percentage of all workers of color (27 percent) reported working part-time. Additionally, about 28 percent of black workers reported working fewer than 40 hours per week, as did 30 percent of Asian/Hawaiian/Pacific Islander workers<sup>20</sup> and 30 percent of Native American workers. Similarly, about 28 percent of Latina and Latino workers reported working part-time.

Women were much more likely to report working part-time than were men. While only 17 percent of men reported working fewer than 40 hours per week,

35 percent of women reported part-time hours. For Latinas and women of color, this disparity also held true, though all Latinos and men of color were also more likely to work part-time than were workers overall. For example, while only 25.6 percent of Native American men reported working part-time, more than 36 percent of Native American women reported the same. For Latinas, the disparity was even greater, with 37.4 percent of Latinas reporting part-time work compared to just 21 percent of Latinos.



# STATE FINDINGS

*This report provides a more detailed look at the availability of living wage jobs and which workers report working part-time in 16 states and in Washington, D.C. Additionally, stories from workers juggling multiple jobs to make ends meet illustrate the struggles that workers face when they cannot find full-time work that pays a living wage.*

## CALIFORNIA



**Job Gap Ratio**

# 10:1

There are not enough jobs to go around in California. There are 2.7 million job seekers, but only about 617,000 total job openings. Of those, only 42 percent pay a living wage for a single adult and only 15 percent pay enough for a single adult with two children to make ends meet. This means there are 10 job seekers for every job opening that pays a living wage for a single adult and 30 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in California are more likely to work part-time than are workers overall. While nearly 27 percent of all workers reported working part-time, 37 percent of Native American workers, 29 percent of Latinas and Latinos and 35 percent of female workers reported working fewer than 40 hours per week.



## Single Adult Hourly Living Wage



**%** of Openings Greater  
than Living Wage

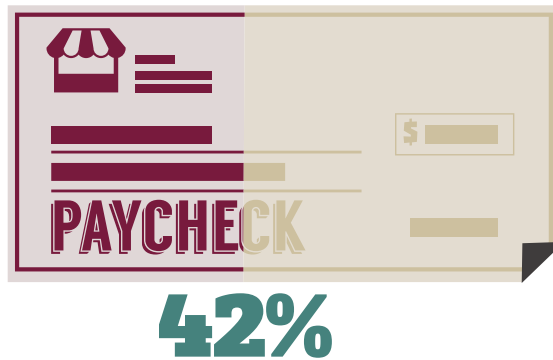


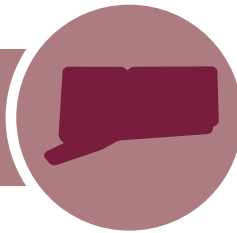
TABLE 5

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN CALIFORNIA BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	26.6%	73.4%
<b>Race</b>		
Black (Alone or in Combination)	30.4%	69.6%
Asian (Alone or in Combination)	37.2%	62.8%
Native (Alone or in Combination)	26.4%	73.6%
White Alone	26.9%	73.1%
People of Color	27.2%	72.8%
<b>Ethnicity</b>		
Latinas and Latinos	28.6%	71.4%
<b>Gender</b>		
Female	34.9%	65.1%
Male	19.4%	80.6%

TABLE 6: Job Gap Ratio and Availability of Jobs in CALIFORNIA	Total Job Seekers:	2,711,000	Total Job Openings:	616,920	
	Household 1: Single adult	Household 2: Single adult with a school-age child (age 6-8yrs)	Household 3: Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$19.39	\$28.55	\$39.59	\$35.01	\$24.26
Job Openings at Living Wage	260,770	168,650	90,320	112,170	213,570
Percent of Job Openings that Pay a Living Wage	42%	27%	15%	18%	35%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	10:1	16:1	30:1	24:1	13:1

# CONNECTICUT

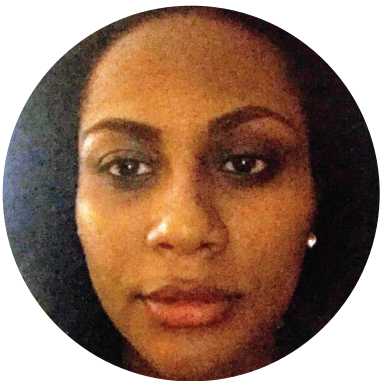


Job Gap Ratio

7:1

There are not enough jobs to go around in Connecticut. There are 215,000 job seekers, but only about 57,000 total job openings. Of those, only 50 percent pay a living wage for a single adult and only 12 percent pay enough for a single adult with two children to make ends meet. This means there are seven job seekers for every job opening that pays a living wage for a single adult and 31 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in Connecticut are more likely to work part-time than are workers overall. While just over 27 percent of all workers reported working part-time, 35 percent of black workers and 39 percent of female workers reported working fewer than 40 hours per week.



*I am going back and forth working in the fast food industry and in home care work.*

## WUBHAREG BORU | EAST HARTFORD, CT

I am Ethiopian and I came to Connecticut in 2008. I was 19 years old when I came to this country and wanted to continue my education, but I could not afford it. I got free Certified Nursing Assistant training through Job Corps that helped me get work.

My first job in Connecticut was with a home care agency. My client needed assistance with daily activities such as bathing or going to the doctor. I was paid \$11 per hour, but I didn't have a set work schedule. I could not make ends meet with one

client. As a result, I got a second job at Dunkin' Donuts. At Dunkin' Donuts I worked 32 to 38 hours a week making \$8.25 per hour.

I worked two jobs and tried to keep up with the demands of both. This was very difficult because public transportation did not run 24 hours. I found myself short on money for my bills every month. I worked my home care job and the Dunkin' Donuts job for a couple of years. Because of the low wages, I could not pay my bills and I was forced to choose to leave my family here and see if I could do better in another state.

I moved to Tennessee. In Tennessee, I was working as a home care worker making \$8 and a warehouse operator making \$10 an hour for a 40-hour week. Again, I found myself struggling to make ends meet, but this time I had a child to feed. This forced me to move back to Connecticut because I needed a support system to help me raise my child.

My situation still has not improved. I am going back in forth working in the fast food industry and in

home care work. I am struggling to keep up with the demands of a five-year-old. Since my work schedule is busy, I cannot take my child to after school programs or help him with his homework.

What is frustrating is there are solutions to these issues.

Last year, I had an opportunity to testify in support of a bill that would require large low-wage employers like the one I work for to either pay \$15 an hour or pay a penalty to help fund homecare services for the elderly and disabled. If this bill is passed, it would serve three important purposes: help struggling fast food workers, improve funding for home care services, and maybe also provide the revenue to help me make a living wage.

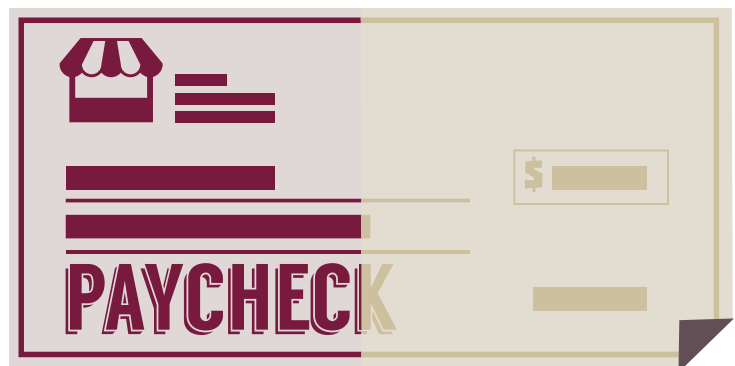
I deserve wages that will allow me to progress, have a career, and to do the work I love without having to rely on others.

### Single Adult Hourly Living Wage



**\$19.03**

### **%** of Openings Greater than Living Wage



**50%**

TABLE 7

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN CONNECTICUT BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	27.4%	72.6%
<b>Race</b>		
Black (Alone or in Combination)	35.1%	64.9%
Asian (Alone or in Combination)	27.0%	73.0%
Native (Alone or in Combination)	29.3%	70.7%
White Alone	26.9%	73.1%
People of Color	27.2%	72.8%
<b>Ethnicity</b>		
Latinas and Latinos	31.0%	69.0%
<b>Gender</b>		
Female	39.1%	60.9%
Male	15.9%	84.1%

TABLE 8: Job Gap Ratio and Availability of Jobs in CONNECTICUT	Total Job Seekers:	215,000	Total Job Openings:	57,020	
	Household 1: Single adult	Household 2: Single adult with a school-age child (age 6-8yrs)	Household 3: Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$19.03	\$28.99	\$40.89	\$35.28	\$25.11
Job Openings at Living Wage	28,740	17,370	6,870	10,880	21,510
Percent of Job Openings that Pay a Living Wage	50%	30%	12%	19%	38%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	7:1	12:1	31:1	20:1	10:1

# DISTRICT OF COLUMBIA



Job Gap Ratio

**5:1**

There are not enough jobs to go around in Washington, D.C. There are 61,000 job seekers, but only about 21,000 total job openings. Of those, 61 percent pay a living wage for a single adult and only 24 percent pay enough for a single adult with two children to make ends meet. This means there are five job seekers for every job opening that pays a living wage for a single adult and 12 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in Washington, D.C. are more likely to work part-time than are workers overall. While just nearly 17 percent of all workers reported working part-time, 25 percent of black workers, 19 percent of Latina and Latino workers, and 19 percent of female workers reported working fewer than 40 hours per week.

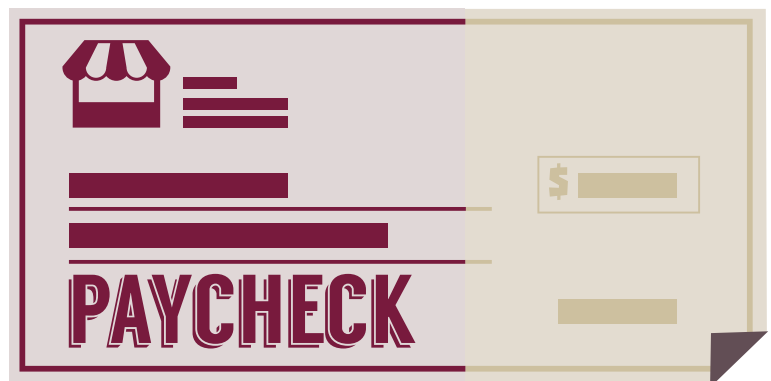


## Single Adult Hourly Living Wage



**\$21.86**

## % of Openings Greater than Living Wage



**61%**

TABLE 9

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN WASHINGTON, DC BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	16.5%	83.5%
<b>Race</b>		
Black (Alone or in Combination)	24.8%	75.2%
Asian (Alone or in Combination)	10.8%	89.2%
Native (Alone or in Combination)	24.0%	76.0%
White Alone	26.9%	73.1%
People of Color	27.2%	72.8%
<b>Ethnicity</b>		
Latinas and Latinos	18.9%	81.1%
<b>Gender</b>		
Female	18.6%	81.4%
Male	14.3%	85.7%

TABLE 10: Job Gap Ratio and Availability of Jobs in WASHINGTON,DC	Total Job Seekers:	61,000	Total Job Openings:	21,390	
	Household 1: Single adult	Household 2: Single adult with a school-age child (age 6-8yrs)	Household 3: Single adult with a toddler (12-24 months) and a school- age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$21.86	\$32.31	\$44.17	\$38.39	\$26.96
Job Openings at Living Wage	12,990	9,890	5,180	7,790	11,330
Percent of Job Openings that Pay a Living Wage	61%	46%	24%	36%	53%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	5:1	6:1	12:1	8:1	5:1

# FLORIDA



Job Gap Ratio  
**10:1**

There are not enough jobs to go around in Florida. There are about 1.3 million job seekers, but only about 332,000 total job openings. Of those, only 38 percent pay a living wage for a single adult and only 10 percent pay enough for a single adult with two children to make ends meet. This means there are 10 job seekers for every job opening that pays a living wage for a single adult and 39 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in Florida are somewhat more likely to work part-time than are workers overall. While nearly 24 percent of all workers reported working part-time, 26 percent of black workers and 29 percent of female workers reported working fewer than 40 hours per week.

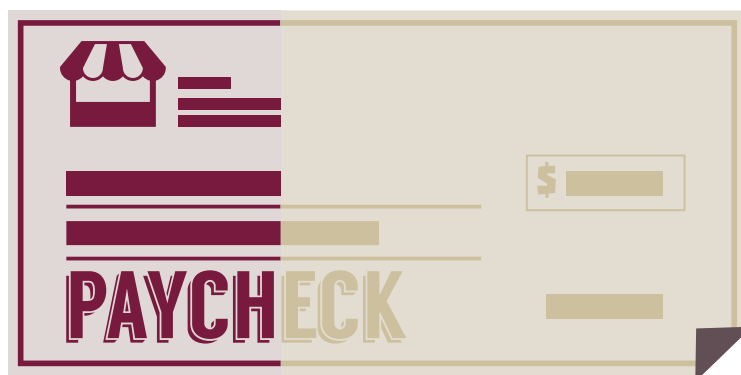


## Single Adult Hourly Living Wage



**\$17.11**

## % of Openings Greater than Living Wage



**38%**

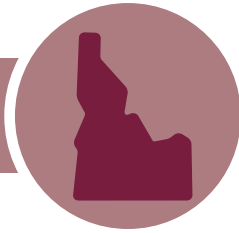
TABLE 11

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN FLORIDA BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	23.8%	76.2%
<b>Race</b>		
Black (Alone or in Combination)	26.1%	73.9%
Asian (Alone or in Combination)	23.4%	76.6%
Native (Alone or in Combination)	25.0%	75.0%
White Alone	26.9%	73.1%
People of Color	27.2%	72.8%
<b>Ethnicity</b>		
Latinas and Latinos	21.9%	78.1%
<b>Gender</b>		
Female	29.2%	70.8%
Male	18.8%	81.2%

TABLE 12: Job Gap Ratio and Availability of Jobs in FLORIDA	Total Job Seekers:	1,267,000	Total Job Openings:	331,510	
	Household 1: Single adult	Household 2: Single adult with a school- age child (age 6-8yrs)	Household 3: Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$17.11	\$24.18	\$30.65	\$32.60	\$20.30
Job Openings at Living Wage	126,420	67,570	32,600	26,840	98,380
Percent of Job Openings that Pay a Living Wage	38%	20%	10%	8%	30%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	10:1	19:1	39:1	47:1	13:1

# IDAHO



Job Gap Ratio

5:1

There are not enough jobs to go around in Idaho. There are 64,000 job seekers, but only about 26,000 total job openings. Of those, only 46 percent pay a living wage for a single adult and only 15 percent pay enough for a single adult with two children to make ends meet. This means there are five job seekers for every job opening that pays a living wage for a single adult and 17 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in Idaho are more likely to work part-time than are workers overall. While nearly 28 percent of all workers reported working part-time, 33 percent of Latina and Latino workers and 41 percent of female workers reported working fewer than 40 hours per week.



*Many workers have good jobs and still need help. I am working, my job pays \$17 an hour – it just doesn't provide enough hours.*

## ABBY WEST | LAPWAI.ID

I am a 24-year-old single mom with three children, a 3-year-old and twins who are almost 14 months. I have lived in Idaho all my life. I work part time

as a Community Support Specialist and I make \$17 an hour. Unfortunately, my job only offers me 13.5 hours a week. I receive no benefits and am unable

to purchase a subsidized health plan through the state exchange.

Yesterday, I interviewed for another job at an optical shop as a receptionist. That job would not pay as much per hour, but I could work nearly 40 hours a week there. That would help out a lot. Right now my rent is \$595 and my utilities are about \$50. I also have a phone and that is \$70. I pay about \$120 each month for transportation. The kids receive Medicaid and we also get SNAP benefits that total \$620.

I also have some student loans, but they are not due yet, so I am holding my breath that I get this job. I did take out a small loan at my credit union to consolidate three medical bills into one \$100 per month payment.

I do not receive child support, which makes everything harder for me right now. It's even

harder because one of my twins has health issues that will require long-term care, and specialists that are over in the Seattle area. That means soon I will be driving over there for my daughter to get the care she needs. It will be expensive and I am planning now for the visit.

I come from an LDS family with a lot of support. My mom and siblings help with childcare so I don't have to pay for it, and my mom also covers the cost of my rent. With hand-me-downs, we don't have a large expense for clothes right now, but my kids are outgrowing my sister's children and pretty soon I will have to start buying them clothes.

Many workers have good jobs and still need help. I am working, my job pays \$17 an hour, it just doesn't provide enough hours.

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### Single Adult Hourly Living Wage



**\$14.51**

### 0% of Openings Greater than Living Wage



**46%**

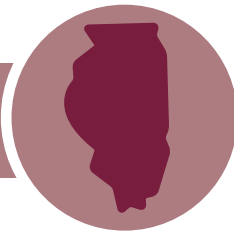
TABLE 13

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN IDAHO BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	27.6%	72.4%
<b>Ethnicity</b>		
Latinas and Latinos	33.0%	67.0%
<b>Gender</b>		
Female	41.0%	59.0%
Male	16.1%	83.9%

<b>TABLE 14:</b> Job Gap Ratio and Availability of Jobs in IDAHO	<b>Total Job Seekers:</b>	64,000	<b>Total Job Openings:</b>	25,750	
	<b>Household 1:</b> Single adult	<b>Household 2:</b> Single adult with a school-age child (age 6-8yrs)	<b>Household 3:</b> Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	<b>Household 4:</b> Two adults (one of whom is working) with a toddler and a school-age child	<b>Household 5:</b> Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$14.51	\$20.09	\$25.56	\$28.25	\$17.85
Job Openings at Living Wage	11,780	6,680	3,860	3,370	8,140
Percent of Job Openings that Pay a Living Wage	46%	26%	15%	13%	32%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	5:1	10:1	17:1	19:1	8:1

# ILLINOIS



Job Gap Ratio

# 8:1

There are not enough jobs to go around in Illinois. There are 780,000 job seekers, but only about 195,000 total job openings. Of those, only 48 percent pay a living wage for a single adult and only 15 percent pay enough for a single adult with two children to make ends meet. This means there are eight job seekers for every job opening that pays a living wage for a single adult and 27 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in Illinois are more likely to work part-time than are workers overall. While nearly 28 percent of all workers reported working part-time, 33 percent of black workers and 38 percent of female workers reported working fewer than 40 hours per week.

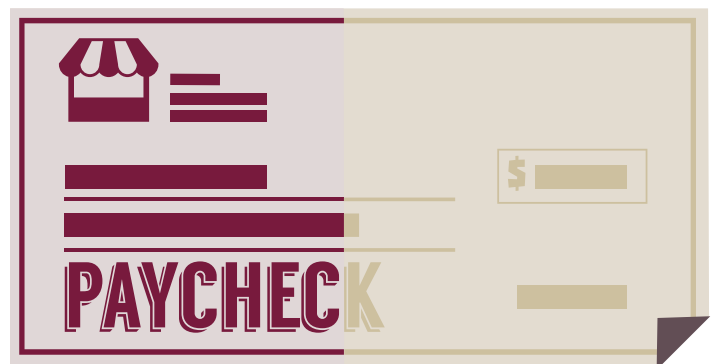


**Single Adult  
Hourly Living Wage**



## \$16.93

**% of Openings Greater  
than Living Wage**



## 48%

TABLE 15

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN ILLINOIS BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	27.9%	72.1%
<b>Race</b>		
Black (Alone or in Combination)	33.1%	66.9%
Asian (Alone or in Combination)	27.1%	72.9%
Native (Alone or in Combination)	31.3%	68.7%
White Alone	26.9%	73.1%
People of Color	27.2%	72.8%
<b>Ethnicity</b>		
Latinas and Latinos	26.8%	73.2%
<b>Gender</b>		
Female	38.3%	61.7%
Male	18.0%	82.0%

<b>TABLE 16:</b> Job Gap Ratio and Availability of Jobs in ILLINOIS	<b>Total Job Seekers:</b>	780,000	<b>Total Job Openings:</b>	195,330	
	<b>Household 1:</b> Single adult	<b>Household 2:</b> Single adult with a school-age child (age 6-8yrs)	<b>Household 3:</b> Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	<b>Household 4:</b> Two adults (one of whom is working) with a toddler and a school-age child	<b>Household 5:</b> Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$16.93	\$25.48	\$34.14	\$31.81	\$22.16
Job Openings at Living Wage	93,750	59,770	28,410	33,430	72,210
Percent of Job Openings that Pay a Living Wage	48%	31%	15%	17%	37%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	8:1	13:1	27:1	23:1	11:1

# LOUISIANA



Job Gap Ratio

**4:1**

There are not enough jobs to go around in Louisiana. There are 135,000 job seekers, but only about 75,000 total job openings. Of those, only 49 percent pay a living wage for a single adult and only 14 percent pay enough for a single adult with two children to make ends meet. This means there are four job seekers for every job opening that pays a living wage for a single adult and 13 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in Louisiana are more likely to work part-time than are workers overall. While 23 percent of all workers reported working part-time, 29 percent of black workers and 36 percent of female workers reported working fewer than 40 hours per week.



**Single Adult  
Hourly Living Wage**



**\$15.64**

**% of Openings Greater  
than Living Wage**



**49%**

TABLE 17

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN LOUISIANA BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	23.2%	76.8%
<b>Race</b>		
Black (Alone or in Combination)	29.4%	70.6%
White Alone	21.0%	79.0%
All Workers of Color	27.8%	72.2%
<b>Gender</b>		
Female	36.2%	63.8%
Male	11.1%	88.9%

<b>TABLE 18:</b> Job Gap Ratio and Availability of Jobs in LOUISIANA	<b>Total Job Seekers:</b>	135,000	<b>Total Job Openings:</b>	74,660	
	<b>Household 1:</b> Single adult	<b>Household 2:</b> Single adult with a school-age child (age 6-8yrs)	<b>Household 3:</b> Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	<b>Household 4:</b> Two adults (one of whom is working) with a toddler and a school-age child	<b>Household 5:</b> Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$15.64	\$21.95	\$27.68	\$30.37	\$18.98
Job Openings at Living Wage	36,560	18,990	10,590	6,690	25,850
Percent of Job Openings that Pay a Living Wage	49%	25%	14%	9%	35%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	4:1	7:1	13:1	20:1	5:1

# MAINE



Job Gap Ratio

9:1

There are not enough jobs to go around in Maine. There are 67,000 job seekers, but only about 17,000 total job openings. Of those, only 45 percent pay a living wage for a single adult and only 14 percent pay enough for a single adult with two children to make ends meet. This means there are nine job seekers for every job opening that pays a living wage for a single adult and 28 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women in Maine are more likely to work part-time than are men. While only 21 percent of male workers reported working part-time, nearly 42 percent of female workers reported working fewer than 40 hours per week.



*If I could afford to work one job, my life would change considerably.*

## PHILEMON DUSHIMIRE | WESTBROOK, MAINE

I came to Maine five years ago after fleeing from my native country of Burundi in Africa, where I worked as a judge for the local government. Even though I have

a law degree from my home country, I had to start over in Maine. I now work two jobs as a direct support professional for mentally challenged individuals.

I enjoy the help I provide to my clients in both jobs and it is rewarding to be able to help improve someone's life. The work is not without some risk and frustration, however, since there are times when clients are having a tough day and could harm themselves or me.

In my first job I work the overnight shift making \$10 an hour. I have to commute for my work so I need a car. Loan payments on the car, along with rent, add up quickly. Even though my pay is higher than minimum wage, it's not a living wage and I had to take my second job to help cover basic expenses.

I now work 80 hours a week, but even then it sometimes feels hard to keep my head above water. Sometimes I can work overtime and get paid for it, but it's not guaranteed.

Devoting so much time to my work has meant that other important things have fallen to the wayside. I want to continue my education in Maine so that I can return to the kind of work that I did in my home country, but it is difficult to find extra time to devote to studies. At this point in my life I can't make ends meet working only one job. If I could afford to work one job, my life would change considerably. I would have time to continue my education and plan for other long term projects in my life.

I believe that Maine has opened the door to many opportunities for me, but I feel that I cannot take advantage of them when I am putting in so much time working and living paycheck to paycheck.

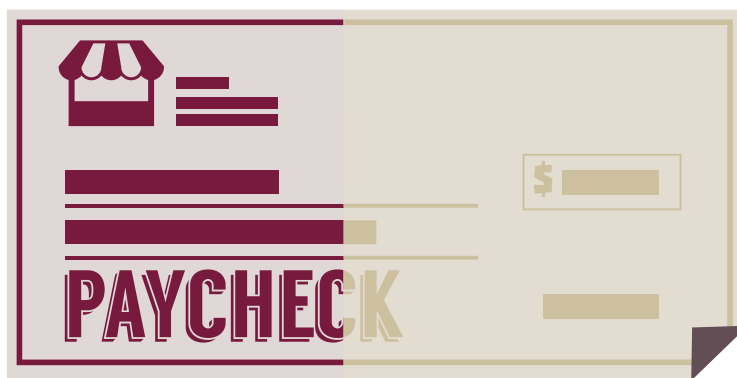
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### Single Adult Hourly Living Wage



**\$15.77**

### % of Openings Greater than Living Wage



**45%**

TABLE 19

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN MAINE BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	27.9%	72.1%
<b>Gender</b>		
Female	38.3%	61.7%
Male	18.0%	82.0%

<b>TABLE 20:</b> Job Gap Ratio and Availability of Jobs in MANIE	<b>Total Job Seekers:</b>	67,000	<b>Total Job Openings:</b>	17,290	
	<b>Household 1:</b> Single adult	<b>Household 2:</b> Single adult with a school- age child (age 6-8yrs)	<b>Household 3:</b> Single adult with a toddler (12-24 months) and a school- age child (6-8yrs)	<b>Household 4:</b> Two adults (one of whom is working) with a toddler and a school-age child	<b>Household 5:</b> Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$15.77	\$22.65	\$29.08	\$30.43	\$19.54
Job Openings at Living Wage	7,770	4,530	2,360	1,720	5,820
Percent of Job Openings that Pay a Living Wage	45%	26%	14%	10%	34%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	9:1	15:1	28:1	39:1	12:1

# MASSACHUSETTS



Job Gap Ratio

**5:1**

There are not enough jobs to go around in Massachusetts. There are 327,000 job seekers, but only about 117,000 total job openings. Of those, only 51 percent pay a living wage for a single adult and only 10 percent pay enough for a single adult with two children to make ends meet. This means there are five job seekers for every job opening that pays a living wage for a single adult and 27 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and Latina and Latino workers in Massachusetts are more likely to work part-time than are workers overall. While just over 32 percent of all workers reported working part-time, 40 percent of Latina and Latino workers and 44 percent of female workers reported working fewer than 40 hours per week.



**Single Adult  
Hourly Living Wage**



**\$19.61**

**0% of Openings Greater  
than Living Wage**



**51%**

TABLE 21

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN MASSACHUSETTS BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	32.4%	67.6%
<b>Race</b>		
Black (Alone or in Combination)	25.7%	74.3%
White Alone	33.4%	66.6%
All Workers of Color	27.9%	72.1%
<b>Ethnicity</b>		
Latinas and Latinos	40.2%	59.8%
<b>Gender</b>		
Female	44.2%	55.8%
Male	21.2%	78.8%

TABLE 22: Job Gap Ratio and Availability of Jobs in MASSACHUSETTS	Total Job Seekers:	327,000	Total Job Openings:	117,470	
	Household 1: Single adult	Household 2: Single adult with a school- age child (age 6-8yrs)	Household 3: Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$19.61	\$32.18	\$43.30	\$34.73	\$26.33
Job Openings at Living Wage	60,180	32,310	12,050	27,090	44,830
Percent of Job Openings that Pay a Living Wage	51%	28%	10%	23%	38%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	5:1	10:1	27:1	12:1	7:1

# MICHIGAN



Job Gap Ratio

# 10:1

There are not enough jobs to go around in Michigan. There are 694,000 job seekers, but only about 138,000 total job openings. Of those, only 50 percent pay a living wage for a single adult and only 21 percent pay enough for a single adult with two children to make ends meet. This means there are 10 job seekers for every job opening that pays a living wage for a single adult and 24 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and Latina and Latino workers in Michigan are more likely to work part-time than are workers overall. While nearly 28 percent of all workers reported working part-time, 33 percent of Latina and Latino workers and 40 percent of female workers reported working fewer than 40 hours per week.



**Single Adult  
Hourly Living Wage**



## \$15.30

**% of Openings Greater  
than Living Wage**



## 50%

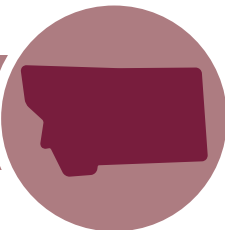
TABLE 23

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN MICHIGAN BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	27.9%	72.1%
<b>Race</b>		
Black (Alone or in Combination)	27.5%	72.5%
White Alone	28.5%	71.5%
All Workers of Color	24.7%	75.3%
<b>Ethnicity</b>		
Latinas and Latinos	33.1%	66.9%
<b>Gender</b>		
Female	40.2%	59.8%
Male	16.9%	83.1%

<b>TABLE 24: Job Gap Ratio and Availability of Jobs in MICHIGAN</b>	<b>Total Job Seekers:</b>	694,000	<b>Total Job Openings:</b>	137,990	
	<b>Household 1:</b> Single adult	<b>Household 2:</b> Single adult with a school-age child (age 6-8yrs)	<b>Household 3:</b> Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	<b>Household 4:</b> Two adults (one of whom is working) with a toddler and a school-age child	<b>Household 5:</b> Two adults (both of whom are working) with a toddler and a school-age child
Living Wage (per working adult)	\$15.30	\$22.13	\$28.60	\$29.94	\$19.47
Job Openings at Living Wage	68,340	43,410	28,960	25,130	51,530
Percent of Job Openings that Pay a Living Wage	50%	31%	21%	18%	37%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	10:1	16:1	24:1	28:1	13:1

# MONTANA



Job Gap Ratio

# 6:1

There are not enough jobs to go around in Montana. There are 54,000 job seekers, but only about 17,000 total job openings. Of those, only 51 percent pay a living wage for a single adult and only 14 percent pay enough for a single adult with two children to make ends meet. This means there are six job seekers for every job opening that pays a living wage for a single adult and 23 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women in Montana are more likely to work part-time than are men. While only 17 percent of male workers reported working part-time, 34 percent of female workers reported working fewer than 40 hours per week.



**Single Adult  
Hourly Living Wage**



## \$14.36

**% of Openings Greater  
than Living Wage**



## 51%

TABLE 25

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN MONTANA BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	25.5%	74.5%
<b>Gender</b>		
Female	34.3%	65.7%
Male	17.2%	82.8%

<b>TABLE 26: Job Gap Ratio and Availability of Jobs in MONTANA</b>	<b>Total Job Seekers:</b>	54,000	<b>Total Job Openings:</b>	16,820	
	<b>Household 1:</b> Single adult	<b>Household 2:</b> Single adult with a school- age child (age 6-8yrs)	<b>Household 3:</b> Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	<b>Household 4:</b> Two adults (one of whom is working) with a toddler and a school-age child	<b>Household 5:</b> Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$14.36	\$20.66	\$26.77	\$28.58	\$18.58
Job Openings at Living Wage	8,510	4,640	2,360	1,830	5,240
Percent of Job Openings that Pay a Living Wage	51%	28%	14%	11%	31%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	6:1	12:1	23:1	30:1	10:1

# NEW YORK



Job Gap Ratio

7:1

There are not enough jobs to go around in New York. There are 968,000 job seekers, but only about 323,000 total job openings. Of those, only 42 percent pay a living wage for a single adult and only 13 percent pay enough for a single adult with two children to make ends meet. This means there are seven job seekers for every job opening that pays a living wage for a single adult and 24 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in New York are more likely to work part-time than are workers overall. While nearly 28 percent of all workers reported working part-time, 31 percent of black workers, 30 percent of Latinas and Latinos, and 36 percent of female workers reported working fewer than 40 hours per week.



*I am basically on call, working 10 to 14 hours a week. In a whole month I only made \$268 after taxes.*

## DOMINIC OLIVO | KINGSTON, NEW YORK

When I was 13, I moved from the Bronx to Kingston, New York for better educational opportunities. I have Asperger syndrome, a disorder related to autism. In the Bronx, my school

placed me in special education classes, which were not very challenging.

When I went to live with my sister in Kingston, the school was much more helpful. I was placed

in regular classes, graduated with a diploma, and continued on to receive a bachelor's degree in communications and media from the State University of New York, New Paltz.

After graduating from SUNY in 2013, I found work doing data entry. It wasn't the job I expected to be doing with my degree, but it I enjoyed the work and my co-workers.

In August of 2014, the office closed, leading to layoffs. The stress of losing my first job out of college created health problems. I spent nearly a year dealing with ulcerative colitis and other intestinal problems that made it difficult to leave the house and find new employment.

In April this year I finally was able to find a job working as a frontline employee for Hardee's, making \$8.75 an hour. I was usually scheduled between 2030 hours a week.

But customer volume at the store has slow and I am basically on call, working 10 to 14 hours a week. In a whole month I only made \$268 after taxes. I

have to live with his sister, her fiancé, and other family members. There are six of us living in the house my sister rents.

My disability checks allow me to contribute to the household, but the small paychecks from Hardee's leave me hardly any spending money. I have no social life in Kingston.

I would love to go to graduate school, but I'm terrified of accumulating even more student loans. It's very hard to plan long term without any money.

If I could have more hours at Hardee's, I would feel a lot more confident, and be able to think about graduate school again.

I'm not giving up though, I am just 25 years old and I am a work in progress. I have a long way to go and there are many challenges I haven't experienced and places I haven't been. I am happy to share my story to help others facing similar struggles. I also encourage everyone to use their voice and speak up – you're not alone.

### Single Adult Hourly Living Wage



**\$19.90**

### **%** of Openings Greater than Living Wage



**42%**

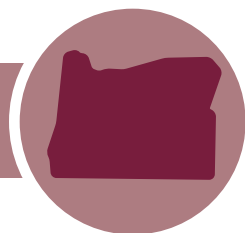
TABLE 27

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN NEW YORK BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	27.9%	72.1%
<b>Race</b>		
Black (Alone or in Combination)	30.6%	69.4%
White Alone	27.6%	72.4%
All Workers of Color	28.7%	71.3%
<b>Ethnicity</b>		
Latinas and Latinos	30.1%	69.9%
<b>Gender</b>		
Female	36.2%	63.8%
Male	20.1%	79.9%

<b>TABLE 28: Job Gap Ratio and Availability of Jobs in NEW YORK</b>	<b>Total Job Seekers:</b>	968,000	<b>Total Job Openings:</b>	323,120	
	<b>Household 1:</b> Single adult	<b>Household 2:</b> Single adult with a school-age child (age 6-8yrs)	<b>Household 3:</b> Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	<b>Household 4:</b> Two adults (one of whom is working) with a toddler and a school-age child	<b>Household 5:</b> Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$19.90	\$28.58	\$38.13	\$34.59	\$23.87
Job Openings at Living Wage	136,760	96,420	40,820	65,850	118,420
Percent of Job Openings that Pay a Living Wage	42%	30%	13%	20%	37%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	7:1	10:1	24:1	15:1	8:1

# OREGON



Job Gap Ratio

7:1

There are not enough jobs to go around in Oregon. There are 235,000 job seekers, but only about 64,000 total job openings. Of those, only 52 percent pay a living wage for a single adult and only 14 percent pay enough for a single adult with two children to make ends meet. This means there are seven job seekers for every job opening that pays a living wage for a single adult and 27 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in Oregon are more likely to work part-time than are workers overall. While nearly 30 percent of all workers reported working part-time, 35 percent of workers of color and 42 percent of female workers reported working fewer than 40 hours per week.



**Single Adult  
Hourly Living Wage**



**\$15.99**

**0% of Openings Greater  
than Living Wage**



**52%**

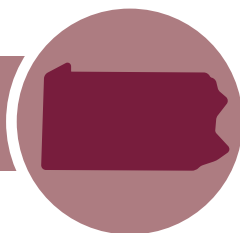
TABLE 29

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN OREGON BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	29.8%	70.2%
<b>Race</b>		
White Alone	29.0%	71.0%
<b>All Workers of Color</b>		
	35.1%	64.9%
<b>Ethnicity</b>		
Latinas and Latinos	29.5%	70.5%
<b>Gender</b>		
Female	41.9%	58.1%
Male	19.6%	80.4%

<b>TABLE 30: Job Gap Ratio and Availability of Jobs in OREGON</b>	<b>Total Job Seekers:</b>	235,000	<b>Total Job Openings:</b>	64,170	
	<b>Household 1:</b> Single adult	<b>Household 2:</b> Single adult with a school-age child (age 6-8yrs)	<b>Household 3:</b> Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	<b>Household 4:</b> Two adults (one of whom is working) with a toddler and a school-age child	<b>Household 5:</b> Two adults (both of whom are working) with a toddler and a school-age child
Living Wage (per working adult)	\$15.99	\$24.16	\$31.23	\$31.39	\$20.91
Job Openings at Living Wage	33,050	17,230	8,690	8,620	21,280
Percent of Job Openings that Pay a Living Wage	52%	27%	14%	13%	33%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	7:1	14:1	27:1	27:1	11:1

# PENNSYLVANIA



Job Gap Ratio

**8:1**

There are not enough jobs to go around in Pennsylvania. There are 723,000 job seekers, but only about 19,000 total job openings. Of those, only 48 percent pay a living wage for a single adult and only 11 percent pay enough for a single adult with two children to make ends meet. This means there are eight job seekers for every job opening that pays a living wage for a single adult and 33 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in Pennsylvania are more likely to work part-time than are workers overall. While about 25 percent of all workers reported working part-time, 31 percent of black workers and 36 percent of female workers reported working fewer than 40 hours per week.

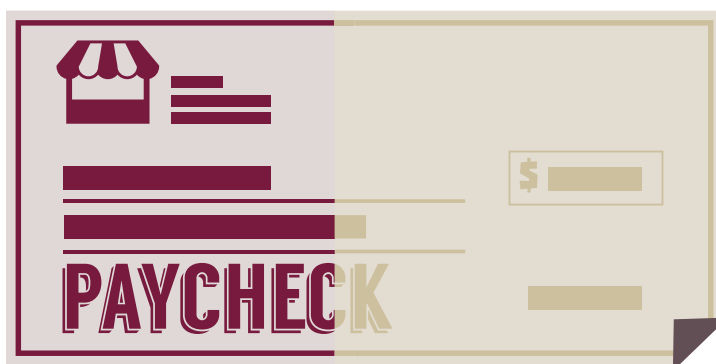


**Single Adult  
Hourly Living Wage**



**\$16.41**

**% of Openings Greater  
than Living Wage**



**48%**

TABLE 31

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN PENNSYLVANIA BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	25.3%	74.7%
<b>Race</b>		
Black (Alone or in Combination)	31.0%	69.0%
White Alone	24.6%	75.4%
All Workers of Color	29.3%	70.7%
<b>Ethnicity</b>		
Latinas and Latinos	28.1%	71.9%
<b>Gender</b>		
Female	36.2%	63.8%
Male	15.6%	84.4%

TABLE 32: Job Gap Ratio and Availability of Jobs in PENNSYLVANIA	Total Job Seekers:	723,000	Total Job Openings:	190,580	
	Household 1: Single adult	Household 2: Single adult with a school-age child (age 6-8yrs)	Household 3: Single adult with a toddler (12-24 months) and a school- age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$16.41	\$24.35	\$31.67	\$30.78	\$20.91
Job Openings at Living Wage	90,560	53,100	21,720	27,540	62,650
Percent of Job Openings that Pay a Living Wage	48%	28%	11%	14%	33%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	8:1	14:1	33:1	26:1	12:1

# TEXAS



Job Gap Ratio

**5:1**

There are not enough jobs to go around in Texas. There are 1.2 million job seekers, but only about 518,000 total job openings. Of those, only 48 percent pay a living wage for a single adult and only 16 percent pay enough for a single adult with two children to make ends meet. This means there are five job seekers for every job opening that pays a living wage for a single adult and 15 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in Texas are more likely to work part-time than are workers overall. While nearly 22 percent of all workers reported working part-time, 28 percent of Native American workers and 31 percent of female workers reported working fewer than 40 hours per week.

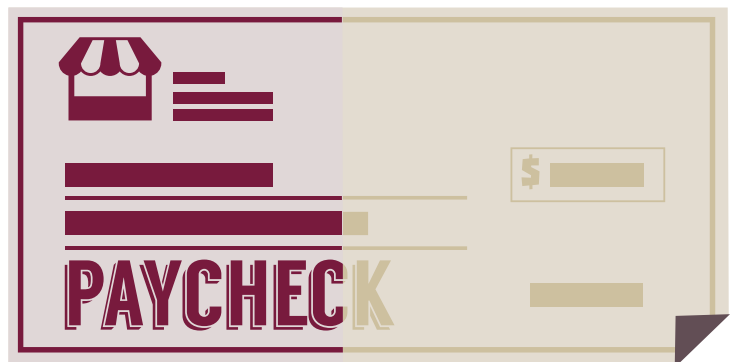


**Single Adult  
Hourly Living Wage**



**\$15.75**

**0% of Openings Greater  
than Living Wage**



**48%**

TABLE 33

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN TEXAS BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	21.5%	78.5%
<b>Race</b>		
Black (Alone or in Combination)	24.5%	75.5%
Native (Alone or in Combination)	28.4%	71.6%
White Alone	21.0%	79.0%
<b>Ethnicity</b>		
Latinas and Latinos	25.7%	74.3%
<b>Gender</b>		
Female	31.0%	69.0%
Male	13.4%	86.6%

<b>TABLE 34:</b> Job Gap Ratio and Availability of Jobs in TEXAS	<b>Total Job Seekers:</b>	1,232,000	<b>Total Job Openings:</b>	518,200	
	<b>Household 1:</b> Single adult	<b>Household 2:</b> Single adult with a school-age child (age 6-8yrs)	<b>Household 3:</b> Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	<b>Household 4:</b> Two adults (one of whom is working) with a toddler and a school-age child	<b>Household 5:</b> Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$15.75	\$22.96	\$29.39	\$30.64	\$19.72
Job Openings at Living Wage	249,220	154,610	82,640	77,920	188,000
Percent of Job Openings that Pay a Living Wage	48%	30%	16%	15%	36%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	5:1	8:1	15:1	16:1	7:1

# VIRGINIA



Job Gap Ratio

8:1

There are not enough jobs to go around in Virginia. There are 499,000 job seekers, but only about 144,000 total job openings. Of those, only 44 percent pay a living wage for a single adult and only 17 percent pay enough for a single adult with two children to make ends meet. This means there are eight job seekers for every job opening that pays a living wage for a single adult and 20 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in Virginia are more likely to work part-time than are workers overall. While nearly 21 percent of all workers reported working part-time, 26 percent of Latina and Latino workers and 31 percent of female workers reported working fewer than 40 hours per week.



*“My hours depend on the clients I am assigned.”*

## SHELIA CARTER | PORTSMOUTH, VIRGINIA

I am a mother, grandmother, and great-grandmother living in Portsmouth, Virginia. I am also a Certified Nurse's Assistant working more than 80 hours a week in home health care.

I love my work. Taking care of the elderly is a blessing and it's work that I believe I was destined to do. I am studying for my bachelor's degree in nursing and hope I can open my own business.

I started working in home health care about five years ago at \$8.50 an hour. My hours depend on the clients I am assigned. If a patient passes away it can be several weeks before I am assigned a new client.

I'm a hard worker and my hourly pay has now increased to \$10.25 an hour, but I don't get any overtime pay or benefits. I have two patients and work about 80 hours a week. I drive 35 miles to my first patient in the afternoon, then I drive another 45 minutes to the next patient and stay overnight. It really takes a toll on my car.

Sometimes I have to borrow money from my son who is in the military to make ends meet. I've had to negotiate with my landlord to get extra time to pay my rent and my bills. I've refinanced my car three times in the last six years to get the cost down. I try not to turn on the lights or use too much heating or air conditioning to keep those bills down.

I am terrified of getting evicted if I fall too far behind in my bills.

Finding a better job is really a struggle. I had a felony conviction 30 years ago, and even though I have done my time and paid my fines, it still hangs over my head when I apply for jobs. As an African-American woman, I also have to be better educated and better qualified than other candidates just to compete for the same jobs.

Even though I don't have much time outside of work, I try to volunteer as much as I can with the NAACP and my church. I help whenever I can. God didn't put us here to be selfish."

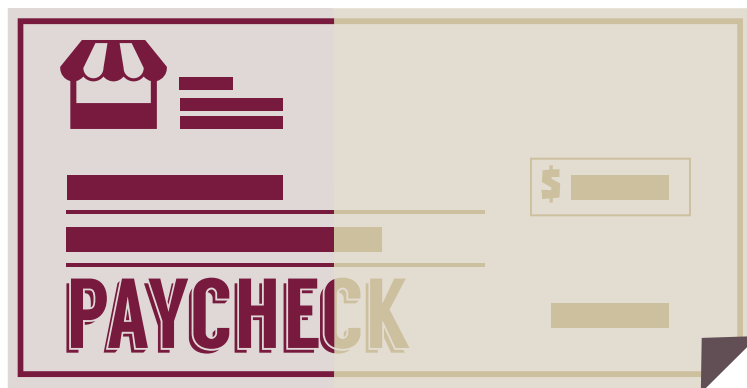
If I could become financially stable, I would love to take a vacation to visit my grandchildren in Georgia. Then I would get right back to work, doing what I love, helping people who need help most.

### Single Adult Hourly Living Wage



**\$18.70**

### % of Openings Greater than Living Wage



**44%**

TABLE 35

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN VIRGINIA BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	20.9%	79.1%
<b>Race</b>		
Black (Alone or in Combination)	24.3%	75.7%
White Alone	20.1%	79.9%
All Workers of Color	23.2%	76.8%
<b>Ethnicity</b>		
Latinas and Latinos	25.9%	74.1%
<b>Gender</b>		
Female	30.9%	69.1%
Male	11.9%	88.1%

<b>TABLE 36: Job Gap Ratio and Availability of Jobs in VIRGINIA</b>	<b>Total Job Seekers:</b>	499,000	<b>Total Job Openings:</b>	144,110	
	<b>Household 1:</b> Single adult	<b>Household 2:</b> Single adult with a school-age child (age 6-8yrs)	<b>Household 3:</b> Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	<b>Household 4:</b> Two adults (one of whom is working) with a toddler and a school-age child	<b>Household 5:</b> Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$18.70	\$26.79	\$35.51	\$34.17	\$22.74
Job Openings at Living Wage	63,250	43,200	24,700	27,310	51,130
Percent of Job Openings that Pay a Living Wage	44%	30%	17%	19%	35%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	8:1	12:1	20:1	18:1	10:1

# WASHINGTON



Job Gap Ratio

5:1

There are not enough jobs to go around in Washington. There are 386,000 job seekers, but only about 140,000 total job openings. Of those, 58 percent pay a living wage for a single adult and only 22 percent pay enough for a single adult with two children to make ends meet. This means there are five job seekers for every job opening that pays a living wage for a single adult and 12 job seekers for every job opening that pays a living wage for a single adult with two children.

Additionally, women and people of color in Washington are more likely to work part-time than are workers overall. While just over 25 percent of all workers reported working part-time, 40 percent of black workers and 36 percent of female workers reported working fewer than 40 hours per week.



*I wish more people realized how common it is to have to work multiple part-time jobs and still just scrape by.*

## TRISTAN O'HART | SEATAC, WA

My name is Tristan, and I have lived in Washington state for about eight years. I used to be homeless, so in some ways my life is a lot better than it used to be. But, when my partner and I still struggle to

pay the bills and I can't find full-time work, it's still really tough.

I earn \$12 an hour working part-time as a barista and part-time at a youth training program on a

farm. I feel lucky that I actually really enjoy both jobs, but neither one can offer me full-time hours or the potential to really move up the ladder. I'll age out of the youth training program when I turn 26. In theory, I could get another job at a farm when that happens, but farm work doesn't exactly pay well, either.

My partner works full-time, but we still struggle to pay the bills. We always make sure to pay rent, but end up cutting back on other things like internet or phone bills, or even the amount that we buy at the grocery store. I can sometimes bring home food from my job at the farm, but during the winter that's not really an option. While rent is cheaper where we live now, it's still not that cheap, and we can no longer walk most places – so it can cost more for transportation, too.

I'd love to have full-time work someday. Right now there still aren't a lot of workplaces that are

fully open and accepting of someone who is trans, and neither of my current jobs will ever be full-time. So, we live paycheck-to-paycheck, scraping by and never saving anything for the future, and hoping that I don't get sick or hurt. I'm still in limbo on health insurance and both of my jobs require manual labor.

Of course, I don't have much time to think about the future anyway, with "clopening" shifts that keep me from getting much sleep and affect even short-term planning. I haven't been able to take a vacation since I was 17, so that – and getting more sleep – are really my big dreams, right now.

I just wish more people realized how common it is to have to work multiple part-time jobs and still scrape by. It's not that millennials like me are lazy – it's just not as easy as people think it is.

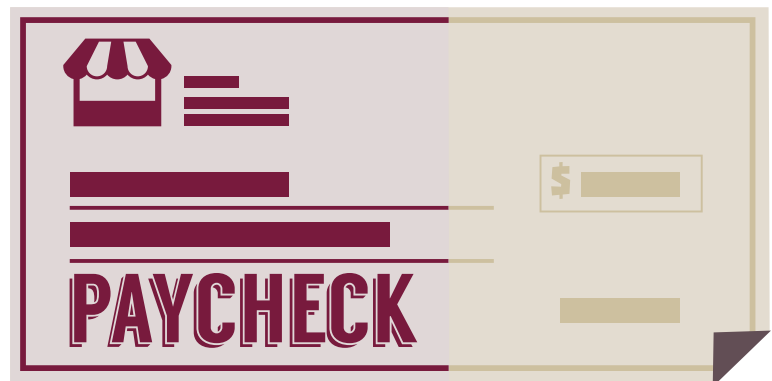
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### Single Adult Hourly Living Wage



**\$15.95**

### % of Openings Greater than Living Wage



**58%**

TABLE 37

## PERCENT OF PART-TIME AND FULL-TIME WORKERS IN WASHINGTON BY RACE, ETHNICITY, AND GENDER

	PERCENT PART-TIME	PERCENT FULL-TIME
<b>All Workers</b>		
Total	25.3%	74.7%
<b>Race</b>		
Black (Alone or in Combination)	40.4%	59.6%
White Alone	24.7%	75.3%
All Workers of Color	27.7%	72.3%
<b>Ethnicity</b>		
Latinas and Latinos	27.4%	72.6%
<b>Gender</b>		
Female	36.1%	63.9%
Male	15.4%	84.6%

<b>TABLE 38:</b> Job Gap Ratio and Availability of Jobs in WASHINGTON	<b>Total Job Seekers:</b>	386,000	<b>Total Job Openings:</b>	139,770	
	<b>Household 1:</b> Single adult	<b>Household 2:</b> Single adult with a school-age child (age 6-8yrs)	<b>Household 3:</b> Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	<b>Household 4:</b> Two adults (one of whom is working) with a toddler and a school-age child	<b>Household 5:</b> Two adults (both of whom are working) with a toddler and a school age child
Living Wage (per working adult)	\$15.95	\$22.85	\$31.04	\$30.61	\$20.46
Job Openings at Living Wage	81,690	54,930	31,250	33,190	59,610
Percent of Job Openings that Pay a Living Wage	58%	39%	22%	24%	43%
Job Gap Ratio of Job Seekers to Living Wage Job Openings	5:1	7:1	12:1	12:1	6:1

# RECOMMENDATIONS



*There are a variety of tools that can help ensure that all workers make ends meet. These include:*

## **Increase the federal minimum wage to at least \$15 per hour.**

Increasing the minimum wage to \$15 per hour will create a strong wage floor for workers across the country, helping move millions of workers out of poverty.

## **Support unions and collective bargaining.**

Union members earn higher wages than non-union members, and the gender wage gap is less for unionized workplaces than it is for those that are not unionized. In addition, unions put upward pressure on wages for all workers – even those whose workplaces are not unionized.

Further, when employees are able to collectively bargain for contracts that include full-time work and benefits like affordable health insurance, these efforts can go even further in ensuring that workers are able to make ends meet.

## **Better regulate scheduling practices that leave employees with unpredictable and part-time schedules.**

In many service sector jobs, including restaurant, fast food, and retail work, employees' schedules can be unpredictable. When these employees have to work multiple jobs, this lack of predictability can lead to the inability to hold down enough hours to meet their basic

needs or lead to “clopening” shifts where a worker must close one night and open the next. Regulations on how employers can schedule employees would help when one job isn't enough to make ends meet.

## **Create stronger protections for workers against wage theft, and better enforce existing protections.**

Workers in the service sector are especially vulnerable to wage theft through forced work during breaks, being asked to clock out before finishing their work, and more. Raising the cost of wage theft for employers by implementing stronger penalties can help deter wage theft. Additionally, creation of independent boards or task forces to provide confidential assistance to workers and ensure enforcement can help protect workers.

## **Strengthen and enforce equal opportunity statutes.**

Women and people of color continue to be more likely to earn low wages and end up in part-time work rather than full-time positions. Equal opportunity statutes like the Civil Rights Act and affirmative action were designed to help ensure that women and people of color are not discriminated against in the workplace and in other venues, helping give them a fair shot at earning a higher wage and being hired full-time, as well as preventing other discrimination.

However, enforcement of these policies is not consistent, leaving the statutes weak and ineffective. Strengthening and enforcing such statutes can help ensure that the statutes actually benefit women and people of color.

### **Invest in state and federal safety net programs.**

Until there are enough living wage jobs to go around, families will continue to make tough choices. Federal programs like the Supplemental Nutrition Assistance Program (SNAP) should be strengthened, and state supports like earned income tax credits and child care assistance should be bolstered. Additionally, the cutoff for such programs should ensure that workers not lose these benefits before they earn enough to make ends meet.

### **Invest in living wage jobs.**

Federal, state, and local contracts should be tied to wages and full-time work and ensure that contracted workers are paid enough to make ends meet.

Additionally, subsidies should go to companies that pay workers a full-time living wage, with consequences for companies that fail to create and retain living wage jobs.

# CONCLUSION



*There are not enough jobs to go around in any state in the country, and in 34 states most job openings pay less than a living wage for a single adult. Additionally, the occupations with the most job openings are more likely to be part-time, and women and people of color are more likely to end up in part-time work rather than full-time employment.*

Workers should be paid enough to make ends meet; until wages go up and workers are able to attain full-time employment, that goal will remain out of reach for millions of workers across the country.

# TECHNICAL NOTES

## PART-TIME ANALYSIS

Analysis of part-time workers (including by race and occupation) at the state and national level was completed using Current Population Survey 2014 Annual Social and Economic Supplement data accessed from the University of Minnesota's IPUMS-CPS tool.<sup>21</sup> This analysis included only respondents between the ages of 18-65 who reported income from wages.

The race analysis focuses on single-race groups when sample sizes allow for it (typically only for the national analysis and for the White Alone analysis at the state level). When necessary, we include individuals who identify as mixed race into a given group's sample. In determining whether to include a sample, we take into account sample size and the standard error of the mean.

## FAMILY LIVING WAGE BUDGETS

A living wage is a wage that provides a household with financial stability, allowing it to meet its basic needs (including a small amount of savings) without government subsidy, with a little left over for to plan for emergencies. For this study, a modified market basket approach was used. Household budgets, upon which living wages are based, include:

- Food;
- Housing and utilities;
- Transportation;
- Health care;
- Child care;
- Household, clothing, and personal items;
- Savings; and
- State and federal taxes

## HOUSEHOLD ASSUMPTIONS

Household types are selected to reflect the range of budget requirements for four household types:

- Single adult
- Single adult with one child between the ages of 6 and 8
- Single adult with two children, one between the ages of 6 and 8 and the other between the ages of 1 and 2
- Two adults including one wage earner, with two children, one between the ages of 6 and 8 and the other between the ages of 1 and 2

2014 Living wage findings and methodology were reported on in the Alliance's October 2014 study, "Pay Up!," available at [www.thejobgap.org](http://www.thejobgap.org).

## DEFINING JOB-SEEKERS

Job-seekers include:

- The unemployed — people who are not employed but are looking for work. Included are those who have been laid off, quit their jobs, are entering the workforce for the first time, or are re-entering it. Not included are those who are unemployed due to temporary layoff or those looking only for part-time work.
- Involuntary part-time workers — people who work less than full-time, but want to work full-time.
- Marginally attached and discouraged workers — people who are not employed and are not seeking work due to personal or financial reasons. This includes discouraged workers, who are not employed and not currently looking for work, but have looked for work within the past year. In the case of discouraged workers, they are not seeking

work because they believe there are no jobs available or there are none for which they qualify.

It is important to note that the unemployment rate reflects only the unemployed and, therefore, misses many job-seekers — including discouraged and marginally attached workers. This suggests that there are many more job-seekers for each living wage job opening than conventionally assumed.

The job-seeker figures used are likely an underestimate of the actual number of job-seekers. Ideally, the count of job-seekers would capture everyone, working or not, who needs a living wage job. The figures used here do not count those who are working full-time at less than a living wage but would prefer a living wage job, because data on this group do not exist. They overstate the number in that all the unemployed are counted, even though some may not be looking for a living wage job. Also, people who left the labor market and then re-entered the same occupation are counted among the job-seekers, whereas those who moved directly from one job to another in the same occupation are not. However, assuming even a fraction of the people working at less than a living wage job for a single adult want a living wage job, the count is, on balance, an underestimate.

## **JOB OPENINGS**

Job openings include the following:

- Job openings due to growth — the result of new jobs being created by new or existing firms.
- Job openings due to replacement — the result of people retiring, entering school or the military, moving across state boundaries, changing occupations, or otherwise leaving the occupation in which they currently work.

The analysis does not include job openings that result from people changing employers but remaining in the same occupation, since these are largely invisible to the average job seeker. Also not included, for similar reasons, are job openings for unpaid family workers and self-employment.

Job openings data comes from Occupational

Employment Projections, estimated at the state and national level, using 2012–2022 data to ensure uniformity across states and nationally. This data was collected from Projectionscentral.com, as suggested by the Bureau of Labor Statistics.

In determining which job openings paid a living wage (or \$15 in the national analysis), the state median wage for an occupation was used where available; this means that half the people in the occupation earn less and half earn more than that amount. Not everyone will start at the median wage, but many should progress to that wage over time. For occupations where median wage numbers were shown as a range, mean wages were used instead.

# ABOUT THE AUTHOR

Allyson Fredericksen has produced state and national reports on living wage standards, student debt, Medicaid expansion, women's access to healthcare, and the foreclosure crisis. Her research has been featured in local, national, and international media outlets including Forbes, Marketwatch, ThinkProgress, Al Jazeera America, World Journal, the New Yorker, the Huffington Post, Seattle Times, Puget Sound Business Journal, and more. Allyson holds an M.A. in Policy Studies from the University of Washington with a focus on safety net and racial justice issues. Her prior experience includes advocating for increased affordable housing and a strengthened safety net, and research on training outcomes for child care workers in Washington State



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