Hosts

Maureen Conway
Vice President for Policy Programs, The Aspen Institute; Executive Director, Economic Opportunities Program

Jenny Weissbourd
Senior Project Manager, Economic Opportunities Program
Using Zoom

Webinar controls and assistance
- We are expecting a large audience, so attendees are muted.
- You can access chat and Q&A functions at the bottom of the Zoom window. Move your cursor down and these functions will appear.
- If you have a technical issue, please share it via the chat function or email eop.program@aspeninst.org.

Participation
- Volunteer! At any time, send questions for presenters via the Q&A function. We’ll take questions after presentations.
Job Quality in Practice

With support from Prudential Financial, we are launching a new effort to encourage the development of job quality practices that promote access to economic opportunity. In the coming months, we will provide actionable tools and guidance to support leaders across geographies and fields to engage in practical action to improve jobs in their local communities and connect to a growing national conversation.
Will Future Jobs Support a Family?

Pay Above Living Wage: 4M Jobs
Pay Below Living Wage: 8M Jobs

Sources: BLS 2016-2026 occupation projections. Living wage calculated by MIT (1 working adult, 1 child).
Raise the Floor and Build Ladders

Meaning, Purpose, Social Connection
Economic Stability

Job Quality

WAGES
TRANSPORTATION
RESPECT
COMMUNICATION
BENEFITS
SUPERVISION
LAWFUL
SAFETY
SCHEDULE
JOB DESIGN

Career Advancement
SKILL BUILDING
JOB EXPERIENCE

November 25, 2019
Today’s Agenda

- Welcome and introductions
- Measuring job quality and disparity: a look at race, gender, and place
- Using the MIT Living Wage Calculator to assess job quality
- Q&A
- Reflections and next steps

November 25, 2019
Presenters

Chandra Childers
*Study Director, Institute for Women’s Policy Research*

Jeremie Greer
*Co-Founder and Co-Executive Director, Liberation in Generation*

Amy Blair
*Research Director, Economic Opportunities Program*
Chandra Childers
Study Director
Institute for Women’s Policy Research
Women’s Access to Good Jobs in Mississippi

CHANDRA CHILDERS
INSTITUTE FOR WOMEN’S POLICY RESEARCH
What is a “Good” Job?

Wages
Health Insurance Coverage (%)
Retirement Benefits (%)
Full-Time, Full-Year Employment (%)
Paid Sick Leave (%)
Opportunity for Upward Mobility
Autonomy
Safe Work Environment
Job Satisfaction

IWPR Analysis of 2012-2014 American Community Survey Data.
What is a “Good” Job?

How Do We Measure Job Quality?
- Individual, Occupation, Industry
- Absolute or Relative Measure
- Level of Aggregation
- Weighting the Data

Gauge Women’s Access to Good Jobs
- Middle-skill and non-traditional jobs for women
- Examine racial and ethnic differences
What is a “Good” Job?

Wages

Health Insurance Coverage (%)

Retirement Benefits (%)

Full-Time, Full-Year Employment (%)

Paid Sick Leave (%)
<table>
<thead>
<tr>
<th>Job Quality</th>
<th>Median Wages</th>
<th>Health Insurance Coverage (Percent)</th>
<th>Retirement Benefits (Percent)</th>
<th>Employed Full-Time, Year-Round (Percent)</th>
<th>Paid Sick Days (Percent)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Mississippi Workers</td>
<td>$35,056</td>
<td>69.8 %</td>
<td>43.5%</td>
<td>72.2%</td>
<td>59.0%</td>
</tr>
<tr>
<td>Best Job Quality</td>
<td>$61,865</td>
<td>86.9 %</td>
<td>71.9%</td>
<td>89.0%</td>
<td>84.6%</td>
</tr>
<tr>
<td>Above Average Job Quality</td>
<td>$45,728</td>
<td>81.8 %</td>
<td>53.0%</td>
<td>80.5%</td>
<td>77.7%</td>
</tr>
<tr>
<td>Average Job Quality</td>
<td>$31,000</td>
<td>74.5%</td>
<td>48.5%</td>
<td>76.6%</td>
<td>62.1%</td>
</tr>
<tr>
<td>Below Average Job Quality</td>
<td>$30,932</td>
<td>62.0%</td>
<td>32.3%</td>
<td>67.7%</td>
<td>47.9%</td>
</tr>
<tr>
<td>Worst Job Quality</td>
<td>$20,323</td>
<td>46.2%</td>
<td>20.4%</td>
<td>50.6%</td>
<td>29.6%</td>
</tr>
</tbody>
</table>

IWPR Analysis of 2012-2014 American Community Survey Data.
Data Sources

https://www.bls.gov/oes/current/oessrcma.htm

Integrated Public Use Microdata: American Community Survey
https://usa.ipums.org/usa/

https://cps.ipums.org/cps/

Mississippi Department of Employment Security (MDES)
https://mdes.ms.gov/information-center/labor-market-information/occupational-wages/
For more information

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Follow IWPR on social media:
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twitter.com/iwpresearch
www.facebook.com/iwpresearch
Jeremie Greer
Co-Founder and Co-Executive Director
Liberation in Generation
www.liberationinageneration.org

November 25, 2019
On behalf of Amy Glasmeier

Professor of Economic Geography and Regional Planning, Massachusetts Institute of Technology
Origins of the MIT Living Wage Calculator

Created for policy advocacy

Recession Era

Sustained contributions

150,000

per month

Average unique users

Individuals, organizations, academics, governments, firms

Slides provided by Amy K. Glasmeier, Massachusetts Institute of Technology, Department of Urban Studies and Planning; original funding provided by the Ford Foundation
The living wage calculator estimates the living wage needed to support families of twelve different compositions.

The living wage is defined as the wage needed to cover basic family expenses (basic needs budget) plus all relevant taxes.

The living wage is calculated at the county, metropolitan area, state, regional, and national level.

Values are reported in 2018 dollars. To convert values from annual to hourly, a work-year of 2,080 hours (40 hours per week for 52 weeks) per adult is assumed.

Credit: Amy K. Glasmeier, MIT Dept. of Urban Studies and Planning
The MIT Living Wage Calculator estimates the cost of living in a community or region based on typical expenses.

**Housing**
Likely cost of rental housing in each area in 2018 using HUD Fair Market Rents (FMR) estimates.

**Food**
USDA’s low-cost food plan national average in June 2018.

**Childcare**

**Health**
Employer-sponsored plans, medical services, drugs, and medical supplies.

**Transportation**

**Other Necessities**
2017 Bureau of Labor Statistics Consumer Expenditure Survey including:
1. Apparel and services;
2. Housekeeping supplies;
3. Personal care products and services;
4. Miscellaneous.

**Taxes**

Credit: Amy K. Glasmeier, MIT Dept. of Urban Studies and Planning.
Who Uses The Tool?

- Firms and Corporations
- Human Resource Professionals
- Social Service Organizations
- Local and State Government Offices
- Legal Service Professionals
- Multinational Employers
- Service employers
- Individuals
- Universities
- Unions
Job Quality in Practice

November 25, 2019

Living Wage Calculator

WHAT IS THE LIVING WAGE CALCULATOR?
Families and individuals working in low-wage jobs make insufficient income to meet minimum standards given the local cost of living. We developed a living wage calculator to estimate the cost of living in your community or region based on typical expenses. The tool helps individuals, communities, and employers determine a local wage rate that allows residents to meet minimum standards of living.

Select a Location

search Go

Search for a state, city, or metro area

Typical expenses in the Buffalo-Cheektowaga-Niagara Falls MSA

<table>
<thead>
<tr>
<th></th>
<th>1 Adult</th>
<th></th>
<th>2 Adults (1 Working)</th>
<th></th>
<th>2 Adults (Both Working)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0 Children</td>
<td>1 Child</td>
<td>2 Children</td>
<td>3 Children</td>
<td>0 Children</td>
<td>1 Child</td>
</tr>
<tr>
<td><strong>Food</strong></td>
<td>$3,477</td>
<td>$5,124</td>
<td>$7,715</td>
<td>$10,233</td>
<td>$6,374</td>
<td>$7,933</td>
</tr>
<tr>
<td><strong>Child Care</strong></td>
<td>$0</td>
<td>$10,602</td>
<td>$23,215</td>
<td>$35,828</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Medical</strong></td>
<td>$2,338</td>
<td>$6,811</td>
<td>$6,468</td>
<td>$6,550</td>
<td>$5,469</td>
<td>$6,468</td>
</tr>
<tr>
<td><strong>Housing</strong></td>
<td>$7,692</td>
<td>$9,588</td>
<td>$9,588</td>
<td>$12,024</td>
<td>$7,920</td>
<td>$9,588</td>
</tr>
<tr>
<td><strong>Transportation</strong></td>
<td>$3,893</td>
<td>$7,094</td>
<td>$8,341</td>
<td>$9,650</td>
<td>$7,094</td>
<td>$8,341</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td>$2,785</td>
<td>$4,633</td>
<td>$5,030</td>
<td>$5,855</td>
<td>$4,633</td>
<td>$5,030</td>
</tr>
<tr>
<td><strong>Required annual income</strong></td>
<td><strong>after taxes</strong></td>
<td></td>
<td></td>
<td></td>
<td><strong>Required annual income</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$20,185</td>
<td>$43,852</td>
<td>$60,357</td>
<td>$80,140</td>
<td>$31,489</td>
<td>$37,360</td>
</tr>
<tr>
<td><strong>Annual taxes</strong></td>
<td>$4,185</td>
<td>$9,152</td>
<td>$12,519</td>
<td>$16,743</td>
<td>$6,556</td>
<td>$7,827</td>
</tr>
</tbody>
</table>

**Required annual income before taxes**

$24,370 $53,004 $72,876 $96,883 $38,045 $45,188 $50,638 $55,797 $37,786 $57,952 $78,589 $98,963
## Living wage calculation for the Buffalo-Cheektowaga-Niagara Falls MSA

<table>
<thead>
<tr>
<th></th>
<th>1 ADULT</th>
<th></th>
<th></th>
<th>2 ADULTS (1 WORKING)</th>
<th></th>
<th></th>
<th>2 ADULTS (BOTH WORKING)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0 Children</td>
<td>1 Child</td>
<td>2 Children</td>
<td>3 Children</td>
<td>0 Children</td>
<td>1 Child</td>
<td>2 Children</td>
<td>3 Children</td>
</tr>
<tr>
<td><strong>Living Wage</strong></td>
<td>$11.72</td>
<td>$25.48</td>
<td>$35.04</td>
<td>$46.58</td>
<td>$18.29</td>
<td>$21.72</td>
<td>$24.35</td>
<td>$26.83</td>
</tr>
<tr>
<td><strong>Poverty Wage</strong></td>
<td>$5.84</td>
<td>$7.91</td>
<td>$9.99</td>
<td>$12.07</td>
<td>$7.91</td>
<td>$9.99</td>
<td>$12.07</td>
<td>$14.14</td>
</tr>
<tr>
<td><strong>Minimum Wage</strong></td>
<td>$10.40</td>
<td>$10.40</td>
<td>$10.40</td>
<td>$10.40</td>
<td>$10.40</td>
<td>$10.40</td>
<td>$10.40</td>
<td>$10.40</td>
</tr>
</tbody>
</table>
How EOP uses the tool
### Farming, Fishing, and Forestry Occupations

- **$34,300 / 2,210 jobs**

### Sources:
- New York State Department of Labor; MIT Living Wage Calculator; United Way.
## Making Ends Meet on Earnings in Western New York

Top 25 occupations with most net new jobs, 2016-26

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Average Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>General and Operations Managers</td>
<td>$102,570</td>
</tr>
<tr>
<td>Health Specialties Teachers, Postsecondary</td>
<td>$74,650</td>
</tr>
<tr>
<td>Accountants and Auditors</td>
<td>$65,810</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses, Except Maids and Housekeeping Cleaners</td>
<td>$42,320</td>
</tr>
<tr>
<td>Self-Enrichment Education Teachers, Postsecondary</td>
<td>$37,990</td>
</tr>
<tr>
<td>Medical Assistants, Except Maids and Housekeeping Cleaners</td>
<td>$34,840</td>
</tr>
<tr>
<td>Social and Human Service Assistants, Except Maids and Housekeeping Cleaners</td>
<td>$31,100</td>
</tr>
<tr>
<td>Receptionists and Information Clerks</td>
<td>$30,530</td>
</tr>
<tr>
<td>Landscaping and Groundskeeping Workers, Except Maids and Housekeeping Cleaners</td>
<td>$30,290</td>
</tr>
<tr>
<td>Janitors and Cleaners, Except Maids and Housekeeping Cleaners</td>
<td>$26,810</td>
</tr>
<tr>
<td>Waiters and Waitresses, Except Maids and Housekeeping Cleaners</td>
<td>$25,720</td>
</tr>
<tr>
<td>Personal Care Aides</td>
<td>$25,430</td>
</tr>
<tr>
<td>Combined Food Preparation and Serving Workers, Including Fast Food</td>
<td>$24,340</td>
</tr>
<tr>
<td>Software Developers, Applications, Postsecondary</td>
<td>$91,020</td>
</tr>
<tr>
<td>Registered Nurses, Postsecondary</td>
<td>$74,080</td>
</tr>
<tr>
<td>Market Research Analysts and Marketing Specialists</td>
<td>$59,950</td>
</tr>
<tr>
<td>Construction Laborers, Postsecondary</td>
<td>$38,380</td>
</tr>
<tr>
<td>Maintenance and Repair Workers, General</td>
<td>$37,950</td>
</tr>
<tr>
<td>First-Line Supervisors of Food Preparation and Serving Workers</td>
<td>$32,500</td>
</tr>
<tr>
<td>Nursing Assistants</td>
<td>$30,920</td>
</tr>
<tr>
<td>Laborers and Freight, Stock, and Material Movers, Hand</td>
<td>$30,310</td>
</tr>
<tr>
<td>Cooks, Restaurant</td>
<td>$28,030</td>
</tr>
<tr>
<td>Security Guards, Postsecondary</td>
<td>$25,970</td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>$25,620</td>
</tr>
<tr>
<td>Teacher Assistants</td>
<td>$24,830</td>
</tr>
<tr>
<td>Living wage for 1 adult and 1 child, $52,998</td>
<td></td>
</tr>
<tr>
<td>Living wage for 2 adults and 2 children, $32,730</td>
<td></td>
</tr>
<tr>
<td>Living wage for 1 adult and 0 children, $24,378</td>
<td></td>
</tr>
</tbody>
</table>

Sources: New York State Department of Labor; MIT Living Wage Calculator; United Way.

Not pictured: Production Occupations, which are projected to shrink.
## Are future jobs in Western New York good-paying jobs?

Major occupational groups by projected total employment (2026) and median annual wage

<table>
<thead>
<tr>
<th>Health-care Practitioners and Technical Occupations</th>
<th>Management Occupations</th>
<th>Business and Financial Occupations</th>
<th>Computer and Mathematical Occupations</th>
<th>Art, Humanities and Education Occupations</th>
<th>Legal Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>$64,880 / 3,990 jobs</td>
<td>$103,820 / 2,210 jobs</td>
<td>$64,480 / 3,720 jobs</td>
<td>$74,000 / 1,460 jobs</td>
<td>$74,398 / 1,030 jobs</td>
<td>$91,890 / 590 jobs</td>
</tr>
</tbody>
</table>

### Living wage for 1 adult and 1 child ($52,998)

<table>
<thead>
<tr>
<th>Education, Training, and Library Occupations</th>
<th>Transportation and Material Moving Occupations</th>
<th>Installation, Maintenance and Repair Occupations</th>
<th>Protective Service Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>$51,090 / 62,800 jobs</td>
<td>$32,930 / 40,620 jobs</td>
<td>$45,159 / 26,370 jobs</td>
<td>$67,490 / 19,760 jobs</td>
</tr>
</tbody>
</table>

### Living wage for 2 adults and 2 children ($32,730)

<table>
<thead>
<tr>
<th>Sales and Related Occupations</th>
<th>Food Preparation and Serving Related Occupations</th>
<th>Personal Care and Service Occupations</th>
<th>Building and Grounds Cleaning and Maintenance Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>$27,050 / 75,110 jobs</td>
<td>$25,150 / 72,670 jobs</td>
<td>$25,540 / 38,730 jobs</td>
<td>$27,270 / 30,410 jobs</td>
</tr>
</tbody>
</table>

### Living wage for 1 adult and 0 children ($24,378)

Sources: New York State Department of Labor; MIT Living Wage Calculator; United Way.
For almost all Americans, minimum wage does not cover the cost of necessities

97%
312 million

Americans living in counties where the living wage is higher than the minimum wage

70%
226 million

Americans living in counties where living wage is at least $2.50 higher than minimum wage

15%
47 million

Americans living in counties where living wage is at least $5.00 higher than minimum wage

12%
38 million

Americans living in counties where living wage is at least $15.00 per hour

Credit: Amy K. Glasmeier, MIT Dept. of Urban Studies and Planning
Living Wage vs. Minimum Wage by County, 2018

Hourly Gap between Living Wage and Minimum Wage for 2 adult, 1 child households

- $9.50 to $10.21
- $8.00 to $9.50
- $6.50 to $8.00
- $5.00 to $6.50
- $3.50 to $5.00
- $2.00 to $3.50
- Under $2.00

Credit: Amy K. Glasmeier, MIT Dept. of Urban Studies and Planning
Thank you for joining us!

Share your thoughts:

For additional information and to join our mailing list, please visit:
as.pn/eop
Economic Opportunities Program

The Aspen Institute Economic Opportunities Program advances strategies, policies, and ideas to help low- and moderate-income people thrive in a changing economy. We recognize that race, gender, and place intersect with and intensify the challenge of economic inequality and we address these dynamics by advancing an inclusive vision of economic justice. For over 25 years, EOP has focused on expanding individuals’ opportunities to connect to quality work, start businesses, and build economic stability that provides the freedom to pursue opportunity.

Learn more at as.pn/eop.