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1

Poverty Trends Webinar Session 8: You CAN Figure Out Why Work No Longer Gets People Out of Poverty



June 22, 2017

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Center for Community Futures

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AMERICA'S POVERTY FIGHTING NETWORK



Purpose: To analyze Community Action outcomes and identify effective, promising and innovative practice models that alleviate the causes and conditions of poverty.

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Anti-Poverty Work



The “Heart” of Who We Are

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The Promise of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live.

We care about the entire community and we are dedicated to helping people help themselves and each other.

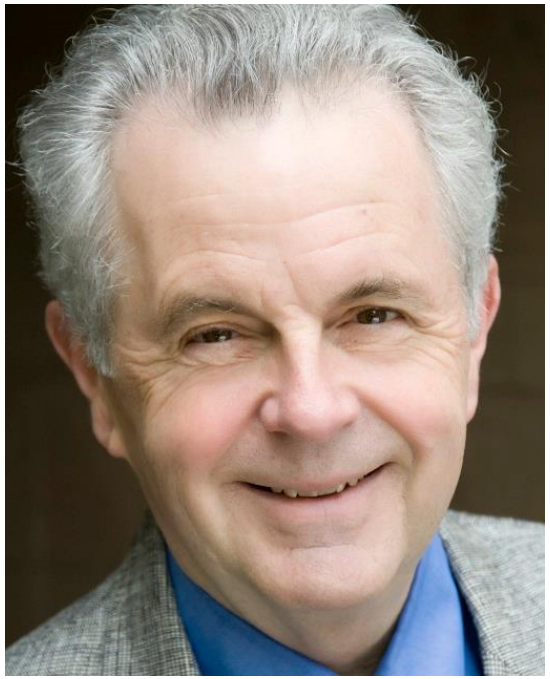
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The National Webinar Series

Focuses on themes related to the specific anti-poverty approaches and is a way to showcase innovative strategies to the broader CSBG network.

6

Subject Matter Experts



Jim Masters



Allen Stansbury

You CAN Figure Out Why Work No Longer Gets People Out of Poverty



Poverty Trends LCG

8

Introduction

"Think globally, act locally"

We want to help CAA's go deeper into the structural causes of poverty today, including:

- Automation – progress is a two-edged sword.
- Globalization – goods are cheaper but jobs are lost.
- Corporate culture and business practices – squeeze those employees, give the profits to the hedge funds and managers even if your employees are suffering. (All perfectly legal -- well mostly legal except for wage theft and union busting.)
- The failure of government to deal with the above trends for the past 40 years.
- We will be looking at these issues from a "global prospective" while seeking how to deal with them locally.

Webinar Objectives

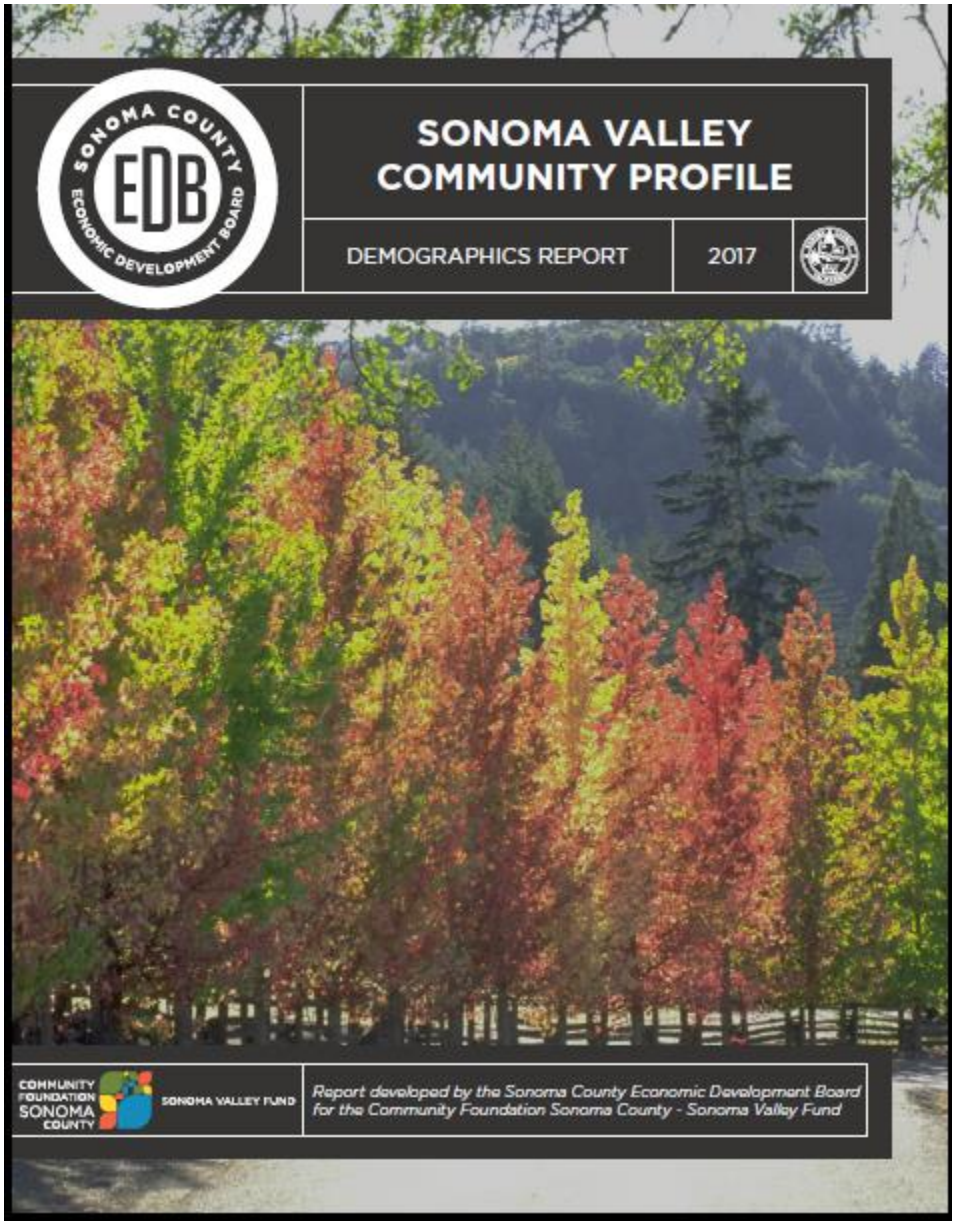
- We are developing a Toolkit enables CAA's to find out how these national economic and workforce trends appear in their state, counties and cities. We envision the results of this analysis as being a section of their community assessment.
- We will also describe the policies and strategies that are needed to change the rules under which the economy operates.
- Many think tanks have good ideas. We need more education and advocacy to get them adopted.

Workshop Topic Areas

- Critiquing the community assessment process
- National Economic Trends Review
- Toolkit topic areas
- Data sources relevant to your service area
- Identifying indicators
- Survey questions related to the issue
- Suggested strategies to resolve the issue
- Source material

Problems in community assessment:

- Too often describe only the CONDITIONS and only in very general terms (poverty rate, unemployment rate, etc.)
- Do not include DETAILS of how people earn money, including the structure of the labor market (number dropped out of the labor force, part-time, temp, stagnant wages, etc.)
- Do not include CAUSES of why and how the labor market operates to limit people's ability to earn a living.
- Therefore do not lead to STRATEGIES that reduce the causes. (Most services just ameliorate the conditions.)
- Existing HOW-TO MATERIALS for community assessment from the Partnership, NASCSP and ANCRT are all different, and
- None of them tell people how to analyze the labor market in sufficient detail.


SONOMA COUNTY
EDB
ECONOMIC DEVELOPMENT BOARD
SONOMA VALLEY
COMMUNITY PROFILE
DEMOGRAPHICS REPORT
2017
COMMUNITY FOUNDATION SONOMA COUNTY
SONOMA VALLEY FUND
Report developed by the Sonoma County Economic Development Board
for the Community Foundation Sonoma County - Sonoma Valley Fund

Key Findings (1): Demographics

- The population aged 65 and over has increased 4 percentage points in Sonoma Valley.
- Hispanics now comprise 28% of the Sonoma Valley population, a 13% growth rate since 2010.
- In 2014 over 13% of Sonoma Valley residents were non-citizens, a 4 percentage point increase from 2009. The proportion of non-citizens is high in each of the Springs areas, reaching 30% in Fetters/Agua Caliente, 24% in Boyes Hot Springs, and 24% in El Verano.
- Almost 20% of families with children throughout Sonoma Valley live in poverty, a 7.2 percentage point increase in the last five years. Poverty is more prevalent with the Hispanic residents than with their White counterparts.

14

Key Findings (2): Employment and wages

- The employment rate has improved dramatically since 2009 with a current unemployment rate of around 5% but this has not helped reduce poverty in the Valley.
- Men earn more than women in virtually all occupational areas.

Key Findings (3): Education

- Hispanics are the largest group in the Sonoma Valley Unified School District with 57% of the enrollment, an increase from 48% in 2009.
- Hispanic students continue to close the education gap with Whites as indicated in improved high school graduation rates. The percent of Hispanic students in the Sonoma Valley School district who graduated with University of California and California State University (UC/CSU) required courses increased by approximately 10 percentage points from 2014 to 2015.
- Over 95% of White adults in Sonoma Valley have a high school diploma while less than 50% of Hispanic adults in the Valley have a high school diploma. This gap has widened since 2009.

16

Key Findings (4): Health and Housing

- There is a clear discrepancy between White and Hispanic coverage in health insurance with insurance coverage rates among Hispanics falling well below Whites.
- Housing vacancy rates continue to fall in an already tight market and many of the vacancies that exist are devoted to seasonal and recreational units, best understood as second or vacation homes.

17

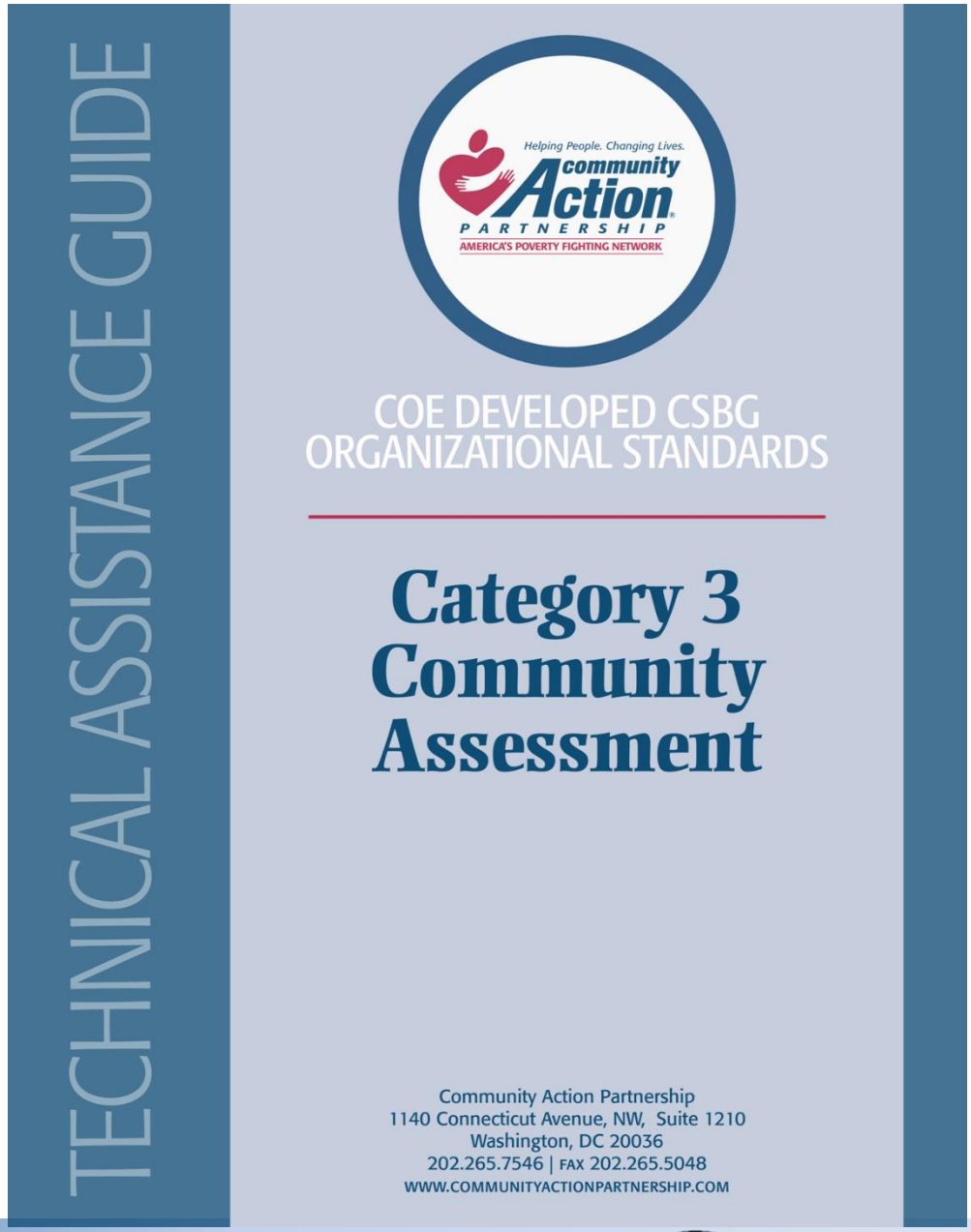
Partnership Assessment Guides

1. Category 3 Community Assessment
2. NASCSP Community Action Guide to Comprehensive Needs Assessment

Technical Assistance Guide

- Guidance on definition and intent
- Guidance on interpretation and documentation

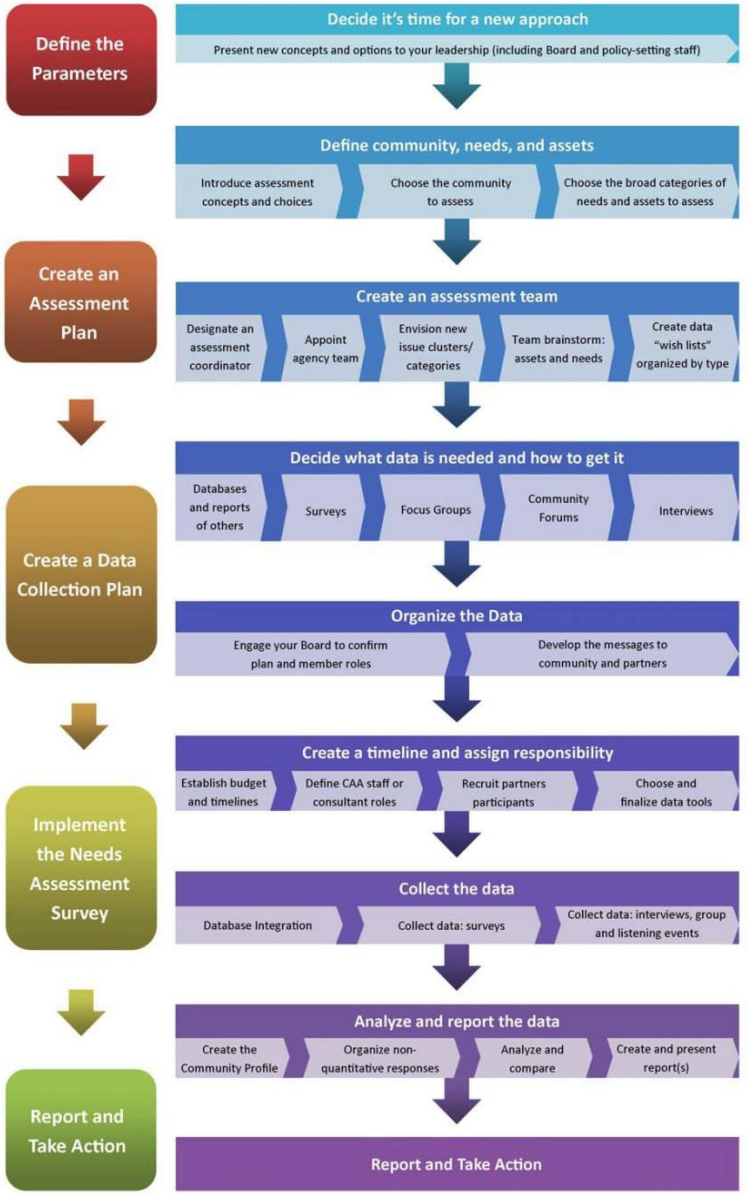
- Resources to benchmark performance and improve



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National Association for State Community Services Programs

A Community Action Guide to Comprehensive Community Needs Assessments



Traditional Community Assessment Topics

- Demographics
- Economy
- Employment
- Housing
- Education
- Nutrition
- Energy
- Transportation



21

HOWEVER,

- Traditional assessment topics are only somewhat relevant, additionally there are others that have revealed themselves since the great recession of 2007-2009.
- We strongly suggest that community action agency assessments cover the topics on the list that follows.

Webinar topic areas

- Causes of Poverty
- America's declining Middle class
- Declining labor's share of income
- Labor force participation

Toolkit Topic Areas

- Wage Theft – an $8 billion problem
- Employment in the “Gig Economy” -
- Automation and Technology – Where most American job losses are occurring
- Globalization – cheap goods, loss of jobs
- Income volatility-steady jobs but unsteady pay and hours
- The Gig economy-its impact on the local economy
- Non-participating workforce-trends increasing
- Opiates – a America’s growing deadly trend
- Male Life expectancy: declining age-expectance if middle-aged white Americans (Denton-Case 2017 mortality- morbidity research)

24

Toolkit Template

- Identify or defining the problem/issue
- Indicators of the problem/issue
  - National
  - Local
- Survey questionnaire
- Mapping the problem
- Mitigation measures:
  - National and State
  - Local,
  - Self mitigation measures

25

ECONOMIC TRENDS OVERVIEW

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Causes of poverty in the US from 1972 – the future: Job Loss and Wage Stagnation

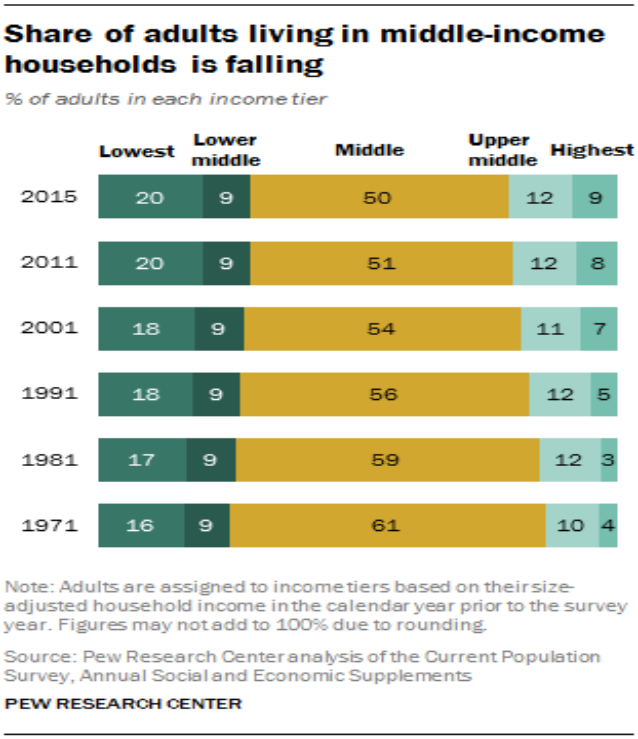
1. Business culture and policies
   - r>g Thomas Piketty, Emmanuel Saez, Raz Chetty
   - Maximize short term profits for managers and investors by cutting worker pay and benefits.
2. Business practices in the name of "progress"
   - Automation
   - Offshoring of jobs to lower labor costs, improve product quality
   - Cash held to avoid taxes, for M&A

3. Government failure to deal with the above.

The American Middle Class Is No Longer the Majority

According to Pew Research:

"More households than ever before have fallen into the category of the "working poor" those whose incomes are in the bottom two quintiles earning less than $42,000 per year"

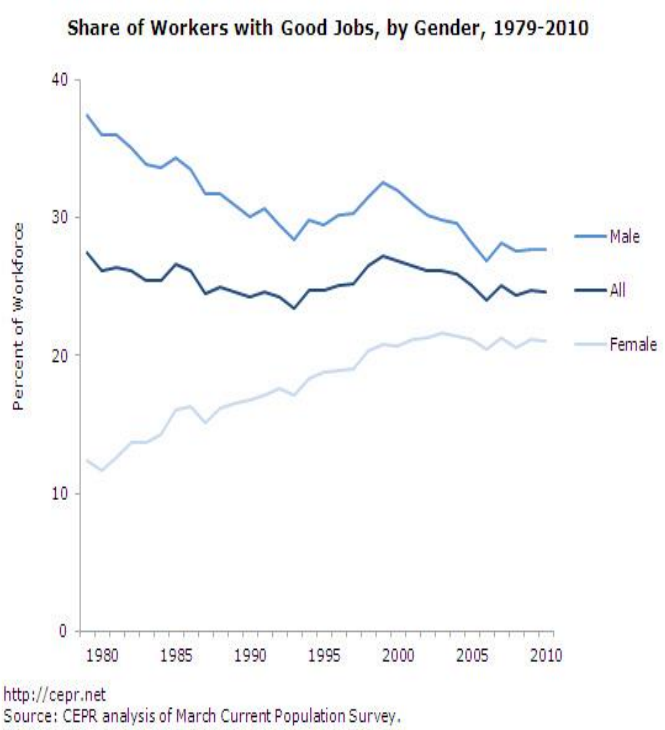


pewsocialtrends.org/2015/12/09/the-american-middle-class-is-losing-ground/

Middle Income Jobs Declined

According to the Center for Policy Research:

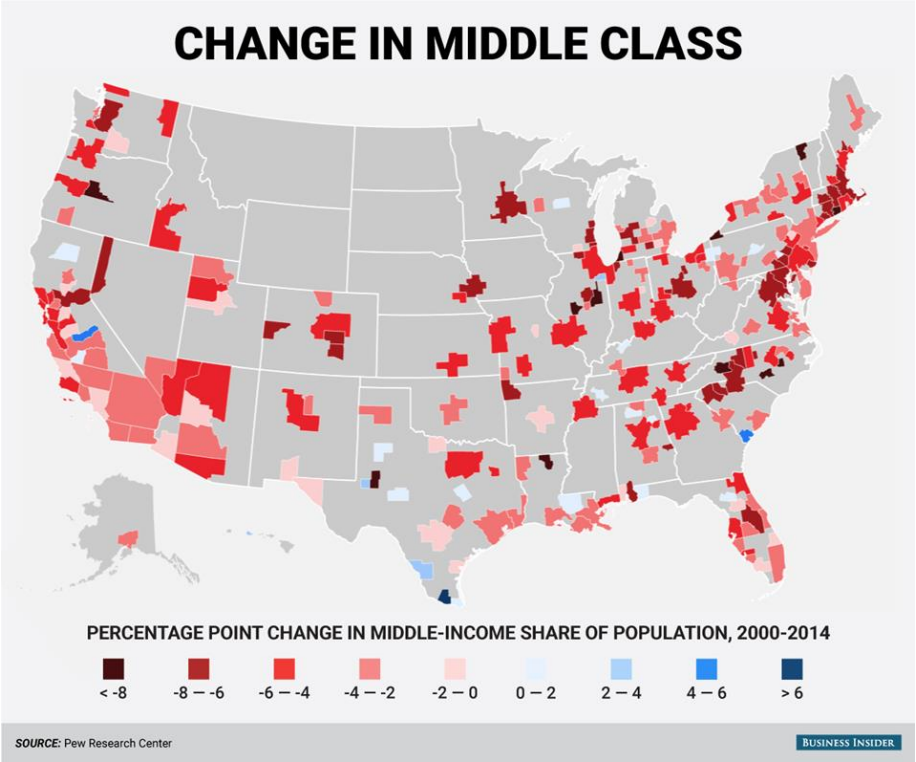
- Good paying jobs (at least $18.50 an hour) declined overall between 1979 and 2010.
- While males held the majority of the jobs lost, female employment steadily increased.
- 40% of those good jobs requiring a degree held steady at about 42-45%
- Jobs with only a high school degree fell from 17% to about 5%



http://www.cepr.net/documents/publications/good-jobs-2012-07.pdf

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According to Pew's analysis of government data: "*From 2000 to 2014, the share of adults living in middle income households fell in 203 of 229 U.S. metropolitan areas*."

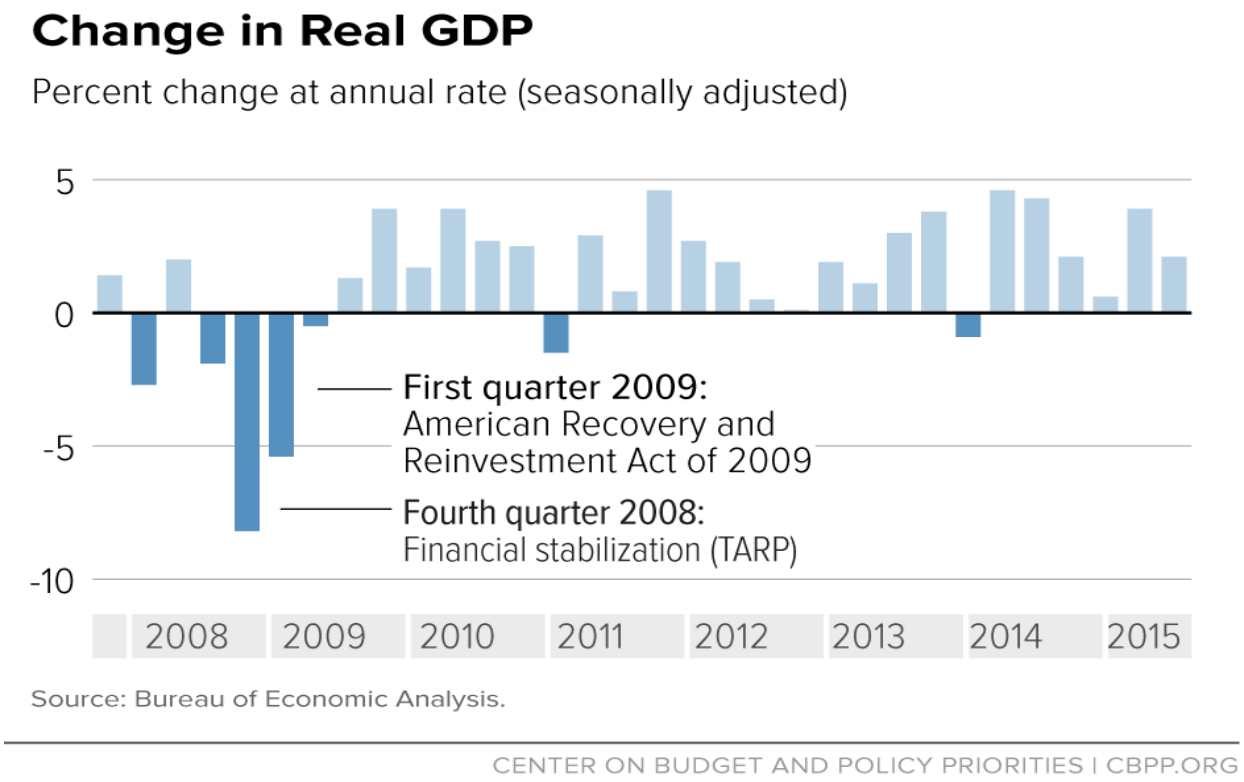


America's Shrinking Middle Class: A Close Look at Changes Within Metropolitan Areas, Pew Research Center

What is the number and percent of people living in middle income households in your area?

What is the 40 year trend?

GDP Recover Now 2.2% Growth Rate



http://www.cbpp.org/chartbook11-gdp-change-optpng

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What is the economy growth rate in your area? Is it above 3%? Below 3%?

- State Department of Commerce
- Etc

Next slide: Workforce participation rate
Wyandotte County, Kansas
Source: Towncharts.com
http://www.towncharts.com/Kansas/Economy/Wyandotte-County-KS-Economy-data.html

Figure 15: Quarterly Labor Force Participation for the Area Closest to Wyandotte County, KS Tracked by BLS

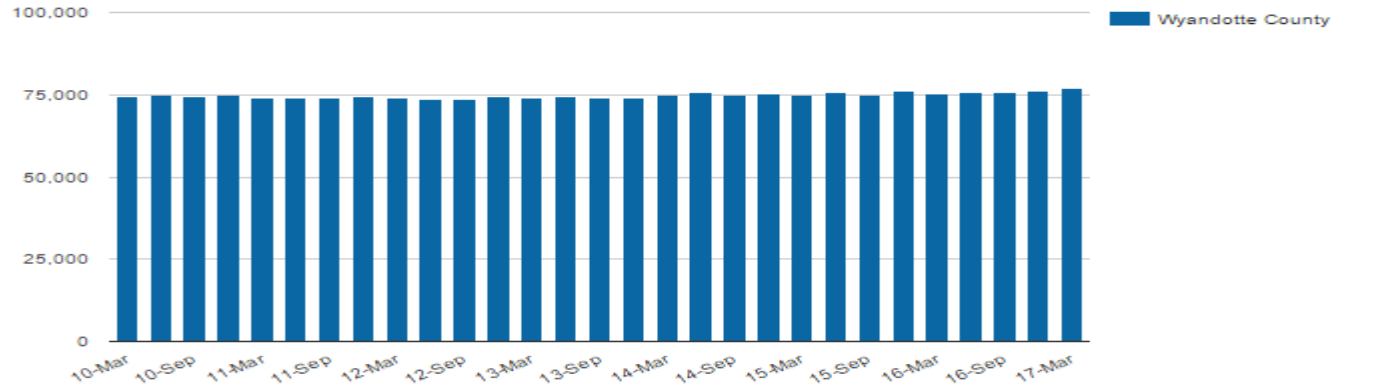


Figure 16: Wyandotte County, KS Annual Unemployment Rate

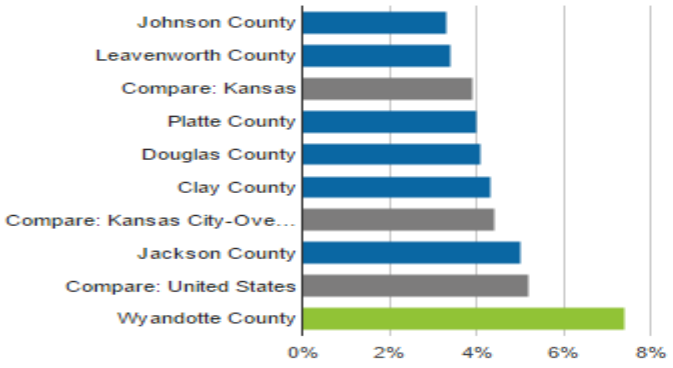


Figure 17: Annual Labor Force Participation

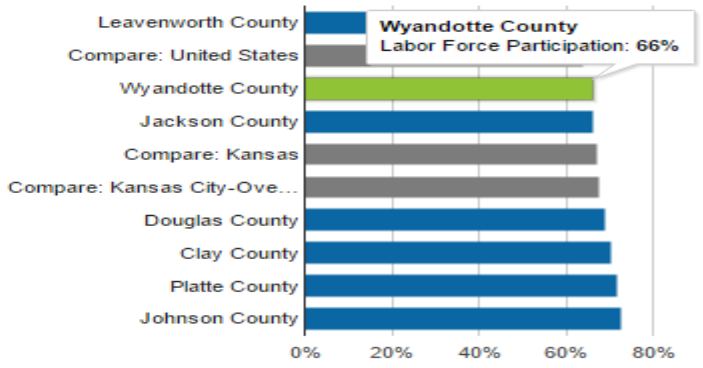
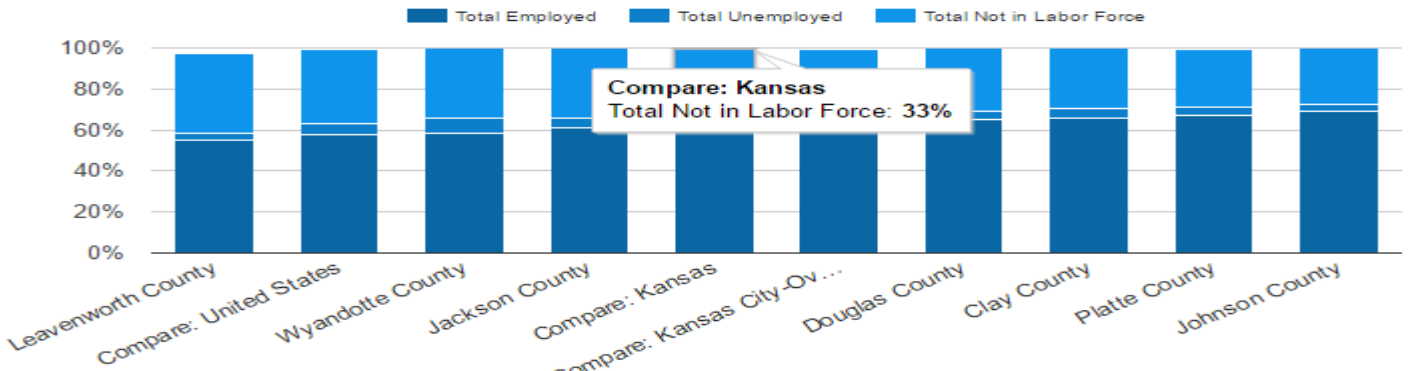
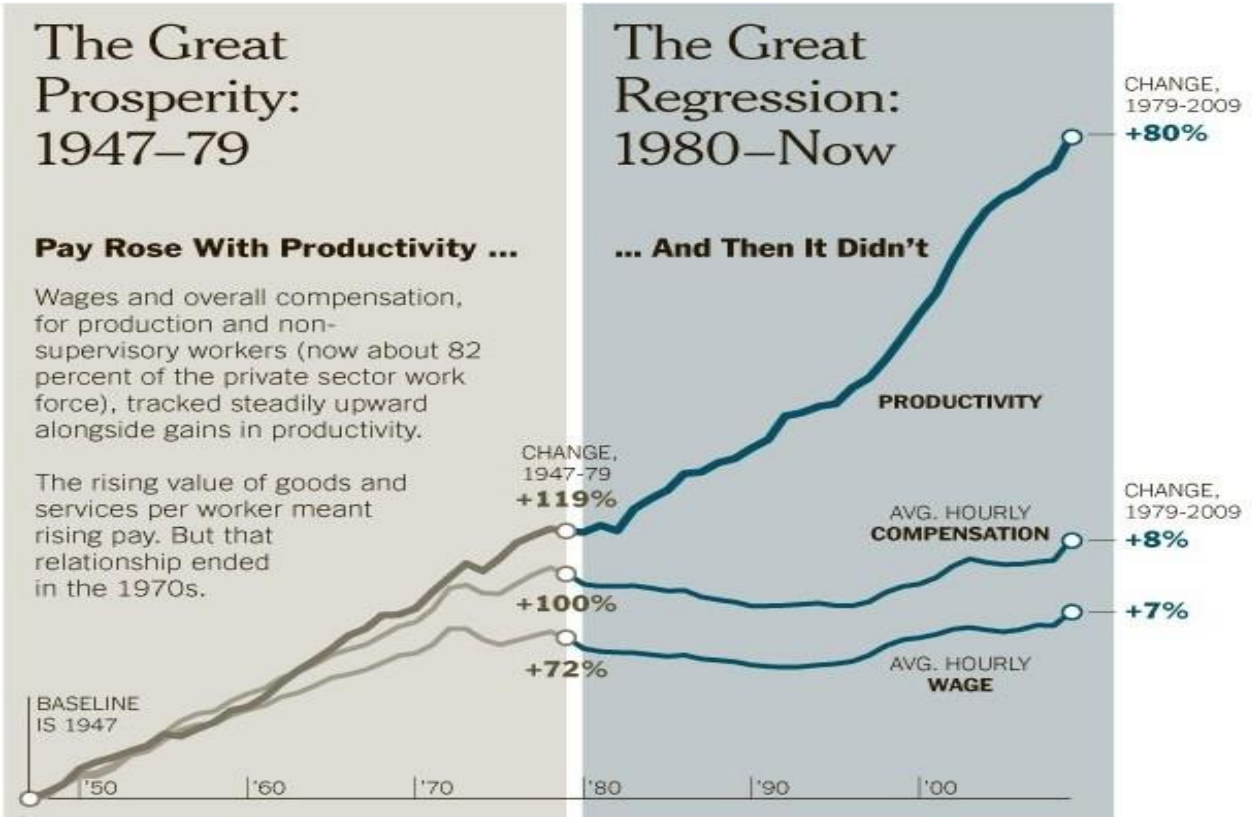


Figure 18: Wyandotte County, KS Components of Employment Status



Robert Reich: Economic trends 1947-2009



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Growing Productivity Gap 1973-2015

The gap between productivity and a typical worker's compensation has increased dramatically since 1973

Productivity growth and hourly compensation growth, 1948–2015

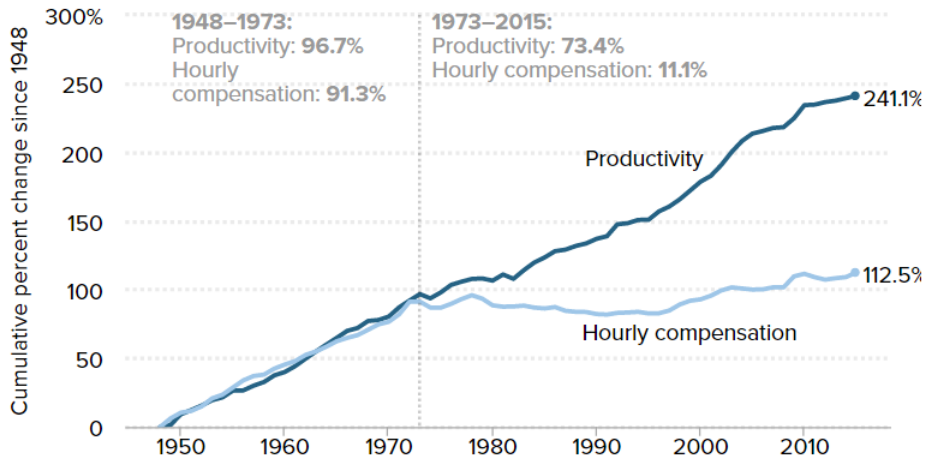


Chart | Data

Note: Data are for average hourly compensation of production/nonsupervisory workers in the private sector and net productivity of the total economy. "Net productivity" is the growth of output of goods and services minus depreciation per hour worked.

Source: EPI analysis of data from the Bureau of Economic Analysis (BEA) and the Bureau of Labor Statistics (BLS) (see the technical appendix of Bivens and Mishel 2015 for more detailed information) ...

Economic Policy Institute

Productivity–Pay Tracker

Change 1973–2015:

Productivity

+73.4%

Hourly pay

+11.1%

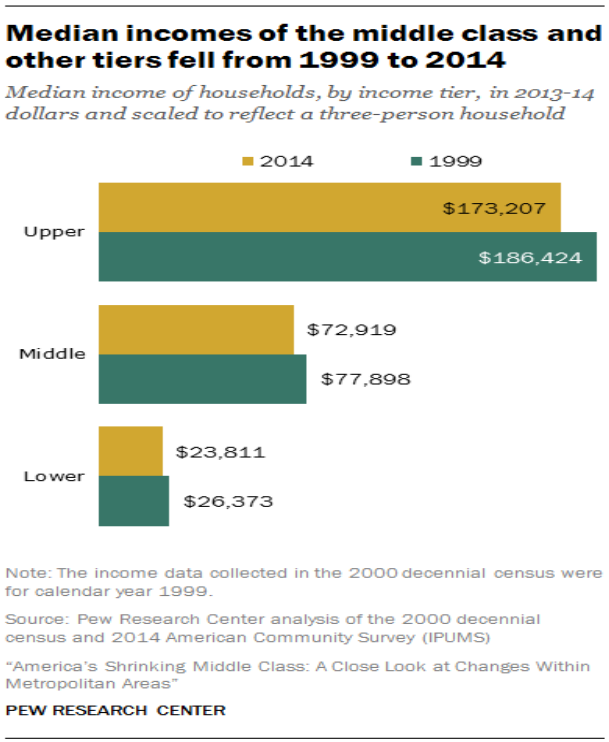
Productivity has grown 6.6x more than pay

Updated August 2016

http://www.epi.org/productivity-pay-gap/

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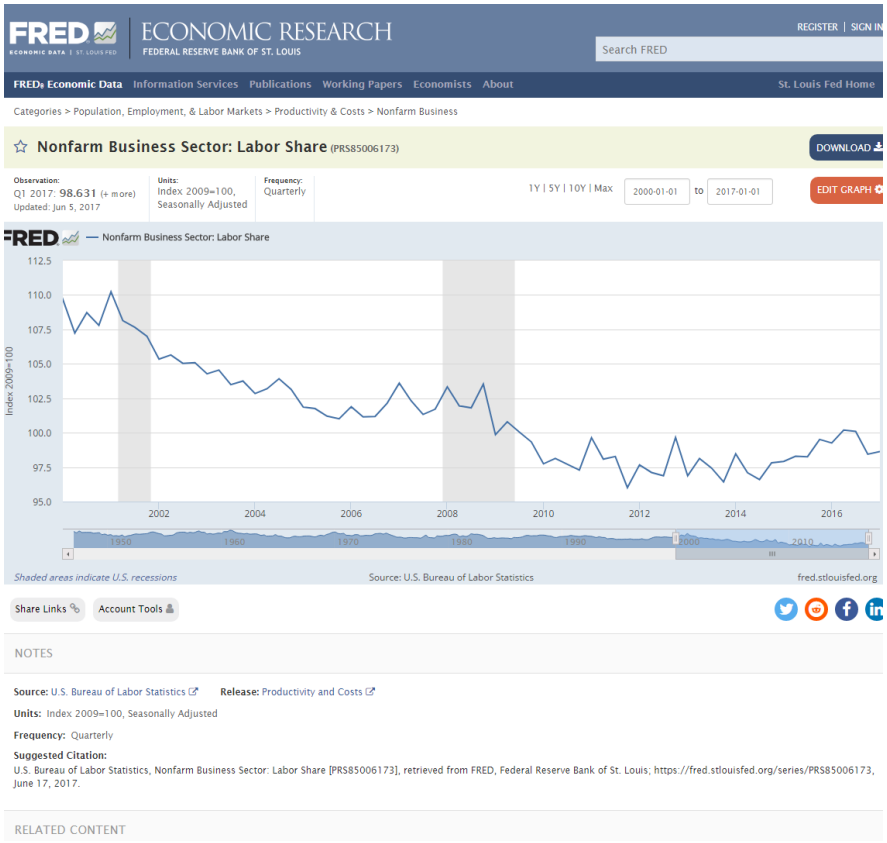
Incomes 1999 vs 2014



http://www.pewsocialtrends.org/2016/05/11/americas-shrinking-middle-class-a-close-look-at-changes-within-metropolitan-areas/st_2016-05-12_middle-class-geo-04/

Decline in labor's share of corporate income (2000-2017)

- **The decline in labor's share of corporate income since 2000 means $535 billion less for workers**
- Between 2000 and the second quarter of 2015, the share of income generated by corporations that went to workers' wages (versus going to managers and investors) declined from 82.3 percent to 75.5 percent.
- This 6.8 percentage-point decline in labor's share of corporate income means that if this amount was spread over the entire labor force (not just corporate sector employees) this would translate into a $3,770 raise for each worker.



https://fred.stlouisfed.org/series/PRS85006173#

http://www.epi.org/publication/understanding-the-historic-divergence-between-productivity-and-a-typical-workers-pay-why-it-matters-and-why-its-real

http://www.epi.org/publication/the-decline-in-labors-share-of-corporate-income-since-2000-means-535-billion-less-for-workers/

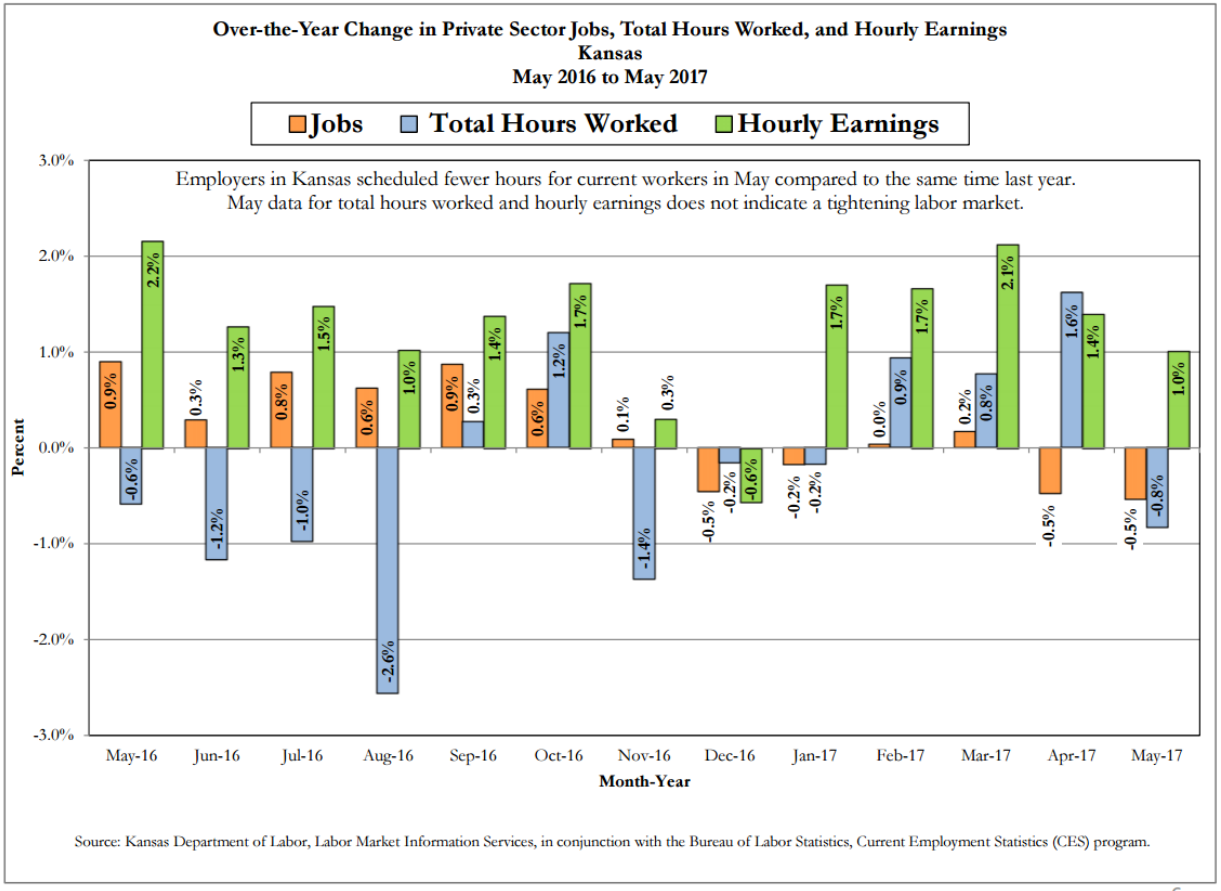
Labor's share of income

- How do we do this for a state or city?
- Average wages?
- By education level?

- Data and information sources:
  - ✓Department of Labor (BLS)
  - ✓State employment statistics
  - ✓Local workforce council
  - ✓University extension service
  - ✓University department of economics
  - ✓Chamber of Commerce
  - ✓Local workforce development board/council



Year to Year Change Hours Worked and Hourly Earnings May 2016-May 17



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https://klic.dol.ks.gov/admin/gsipub/htmlarea/uploads/LR%20May2017%20Economist%20Overview%20Report.pdf

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Understanding the Real Economy

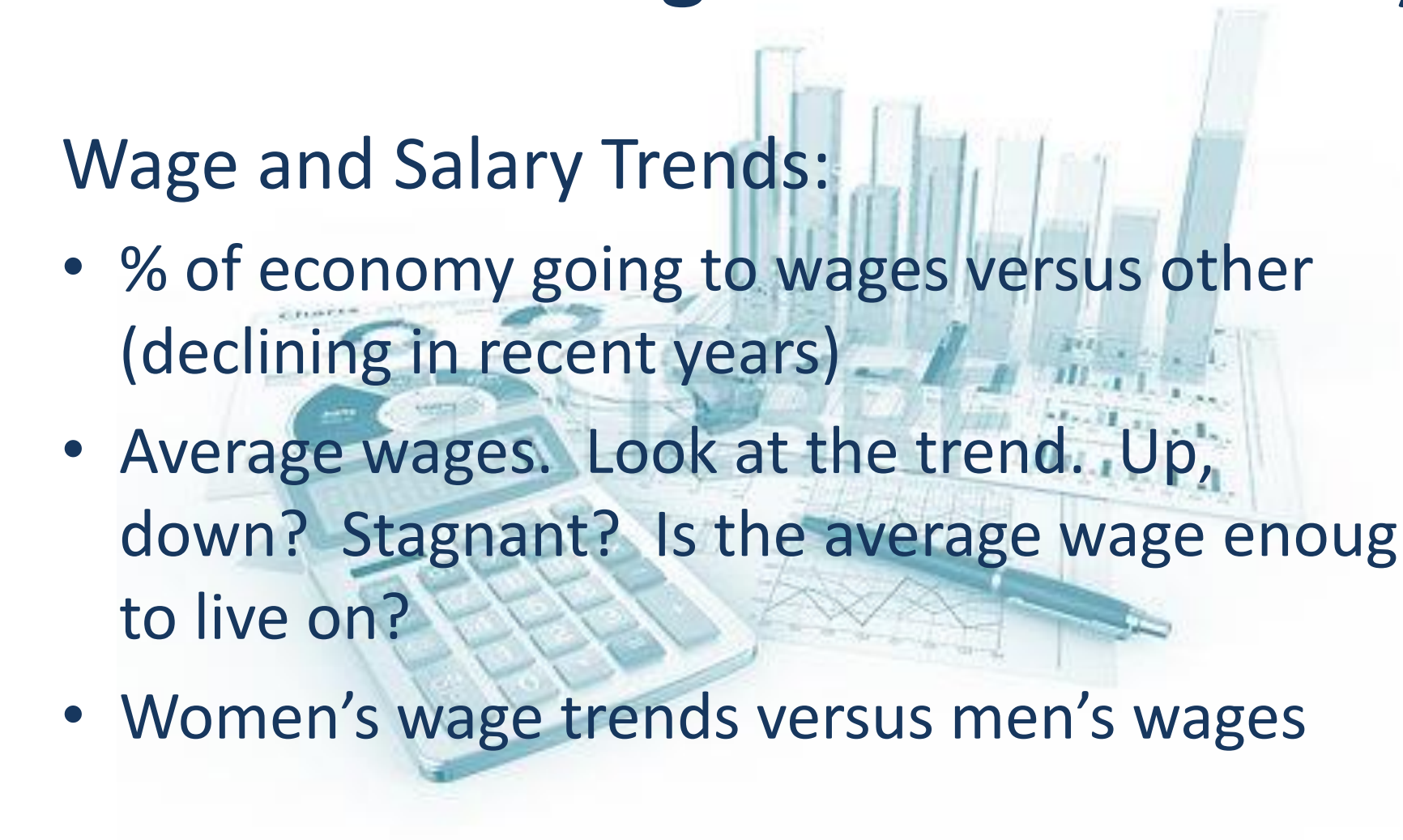


- National trends that are significant whether we have yet figure out a way to measures them locally or not
- Labor Market: Workforce and unemployment, wage and salaries, immigration
- How to read the BLS monthly jobs report

Understanding the Real Economy

- Number and percent of Women versus men in the workforce
- Numbers and percent of jobs going to college grads versus high school (Georgetown University)
- 2 million temps, mostly young and minority
- # of new jobs created/lost (by industry)
- Number of jobs lost to automation
- Number of jobs lost to plant closing, off shoring (may overlap with above)

Understanding the Real Economy



Wage and Salary Trends:

- % of economy going to wages versus other (declining in recent years)
- Average wages. Look at the trend. Up, down? Stagnant? Is the average wage enough to live on?
- Women's wage trends versus men's wages

Forbes: Record Job Openings, record low unemployment, meagre pay raises

What Ails The American Economy - Record Job Openings, Near Record Low Unemployment, Meagre Pay Rises





Tim Worstall, CONTRIBUTOR

I have opinions about economics, finance and public policy. FULL BIO

Opinions expressed by Forbes Contributors are their own.



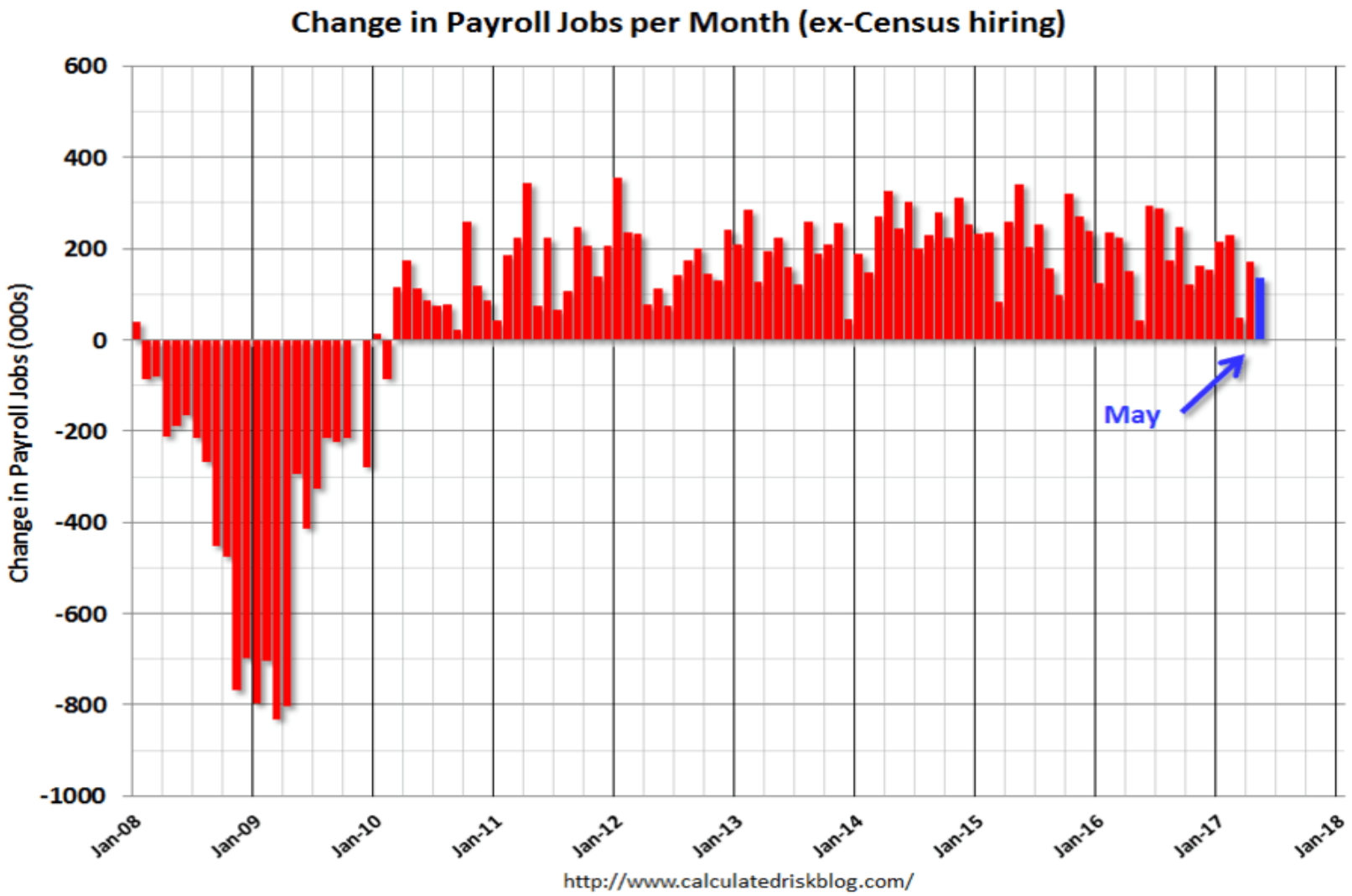
This is a combination of things which isn't really supposed to happen to an economy. We've the news today that job openings are at a record high--admittedly that's a statistic we've not been collecting all that long but still--and unemployment is down about as low, among the labour force, as it ever has been in modern times. And yet wage growth is meagre at best, barely running along ahead of inflation. This isn't how it's supposed to be, the standard rules of thumb about how economies work shouldn't really allow us to have this combination of the three. The puzzle therefore is to try and work out what ails the economy, to explain why what is happening is doing so. And no, no one really does have the full answer although many to most are pushing their own pet solutions as usual:

> Job openings rose to the highest level on record in April, the Bureau of Labor Statistics reported Tuesday.
>
> Total advertised vacancies rose to just above 6 million, eclipsing last summer's highs to reach the highest level since the bureau began

https://www.forbes.com/sites/timworstall/2017/06/06/what-ails-the-american-economy-record-job-openings-near-record-low-unemployment-meagre-pay-rises/#e55a815789a2

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Job creation trends 2008-2017



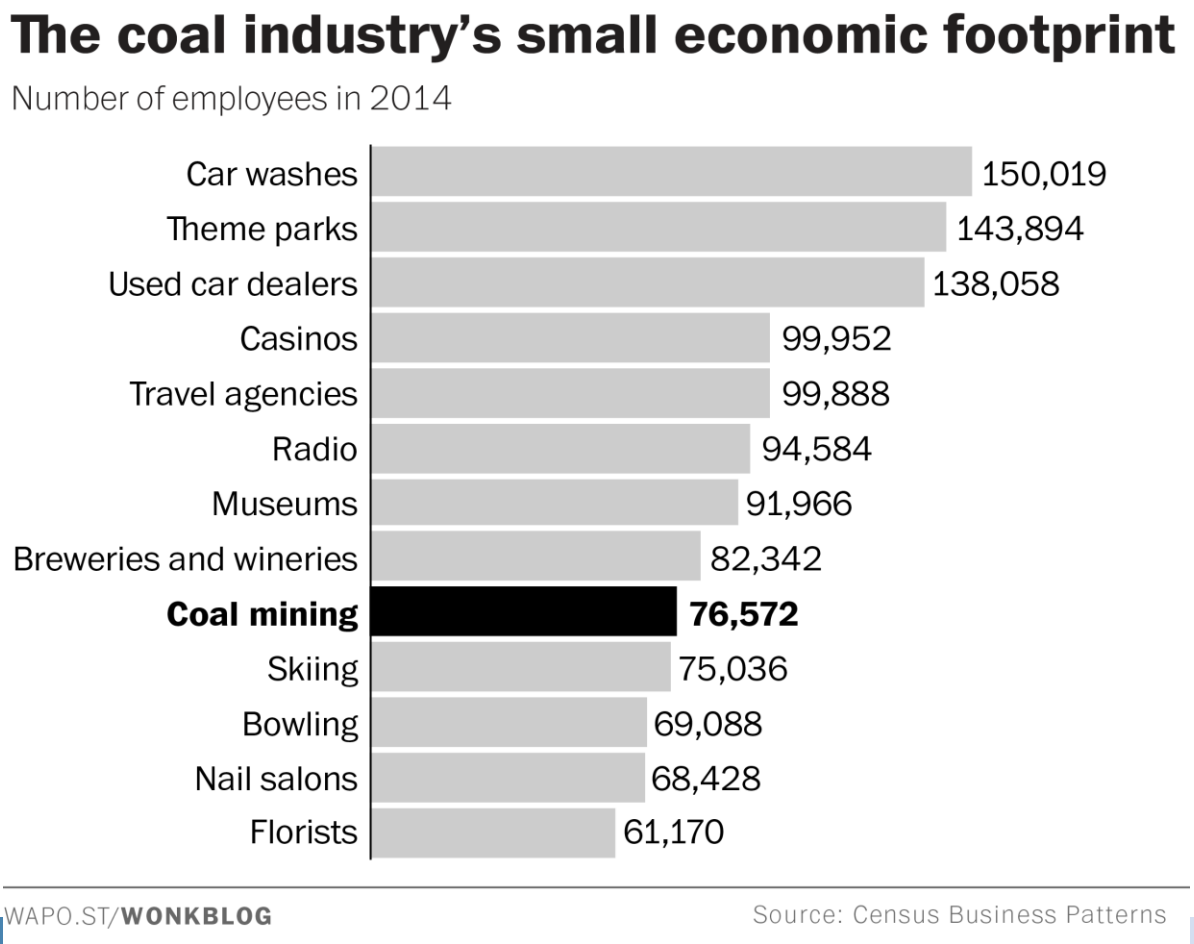
June 2017 Economic Snapshot

1. America's booming job market hit a seasonally-adjusted 6m vacancies in April, the highest since such records began in December 2000.
2. But hiring fell, businesses are struggling to find qualified workers,
3. Yet pay remains low, average annual rises of 2.5%, compared with 3%-plus before the recession.
4. Construction vacancies rose by a striking 26% month-on-month.
5. Almost twice as many people are quitting jobs as getting laid off, a sign that workers are confident they'll find another job.

The Economist Espresso via e-mail for June 7, 2017

enter for ommunity Future

Numbers employed



48

More

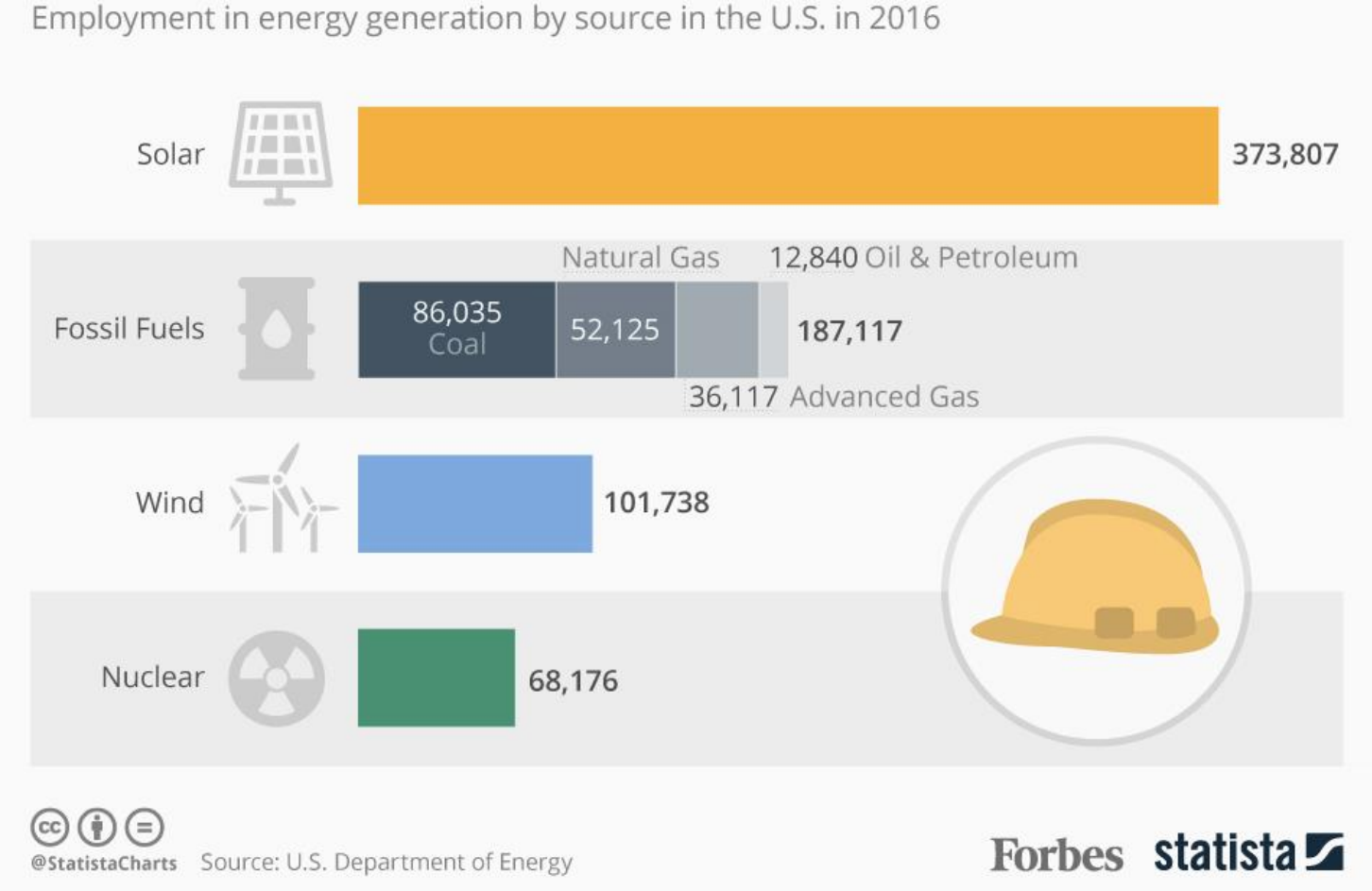
- Whole Foods (72,650)
- Arby's (close to 80,000)
- Dollar General (105,000)
- J.C. Penney (114,000)
- Walmart (2.2 million)
- Coal, (50,300) employees as of February 2017.
- https://fred.stlouisfed.org/series/CES1021210001

The above from the Wash Post

- https://www.washingtonpost.com/news/wonk/wp/2017/03/31/8-surprisingly-small-industries-that-employ-more-people-than-coal/?utm_term=.5bba5d80e3d1&wpisrc=nl_wonk&wpmm=1

A close look at one industry: Coal Mining

More Workers in Solar Than Fossil Fuel Power Generation



https://techcrunch.com/2017/06/02/why-pulling-out-of-paris-accords-damages-americas-economic-future/

Why pulling out of Paris Accord damages America's economic future (1)

1. Many coal and oil jobs are eventually doomed anyway — those industries have a limited future as the world leaves carbon behind.
2. Advanced energy jobs will multiply year after year. If the U.S. doesn't capture that work, other nations will.
3. Companies gain market leadership because they thrive on local markets first and then become global. Example: China with solar panel manufacturing — the government spent heavily to create a local market for the technology. Today the three biggest solar makers are based in China: Trina Solar, JinkoSolar and JA Solar.

https://techcrunch.com/2017/06/02/why-pulling-out-of-paris-accords-damages-americas-economic-future/

Why pulling out of Paris Accord damages America's economic future (2)

4. Ending our participation in the Paris Accord slows the U.S. advanced energy market, our American companies will be at a huge competitive disadvantage globally.
5. Worse, the damage can go beyond energy to all U.S. industry. New energy sources aren't getting adopted just because they might stave off climate change — they're getting adopted because they are becoming cheaper than carbon-based energy.
6. If the U.S. falls behind in advanced energy and our companies instead rely on carbon, eventually U.S. business will be operating at a higher cost than competitors around the world that rely on clean sources.

https://techcrunch.com/2017/06/02/why-pulling-out-of-paris-accords-damages-americas-economic-future/

54

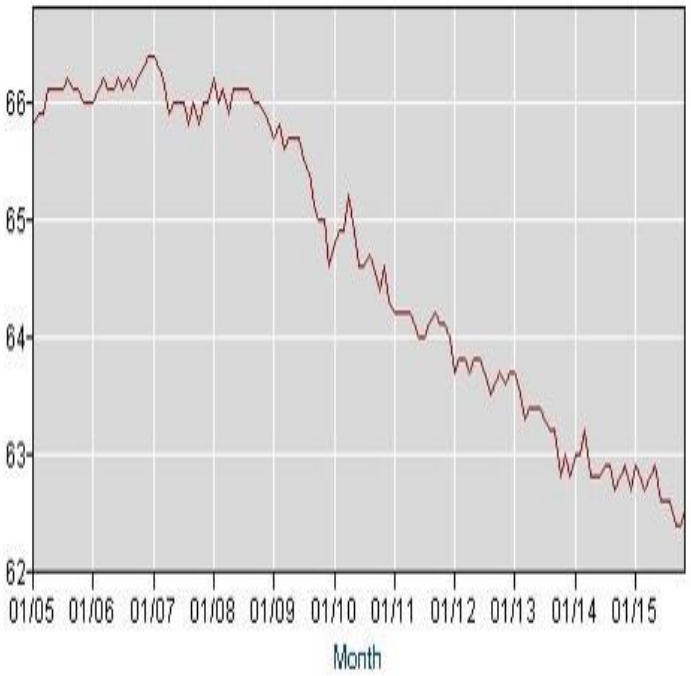
DECLINING LABOR FORCE PARTICIPATION RATES

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Record Low Labor Participation Rate

Despite record number of jobs created in the last 10 years,

- Participation rate has dropped from 67% (2007) to today's 62.5%
- Meaning the current low 5% unemployment rate is overstated.
- 4 causes of declining participation:
  1. Stagnant wages
  2. Aging workforce
  3. Fewer women working
  4. Skills mismatch



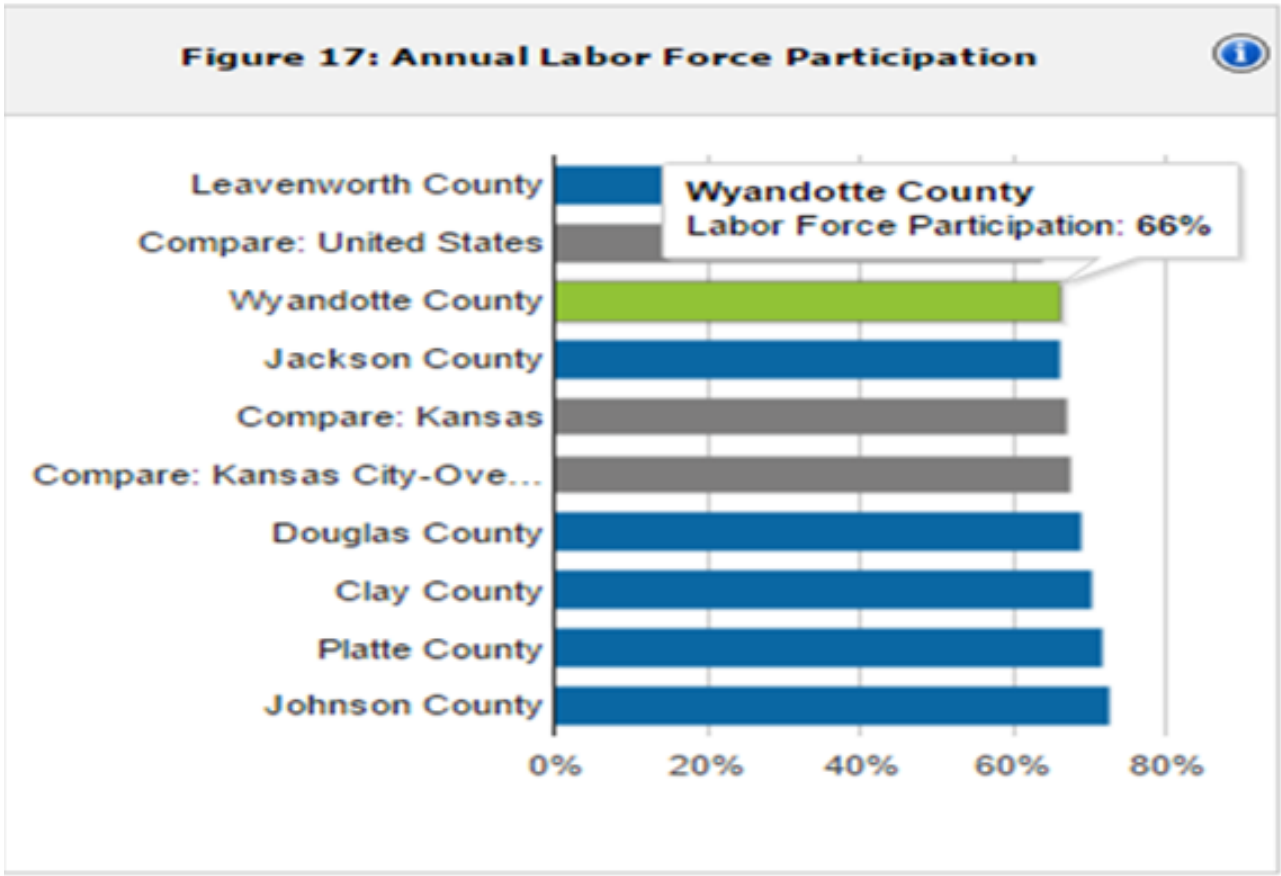
http://data.bls.gov/timeseries/LNS11300000

What is the labor force participation rate in your area?

- State Department of labor

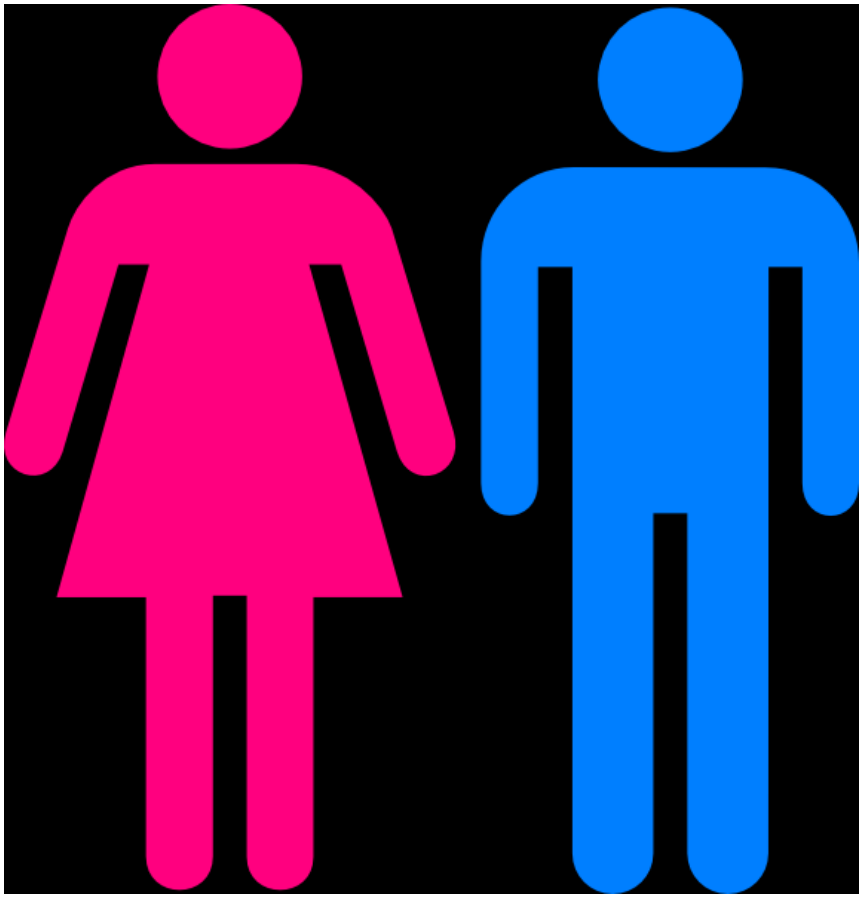


Workforce participation rate Wyandotte County, Kansas



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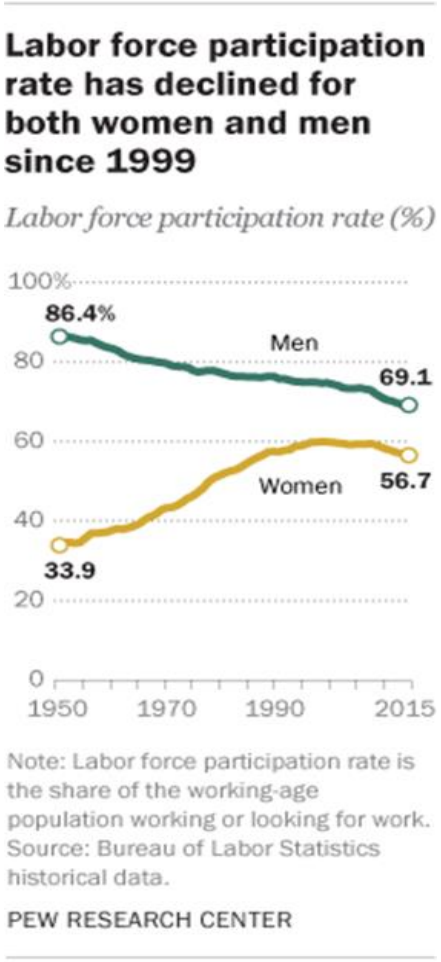
What is the 30-year trend for women and men being in the workforce?



Pew Research found that nationally, the trend in labor participation for both has been declining (1)

Findings from their January 2017 Research Report:

- The drop has been widespread.
- The steady growth in women's labor force representation slowed in the 1990s as women's participation peaked.
- Labor force participation declined for both men and women between 2000 and 2015, so the growth rates of the male and female labor force are now quite similar on average: 0.8% per year for women between 2000 and 2010, compared with 0.7% for men.
- The participation rate of women ages 25 to 54 has fallen since 2000.

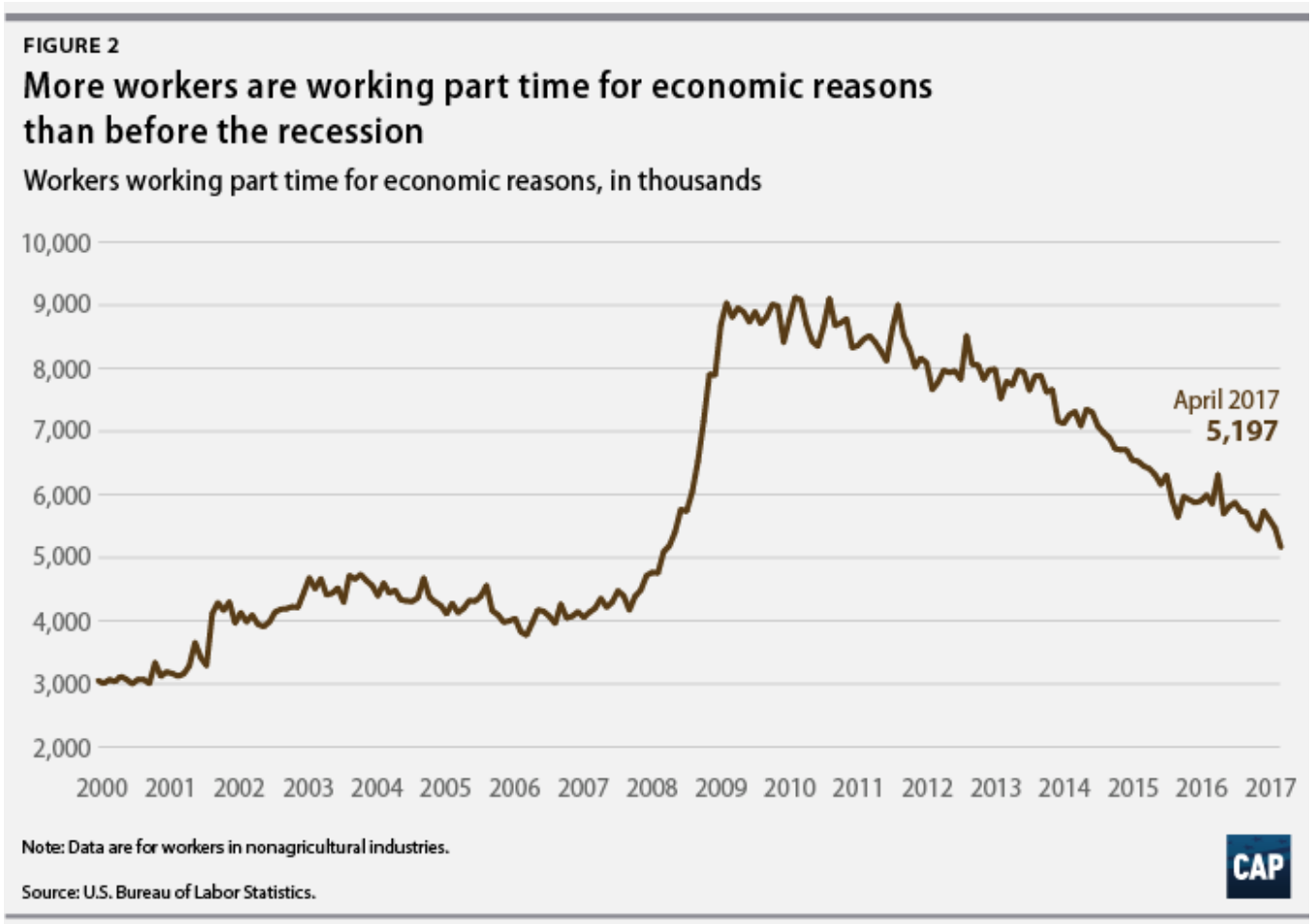


http://www.pewresearch.org/fact-tank/2017/01/31/women-may-never-make-up-half-of-the-u-s-workforce/

Pew Research found that nationally, the trend in labor participation for both has been declining (2)

- Mothers with children younger than 18 are less likely to participate in the labor force now than they were in 2000, particularly less-educated mothers.
- Some researchers have suggested this may be due in part to changing gender role attitudes.
- Women without children under 18 and single women are also less likely to participate than they were in the 1990s.
- The withdrawal of single women from the labor force in part reflects that more of them are going to school.

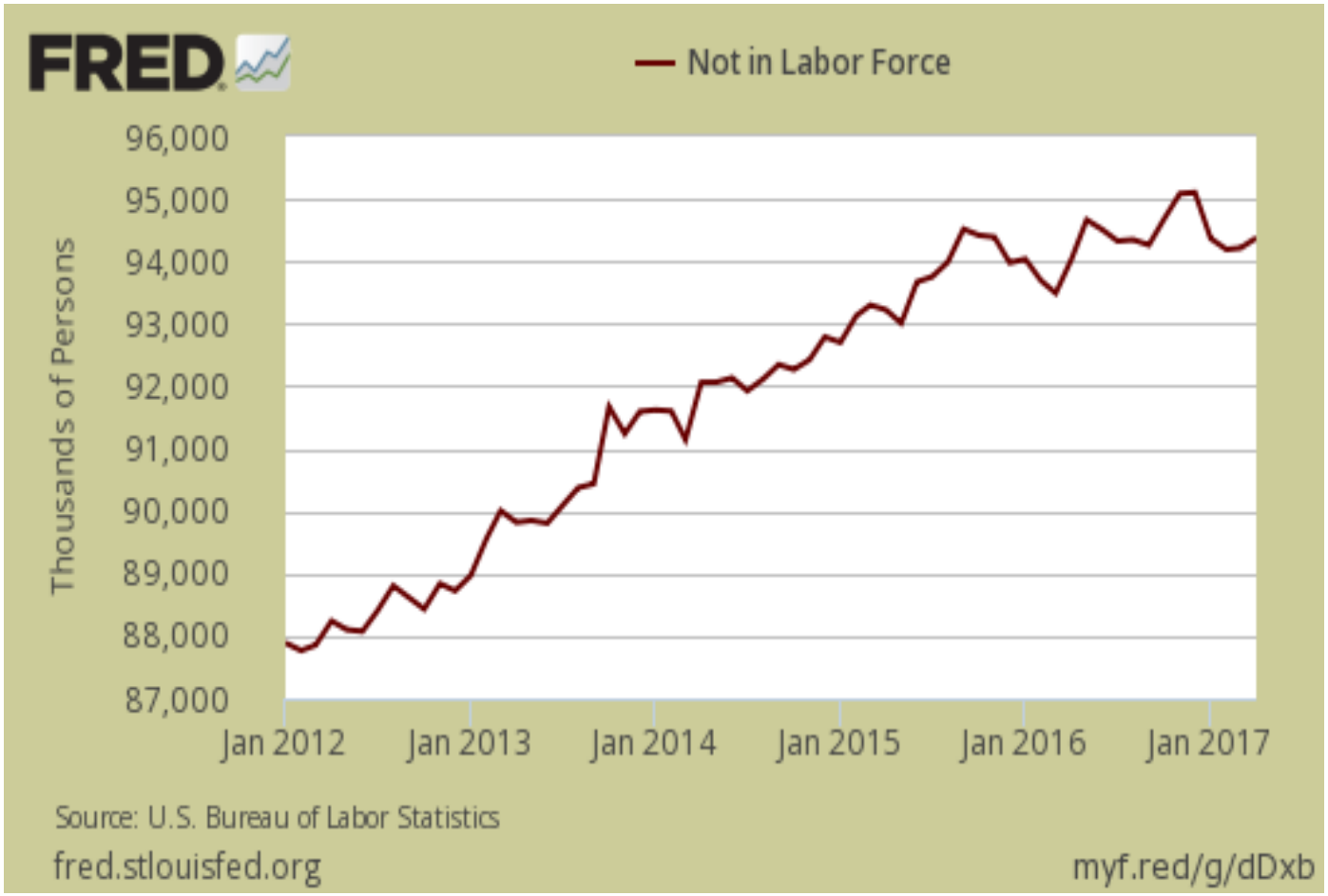
The number of people working only part time for economic reasons remains very high



https://www.americanprogress.org/issues/economy/news/2017/06/01/433394/state-u-s-labor-market-pre-june-2017-jobs-release/

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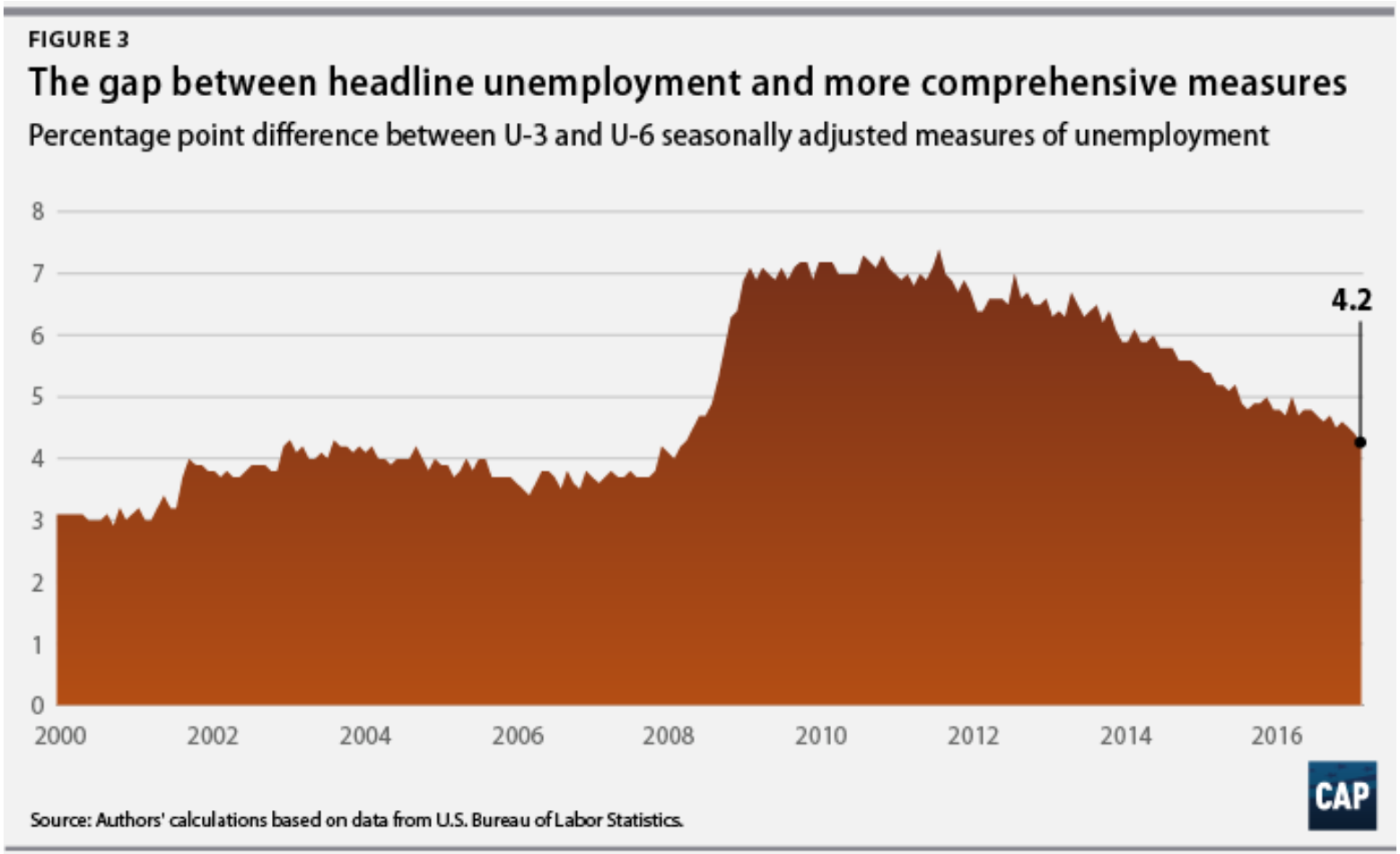
Not in the Labor Force



http://www.economicpopulist.org/content/april-unemployment-rate-lowest-may-2007-6106

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Gap between unemployed and drop-outs of the workforce



https://www.americanprogress.org/issues/economy/news/2017/06/01/433394/state-u-s-labor-market-pre-june-2017-jobs-release/

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Wage Theft in the US

$8 billion annually in lost wages

Defining the problem: What is wage theft?

Wage theft is the failure to pay workers the full wages to which they are legally entitled. Wage theft can take many forms, including but not limited to:

- Minimum wage violations: Paying workers less than the legal minimum wage
- Overtime violations: Failing to pay nonexempt employees time-and-a-half for hours worked in excess of 40 hours per week
- Off-the-clock violations: Asking employees to work off-the-clock before or after their shifts
- Meal break violations: Denying workers their legal meal breaks Pay stub and illegal deductions: Taking illegal deductions from wages or not distributing pay stubs
- Tipped minimum wage violations: Confiscating tips from workers or failing to pay tipped workers the difference between their tips and the legal minimum wage
- Employee misclassification violations: Misclassifying employees as independent contractors to pay a wage lower than the legal minimum

http://www.epi.org/files/pdf/125116.pdf

Top 4 Key Findings from EPI report: "Employers steal billions from workers' paychecks each year"

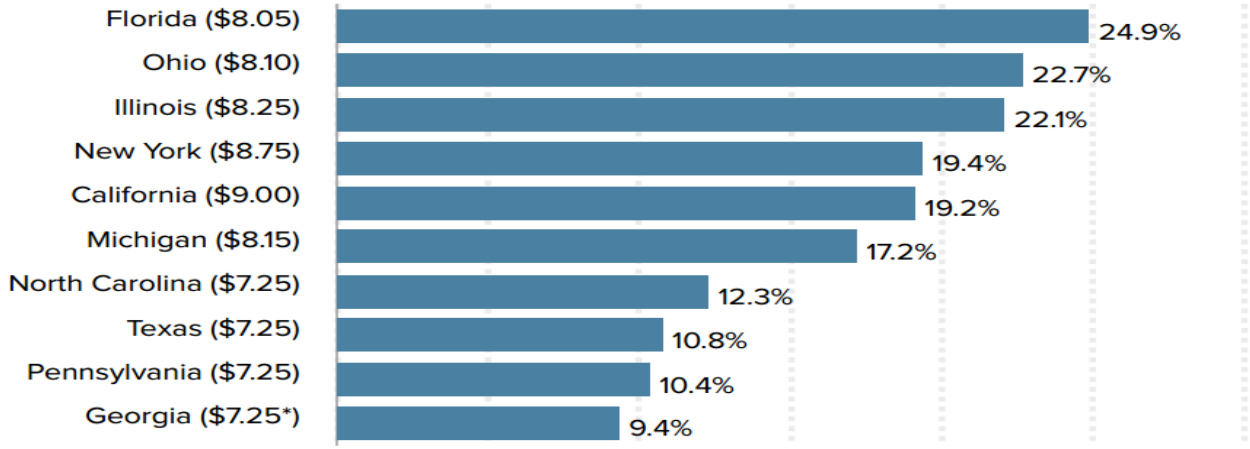
1. In the 10 most populous states in the country, each year 2.4 million workers covered by state or federal minimum wage laws report being paid less than the applicable minimum wage in their state—approximately 17 percent of the eligible low-wage workforce.
2. The total underpayment of wages to these workers amounts to over $8 billion annually. If the findings for these states are representative for the rest of the country, they suggest that the total wages stolen from workers due to minimum wage violations exceeds $15 billion each year.
3. Workers suffering minimum wage violations are underpaid an average of $64 per week, nearly one-quarter of their weekly earnings. This means that a victim who works year-round is losing, on average, $3,300 per year and receiving only $10,500 in annual wages.
4. The poverty rate among workers paid less than the minimum wage in these 10 states is over 21 percent—three times the poverty rate for minimum-wage-eligible workers overall. Assuming no change in work hours, if these workers were paid the full wages to which they are entitled, less than 15 percent would. be in poverty

http://www.epi.org/files/pdf/125116.pdf

Share of low-wage minimum-wage-eligible workers experiencing minimum wage violations

Figure A

Share of low-wage minimum-wage-eligible workers experiencing minimum wage violations, by state



*Workers in Georgia covered by the FLSA are subject to the federal minimum wage of $7.25. Workers exempt from the FLSA but covered under Georgia's state minimum wage law have a minimum wage of $5.15.

Note: The 2015 minimum wage for each state is shown in parentheses. "Low-wage minimum-wage-eligible workers" includes all minimum-wage-eligible workers in the bottom quintile of wage earners in each state.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group data, 2013–2015

Economic Policy Institute

http://www.epi.org/files/pdf/125116.pdf

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Results of wage theft increasing poverty rates

Table 2

Far fewer workers would be in poverty if their employers paid them the legal minimum wage

Poverty status of all minimum-wage-eligible workers in the 10 most populous states and of those paid less than the minimum wage, actual and if all workers were paid correctly

	At current wage values			If subminimum wages were raised to the applicable minimum wage			
	Total number of minimum-wage-eligible workers	Number of eligible workers in poverty	Share of workers in poverty	Number of eligible workers in poverty	Share of workers in poverty	Change in number in poverty	Change in share in poverty
All minimum-wage-eligible workers	59,014,000	4,075,000	6.9%	3,916,000	6.6%	-159,000	-0.3 ppt.
Eligible workers paid less than the minimum wage	2,422,000	517,000	21.4%	358,000	14.8%	-159,000	-6.6 ppt.

Note: Numbers may not add due to rounding. Shares are computed based on unrounded numbers.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group and March Supplement data, 2013–2016

Economic Policy Institute

http://www.epi.org/files/pdf/125116.pdf

Wage Theft and Public Assistance

Table 3

Nearly one-third of workers experiencing minimum wage violations receive some form of public assistance

Public assistance usage among minimum-wage-eligible workers and those experiencing minimum wage violations

	Minimum-wage-eligible workers		Eligible workers experiencing minimum wage violations	
Category	Number	Share receiving public assistance benefit	Number	Share receiving public assistance benefit
All minimum-wage-eligible workers	59,014,000		2,422,000	
Family receives some public assistance	13,517,000	22.9%	802,000	33.1%
Family receives food-purchasing assistance	4,282,000	7.3%	429,000	17.7%
Family receives energy assistance	771,000	1.3%	81,000	3.4%
Child in family receives reduced or free school lunch	10,373,000	17.6%	496,000	20.5%
Family receives housing subsidy	838,000	1.4%	95,000	3.9%

Note: Numbers may not add due to rounding. Shares are computed based on unrounded numbers.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group and March Supplement data, 2013–2016

Economic Policy Institute

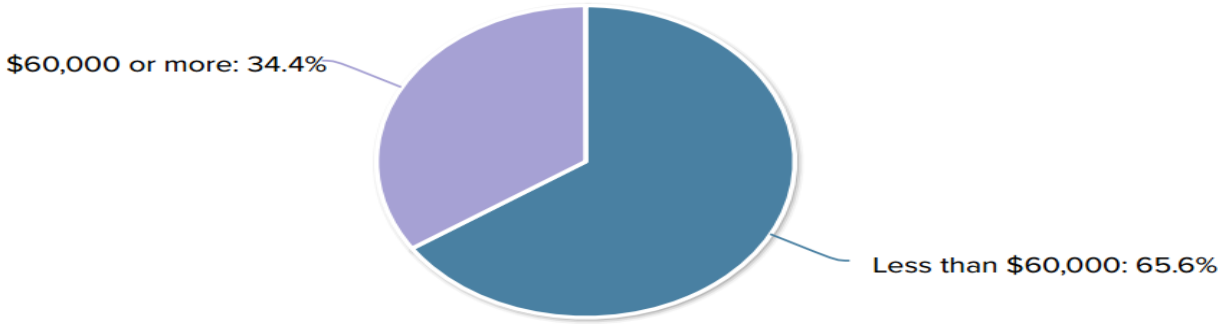
http://www.epi.org/files/pdf/125116.pdf

Most workers that experience minimum wage violations are from families of modest means

Figure I

The majority of workers who experience minimum wage violations come from families of modest means

Family income of workers experiencing minimum wage violations



Note: For a more detailed breakdown of family income categories, see Appendix Table A3.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group data, 2013–2015

Economic Policy Institute

http://www.epi.org/files/pdf/125116.pdf

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Suggested Wage Theft survey questions

- What areas is the employer engaging in wage-theft? Have you been…
  - ✓ Not paid minimum wage, but less?
  - ✓ Paid less than you were promised?
  - ✓ Paycheck report fewer hours than you actually worked?
  - ✓ Paid in cash, asked to endorse your paycheck to someone else, or forced to give a payment to your project foreman or supervisor?
  - ✓ Are you unsure of who your employer is, or the wage you are entitled to?
  - ✓ Forced to start early or stay late without getting paid overtime?
  - ✓ Asked to work off the clock (without punching in)?
  - ✓ Denied meal or rest breaks on the job?
  - ✓ Injured on the job and been denied proper care or worker's compensation?
  - ✓ Employer threatened to fire you if you do not report for work after being injured?
  - ✓ Threatened or fired for questioning your boss about your pay?

If you answered yes to any of these questions, you may have been a victim of wage theft, and would be entitled to compensation under the law.

Mitigating Wage Theft

- Are local newspapers putting a spotlight on wage-theft?
- What is the State's or local District Attorney doing about Wage Theft in your service area?
- Have wage-theft at your employer been reported to local law enforcement agencies?
- Have these been reported to appropriate state or county agencies?
- Have you worked with locally elected officials to combat wage-theft?
- Have you filed a claim with a law firm to win back stolen wages?

Resources on Wage - Theft

- Stop Wage Theft California
  http://www.stopwagetheftca.org/index.php/about-us/
- Lawsuit claims Chipotle owes overtime pay to thousands of workers
  By Jonnelle Marte Washington Post, June 7, 2017

Income Volatility

Steady jobs but unsteady pay and hours

Income Volatility: The Problem

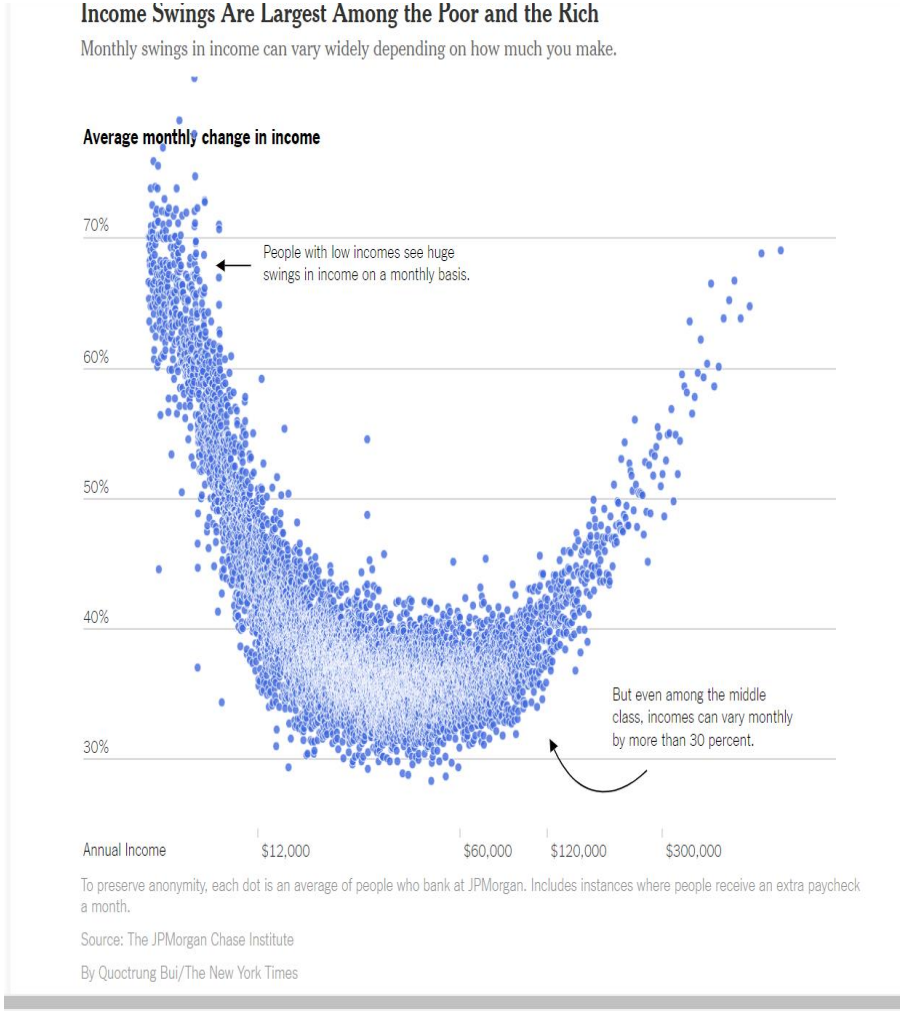
- 46,500,000 Americans living in poverty*
- 10,400,000 Families living in poverty supported by full-time workers *
- 1,800,000 Social service practitioners nationwide working every day to fight the effects of poverty**
- People are working hard to achieve financial mobility –more than 96% of people living in poverty do so for less than 3 consecutive years –and yet, 30% of these will eventually return below the poverty line.*
- According to the 2015 FDIC National Survey of Unbanked and Underbanked Households, the underserved population consists of 9 million unbanked and 24.5 million underbanked households — almost 35 millions Americans effectively rendered "invisible" from the financial system.
- Recent reports from Change Machine show customers' monthly financial transaction fees racking up as high as $80 for maintenance fees, $40 on check cashing, and $50 on money orders.

* 2013 US Census Bureau Report
**US Department of Labor Bureau of Labor's Occupational Outlook Handbook

Income Volatility

Volatility explains where we are today:

- Why a below average jobless rate —4.3 % in May — is still producing an above average level of economic anxiety.
- Turbulence has replaced the traditional American narrative of steady financial progress over a lifetime.



https://www.nytimes.com/2017/05/31/business/economy/volatile-income-economy-jobs.html?em_pos=small&emc=edit_up_20170607&nl=upshot&nl_art=3&nlid=59465038&ref=headline&_r=1

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Indicators of Income Volatility

1. Lack of stable, predictable work schedules.
2. Bonuses, extra commissions and overtime bump up a worker's average income, reductions in hours, particularly more often shrink an expected paycheck.
3. This comes at the lower end of the income ladder.
4. General Social Survey results showed that 41 % of all hourly workers say they are not given more than a week's notice of their schedule.
5. Nearly half have little or no say on their work hours.
6. Some of the most challenging schedules are production and construction jobs.

3 Strategies to Combat Income Volatility

1. Mitigate volatility from employment
2. Improve public benefit design and delivery
3. Increase access to financial services

Strategies to mitigate volatility from employment

1. Improve employer scheduling practices,
2. Enforce current labor laws, and propose new legislation in areas law does not cover, i.e.:
   - Prohibiting scheduling hours by automation
   - Persuade employers to fill vacancies with more full time instead of part time employees
3. Creating employer-provided benefits, and using wage-related financial technology.

Strategies to improve public benefit design and delivery

To better serve populations with volatile income include:

1. Changing enrollment and eligibility processes and
2. Improving annual tax credits to maximize smoothing potential.

Strategies to increase access to financial services

Those services can help manage income volatility include:

1. Technological services that aid financial planning, and
2. New credit and savings mechanisms.
3. Advocate for neighborhood banks-credit unions in place of payday lenders
4. Advocate against payday loan lenders and loan sharks
5. See legislation regulating car loan interest rates
6. Regulate rent-to-own businesses

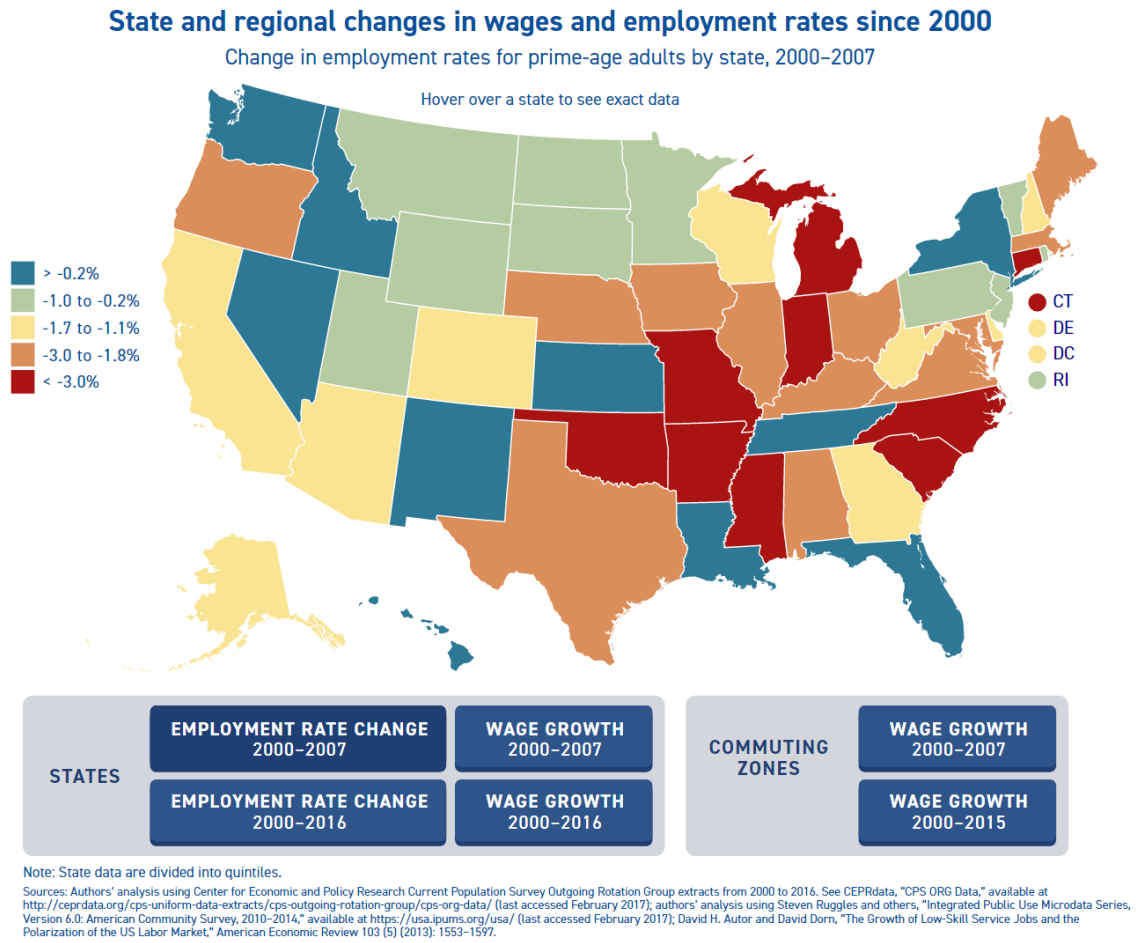
Income Volatility – Suggested Survey Questions

- Are you part time or full time?
- Are your hours set times or decided by the employer?
- To make ends meet, do you take “gig” jobs?
- Do you have access to a local bank or credit union?
- Which?
- Are there payday loan shops in your neighborhood?

Income Volatility Resources

1. Robert M. La Follette School of Public Affairs Addressing: Income Volatility of Low Income Populations spring 2015
2. Pew Research Institute How Income Volatility Interacts With American Families' Financial Security- An examination of gains, losses, and household economic experiences 03-09-17
3. Aspen Institute: INCOME VOLATILITY-A Primer, May 2016
4. Financial Clinic: Advancing Financial Security Inclusion Through FinTech 4-27-17

Interactive Mapping – Regional Changes in wages and employment rates since 2000



https://interact.americanprogress.org/maps/2017/03/MidwesternLabor/index.html

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Robotics and Automation

Where most American job losses are occurring

Automation

- For the jobs most likely to be automate out of existence, how many people in your area work in the top five?

- https://obamawhitehouse.archives.gov/sites/whitehouse.gov/files/documents/Artificial-Intelligence-Automation-Economy.PDF
- See the charts on pages 14, 16 and 24

87

Empty Promises

- What are the number of people over the past 40 years employed in:
- Steelmaking. A million then, now 200,000
- Coal mining. A million then, now 76,000
- Truck driving. 3 million.
- Manufacturing. Then 22%, now 12%
- Identify the numbers then and now in the largest occupational categories.

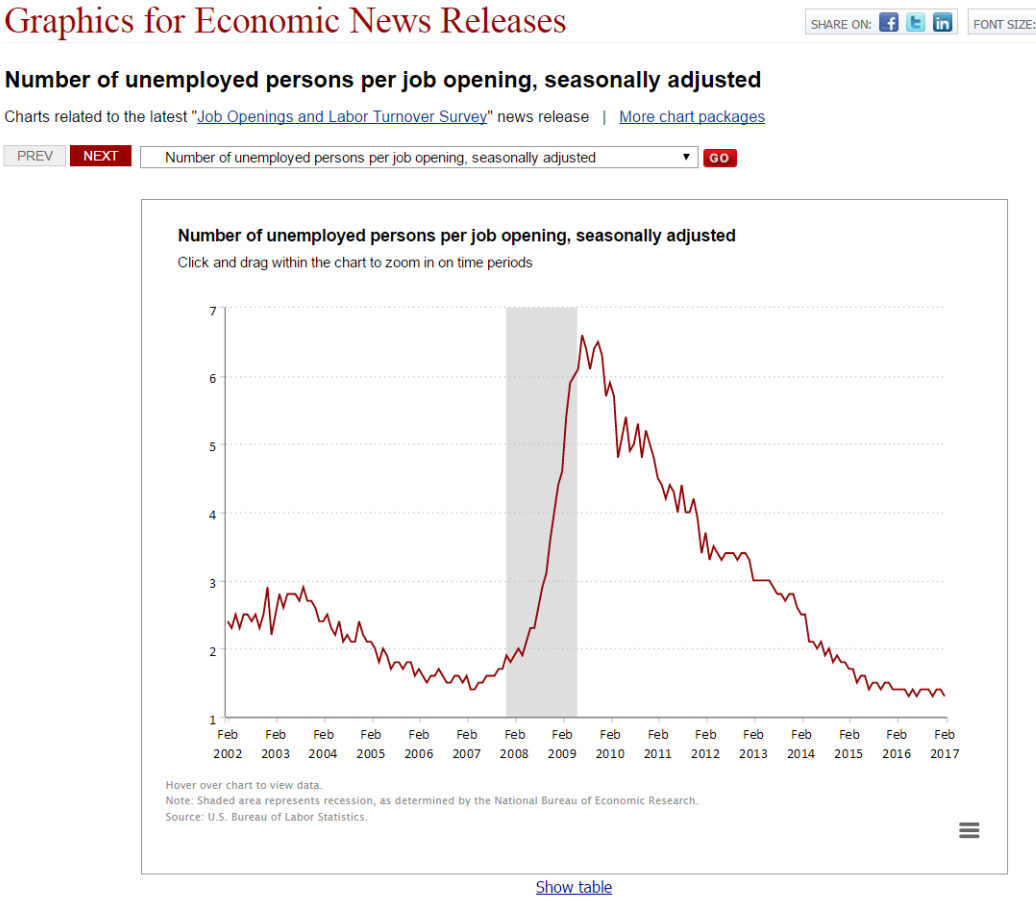
88

Labor force turnover

- About 5 million people lose their jobs EACH MONTH.
- About 5 million people get jobs EACH MONTH.

89

- See the several charts in the drop-down menu on this DOL/BLS page
- https://www.bls.gov/charts/job-openings-and-labor-turnover/unemp-per-job-opening.htm



90

Labor Force Turnover

- What are these numbers in your area?
- What is the multi-year trend?

91

Net increase in the number of people working (1)

- On an nationwide basis, it takes about 250,000 NEW jobs to be created EACH MONTH to keep up with normal population growth.
- (This number is the difference between separations and new hires on the previous slide)

Net increase in the number of people working (2)

- If FEWER than 250,000 net new jobs are created, then the total number of people who are seeking work but unable to find it is increasing.
- If MORE than 250,000 net new jobs are created, then the number of people who are seeking work is decreasing.

Survey questions and data collection suggestions

What do you feel is the primary cause of unemployment in this community?

- ❑ Lack of child care
- ❑ Not enough jobs
- ❑ Wages are too low
- ❑ Lack of encouragement to work
- ❑ Lack of education
- ❑ Not enough on-the-job training
- ❑ Lack of transportation
- ❑ Not enough resources (EDD or other agencies)to find a good paying jobs
- ❑ Other _____

94

Change in the number of new jobs created

- Is the difference between separations and new hires in your area.
- Increasing?
- Decreasing?
- Staying the same.
- Is the size of the workforce in your area increasing or decreasing? If the size in increasing, that is the number of new jobs needed just to stay even.

95

Example

Size of workforce in our area (people between 25 and 55 seeking work)

in thousands

2014	2015	2016	2017
22	23	24	25

Net new jobs in our area (in hundreds)

12	9	6	3

Your workforce is expanding faster than the net number of employment opportunities is increasing

96

Note: Most of the growth
Is in health care, principally
Driven by aging baby boomers.

Most new jobs: 20 occupations with the highest projected numeric change in employment.

Click on an occupation name to see the full occupational profile.

OCCUPATION	NUMBER OF NEW JOBS (PROJECTED), 2014-24	2015 MEDIAN PAY
Personal care aides	458,100	$20,980 per year
Registered nurses	439,300	$67,490 per year
Home health aides	348,400	$21,920 per year
Combined food preparation and serving workers, including fast food	343,500	$18,910 per year
Retail salespersons	314,200	$21,780 per year
Nursing assistants	262,000	$25,710 per year
Customer service representatives	252,900	$31,720 per year
Cooks, restaurant	158,900	$23,100 per year
General and operations managers	151,100	$97,730 per year
Construction laborers	147,400	$31,910 per year
Accountants and auditors	142,400	$67,190 per year
Medical assistants	138,900	$30,590 per year
Janitors and cleaners, except maids and housekeeping cleaners	136,300	$23,440 per year
Software developers, applications	135,300	$98,260 per year
Laborers and freight, stock, and material movers, hand	125,100	$25,010 per year
First-line supervisors of office and administrative support workers	121,200	$52,630 per year
Computer systems analysts	118,600	$85,800 per year
Licensed practical and licensed vocational nurses	117,300	$43,170 per year
Maids and housekeeping cleaners	111,700	$20,740 per year
Medical secretaries	108,200	$33,040 per year

Publish Date: Thursday, December 17, 2015

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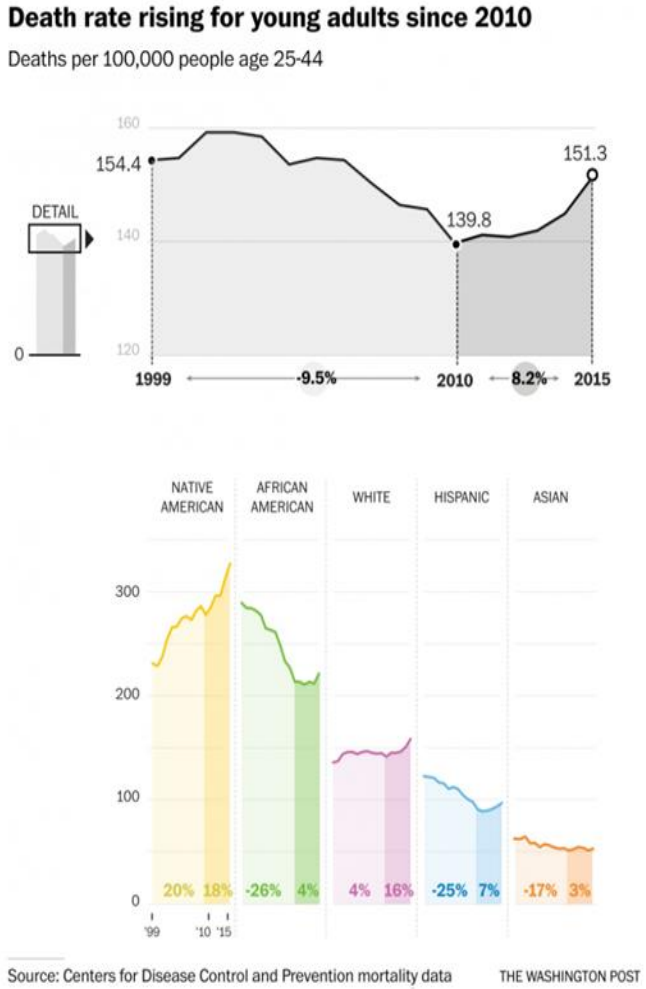
Health and Medical

Need for a healthy workforce

98

Rising death rates for young adults

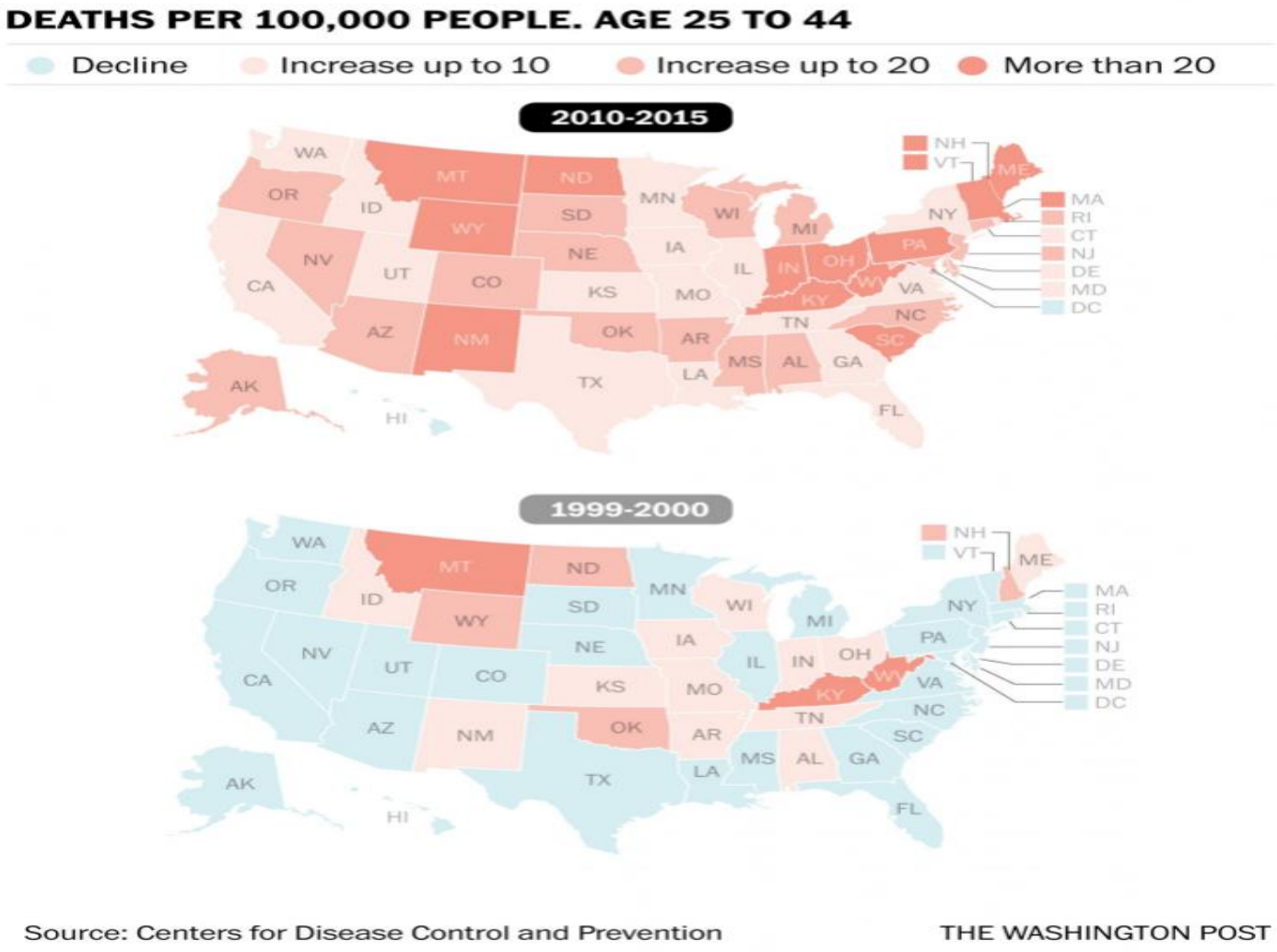
- Rising death rates caused by opioid use and alcohol addiction. Since the beginning of this decade, death rates have risen among people between the ages of 25 and 44, 8.2% increase since 2010.
- African Americans up 4 %,
- Hispanics 7 %,
- Whites 12 % and
- Native Americans 18 %.



https://www.washingtonpost.com/national/health-science/the-drug-crisis-is-now-pushing-up-death-rates-for-almost-all-groups-of-americans/2017/06/09/971d8424-4aa1-11e7-a186-60c031eab644_story.html?utm_term=.9f08098247f0

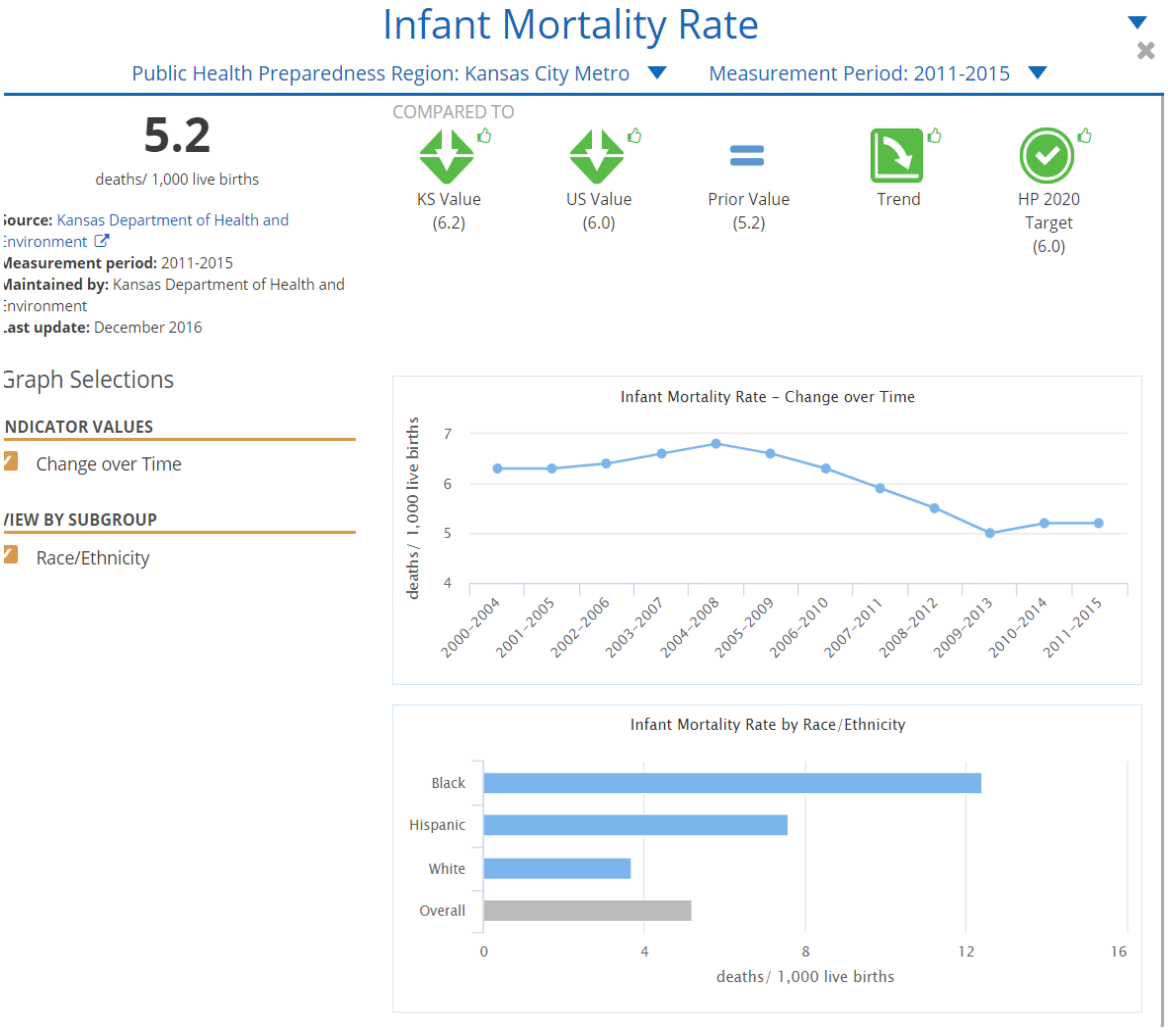
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AMERICA'S POVERTY FIGHTING NETWORK

State by State Trends



https://www.washingtonpost.com/national/health-science/the-drug-crisis-is-now-pushing-up-death-rates-for-almost-all-groups-of-americans/2017/06/09/971d8424-4aa1-11e7-a186-60c031eab644_story.html?utm_term=.9f08098247f0

Kansas City Infant Mortality Rates



http://www.kansashealthmatters.org/index.php?module=indicators&controller=index&action=view&indicatorId=1364&localeId=131164

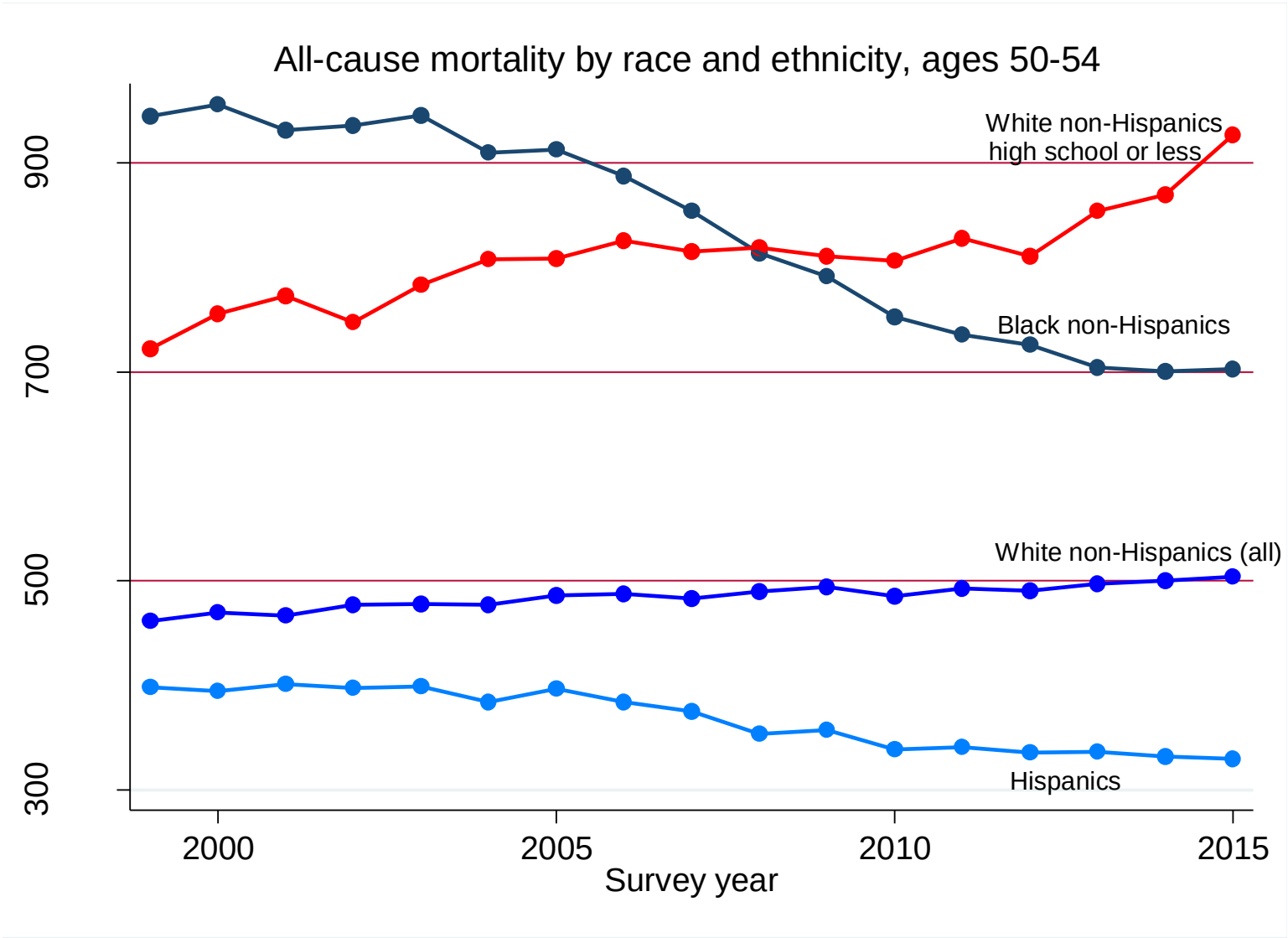
MORTALITY AND MORBIDITY IN THE 21st CENTURY

- Research and case study by **ANNE CASE AND ANGUS DEATON**, professors of Princeton University

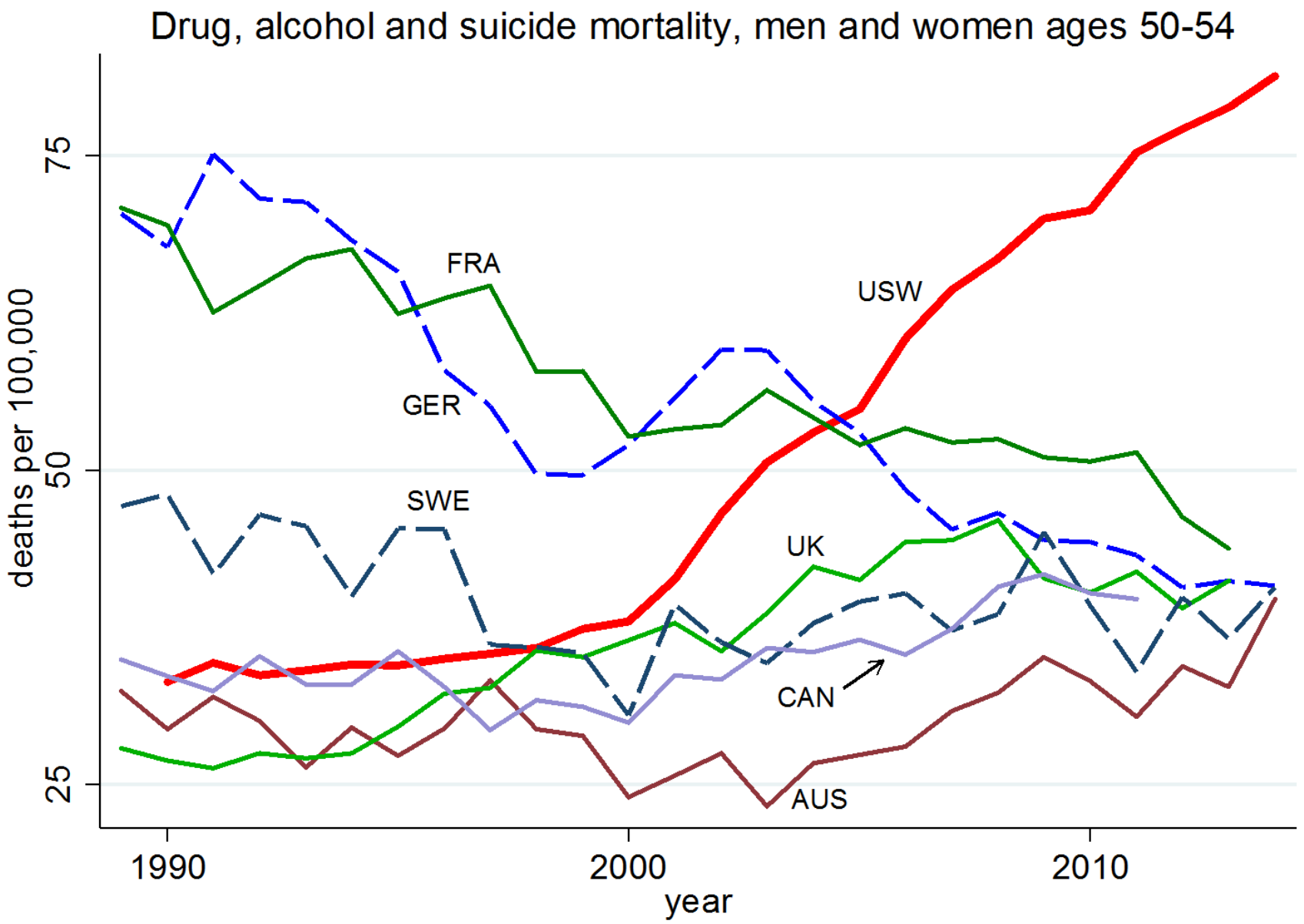
Research Findings

- Mortality rates among middle-aged white Americans have been rising, while mortality rates for other Americans and citizens of Western Europe have continued to plummet.
- A deeper report probing the underlying reasons showed: Opioid abuse and alcoholism and a spike in suicides have been the most visible causes,
- Case and Deaton found that these “deaths of despair” are symptoms of a much larger problem — one that's rooted in the economy, and how forces like technological change have battered less-educate
- Not only are white Americans suffering from their own problems, but they were also literally dying out faster in middle aged whites in recent decades.

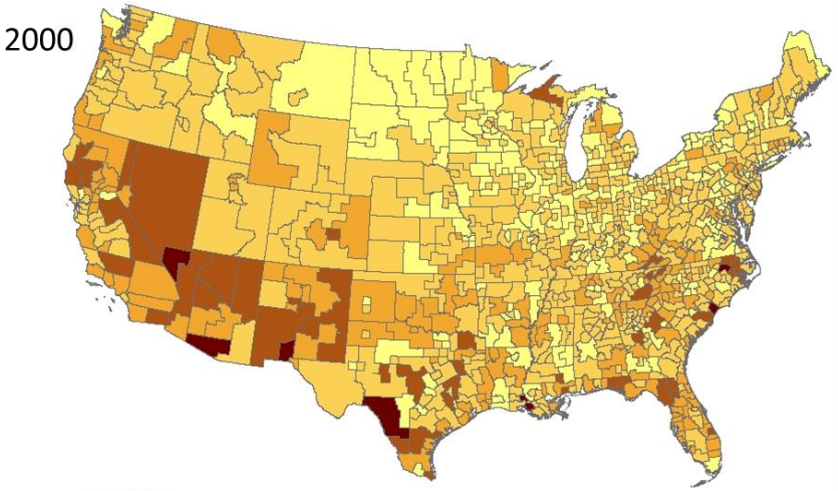
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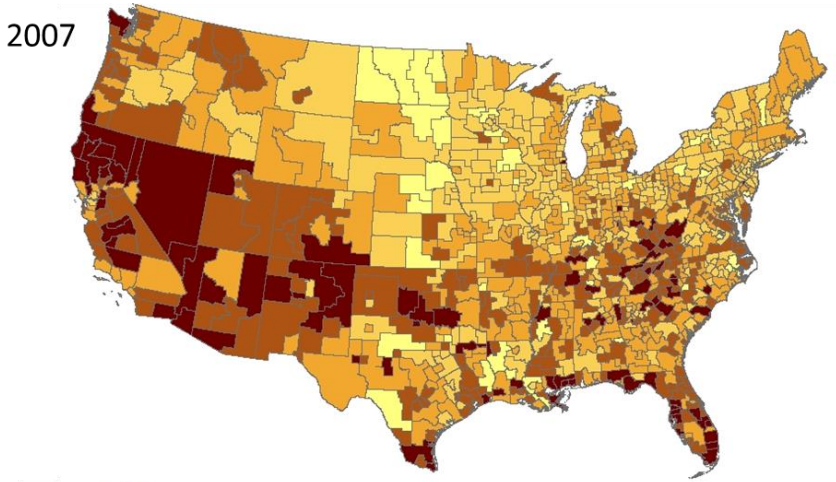

All-cause mortality by race and ethnicity, ages 50-54
900
700
500
300
White non-Hispanics
high school or less
Black non-Hispanics
White non-Hispanics (all)
Hispanics
2000
2005
2010
2015
Survey year

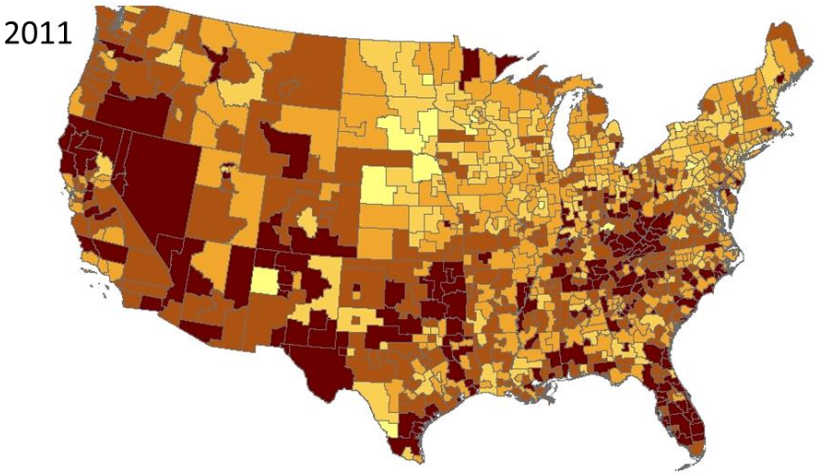
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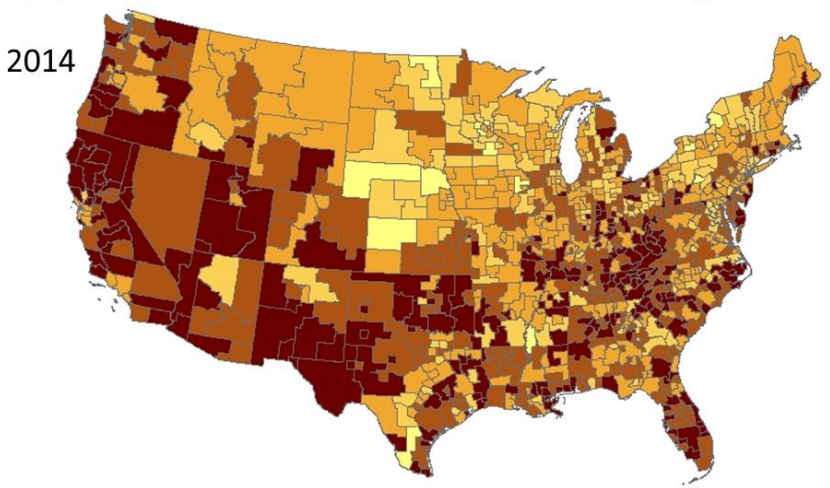

Drug, alcohol and suicide mortality, men and women ages 50-54
deaths per 100,000
25
50
75
1990
2000
2010
year
FRA
GER
SWE
USW
UK
CAN
AUS

Drug, alcohol and suicide mortality, white non-Hispanics ages 45-54



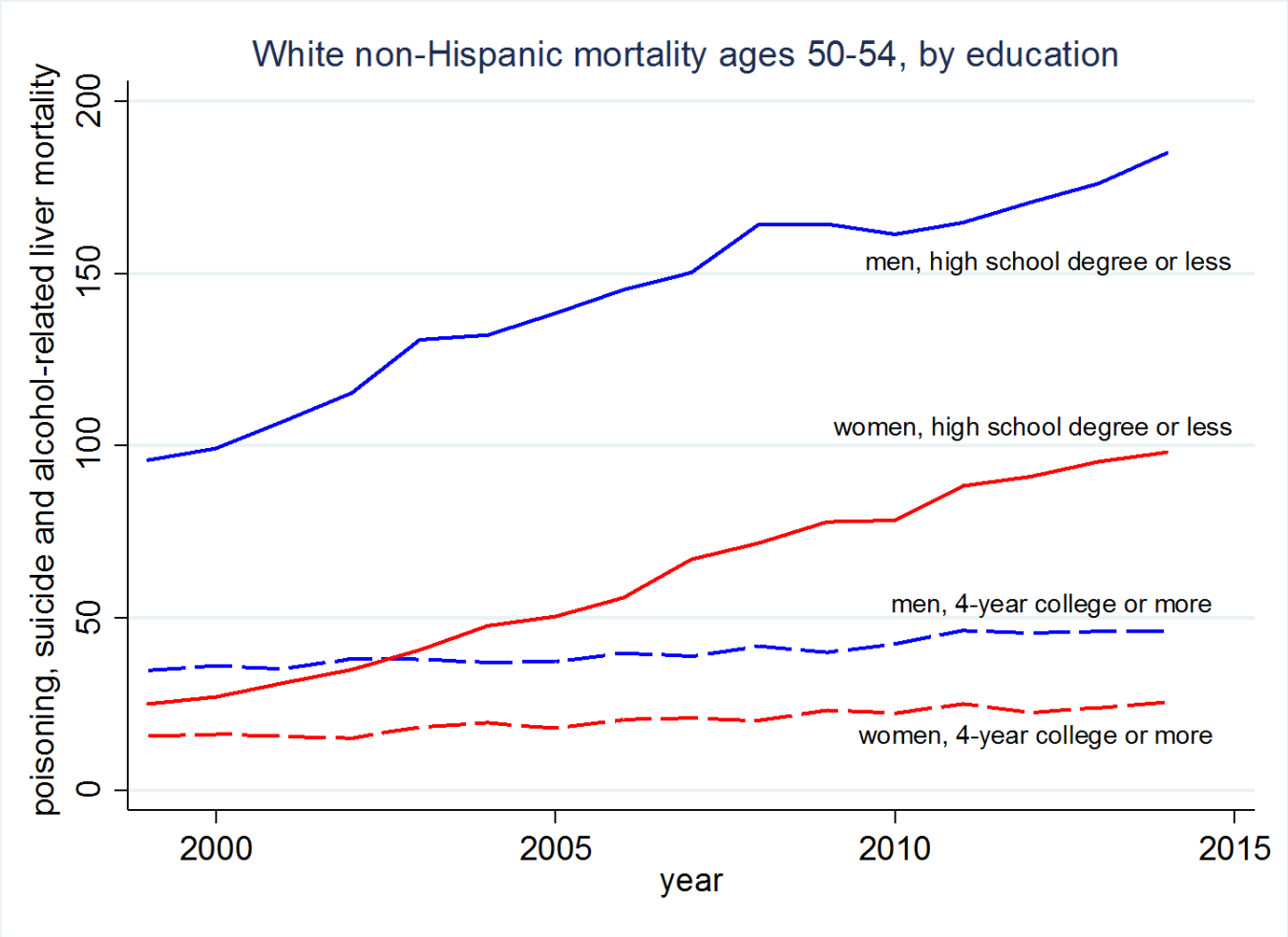






Helping People. Changing Lives.
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AMERICA'S POVERTY FIGHTING NETWORK

Drug, alcohol and suicide mortality



Helping People. Changing Lives.
Community Action Partnership
AMERICA'S POVERTY FIGHTING NETWORK

Family Development

America's foundation for sustainability

Women and men OR two incomes are better than one

- Nationwide, females now make up 56 percent of undergraduate enrollees, compared with 44 percent for males.

- WHAT IS THE RATIO ON YOUR STATE?

109

Two incomes are better than one

Nationwide, marriage is on the decline.

SURVEY QUESTIONAIRE OR DATA RESEARCH:

- Compare the number of single men and women in your state, your service area.
- What is your definition of a marriageable male?
- Prison record? Employed, but at – what?

More on men and women

- Nationwide, The divorce rate among non-college-educated men and women are higher than college educated.

- What are these numbers and trends in your state? In your service area?

111

Marriage Rate in Kansas

- 2009 in Kansas, a Census analysis shows 22.1 men per 1,000 tied the knot.
- Nationally, an average of 19.1 out of every 1,000 men got married
- Kansas, 20.8 women got married per 1,000.
- Meanwhile, women averaged 17.6 marriages per 1,000 nationally.

Divorce Rate in Kansas

- The Kansas rate is higher than nationwide at 9.2 out of every 1,000 men divorced.
- In Kansas, 10.6 per 1,000 divorced.
- An average of 9.7 out of every 1,000 women nationwide officially ended their marriages compared with 10.2 per 1,000 in Kansas.

Higher education is a predictor of longer marriages

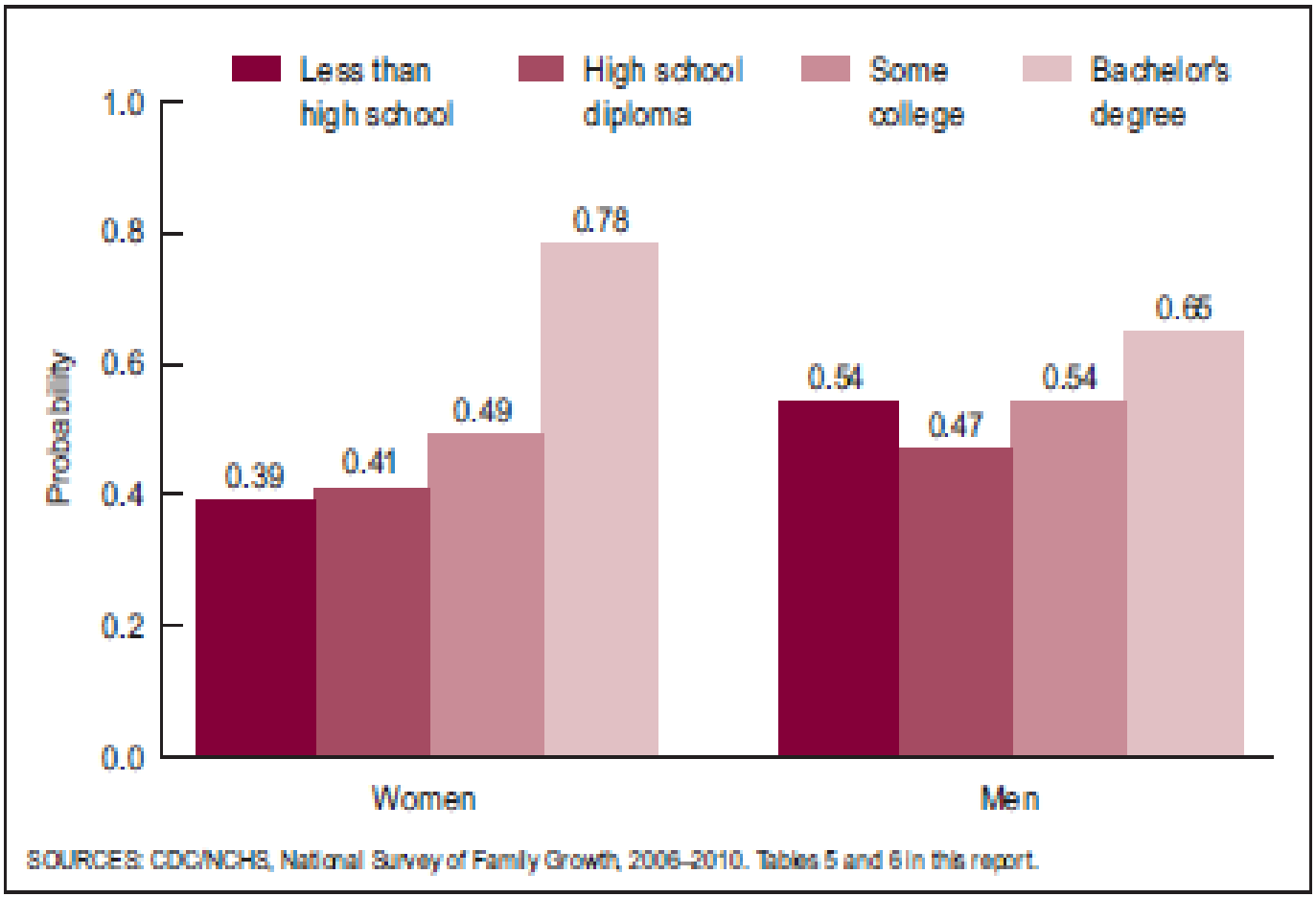
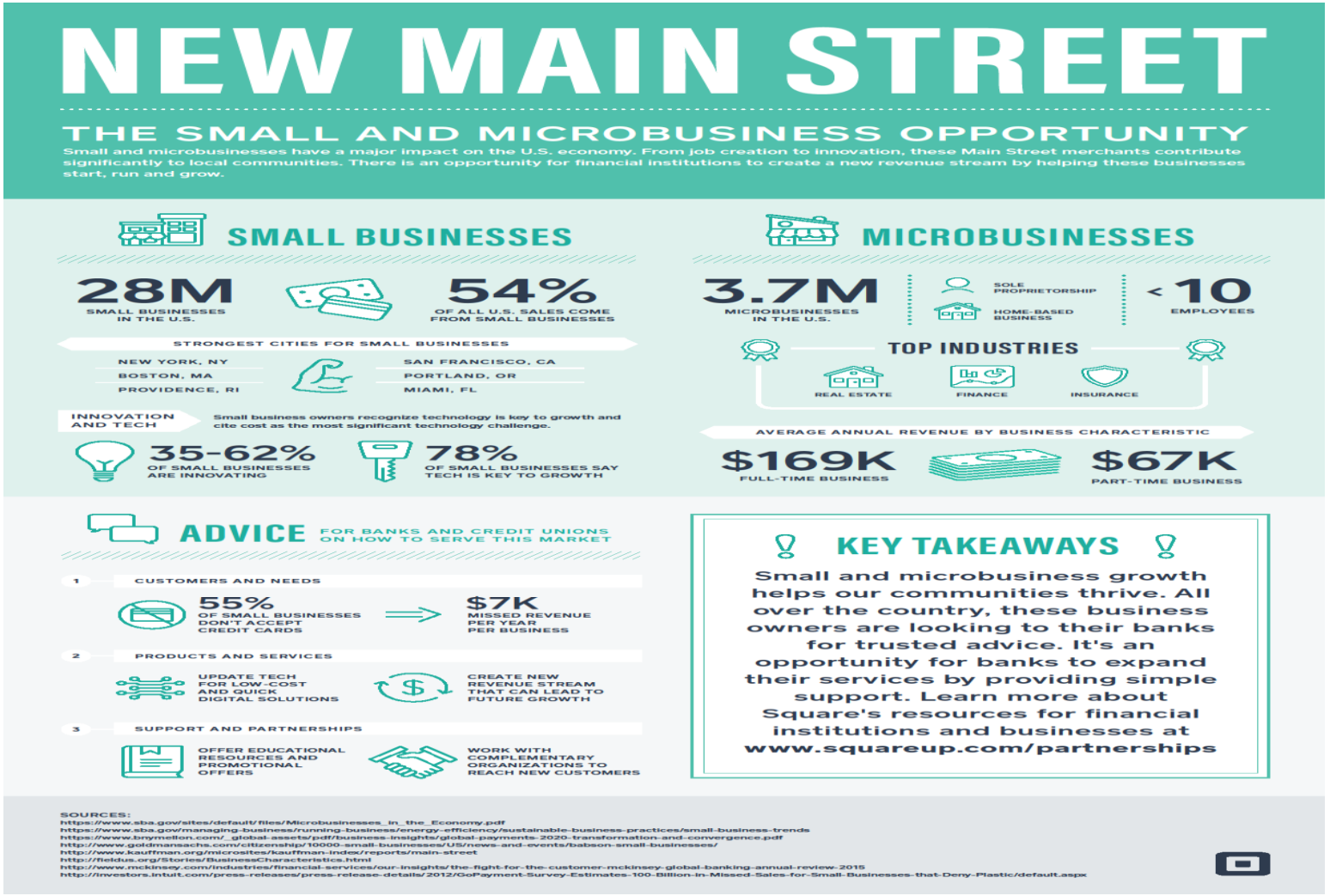


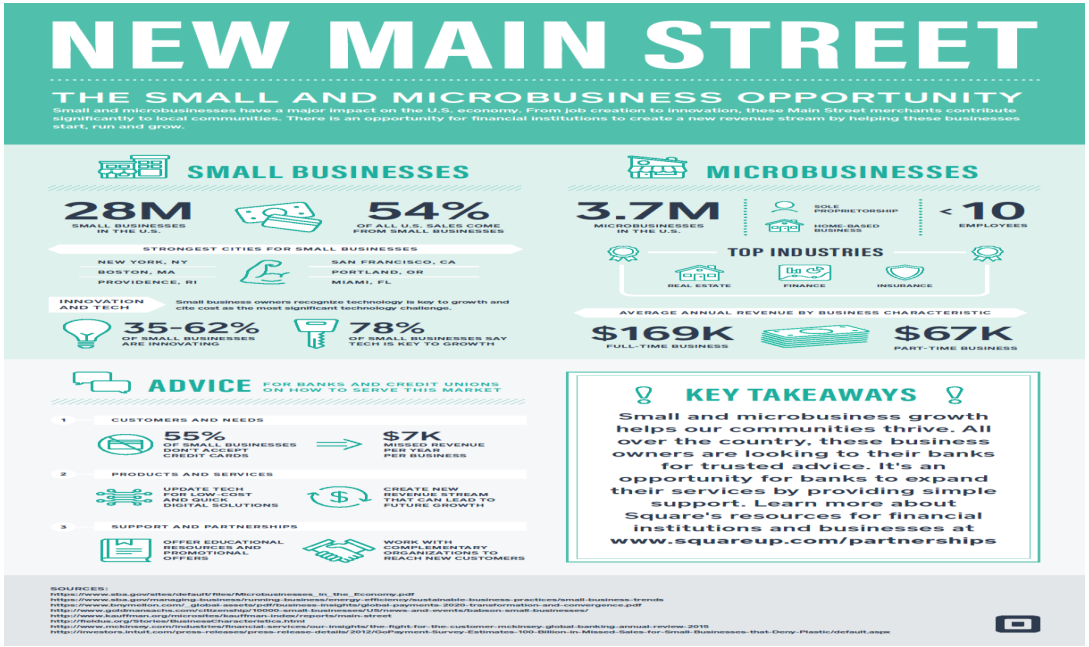
Figure 5. Probability that a first marriage will remain intact (without disruption) for 20 years among women and men 22–44 years of age by education: United States, 2006–2010

https://www.cdc.gov/nchs/data/nhsr/nhsr049.pdf



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AMERICA'S POVERTY FIGHTING NETWORK

Are you doing enough to promote microbusinesses? How many people are working from home?



116

Additional workforce composition data

https://www.bls.gov/news.release/empsit.t15.htm

HOUSEHOLD DATA

Table A-15. Alternative measures of labor underutilization [Percent]

U-1 Persons unemployed 15 weeks or longer, as a percent of the civilian labor force
U-2 Job losers and persons who completed temporary jobs, as a percent of the civilian labor force
U-3 Total unemployed, as a percent of the civilian labor force (official unemployment rate)
U-4 Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers
U-5 Total unemployed, plus discouraged workers, plus all other persons marginally attached to the labor force, as a percent of the civilian labor force plus all persons marginally attached to the labor force
U-6 Total unemployed, plus all persons marginally attached to the labor force, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all persons marginally attached to the labor force

117

Labor Trends and Economic Data Sources

Bureau of Labor Statistics Employment Situation Summary

- Income and earnings: https://factfinder.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t#acsST
- Pay & Benefits: https://www.bls.gov/data/#wages
- Board of Directors, Federal Reserve System Report on the Economic Well-Being of U.S. Households in 2015, May 2016,
- Involuntary Part-time: https://www.bls.gov/opub/btn/archive/involuntary-part-time-work-on-the-rise.pdf
- Employed persons by class of worker and part-time status: https://www.bls.gov/news.release/empsit.t08.htm

Other data sources:

- http://www.governing.com/gov-data/economy-finance/metro-area-employment-job-growth.html
- Workforce Innovation and Opportunity Act Local Area Plan (http://workforcepartnership.com/_uploads/library/file_137.pdf)

118

Youth (16-24) unemployment trends

GOVERNING
THE STATES AND LOCALITIES

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percent in April 2010. Some unemployed youth opted to stay in school to pad their resumes. Others couldn't find work or weren't willing to accept low-wage positions.

More recent national youth unemployment statistics suggest the outlook for younger workers has improved considerably since then.

Age Group: Age 16-19

Age 16-19 Unemployment Rate



SOURCE: BLS, seasonally-adjusted national data

tableau
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News in Numbers

$1.01 billion

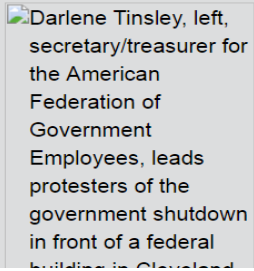
Medicaid savings if every state had offered medical marijuana in 2014, according to a new study, which found that legalization of the drug lowered use of other prescription drugs.

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Darlene Tinsley, left, secretary/treasurer for the American Federation of Government Employees, leads protesters of the government shutdown in front of a federal

Government Job Growth Among Weakest of Any Industry

http://www.governing.com/gov-data/economy-finance/youth-employment-unemployment-rate-data-by-state.html

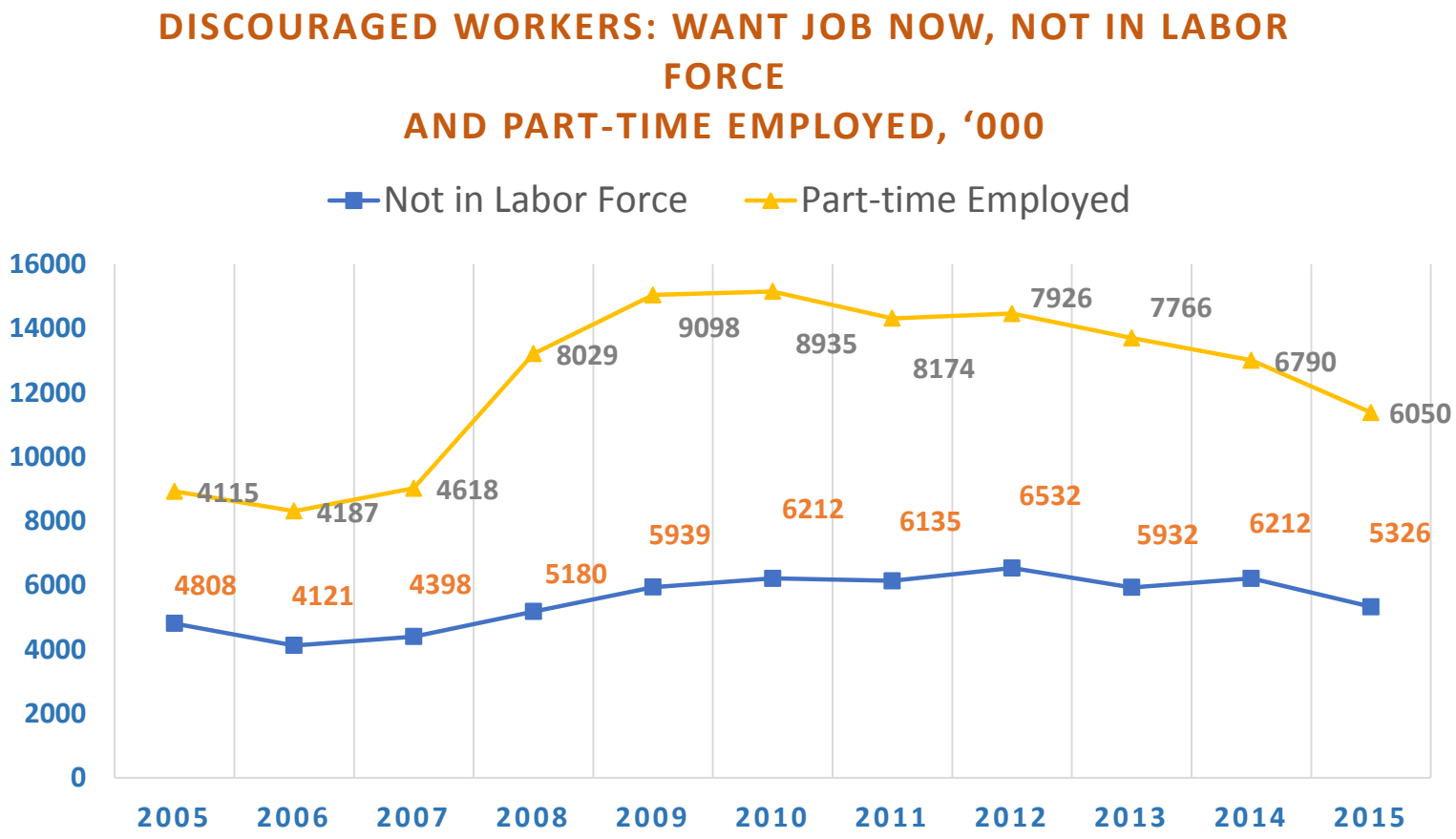
119

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Youth employment

- Rate of youth unemployment in your state
- Rate of youth unemployment in your area
- Ratio of male : female youth unemployment

More part-time employed than 2008



Source: http://www.bls.gov/cps/lfcharacteristics.htm

Part-time work becoming new normal

According to research conducted by the Economic Policy Institute:

- Over six years into an economic recovery, the share of people working part time because they can only get part-time hours remains at recessionary levels.
- The number working part time involuntarily remains 44.6 percent higher than it was in 2007. This growth is being driven mainly by a few industries.
- 6.4 million workers want full-time jobs but are working only part-time hours.
- Involuntary part-time workers are not only earning less income than they would prefer, but suffer because part-time jobs offer relatively lower wage rates and fewer benefits, and have more variable and unpredictable work schedules.
- Contract workers versus employees. 1099 vs W-2

http://www.epi.org/publication/still-falling-short-on-hours-and-pay-part-time-work-becoming-new-normal/?mc_cid=b9f35f7283&mc_eid=d9e9dfe0de

How many people are working part time? What percent of the workforce is this?

- Voluntarily?
- Wish they were working full time? Can we pro-rate from national data?
- Any state sources on this?



1. Employed but paid non-living wages

- The official poverty measure is based largely on whether a household's cash income can support basic needs, so there is a strong connection between the health of our labor markets and the poverty rate.
- While U.S. unemployment declined 1.6 percentage points from 2014 to 2015, earnings and wages remained flat, especially for those near the bottom.
- Among the bottom fifth of U.S. workers, most of whom earn less than $10 per hour, even working full-time all year will not allow an individual worker to reach the $24,036 annual income required to keep a family of four out of poverty.
- According to the Census Bureau, 104 million people — a third of the population — have annual incomes below twice the poverty line, less than $38,000 for a family of three. Goal: 75% of median $51,939 is $38,954

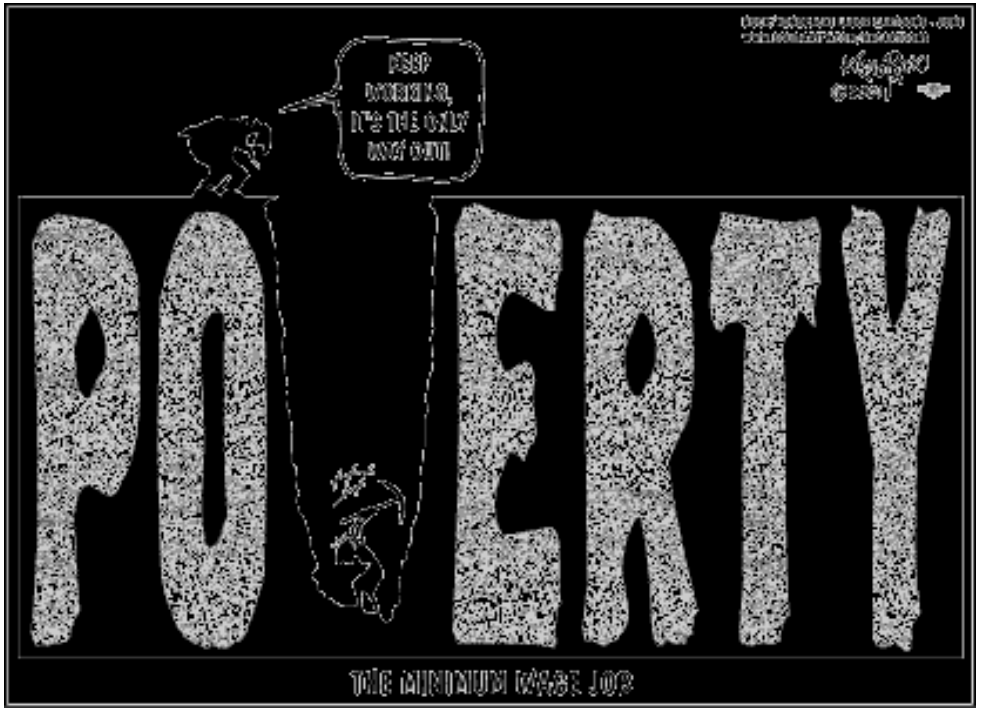
Who are the "Working Poor"

- In 2013 the "Working Poor" were:
  - 7% of the total work force
  - 13% of Blacks; 13% of Hispanics; 6% of Whites; 5% of Asians
  - 8% of women; 6% of men
  - 19% of the labor force with less than a high school diploma; 9% of high school graduates with no college education; 5% for those with an associate's degree and 2% for those with a bachelor's degree or higher
  - Most likely young: rates were highest for 16 to 19 year olds (11%) and 20 to 24 year olds (13%) and lowest for those over 65 (2%)
  - 16% of part-time workers; 4% for those employed full-time

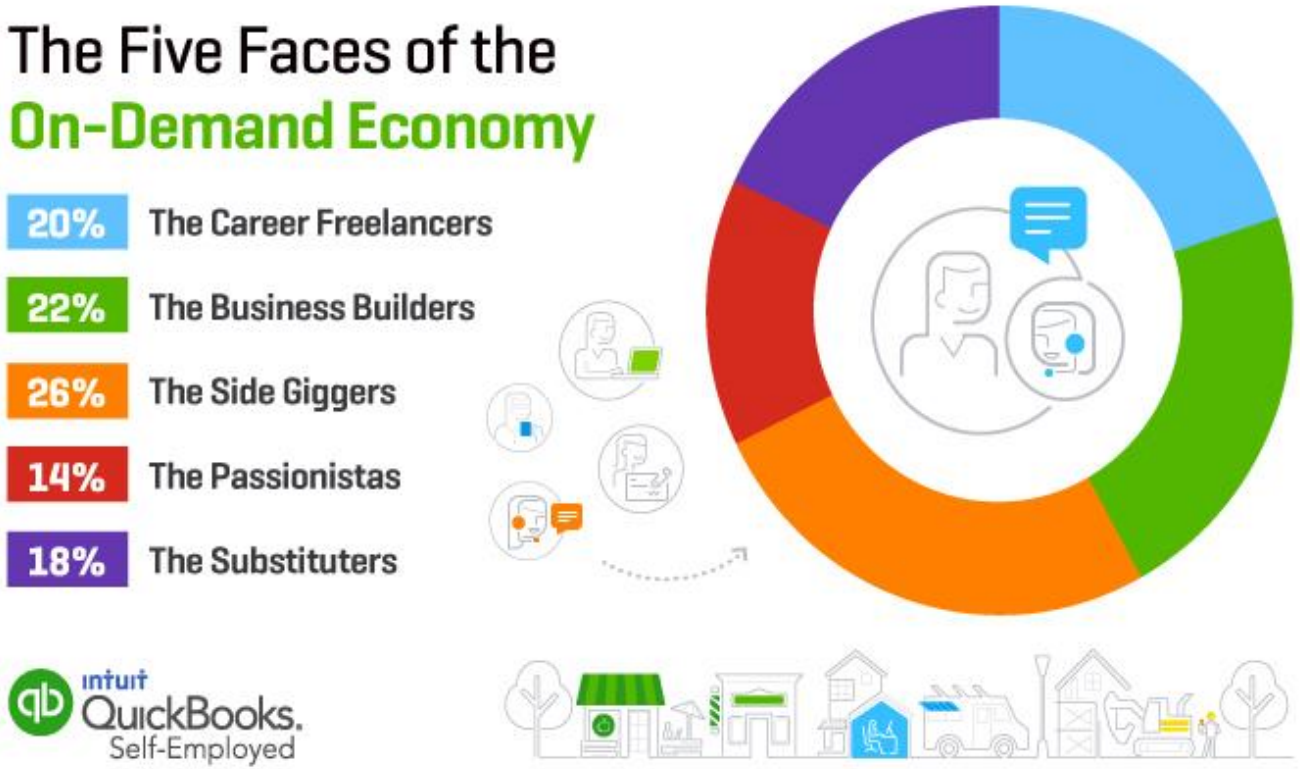
http://poverty.ucdavis.edu/faq/who-are-working-poor

What is the number and percent of people who work full time but are still poor?

- TANF data
- State Unemployment Department?



On-demand Jobs



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What is the number and percent of the workforce working in “on demand” jobs?

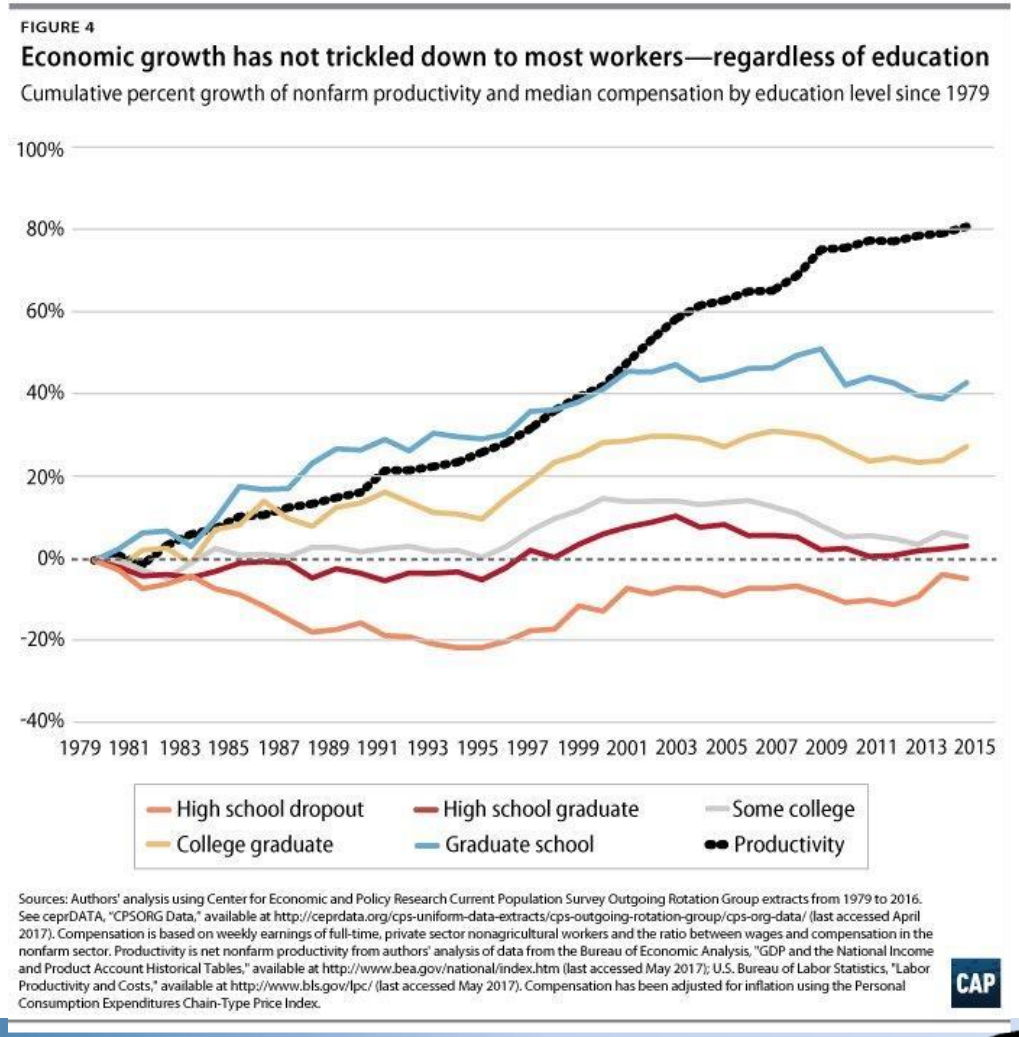
Fastest growing jobs in your service area sources:

- BLS Occupational Outlook handbook (https://www.bls.gov/ooh/)
- Workforce Innovation and Opportunity Act Local Area Plan (http://workforcepartnership.com/_uploads/library/file_137.pdf)

Labor force participation by education level: Most jobs are offered to college grads.

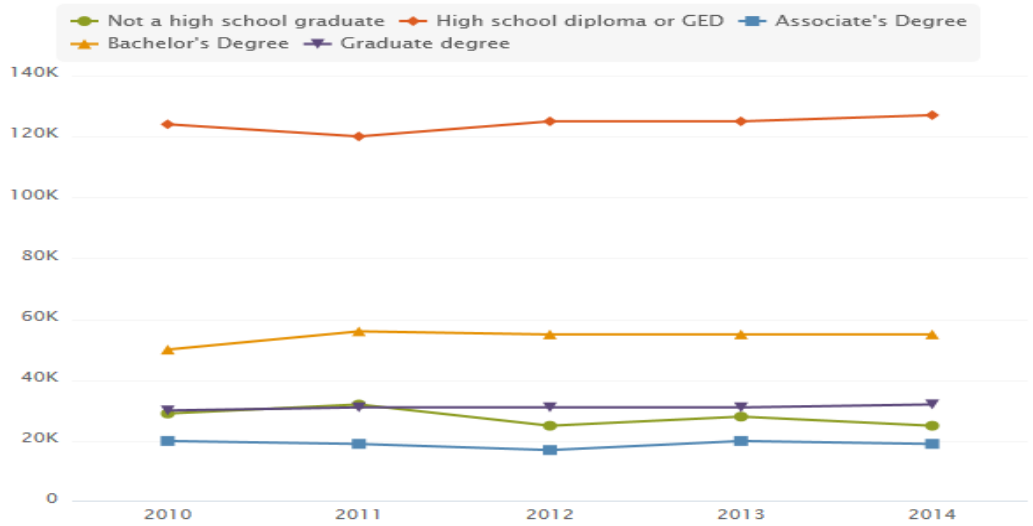


Most jobs since the recession have gone to college grads



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Kansas City - Education and # Workers



EDUCATIONAL ATTAINMENT OF WORKING AGE POPULATION 25 TO 64: ALL (NUMBER)

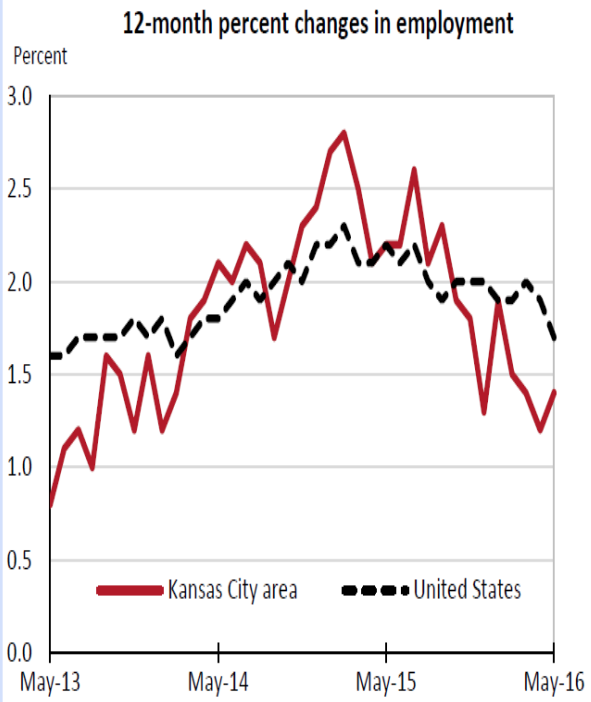
National KIDS COUNT
KIDS COUNT Data Center, datacenter.kidscount.org
A project of the Annie E. Casey Foundation

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Number of people working by industry area



KC Year to Year Employment Changes



Source: U.S. BLS, Current Employment Statistics.

Kansas City area employment (numbers in thousands)	May 2016	Change from May 2015 to May 2016	
		Number	Percent
Total nonfarm	1,063.3	14.4	1.4
Mining, logging, and construction	46.0	0.4	0.9
Manufacturing	76.1	1.4	1.9
Trade, transportation, and utilities	207.5	1.2	0.6
Information	19.0	-1.7	-8.2
Financial activities	78.1	3.0	4.0
Professional and business services	185.6	3.0	1.6
Education and health services	149.4	3.1	2.1
Leisure and hospitality	110.2	3.8	3.6
Other services	41.4	0.0	0.0
Government	150.0	0.2	0.1

Source: U.S. BLS, Current Employment Statistics.

http://www.bls.gov/regions/mountain-plains/summary/blssummary_kansascity.pdf

Poverty indicators: Public Assistance in your service area

- Dollar amount of public assistance expenditures in your state

(see: http://laborcenter.berkeley.edu/health-care-resources/usmap/)

- Number of unemployed receiving unemployment insurance
- Number of people/families receiving food stamps (SNAP)
- Percent of people/families receiving food stamps (SNAP)
- Number of people/families on TANF
- Percent of people/families on TANF

Kansas

LABOR CENTER

Moving a Proud History Forward 50 years

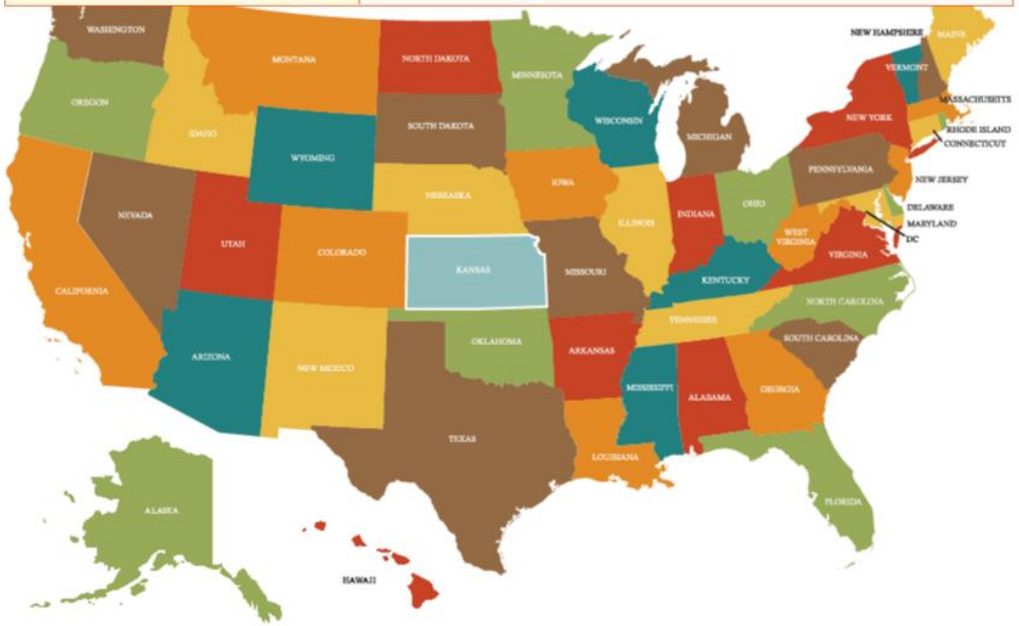
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Map: Public Assistance Expenditures for Working Families by State

Select any state to see how much federal and state money is going to working families for public assistance programs in that state. Federal costs are comprised of expenditures on Medicaid/CHIP, the cash assistance portion of Temporary Assistance for Needy Families (TANF), the Earned Income Tax Credit (EITC), and Food Stamps (SNAP). State costs are comprised of expenditures on Medicaid/CHIP and the cash assistance portion of TANF. All figures represent yearly expenditures using data from 2009-2011, adjusted to 2013 dollars. For more information see the report The High Public Cost of Low Wages.

STATE: Kansas

Enrollment of Working Families	Federal Cost ($ millions)	State Cost ($ millions)
174,000 Medicaid/CHIP	$1,430 Total	$224 Total
158,000 EITC	$817 For Working Families	$107 For Working Families
68,000 SNAP	57% Working Families' Share	48% Working Families' Share



» Download the spreadsheet (EXCEL)

http://laborcenter.berkeley.edu/health-care-resources/usmap/

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135

Inequality and Mobility in your Community

- Average income of top 1%
- Average income of everyone else
- Average ratio between the top 1% and everyone else
- Ratio of average worker pay to CEO pay of your largest employer

136

Income inequality in Kansas

Income trends have varied from state to state, and within states. But a pattern is apparent: the growth of top 1% incomes. Explore inequality in this interactive feature.

Select a state or region:

Kansas

$981,279

Average annual income of the top 1%

What you need to make to be in the top 1%:

$351,497

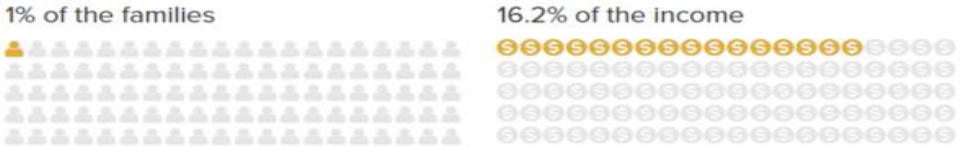
$50,367

Average income of everyone else (the bottom 99%)

19.5x

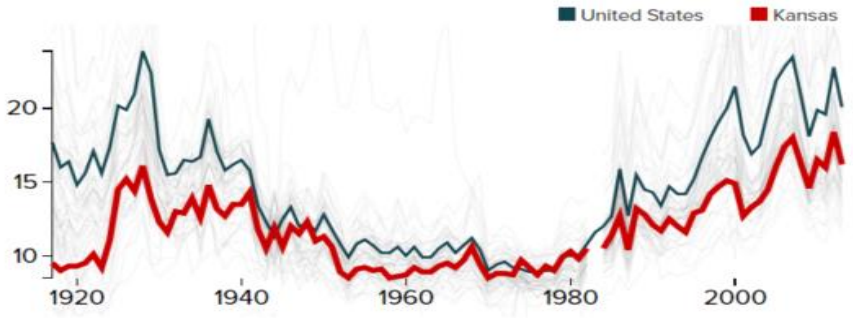
The top 1% makes 19.5 times more than the bottom 99%

The top 1% takes home 16.2% of all the income in Kansas.



Share of income captured by the top 1%, 1917–2013

The share of all income held by the top 1% in recent years has approached or surpassed historical highs.



http://www.epi.org/multimedia/unequal-states-of-america/#/Kansas

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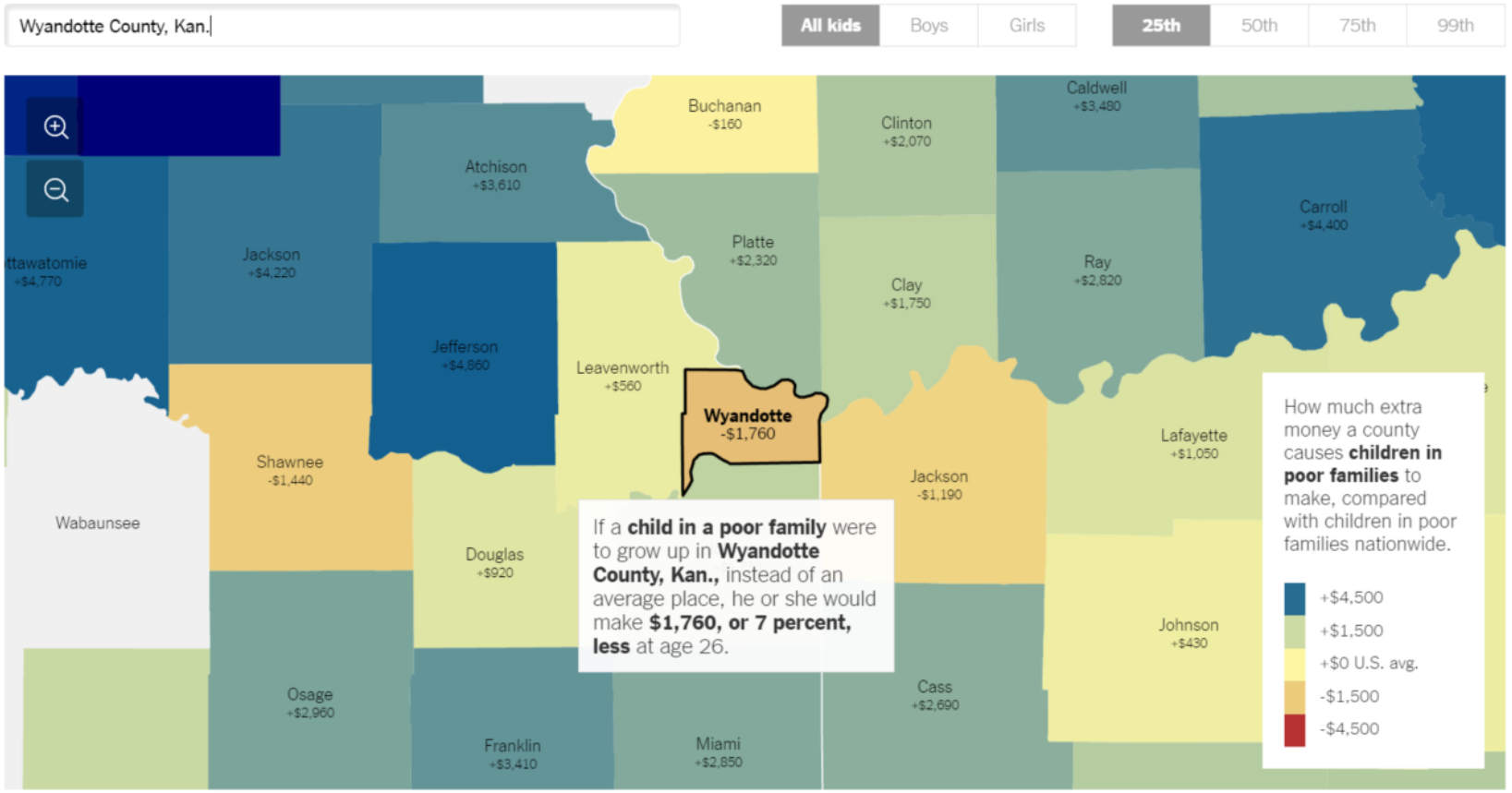
Helping People. Changing Lives. Community Action Partnership. America's Poverty Fighting Network

Mobility

- How is your county or service area ranked in mobility (see http://www.nytimes.com/interactive/2015/05/03/upshot/the-best-and-worst-places-to-grow-up-how-your-area-compares.html)

138

Where Wyandotte County, Income Mobility Ranking



Wyandotte County is very bad for income mobility for children in poor families. It is better than only about 15 percent of counties.

http://www.nytimes.com/interactive/2015/05/03/upshot/the-best-and-worst-places-to-grow-up-how-your-area-compares.html

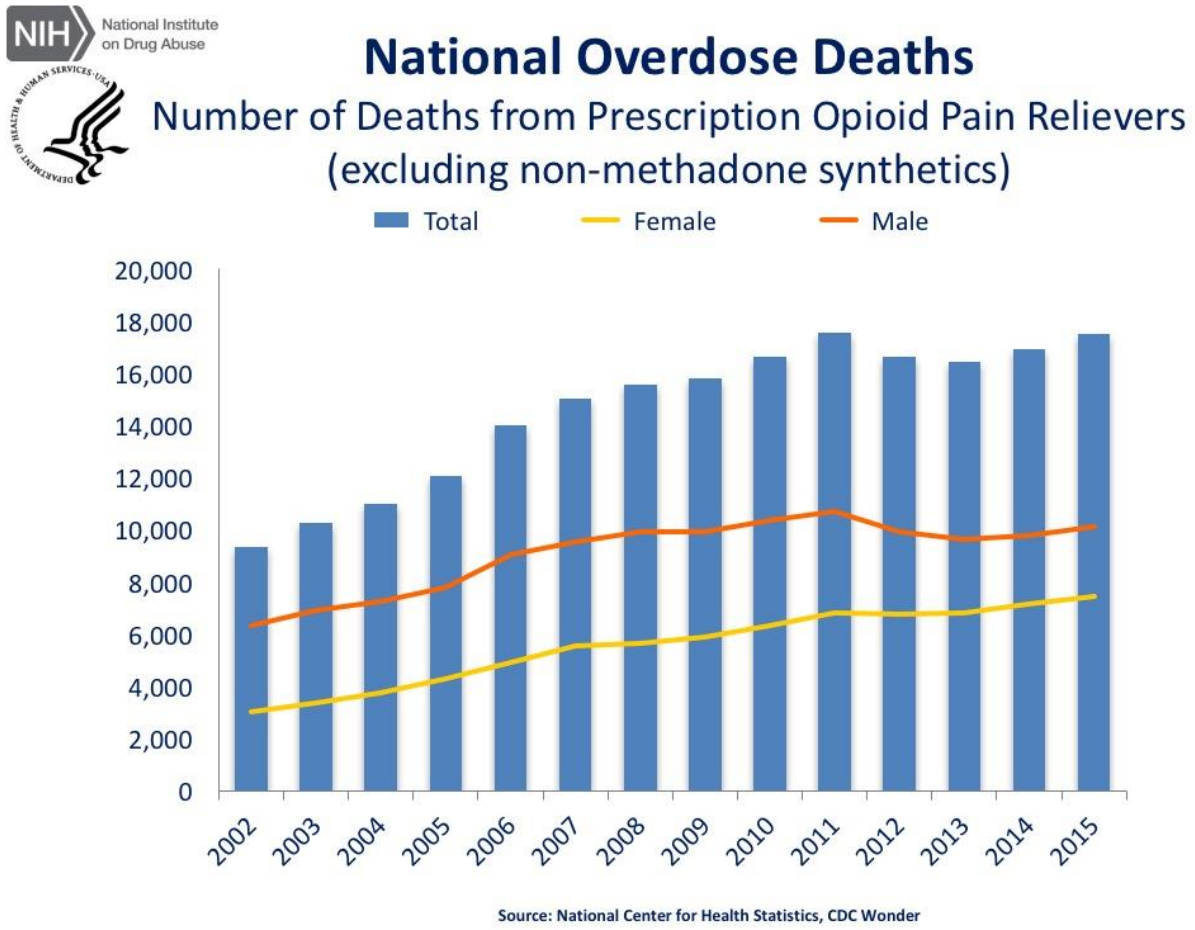
Crime and Drug Abuse

- Local crimes by category by year
- State or National Comparison

(source: https://www.neighborhoodscout.com/about-the-data/crime-rates, http://www.city-data.com)

- Deaths resulting from drug overdose
- Number of those that have alcohol addition

National Overdose Deaths



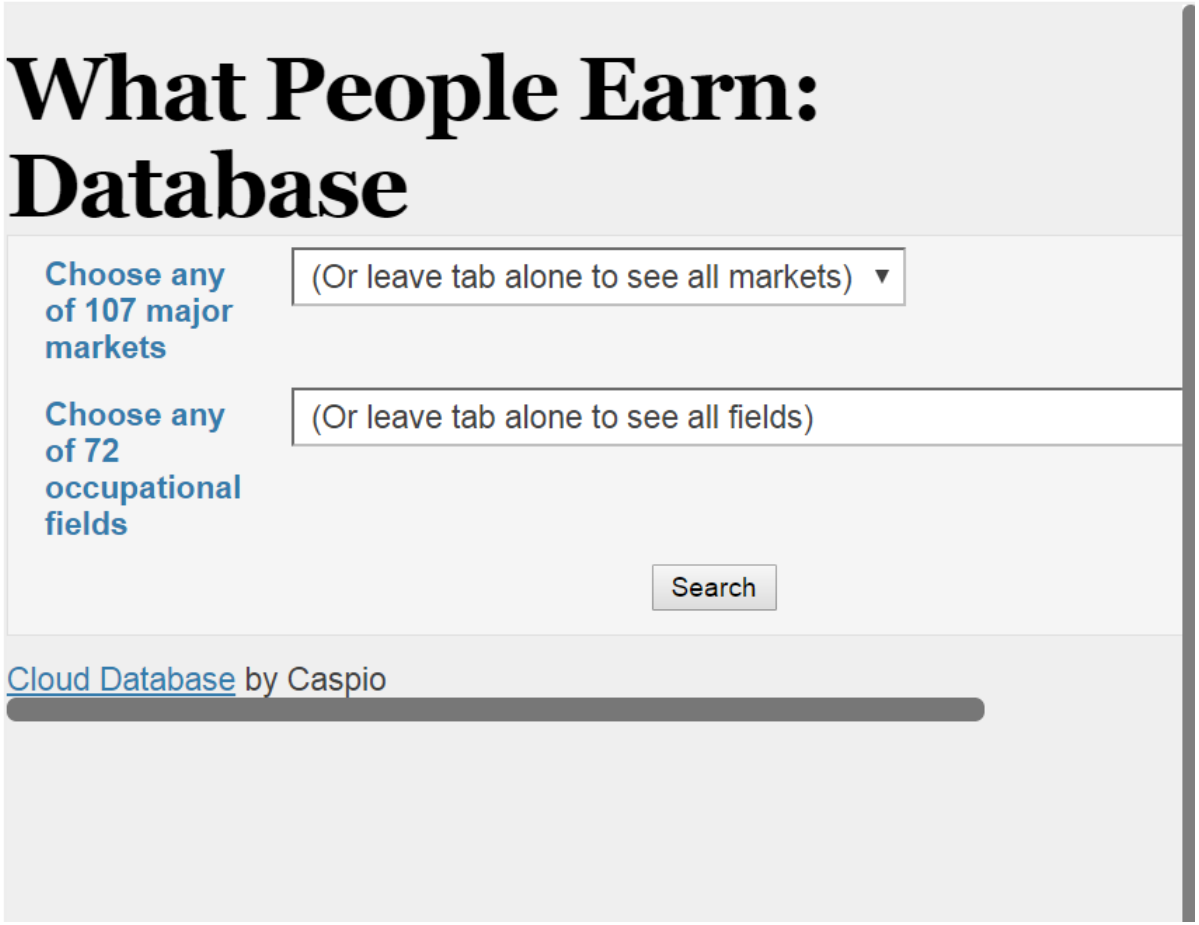
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Some national statistics

- Binge drinking is more common in men; 9.1% of men 12 and older reported heavy drinking 5 or more days in a month, while 2.6% of women reported this.
- Over 11% of Americans have driven under the influence.
- Out of 16.6 million people with alcoholism, 2.6 million were also dependent on an illicit substance.
- It is estimated that over 95% of those who need treatment for alcoholism do not feel they need treatment.
- Over 30% of those who received treatment in 2011 reported using public or private health insurance to pay for treatment.

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What do our jobs pay? Here's our database on 72 careers in 107 cities



http://www.bizjournals.com/sacramento/news/2017/06/02/money-in-america-what-do-our-jobs-pay-heres-our.html?ana=e_ph_prem&u=iH2DybuFSoP%2Bm50nMknBvYGpEoe&t=1496420166&j=78303011.

Search Again

Field code	Field title	Local market	Local jobs in field (2016)	Local average pay in field (2016)	
29-1062	Family and General Practitioners	Santa Rosa	140	$235,520	Details
11-1011	Chief Executives	Santa Rosa	360	$217,200	Details
23-1011	Lawyers	Santa Rosa	380	$155,000	Details
11-2021	Marketing Managers	Santa Rosa	250	$152,490	Details
11-9041	Architectural and Engineering Managers	Santa Rosa	320	$147,760	Details
29-1051	Pharmacists	Santa Rosa	480	$146,210	Details
11-3021	Computer and Information Systems Managers	Santa Rosa	270	$143,240	Details
29-1071	Physician Assistants	Santa Rosa	90	$138,090	Details
11-3121	Human Resources Managers	Santa Rosa	130	$135,860	Details
11-3031	Financial Managers	Santa Rosa	810	$130,970	Details
15-1133	Software Developers, Systems Software	Santa Rosa	350	$129,680	Details
29-1021	Dentists, General	Santa Rosa	210	$127,940	Details
11-1021	General and Operations Managers	Santa Rosa	3,870	$117,190	Details
11-2022	Sales Managers	Santa Rosa	720	$116,220	Details
15-1132	Software Developers, Applications	Santa Rosa	530	$115,130	Details
17-2031	Biomedical Engineers	Santa Rosa	130	$113,640	Details
17-2071	Electrical Engineers	Santa Rosa	100	$110,470	Details
17-2051	Civil Engineers	Santa Rosa	390	$105,840	Details
29-1141	Registered Nurses	Santa Rosa	3,470	$105,820	Details
11-9033	Education Administrators, Postsecondary	Santa Rosa	240	$105,290	Details
13-2052	Personal Financial Advisors	Santa Rosa	270	$103,580	Details
17-2081	Environmental Engineers	Santa Rosa	100	$102,120	Details
29-1123	Physical Therapists	Santa Rosa	290	$101,100	Details
19-2031	Chemists	Santa Rosa	270	$97,030	Details
17-2141	Mechanical Engineers	Santa Rosa	120	$95,980	Details
17-1011	Architects, Except Landscape and Naval	Santa Rosa	110	$91,900	Details
11-2031	Public Relations and Fundraising Managers	Santa Rosa	60	$88,690	Details
19-3051	Urban and Regional Planners	Santa Rosa	70	$88,280	Details
15-1121	Computer Systems Analysts	Santa Rosa	360	$88,110	Details
19-2041	Environmental Scientists and Specialists, Including Health	Santa Rosa	270	$87,410	Details
41-3031	Securities, Commodities, and Financial Services Sales Agents	Santa Rosa	340	$85,310	Details
15-1131	Computer Programmers	Santa Rosa	250	$79,440	Details
13-2011	Accountants and Auditors	Santa Rosa	1,380	$78,070	Details
13-2051	Financial Analysts	Santa Rosa	190	$76,900	Details
41-3021	Insurance Sales Agents	Santa Rosa	350	$75,850	Details
13-1141	Compensation, Benefits, and	Santa Rosa	80	$74,700	Details

Q & A



145

Many Thanks for Your Interest and Participation

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www.cencomfut.com

The White Paper can be found at:

http://www.communityactionpartnership.com/storage/cap/documents/white_paper_3rd_draft_-_exec_summary.pdf and
http://www.communityactionpartnership.com/storage/cap/documents/1_-_white_paper_3_0_content_draft_6_august_12_2016_jims_adds-final.pdf

Also Please Visit our Blog at:

http://declineofusmiddleclass.blogspot.com/

146

Upcoming Webinar Events

The Futures Project Session 2:The "What“

July 11, 2017 at 2 pm ET

Building on the discussions about the project's origins in Session 1, this next event in our series will focus on the CAP partners' work to better link outputs with outcomes. In their efforts to form a common language and story to make outcomes more meaningful to funders and stakeholders, we will explain the work moving the 3-state network. These agencies are finding that using data to support richer continuous improvement, rather than static reporting, will help them channel resources into programs doing the most good in their communities.

147

Please Give Us Your Feedback!

https://www.surveymonkey.com/r/PovertyTrendsSession8

148

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149

2017 Annual Convention

Community Action:
Transforming Communities, Changing Lives

August 29th – September 1st



Join us in Philadelphia for valuable training, legislative information, timely program updates, and unparalleled networking!

Philadelphia Downtown Marriott - Philadelphia, PA

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