

## Reinventing Our Communities Convening



October 2018

# Understanding “Self Sufficiency”

2018 Federal Poverty Level Guidelines				
Family Size	100% Annual	200% Annual	200% Monthly	200% Hourly (2080 hrs/yr)
1	\$12,140	\$ 24,280	\$2,023	\$11.67
2	\$16,460	\$ 32,920	\$2,743	\$15.83
3	\$20,780	\$ 41,560	\$3,463	\$19.98
4	\$25,100	\$ 50,200	\$4,183	\$24.13

**200% of FPL covers just the basics – food, rent, utilities. Nothing is left over for saving for college, or car repairs, or medical emergencies**

**52% of all families with children under 18 in the region, married or not, have a single wage-earner**

**72% of all jobs in the region (78% of manufacturing jobs) pay less than \$50,000/year.**

**70% of Gateway students have household incomes below \$25,000/year (similar for Cinti State).**

# Expense Breakdown

## Hamilton County OH

2 adults (1 working), 2 children

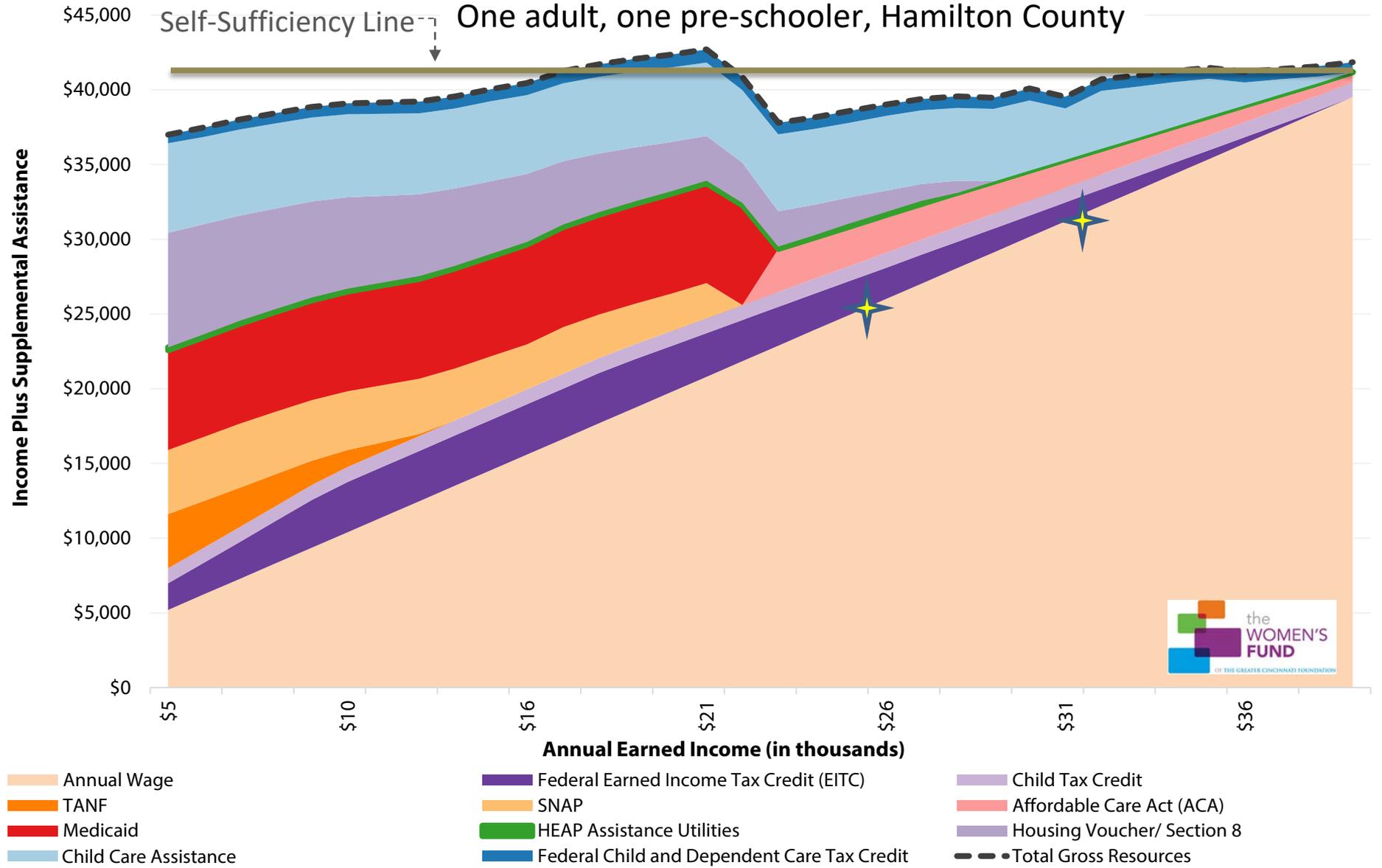
Expense	Annual Cost
Food	\$8,975
Child Care	\$0 *
Medical	\$5,723
Housing	\$9,672 **
Transportation	\$10,868
Other/School fees/misc.	\$6,563
Taxes	\$6,765
<b>Required Annual Income Before Taxes</b>	<b>\$48,567</b>

\* If child care is needed, it can cost over \$10,000/year for 2 children

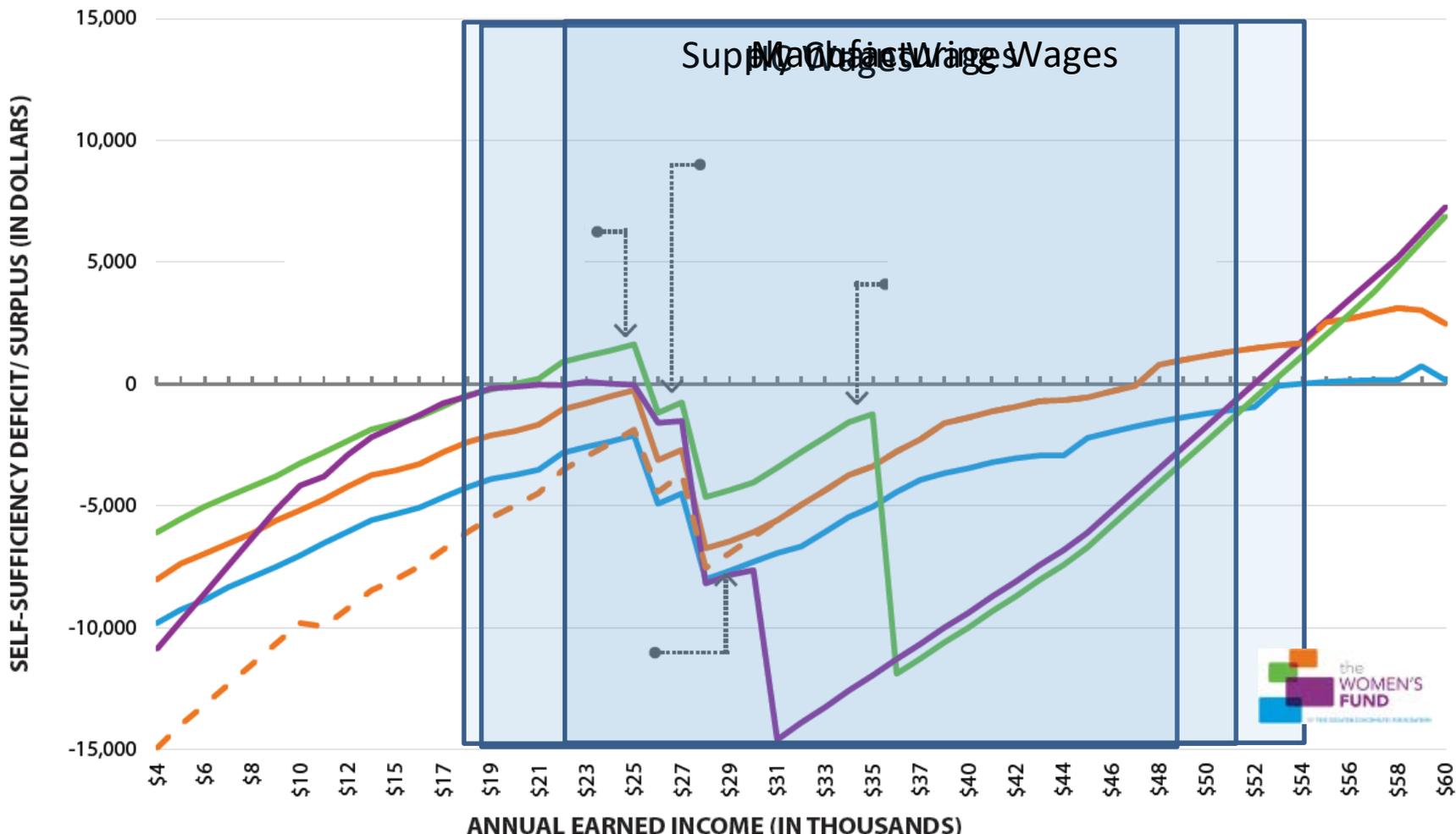
\*\* Median rent costs have increased 46% since 2000 but wages have only increased 19% in same time frame

Source: MIT Living Wage Calculator

Self-Sufficiency Line One adult, one pre-schooler, Hamilton County



# Single Mother Preschooler Infant



Hamilton County, Ohio Franklin County, Ohio Cuyahoga County, Ohio Boone County, Kentucky

Hamilton County, Ohio (without housing)

SELF-SUFFICIENCY STANDARD \$ 61,048 \$ 63,355 \$ 56,634 \$ 56,252



# Employers know how to fix this

## New Client/Product/Market

- Segmentation analysis
  - Aviation, automotive etc.
  - What are their needs? Pain points?
- Value proposition and points of differentiation vs. competition
- Value/service after the sale

## Talent Marketplace

- Underemployed, women, ex-offenders etc.
  - What are their needs? Child care? Transportation? Training?
- How you can solve their needs – and better than other employers
  - Shuttles, paid training, etc.
- Career ladders to higher skills and pay, workforce coach, job design, etc.

# Value proposition - for employees

## JOB DESIGN FRAMEWORK



### FOUNDATIONAL

#### *Compensation*

- Wages & benefits
- Financial incentives
- Employee loans
- Access within pay period

#### *Fundamentals*

- Safety
- Fairness
- Respect
- Job Security
- Grievance procedure

#### *Structure*

- Open communication
- Stable hours & scheduling



### SUPPORT

#### *Training*

- Entry level
- Specialized

#### *Internal Assistance*

- Supervisory training
- Job coaching
- Peer mentors
- Team development
- Financial counseling

#### *External Linkages*

- Tax credits
- Childcare
- Transportation
- HR services



### OPPORTUNITY

#### *Career Development*

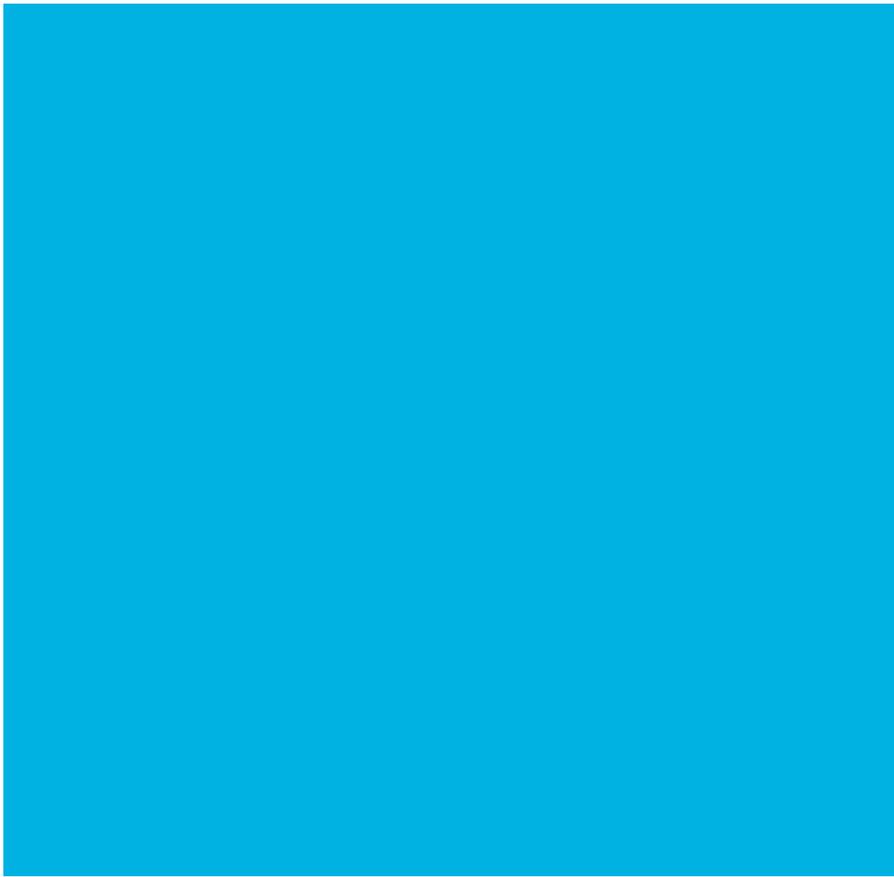
- Cross training
- Advancement
- Educational benefits

#### *Acknowledgment*

- Internal & external recognition
- Leveling of perks

#### *Engagement*

- Participation/Self-Management
- Representation/Mattering
- Pride
- Ownership



Thank you!



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