

ALICE: Asset Limited, Income Constrained, Employed



Council of NJ Grantmakers, November 21, 2024



United For ALICE Leadership



Kiran Handa Gaudioso, M.A.

*CEO, United Way of Northern New Jersey
President, United for ALICE*

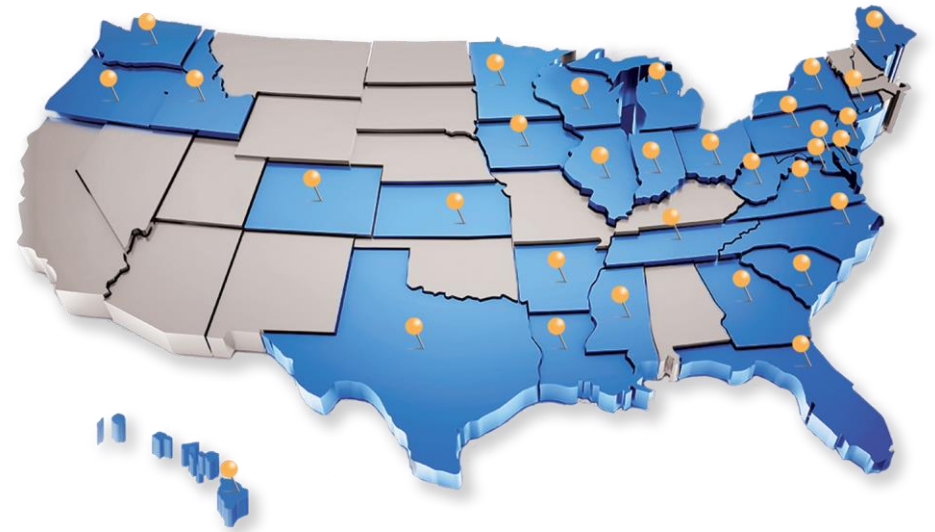


Stephanie Hoopes, Ph.D.

National Director, United for ALICE

United For ALICE

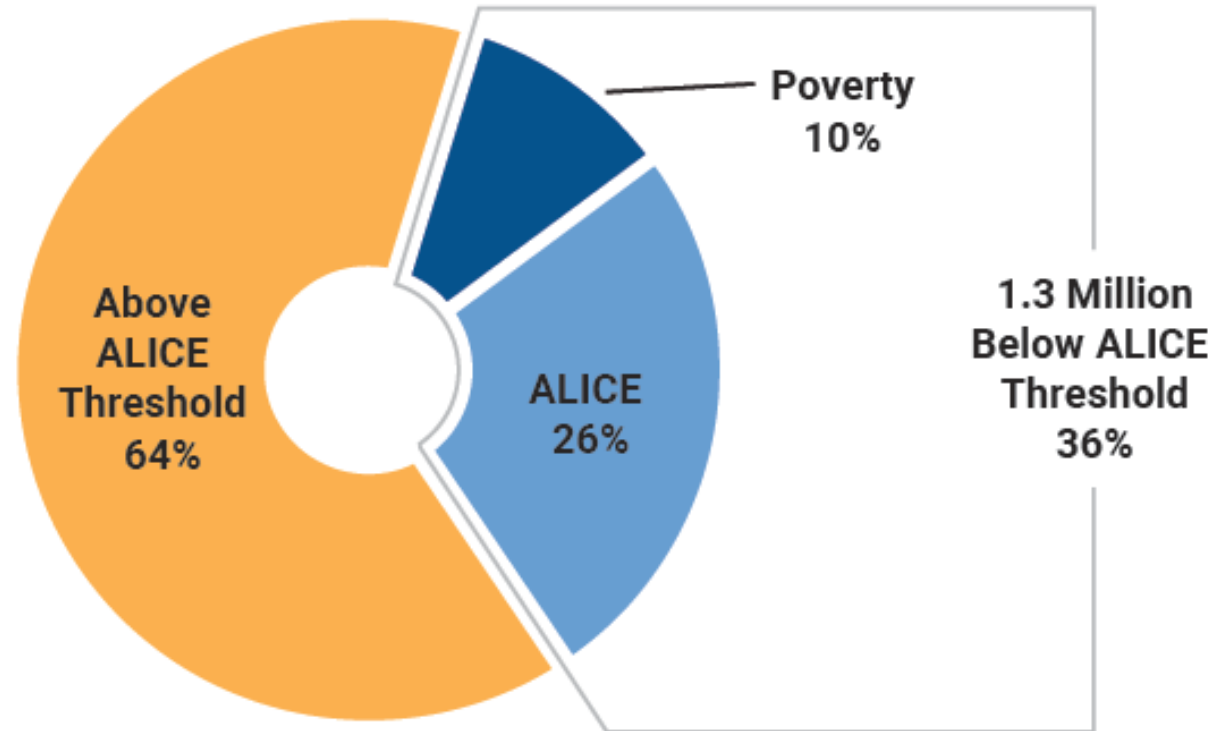
- Founded and powered by United Way of Northern New Jersey
- Driver of innovation for ALICE households since 2009
- Comprehensive measures of financial hardship
- Data for all 3,000+ counties in U.S.
- ALICE partners convene, advocate, and innovate for ALICE in local communities



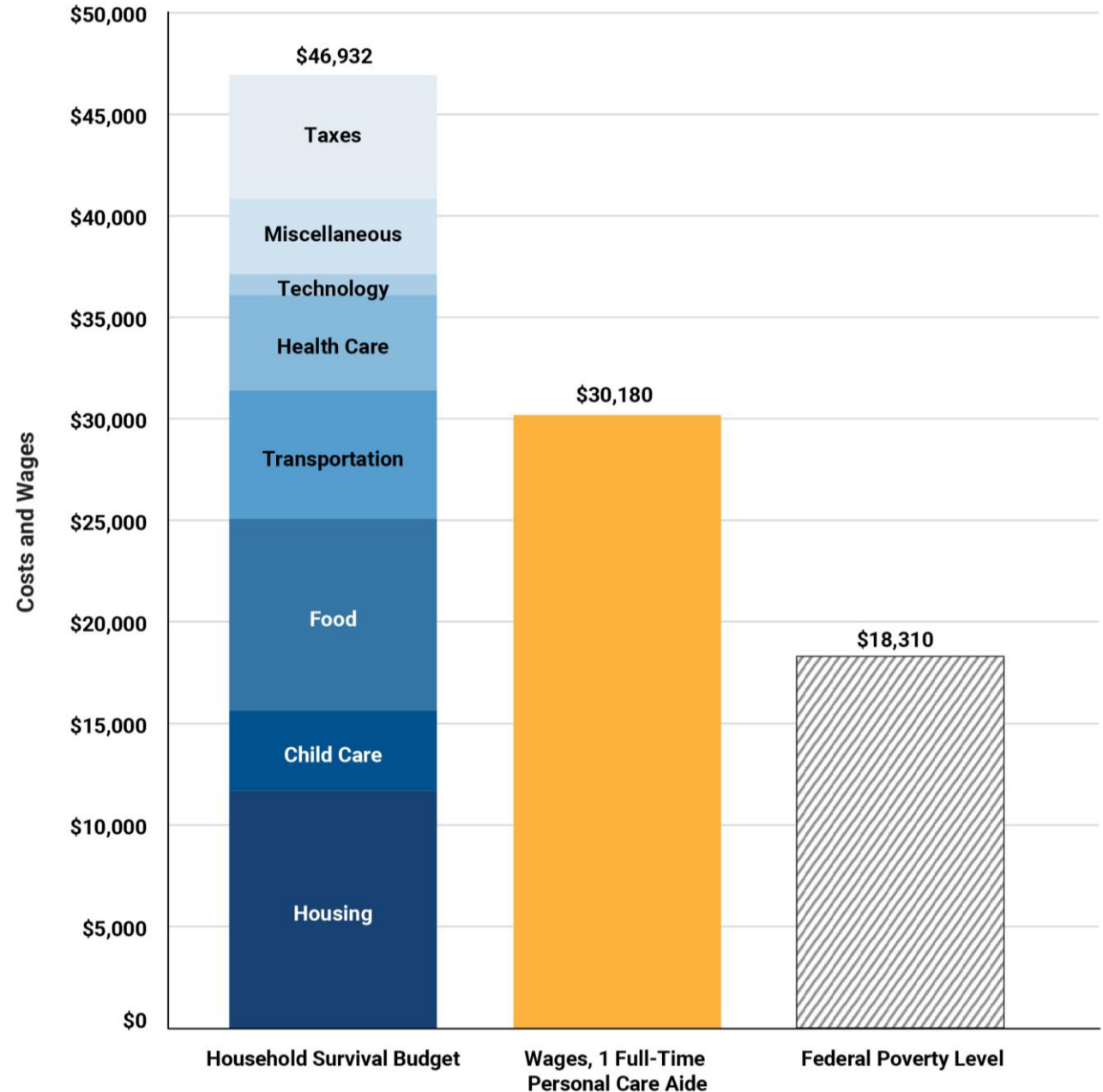
UnitedForALICE.org

ALICE in New Jersey

Total Households in New Jersey = 3.5 Million

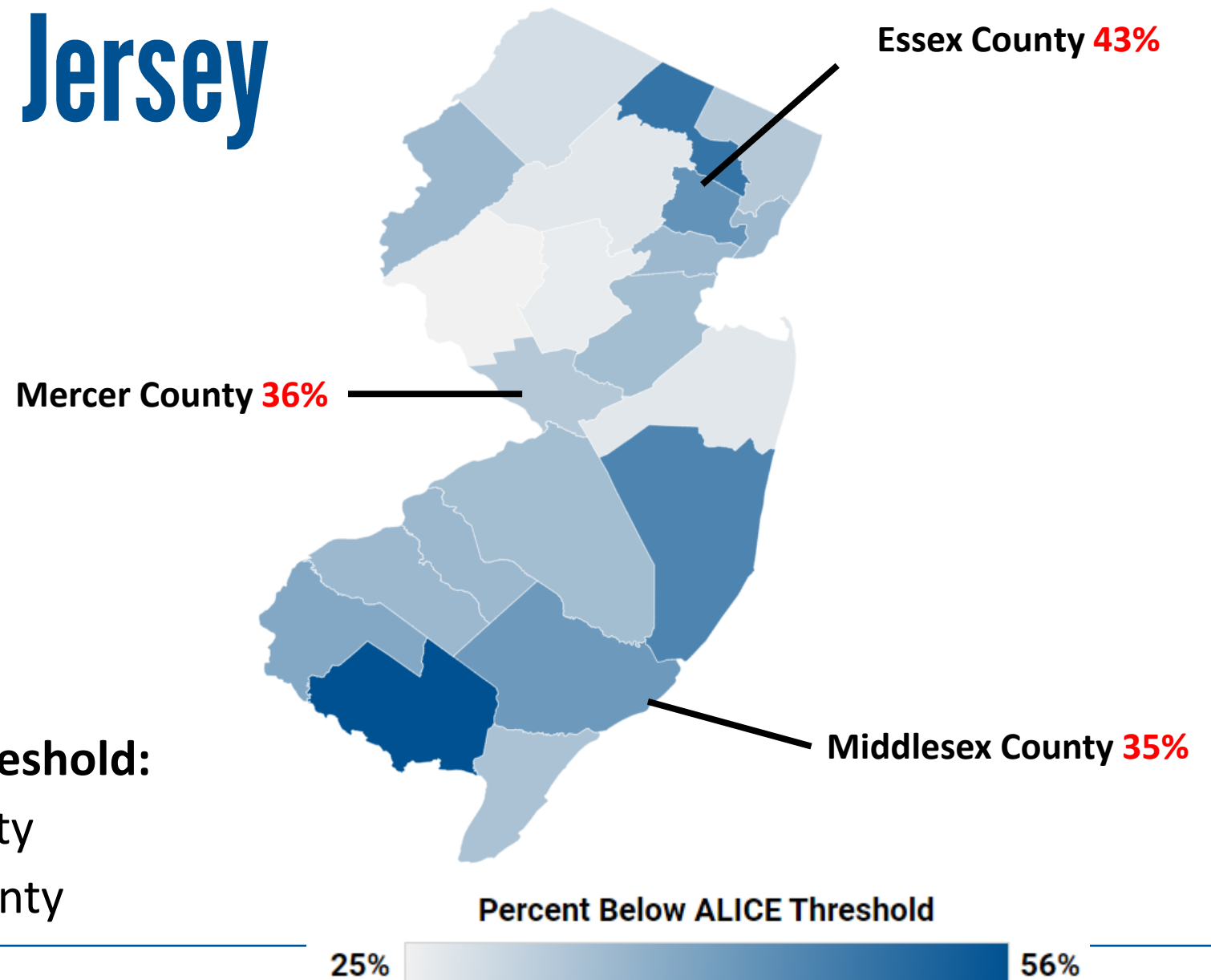


Costs, Wages, and the FPL



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

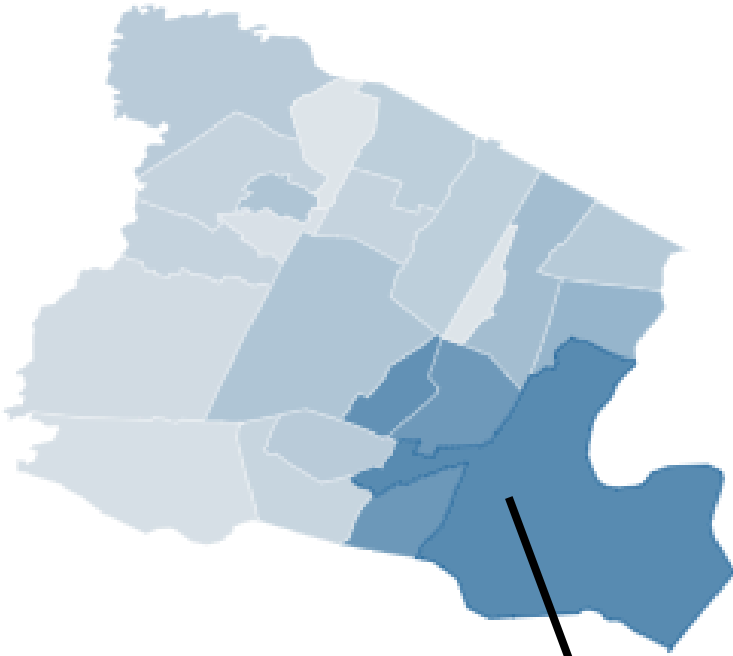
ALICE in New Jersey



Rates below the ALICE Threshold:

- **25%** in Hunterdon County
- **56%** in Cumberland County

Deeper Dive: Essex County



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

Ranges from **8%** below the ALICE Threshold in North Caldwell and Glen Ridge to **63%** in Newark.

Newark city, Essex County, New Jersey

Total Households:	112,635
Poverty (%):	26%
ALICE (%):	38%
Above ALICE Threshold (%):	37%

ALICE@WORK



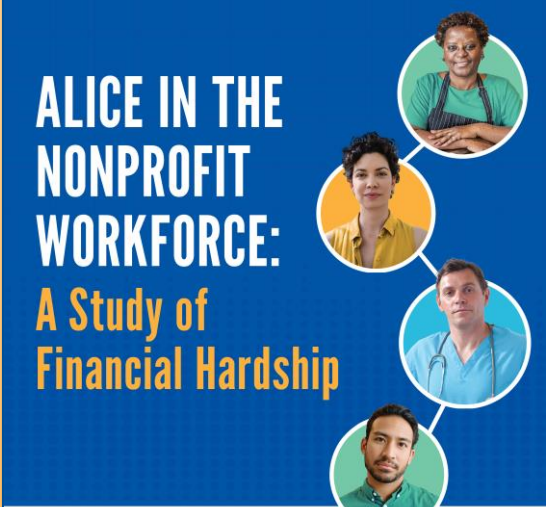
- Good for business
- How to invest in ALICE
- Individualized data analysis
- Course curriculum
- Action plan

UNITED IN CARE



- New model for sustainable childcare
- 37 providers – in home and Centers
- ALICE scholarships
- 2 million hours of care
- Tracking impact

The Nonprofit Workforce



**ALICE IN THE
NONPROFIT
WORKFORCE:**
**A Study of
Financial Hardship**

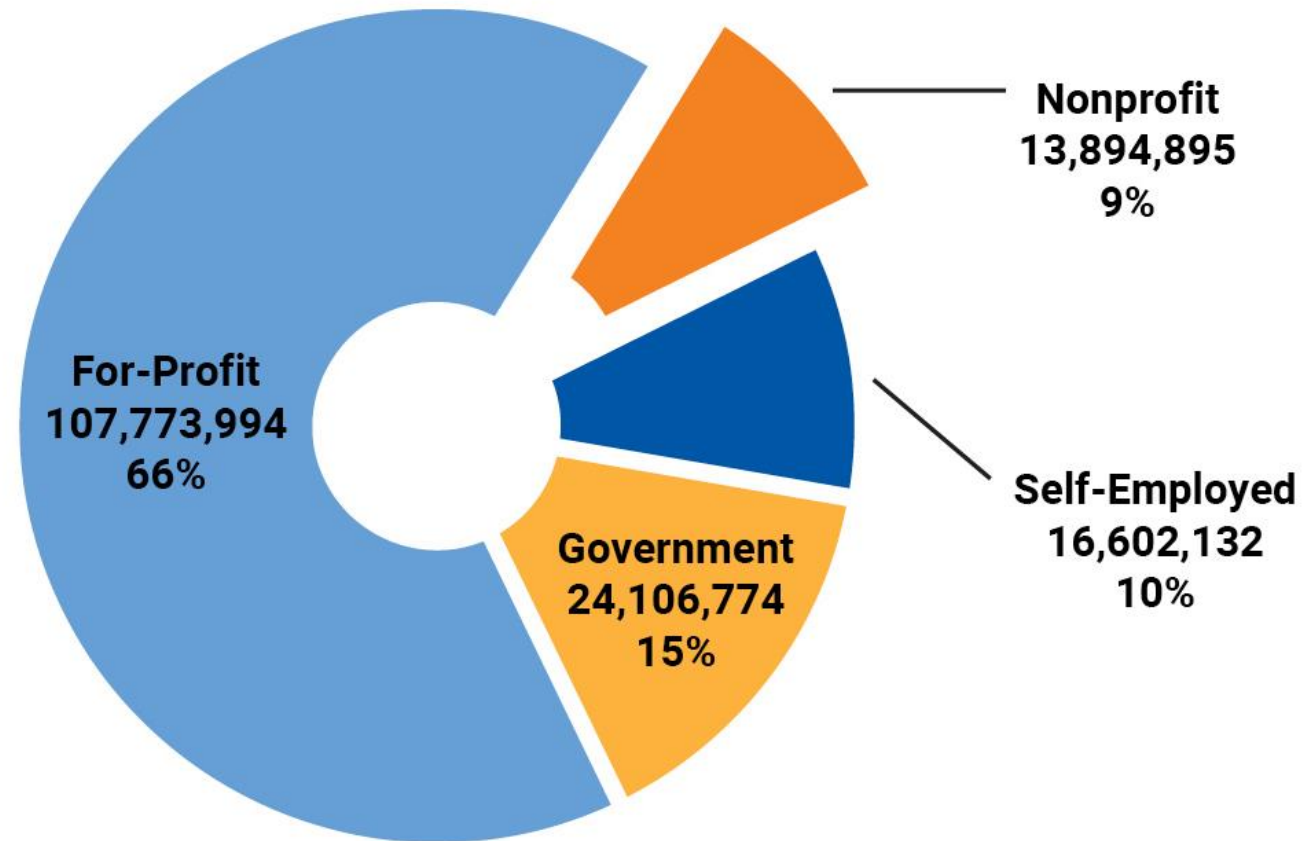
**ALICE: Asset Limited, Income
Constrained, Employed**

September 2024 | UnitedForALICE.org | IndependentSector.org

**INDEPENDENT
SECTOR**

**UNITED FOR
ALICE**

U.S. Workers by Category

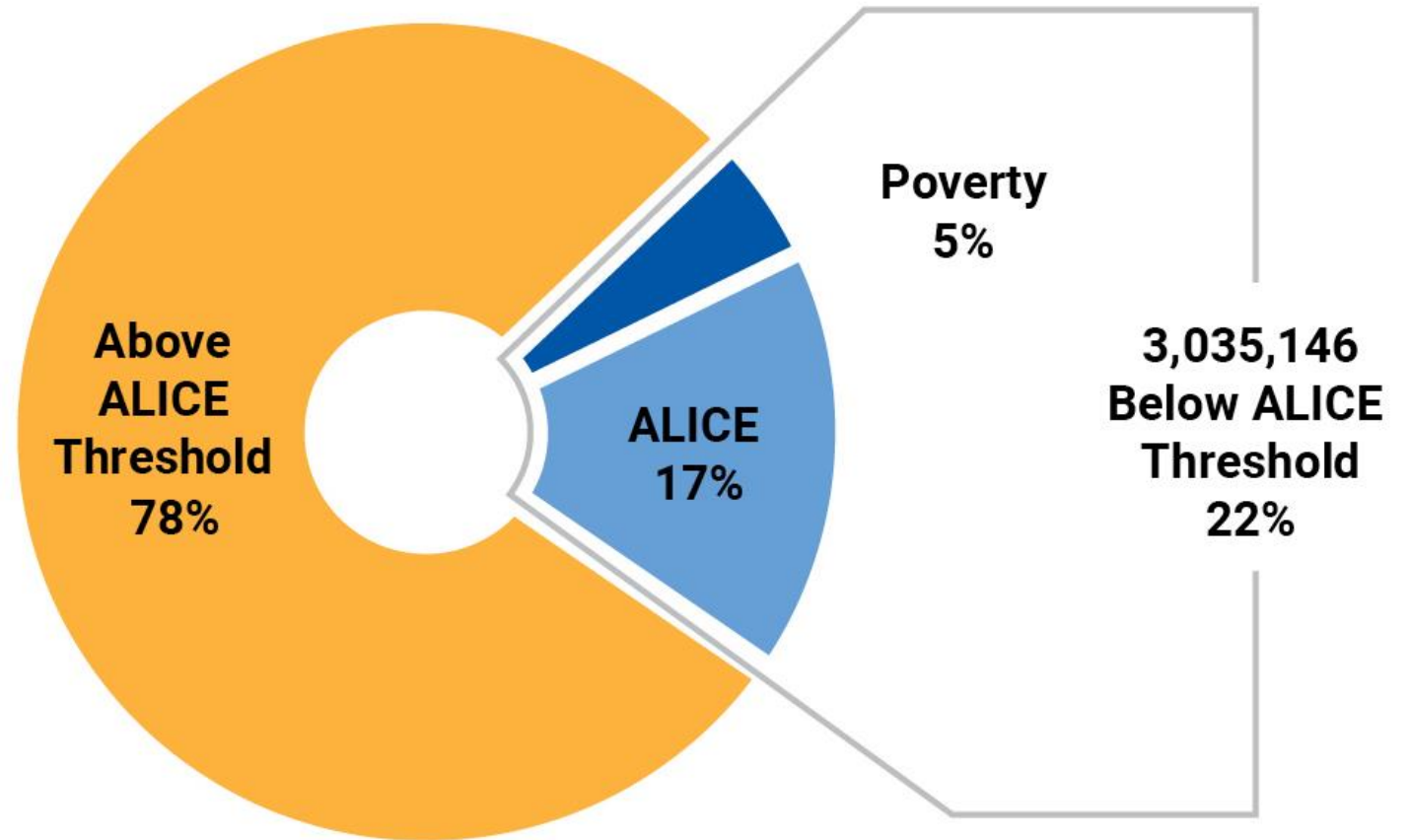


Source: U.S. Census Bureau, American Community Survey, Public Use Microdata Sample (PUMS), 2022–Class of Worker



Nonprofit Workforce by ALICE Status

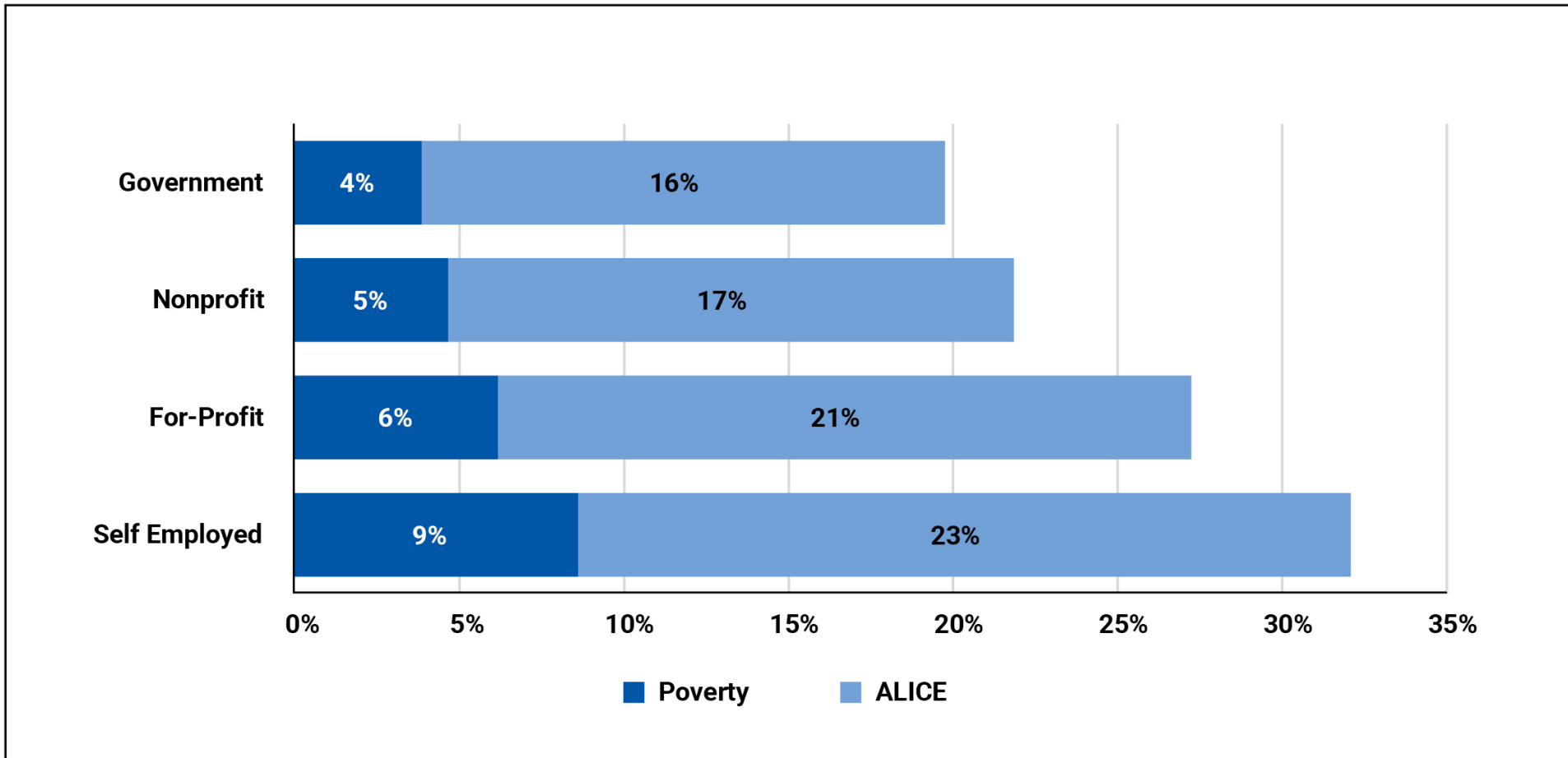
**13.9 million
Workers**



Source: U.S. Census Bureau, American Community Survey, Public Use Microdata Sample (PUMS), 2022–Class of Worker








ALICE Status by Category



Source: U.S. Census Bureau, American Community Survey, Public Use Microdata Sample (PUMS), 2022–Class of Worker












Demographics - Age

	Total	Below ALICE Threshold	
AGE			
Under 25 Years	1,207,820	452,235	
25 to 44 Years	6,246,565	1,442,685	
45 to 64 Years	5,257,830	881,760	
65 Years and Over	1,182,680	258,466	








Demographics – Race/Ethnicity

	Total	Below ALICE Threshold	■ Poverty ■ ALICE ■ Above ALICE Threshold
RACE/ETHNICITY			
American Indian/ Alaska Native	51,826	16,991	6% Poverty, 27% ALICE, 67% Above ALICE Threshold
Asian	927,384	188,387	4% Poverty, 16% ALICE, 80% Above ALICE Threshold
Black	1,658,184	581,661	9% Poverty, 26% ALICE, 65% Above ALICE Threshold
Hispanic	1,857,231	639,094	7% Poverty, 28% ALICE, 66% Above ALICE Threshold
Native Hawaiian/ Pacific Islander	18,152	5,483	5% Poverty, 26% ALICE, 70% Above ALICE Threshold
Some Other Race	78,774	21,912	8% Poverty, 20% ALICE, 72% Above ALICE Threshold
Two or More Races	520,673	127,221	5% Poverty, 19% ALICE, 76% Above ALICE Threshold
White	8,782,671	1,454,397	3% Poverty, 13% ALICE, 83% Above ALICE Threshold

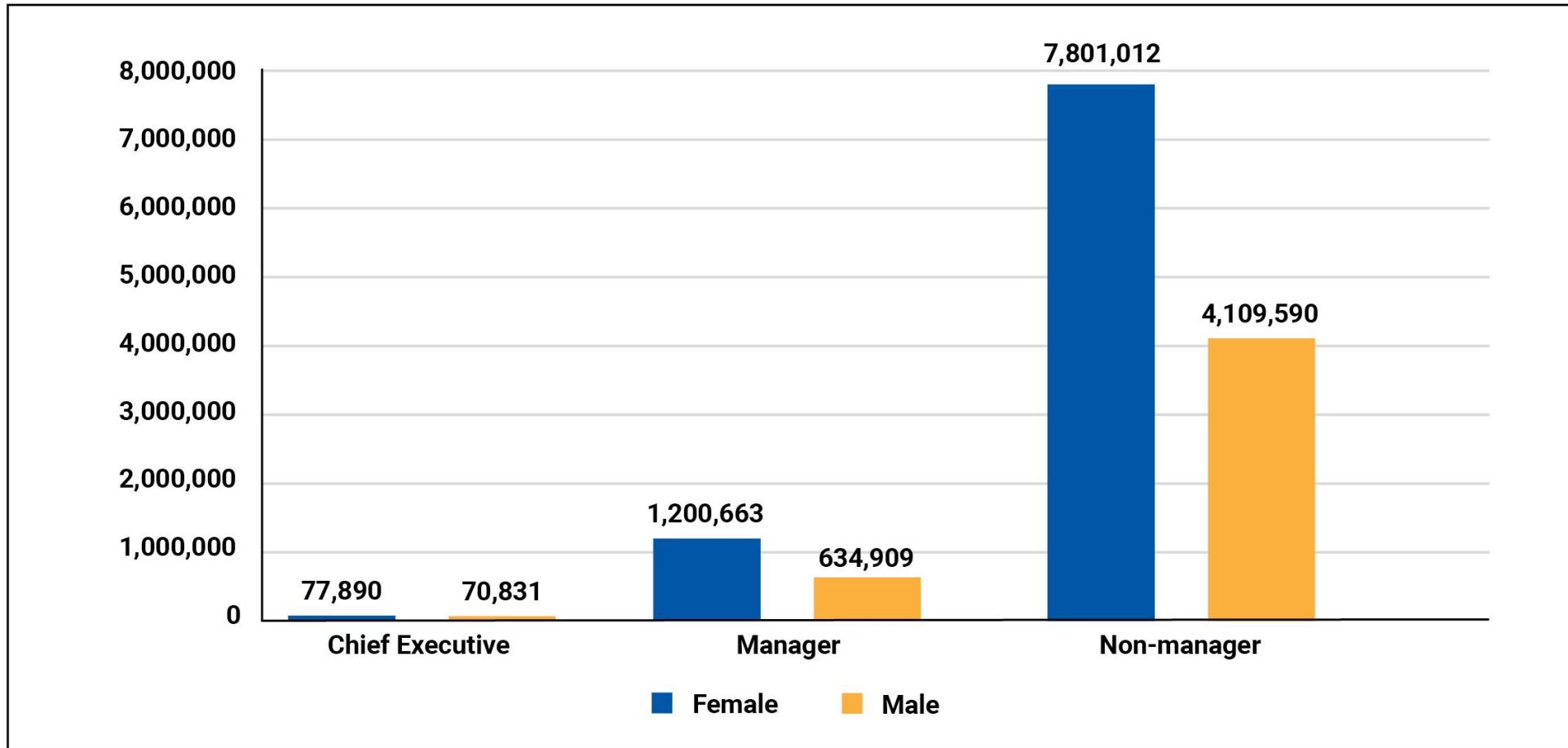
Demographics - Disability

	Total	Below ALICE Threshold	 Poverty  ALICE  Above ALICE Threshold
DISABILITY			
With a Disability	1,019,571	335,412	 8%  25%  67%
Without a Disability	12,875,324	2,699,734	 4%  17%  79%

Key Characteristics - Education

	Total	Below ALICE Threshold	 Poverty  ALICE  Above ALICE Threshold
EDUCATION			
12 th Grade or Lower	591,181	270,223	
High School Diploma/ GED	3,984,400	1,373,744	
Associate or Bachelor's Degree	5,507,766	997,989	
Master's, Doctoral, or Professional Degree	3,811,548	393,190	

Nonprofit Management Level



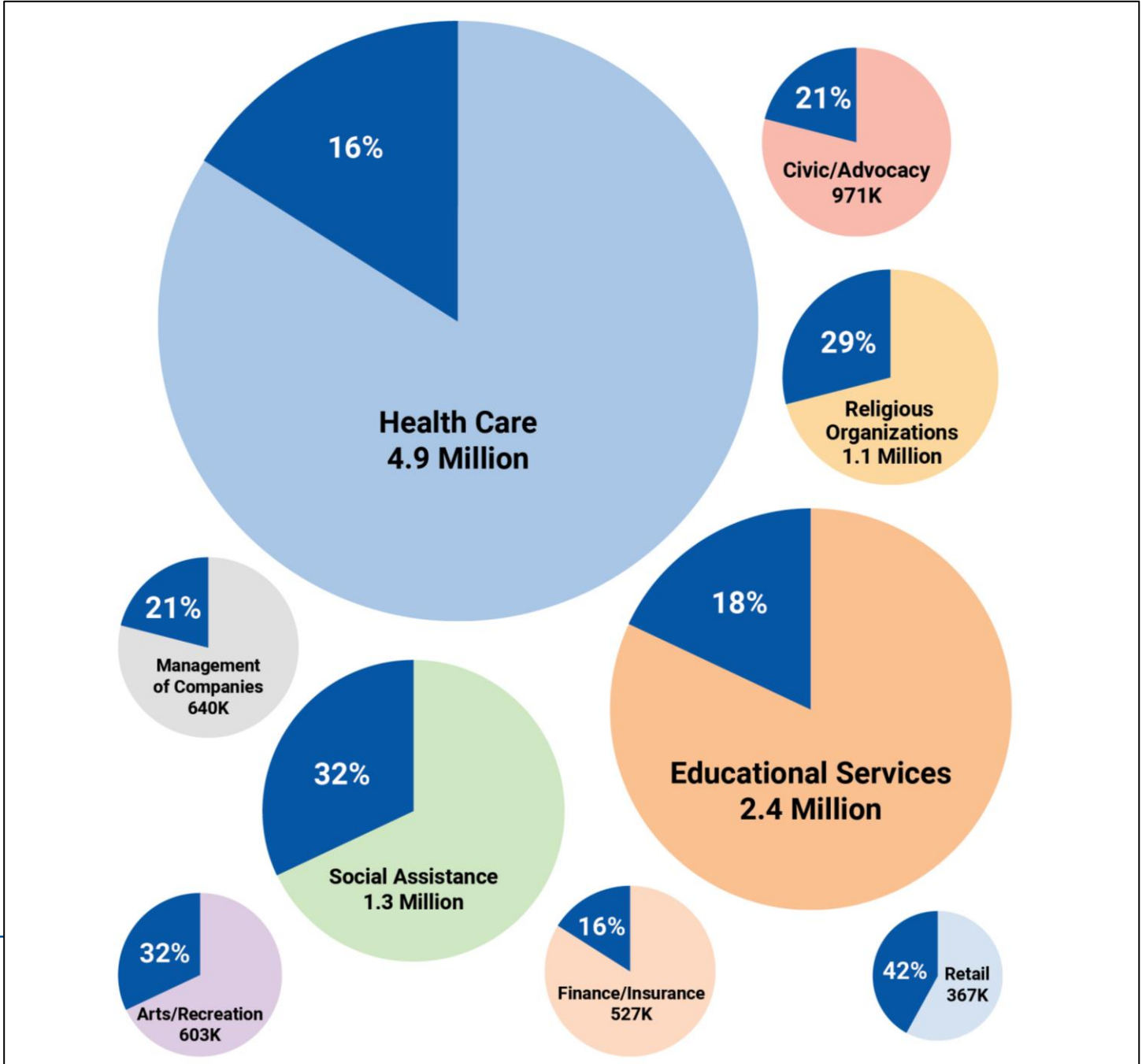
Sources: ALICE Household Survival Budget, 2022; American Community Survey, Public Use Microdata Sample (PUMS), 2022



Industry Sector

Nine largest nonprofit industry sectors = 12.7 million employees
(Total = 13.9 million employees)

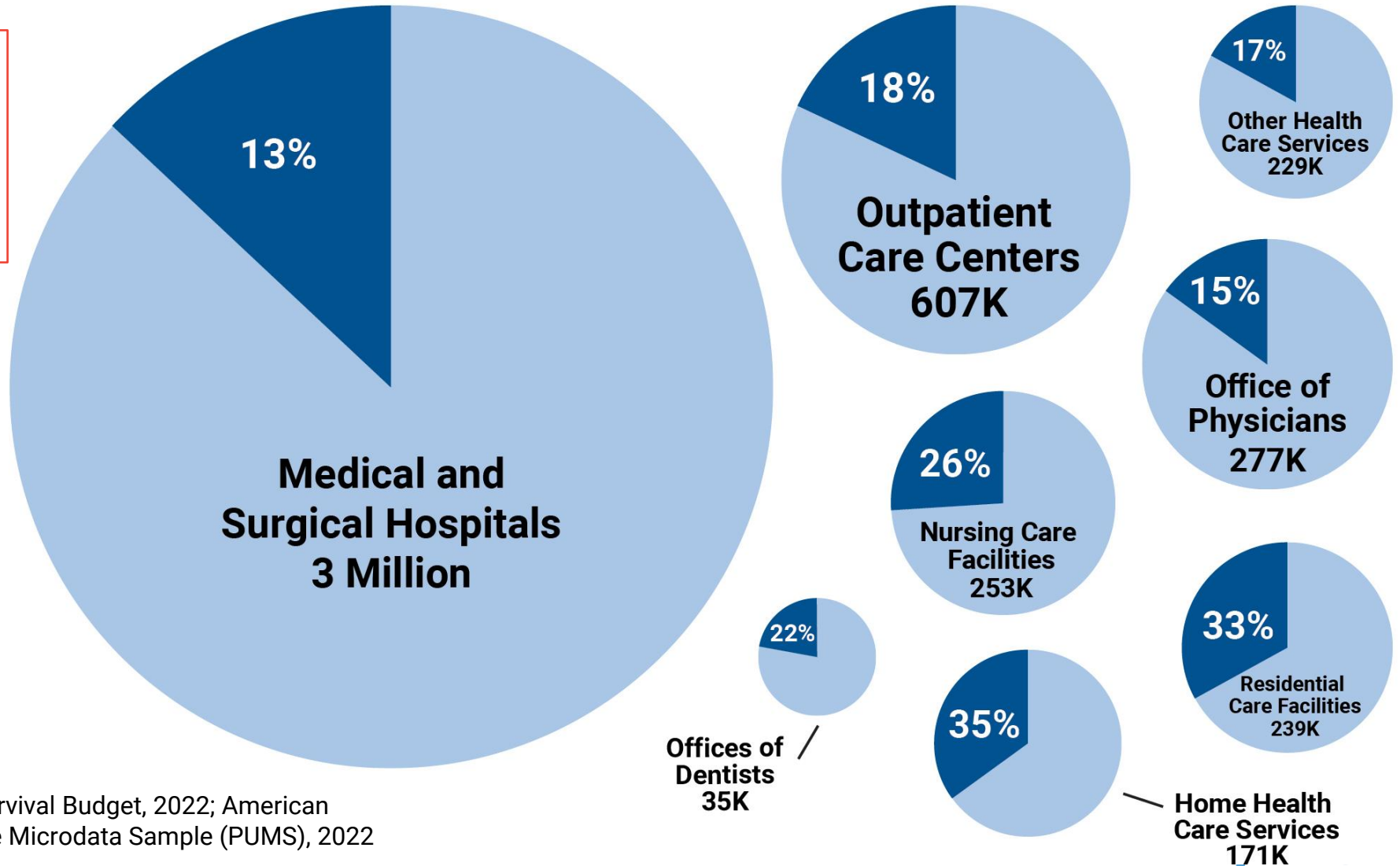
■ Share Below ALICE Threshold
Size of Circle = Total Workers



Sources: ALICE Household Survival Budget, 2022; American Community Survey, Public Use Microdata Sample (PUMS), 2022

Health Care

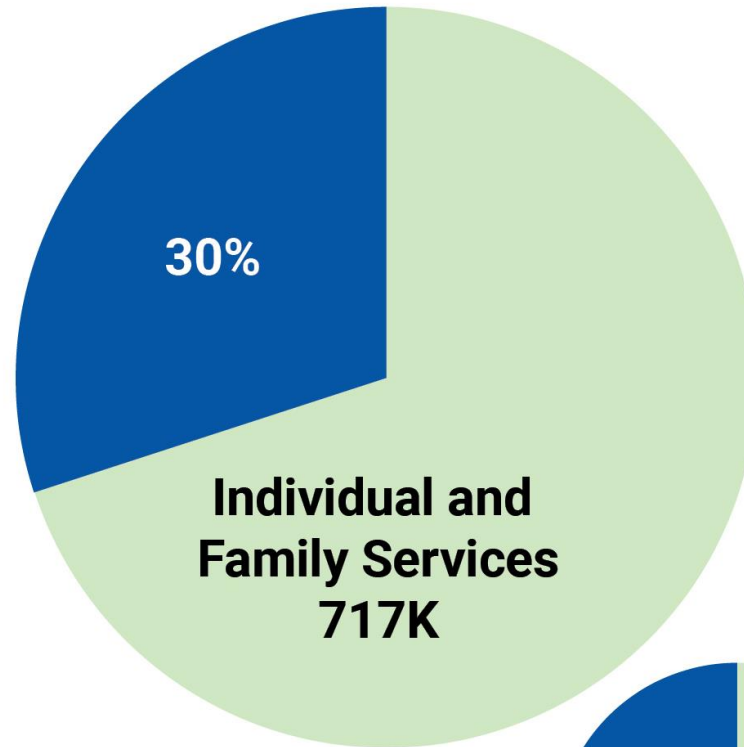
Nonprofit Health
Care Subsectors
= 4.9 million
employees



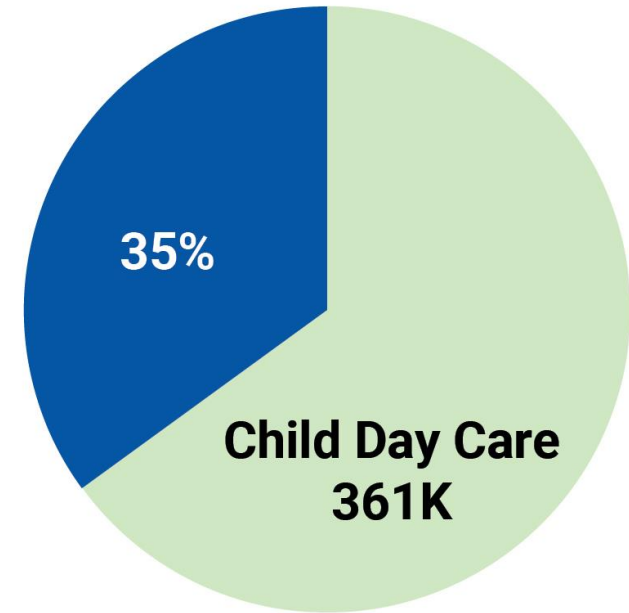
Sources: ALICE Household Survival Budget, 2022; American Community Survey, Public Use Microdata Sample (PUMS), 2022

Social Assistance

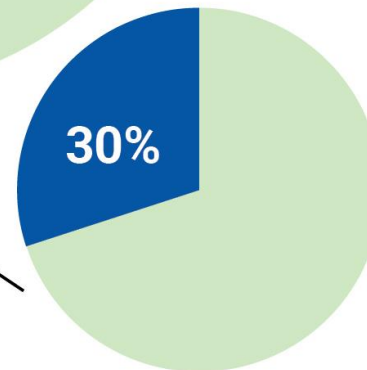
Nonprofit Social Assistance Subsectors = 1.3 million employees



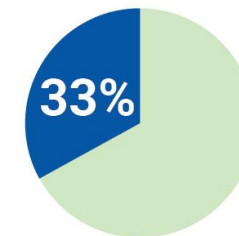
Individual and Family Services
717K



Child Day Care
361K



Community Food, Housing, and Emergency Services
136K

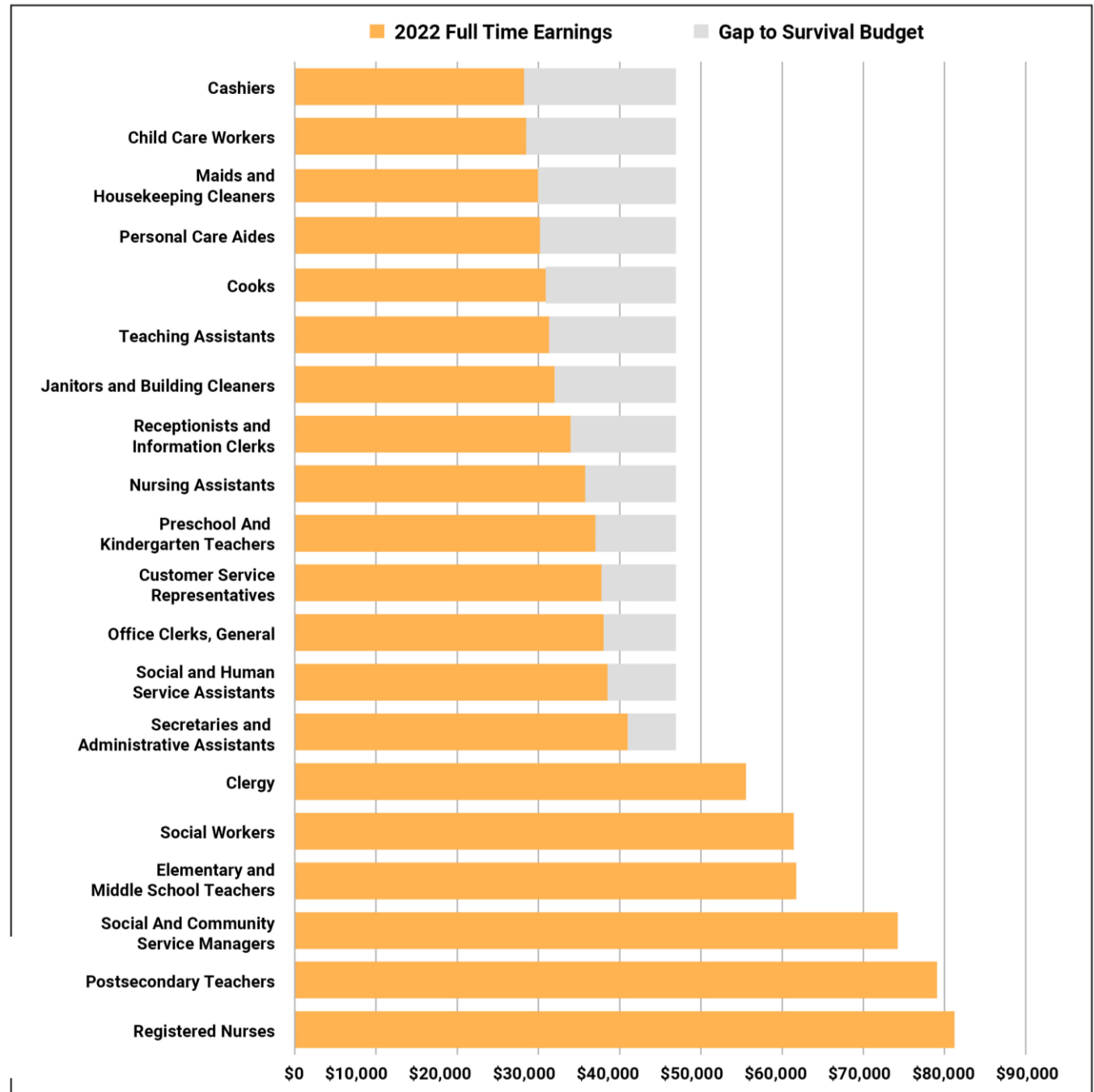


Vocational Rehabilitation Services
49K

Sources: ALICE Household Survival Budget, 2022; American Community Survey, Public Use Microdata Sample (PUMS), 2022

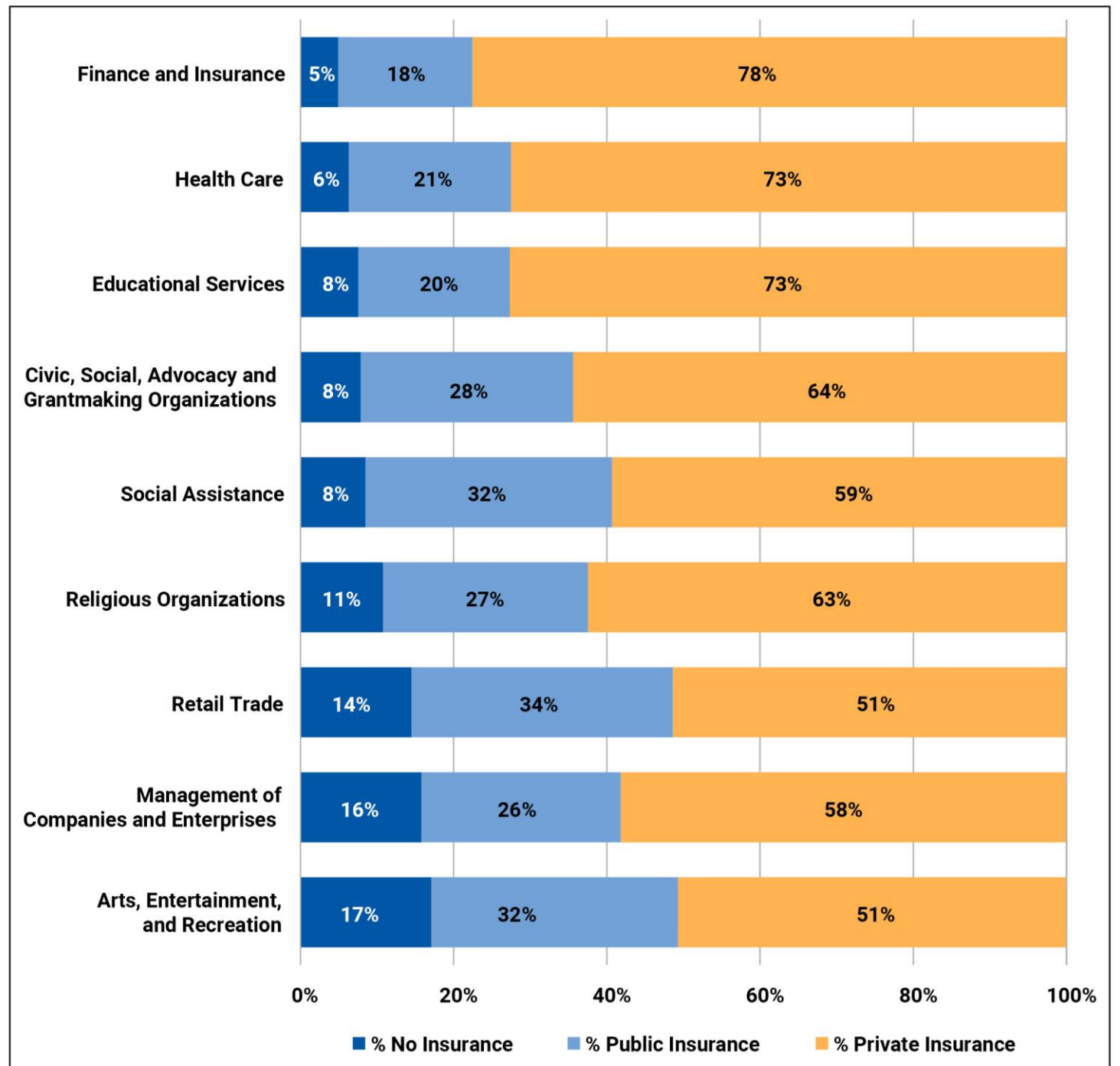
Nonprofit Occupations

Sources: ALICE Household Survival Budget, 2022; American Community Survey, Public Use Microdata Sample (PUMS), 2022; Bureau of Labor Statistics—Occupational Employment and Wage Statistics, 2022.



Health Insurance

Nonprofit Workers Below ALICE Threshold



Sources: ALICE Threshold, 2022; American Community Survey, Public Use Microdata Sample (PUMS), 2022

Planning a Better Future

Planning for ALICE's Future

Will this help make budget items

- More affordable?
 - More accessible?
 - Better quality?
-



Rethinking Project Development for ALICE



Consider **ALICE** factors during concept development



Walk in **ALICE**'s shoe's,
Ride with **ALICE**



Develop an **ALICE** check list for evaluation



Be mindful **ALICE** is on your team

EMPOWERING **ALICE**®



THROUGH TRANSPORTATION

THE ALICE DRUMBEAT CONTINUES...

Miami
FLORIDA
JANUARY 5-7, 2026



#ALICEsummit

Hosted by United Way of Northern New Jersey