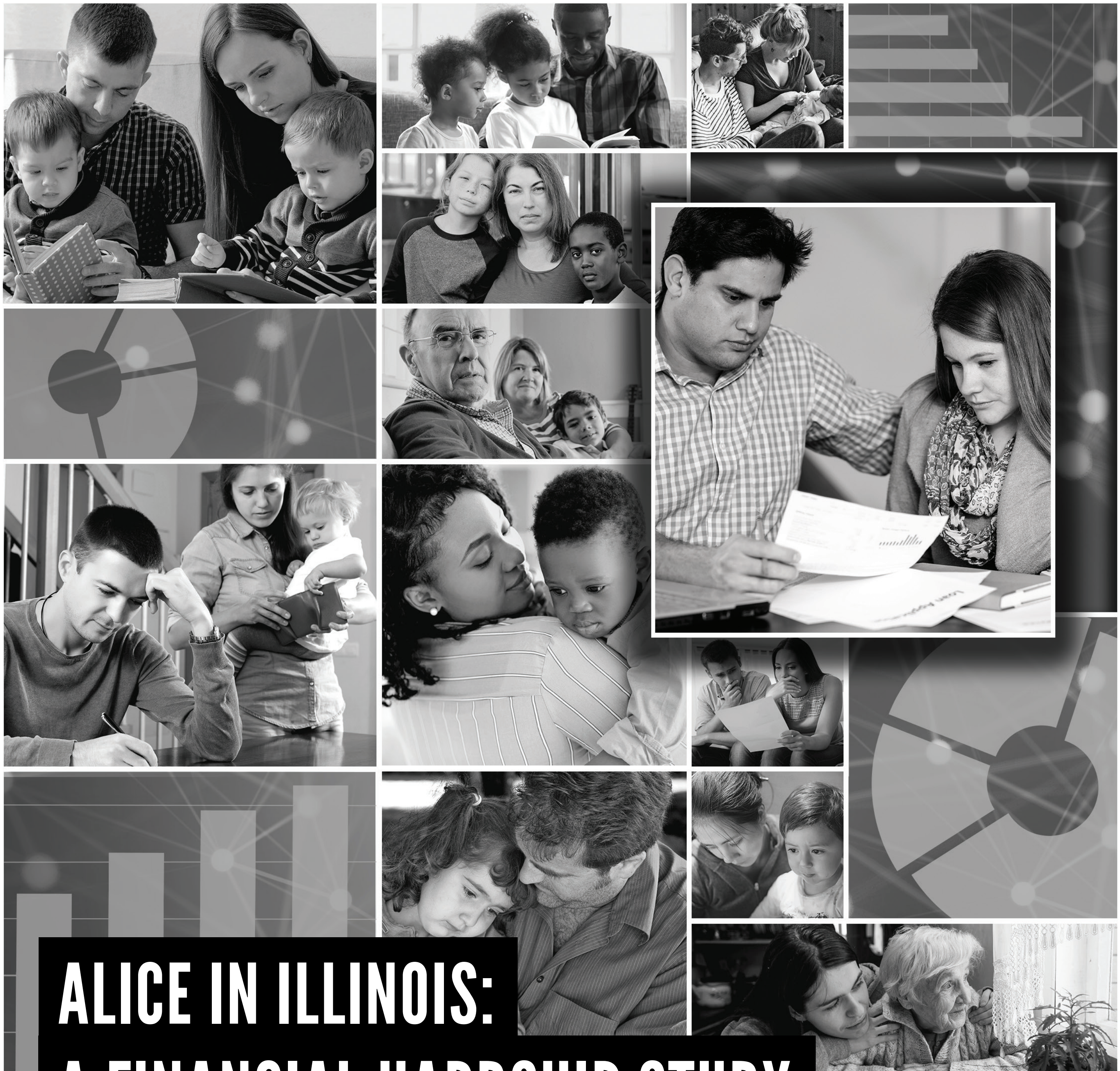


ALICE IN ILLINOIS: A FINANCIAL HARDSHIP STUDY

LIVE UNITED

2020 ILLINOIS REPORT

UNITED FOR ALICE

United Way

United Way of Illinois

ALICE IN THE TIME OF COVID-19

The release of this ALICE Report for Illinois comes during an unprecedented crisis — the COVID-19 pandemic. While our world changed significantly in March 2020 with the impact of this global, dual health and economic crisis, ALICE remains central to the story in every U.S. county and state. The pandemic has exposed exactly the issues of economic fragility and widespread hardship that United For ALICE and the ALICE data work to reveal.

That exposure makes the ALICE data and analysis more important than ever. By showing how many Illinois households were struggling in 2018, the ALICE Research provides the backstory for why the COVID-19 crisis is having such a devastating economic impact. The ALICE data is especially important now to help stakeholders identify the most vulnerable in their communities, and direct programming and resources to assist them throughout the pandemic and the recovery that follows. And as Illinois moves forward, this data can be used to estimate the impact of the crisis over time, providing an important baseline for changes to come.

This crisis is fast-moving and quickly evolving. To stay abreast of the impact of COVID-19 on ALICE households and their communities, visit our website at UnitedForALICE.org/COVID19 for updates.

UNITED WAYS OF ILLINOIS

Barrington Area United Way

Batavia United Way

Bureau County United Way, Inc.

Fox Valley United Way

Genoa-Kingston United Way, Inc.

Heart of Illinois United Way

Kewanee Area United Way

Kishwaukee United Way

Massa County United Way

McDonough County United Way

Prairieland United Way

Streator Area United Way

United Way for Spoon River Country, Inc.

United Way of Adams County, Inc.

United Way of Boone County

United Way of Brown County

United Way of Central Illinois, Inc.

United Way of Champaign County

United Way of Christian County

United Way of Coles County, Inc.

United Way of Danville Area, Inc.

United Way of Decatur and Mid-Illinois

United Way of Eastern LaSalle County

United Way of Effingham County

United Way of Greater McHenry County, Inc.

United Way of Greater St. Louis

United Way of Grundy County

United Way of Illinois Valley, Inc.

United Way of Kankakee County

United Way of Knox County, Inc.

United Way of Lake County, Inc.

United Way of Lee County, Inc.

United Way of Livingston County

United Way of Logan County

United Way of McLean County

United Way of Metropolitan Chicago

United Way of Pekin

United Way of Quad Cities Area

United Way of Rock River Valley

United Way of South Central Illinois

United Way of Southern Illinois

United Way of Whiteside County

United Way of Will County

Warren County United Way, Inc.

Learn more about ALICE in Illinois: UnitedWayIllinois.org

Acknowledgments

United Way of Illinois thanks our partners and community stakeholders throughout the state for their support and commitment to this 2020 ALICE Report for Illinois. It is our hope that this Report will help raise awareness of the 35% of households in the state who live in poverty or who are **ALICE** – **A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed. Our goal is to inform and inspire policy and action to improve the lives of ALICE families.

To learn more about how you can get involved in advocating and creating change for ALICE in Illinois, contact:
Eithne McMenamin, Eithne.McMenamin@UnitedWayIllinois.org

To access the ALICE data and resources for Illinois, go to UnitedForALICE.org/Illinois

ALICE RESEARCH

ALICE Reports provide high-quality, research-based information to foster a better understanding of who is struggling in our communities. To produce the ALICE Report for Illinois, our team of researchers collaborated with a Research Advisory Committee composed of experts from across the state. Research Advisory Committee members from our partner states also periodically review the ALICE Methodology. This collaborative model ensures that the ALICE Reports present unbiased data that is replicable, easily updated on a regular basis, and sensitive to local context.

Learn more about the ALICE Research Team on our website at UnitedForALICE.org/ALICE-Team

Director and Lead Researcher: Stephanie Hoopes, Ph.D.

Research Support Team:
Andrew Abrahamson; Ashley Anglin, Ph.D.; Catherine Connelly, D.M.H.; Max Holdsworth, M.A.; Dan Treglia, Ph.D.

ALICE Research Advisory Committee for Illinois

Rita Ali, Ph.D.
Illinois Central College

Michael Baker, M.P.A.
Illinois Department of Commerce and Economic Opportunity

Alexander W. Bartik, Ph.D.
University of Illinois at Urbana-Champaign

Beverly Bunch, Ph.D.
University of Illinois Springfield

Daniel Cooper, Ph.D.
Metropolitan Planning Council

Peter Eckart, M.A.
Illinois Public Health Institute

Ewa Gallagher
Illinois Department of Employment Security

Taryn McCook, M.U.P.P.
Greater Chicago Food Depository

Aloysia Mitchell, M.P.A.
Illinois Central College

George Putnam, Ph.D.
Illinois Department of Employment Security

Stephanie Schmitz-Bechteler, Ph.D.
Chicago Urban League

Michael Seeborg, Ph.D.
Illinois Wesleyan University

Geoff Smith, M.S.
Institute for Housing Studies, DePaul University

David Steward, MD, M.P.H
Southern Illinois University, School of Medicine

Maude Toussaint-Comeau, Ph.D.
Federal Reserve Bank of Chicago

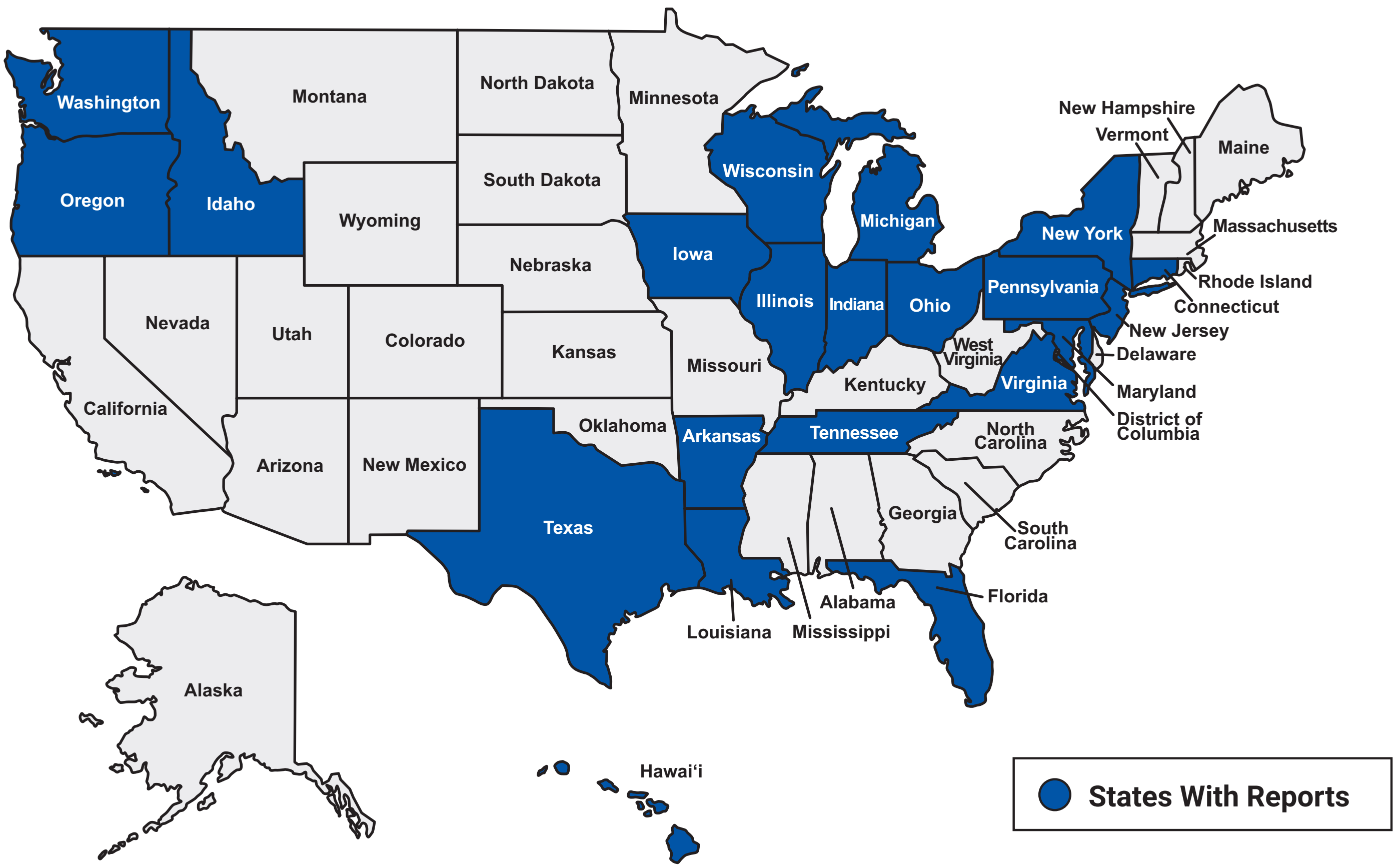
Kelley Wessler, CPA
Kerber, Eck & Braeckel, LLP

Christine Westerlund
Illinois Association of Community Action Agencies

ALICE: A GRASSROOTS MOVEMENT

This body of research provides a framework, language, and tools to measure and understand the struggles of a population called **ALICE** — an acronym for **A**sset Limited, **I**ncome **C**onstrained, **E**mployed. ALICE represents the growing number of households in our communities that do not earn enough to afford basic necessities. Partnering with United Ways, nonprofits, academic institutions, corporations, and other state organizations, this research initiative provides data to stimulate meaningful discussion, attract new partners, and ultimately inform strategies for positive change.

Based on the overwhelming success of this research in identifying and articulating the needs of this vulnerable population, this work has grown from a pilot in Morris County, New Jersey to 21 states and more than 648 United Ways. Together, United For ALICE partners can evaluate current initiatives and discover innovative approaches to improve life for ALICE and the wider community. To access Reports from all states, visit UnitedForALICE.org



NATIONAL ALICE ADVISORY COUNCIL

The following companies are major funders and supporters of this work:

Aetna Foundation ▪ Allergan ▪ Alliant Energy ▪ AT&T ▪ Atlantic Health System ▪ Atlantic Union Bank
Compare.com ▪ Deloitte ▪ Entergy ▪ Johnson & Johnson ▪ JLL ▪ Kaiser Permanente ▪ Key Bank
RWJBarnabas Health ▪ Robert Wood Johnson Foundation ▪ Thrivent Financial Foundation ▪ UPS ▪ U.S. Venture

WHAT'S NEW IN ALICE RESEARCH

Every two years, United For ALICE undertakes a full review of the ALICE Methodology to ensure that the ALICE measures are transparent, replicable, and current in order to accurately reflect how much income families need to live and work in the modern economy. In 2019, more than 40 external experts — drawn from the Research Advisory Committees across our United For ALICE partner states — participated in the review process. A full description of the Methodology and sources is available at UnitedForALICE.org/Methodology

This Report includes the following improvements:

More local variation: The ALICE budgets for housing, food, transportation, health care, and taxes incorporate more local data. For housing, we differentiate counties within Metropolitan Statistical Areas using American Community Survey gross rent estimates. For food, the U.S. Department of Agriculture's Thrifty Food Plan is adjusted at the county level using Feeding America's cost-of-meal data. For transportation, auto insurance is added to new miles-traveled data (discussed in the next paragraph) to reflect different driving costs by state. For health care, out-of-pocket costs are provided by census region. And taxes now systematically include local income tax, using data from the Tax Foundation.

Better reflection of household composition: Transportation and health care budgets now better reflect costs for different household members. The transportation budget for driving a car uses the Federal Highway Administration's miles-traveled data, sorted by age and gender, and AAA's cost-per-mile for a small or medium-sized car. The health care budget reflects employer-sponsored health insurance (the most common form in 2018, when it covered 49% of Americans[1]), using the employee's contribution, plus out-of-pocket expenditures by age and income, from the Agency for Healthcare Research and Quality Medical Expenditure Panel Survey.

More variations by household size: The median household size in the U.S. is three people for households headed by a person under age 65 and two people for households headed by seniors (65+).[2] Reflecting this reality, the Household Survival Budgets are presented in new variations, including a Senior Survival Budget. The website provides data to create budgets for households with any combination of adults and children. The ALICE Threshold has also been adjusted to incorporate the most common modern household compositions. These new budget variations are included in the County Profile and Household Budget pages on UnitedForALICE.org/Illinois

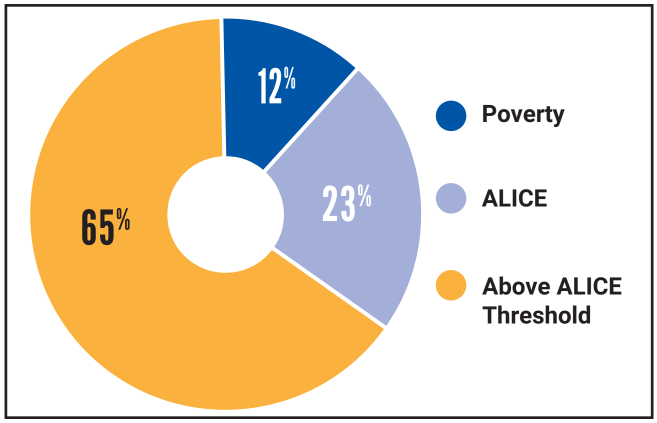
New ALICE measures:

- The **Senior Survival Budget** more accurately represents household costs for people age 65 and over. Housing and technology remain constant; however, some costs are lower — transportation, food, and health insurance premiums (due to Medicare) — while others are higher, especially out-of-pocket health costs. Because over 90% of seniors have at least one chronic condition, the Senior Survival Budget includes the additional cost of treating the average of the five most common chronic diseases.
- The **ALICE Essentials Index** is a standardized measure of the change over time in the costs of essential household goods and services, calculated for both urban and rural areas. It can be used as a companion to the Bureau of Labor Statistics' (BLS) Consumer Price Index, which covers all goods and services that families at all income levels buy regularly.

Data Notes: The data are estimates; some are geographic averages, others are one- or five-year averages depending on population size. Change-over-time ranges start with 2007, before the Great Recession, then measure change every two years from 2010 to 2018. County-level data remains the primary unit of analysis, as state averages mask significant differences between counties. For example, the share of households below the ALICE Threshold in Illinois ranges from 24% in McHenry County to 59% in Alexander County. To capture intra-county variation, ALICE data for smaller geographical areas are provided on our website at UnitedForALICE.org/Illinois. Many percentages are rounded to whole numbers, sometimes resulting in percentages totaling 99% or 101%. The methodological improvements included in this Report have been applied to previous years to allow for accurate year-over-year comparisons. This means that some numbers and percentages at the state and county level will not match those reported in the previous ALICE Report for Illinois.

TABLE OF CONTENTS

SUMMARY: ASSET LIMITED, INCOME CONSTRAINED, EMPLOYED



From 2010 to 2018, Illinois showed steady economic improvements according to traditional measures. Unemployment in the state and across the U.S. fell to historic lows, GDP grew, and wages rose slightly. Yet in 2018, eight years after the end of the Great Recession, 35% of Illinois' 4,869,167 households still struggled to make ends meet. And while 12% of these households were living below the Federal Poverty Level (FPL), another 23% — almost twice as many — were **ALICE** households: **A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed. These households earned above the FPL, but not enough to afford basic household necessities.

This Report provides new data and tools that explain the persistent level of hardship faced by ALICE households, revealing aspects of the Illinois economy not tracked by traditional economic measures. The Report highlights three critical trends:

- **The cost of living is increasing for ALICE households.** From 2007 to 2018, the cost of household essentials (housing, child care, food, transportation, health care, and technology) increased faster than the cost of other goods and services. The ALICE Essentials Index, a new tool that measures change over time in the cost of essentials, increased at an average rate of 3.4% annually nationwide over the past decade, while the official rate of inflation was 1.8%.
- **Worker vulnerability is increasing while wages stagnate in ALICE jobs.** By 2018, a near-record-low number of people were reported to be unemployed. However, that low unemployment concealed three trends that expose ALICE workers to greater risk: growth in the number of low-wage jobs, minimal increases in wages, and more fluctuations in job hours, schedules, and benefits that make it harder to budget and plan. These trends were clear in 2018: A record number of Illinois workers — 53% — were paid by the hour, and 55% of the state's jobs paid less than $20 per hour.
- **The number of ALICE households is increasing in Illinois** as a result of rising costs and stagnant wages. There are more ALICE households than households in poverty, and the number of ALICE households is increasing at a faster rate. The FPL, with its minimal and uniform national estimate of the cost of living, far underestimates the number of households that cannot afford to live and work in the modern economy. In Illinois, the percentage of households that were ALICE rose from 16% in 2007 to 23% in 2018. By contrast, those in poverty remained at around 13% throughout the period.

This Report provides critical measures that assess Illinois' economy from four perspectives: They track financial hardship over time and across demographic groups; quantify the basic cost of living in Illinois; assess job trends; and identify gaps in assistance and community resources. These measures also debunk assumptions and stereotypes about low-income workers and families. ALICE households are as diverse as the general population, composed of people of all ages, genders, races, and ethnicities, living in rural, urban, and suburban areas.

The Report concludes with an analysis of the economic benefits if all households had income above the ALICE Threshold. Not only would there be a significant positive impact on families and their communities, but the state economy would also benefit. In fact, the added value to the Illinois GDP would be approximately $119.5 billion.

This Report and its measures are tools to help stakeholders ask the right questions, reduce vulnerabilities, remove obstacles to advancement, identify gaps in community resources, build a stronger workforce, and implement programs and policies that help put financial stability within reach for ALICE households. With the magnitude of financial hardship revealed, these actions can help move all households toward a more equitable economy, and ensure that no one is left behind in harder times.

GLOSSARY

ALICE is an acronym that stands for **A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed — households with income above the Federal Poverty Level but below the basic cost of living. A household consists of all the people who occupy a housing unit. In this Report, households do not include those living in group quarters such as a dorm, nursing home, or prison.

The **Household Survival Budget** estimates the actual bare-minimum costs of basic necessities (housing, child care, food, transportation, health care, and a basic smartphone plan) in Illinois, adjusted for different counties and household types.

The **Senior Survival Budget** incorporates specific cost estimates for seniors for food, transportation, and health care, reflecting key differences in household expenses by age.

The **Household Stability Budget** calculates the costs of supporting and sustaining an economically viable household over time, including a contingency for savings.

The **ALICE Threshold** is the average income that a household needs to afford the basic necessities defined by the Household Survival Budget for each county in Illinois. Households **Below the ALICE Threshold** include both ALICE and poverty-level households.

The **ALICE Essentials Index** is a measure of the average change over time in the costs of the essential goods and services that households need to live and work in the modern economy — housing, child care, food, transportation, health care, and a smartphone plan.

ALICE ONLINE

Visit UnitedForALICE.org for more details about ALICE, including:

Interactive Maps
Data at the state, county, municipal, ZIP code, and congressional district levels

Research Advisory Committee
Learn about the members and role of this critical group

Additional Reports
Explore The ALICE Essentials Index and The Consequences of Insufficient Household Income

Demographic Data
Information about ALICE households by age, race/ ethnicity, and household type

Data Spreadsheet
Download the ALICE data

Jobs Graphs
Details about where ALICE works

County Profiles
Detailed data about ALICE households in each county

Methodology
Overview of the sources and calculations used in the ALICE research

More About United For ALICE
See our partners, press coverage, learning communities, etc.

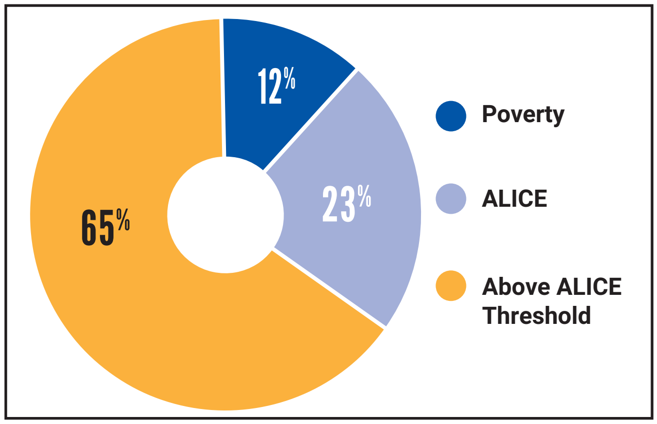
AT-A-GLANCE: ILLINOIS

2018 Point-in-Time Data

Population: 12,741,080 **Number of Counties:**102 **Number of Households:** 4,869,167

How many households are struggling?

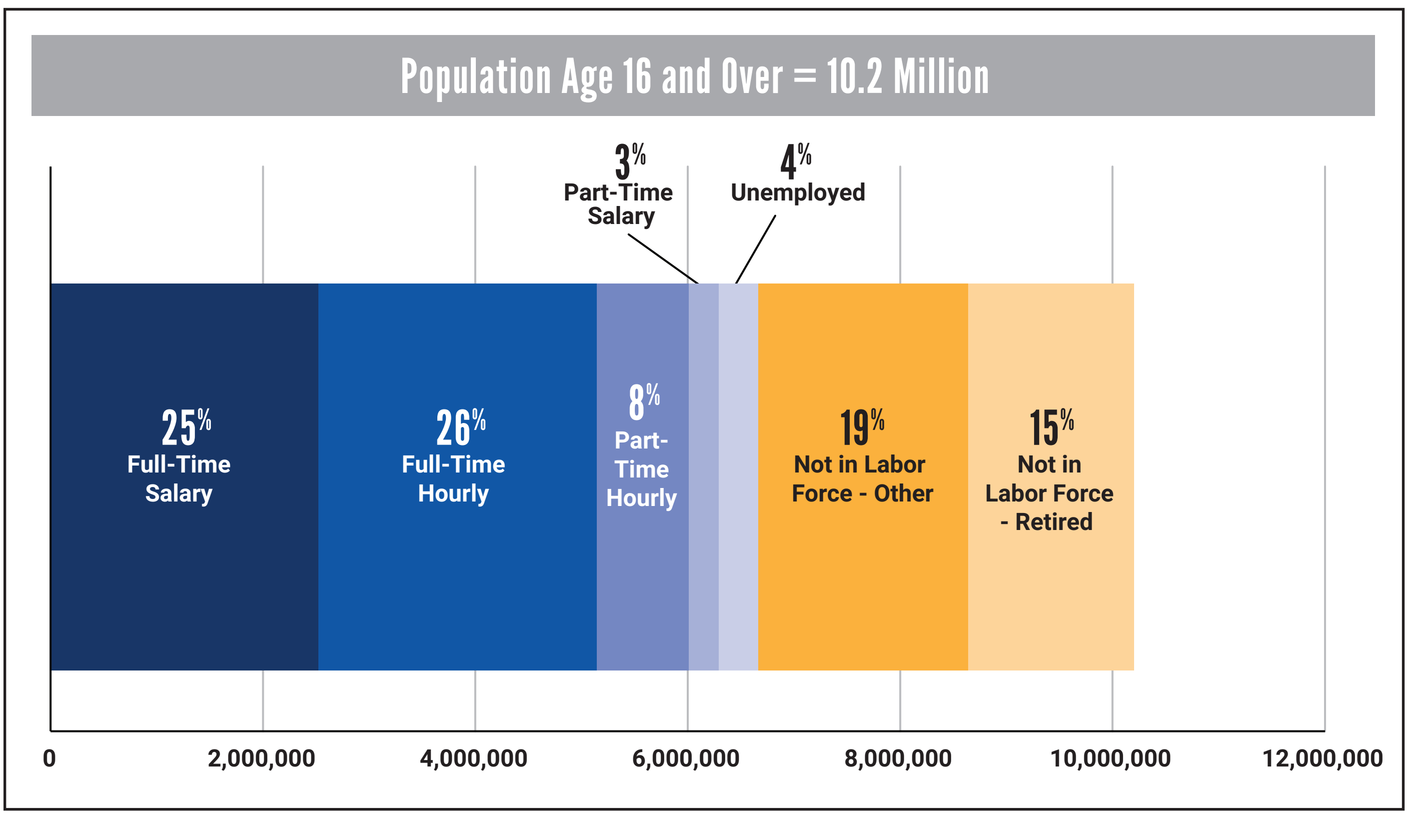
ALICE, an acronym for **A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed, comprises households that earn more than the Federal Poverty Level but less than the basic cost of living for the state (the ALICE Threshold). Of Illinois' 4,869,167 households, 593,722 earned below the Federal Poverty Level (12%) in 2018, and another 1,136,272 (23%) were ALICE.



What does the Illinois labor force look like?

A 2018 overview of the labor status of Illinois' 10,202,506 working-age adults (people age 16 and over) shows that 66% of adults were in the labor force (blue bars), yet more than half were workers who were paid hourly. Hourly paid jobs tend to have lower wages, fewer benefits, and less stability. In addition, 34% of adults were outside the labor force (gold bars), either because they were retired or because they had stopped looking for work.

Labor Status, Population Age 16 and Over, Illinois, 2018



Note: Data for full- and part-time jobs is only available at the national level; these national rates (51% of full-time workers and 75% of part-time, hourly workers) have been applied to the total Illinois workforce to calculate the breakdown shown in this figure. Full-time represents a minimum of 35 hours per week at one or more jobs for 48 weeks per year.

What does it cost to afford the basic necessities?

The average ALICE Household Survival Budget in Illinois was $21,960 for a single adult, $24,624 for a single senior, and $66,264 for a family of four in 2018 — significantly more than the Federal Poverty Level of $12,140 for a single adult and $25,100 for a family of four. The Household Survival Budget varies significantly by geography; county and regional budgets are available on our website at UnitedForALICE.org/Illinois

Household Survival Budget, Illinois, Average, 2018

	SINGLE ADULT	SENIOR (1 ADULT)	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Monthly Costs			
Housing	$586	$586	$851
Child Care	$-	$-	$1,194
Food	$246	$210	$746
Transportation	$333	$287	$797
Health Care	$208	$483	$745
Technology	$55	$55	$75
Miscellaneous	$166	$187	$502
Taxes	$236	$244	$612
Monthly Total	$1,830	$2,052	$5,522
ANNUAL TOTAL	$21,960	$24,624	$66,264
Hourly Wage*	*$10.98*	*$12.31*	*$33.13*

*Full-time wage required to support this budget

Illinois Counties, 2018

COUNTY	TOTAL HOUSEHOLDS	% ALICE & POVERTY
Adams	26,397	32%
Alexander	2,323	59%
Bond	6,218	36%
Boone	18,731	34%
Brown	2,087	48%
Bureau	13,805	34%
Calhoun	1,805	50%

Illinois Counties, 2018

COUNTY	TOTAL HOUSEHOLDS	% ALICE & POVERTY
Carroll	6,476	35%
Cass	5,024	37%
Champaign	84,290	44%
Christian	13,939	35%
Clark	6,774	31%
Clay	5,638	36%
Clinton	14,190	43%

Illinois Counties, 2018		
COUNTY	TOTAL HOUSEHOLDS	% ALICE & POVERTY
Coles	21,139	40%
Cook	1,981,796	35%
Crawford	7,653	37%
Cumberland	4,322	37%
De Witt	6,663	28%
DeKalb	38,849	36%
Douglas	7,618	34%
DuPage	345,714	29%
Edgar	7,590	34%
Edwards	2,776	34%
Effingham	13,555	33%
Fayette	7,616	47%
Ford	5,779	38%
Franklin	16,135	47%
Fulton	14,090	39%
Gallatin	2,314	42%
Greene	5,005	46%
Grundy	19,398	27%
Hamilton	3,376	31%
Hancock	7,420	36%
Hardin	1,438	47%
Henderson	2,990	29%
Henry	20,023	34%
Iroquois	11,779	36%

Illinois Counties, 2018		
COUNTY	TOTAL HOUSEHOLDS	% ALICE & POVERTY
Jackson	23,728	51%
Jasper	3,656	36%
Jefferson	15,223	41%
Jersey	8,665	50%
Jo Daviess	9,758	32%
Johnson	4,342	43%
Kane	183,633	35%
Kankakee	40,642	43%
Kendall	40,407	27%
Knox	20,830	43%
Lake	246,620	32%
LaSalle	44,714	37%
Lawrence	6,144	46%
Lee	13,699	33%
Livingston	14,320	36%
Logan	10,872	34%
Macon	44,562	34%
Macoupin	18,772	35%
Madison	108,977	47%
Marion	15,913	39%
Marshall	4,893	35%
Mason	6,027	37%
Massac	6,011	45%
McDonough	11,292	48%

Illinois Counties, 2018

COUNTY	TOTAL HOUSEHOLDS	% ALICE & POVERTY
McHenry	114,544	24%
McLean	65,998	35%
Menard	5,198	25%
Mercer	6,624	31%
Monroe	13,349	37%
Montgomery	11,339	37%
Morgan	13,864	36%
Moultrie	5,910	30%
Ogle	20,901	30%
Peoria	71,506	40%
Perry	8,323	41%
Piatt	6,700	31%
Pike	6,527	40%
Pope	1,644	49%
Pulaski	2,173	56%
Putnam	2,395	28%
Randolph	11,873	39%
Richland	6,482	41%
Rock Island	61,009	37%
Saline	10,002	44%

Illinois Counties, 2018

COUNTY	TOTAL HOUSEHOLDS	% ALICE & POVERTY
Sangamon	83,006	33%
Schuyler	2,836	38%
Scott	1,959	35%
Shelby	9,203	38%
St. Clair	104,803	50%
Stark	2,294	39%
Stephenson	19,609	36%
Tazewell	54,123	34%
Union	6,669	42%
Vermilion	30,166	45%
Wabash	4,896	40%
Warren	6,690	35%
Washington	5,975	27%
Wayne	7,075	32%
White	6,082	36%
Whiteside	23,346	35%
Will	231,647	30%
Williamson	27,089	40%
Winnebago	114,337	37%
Woodford	14,566	30%

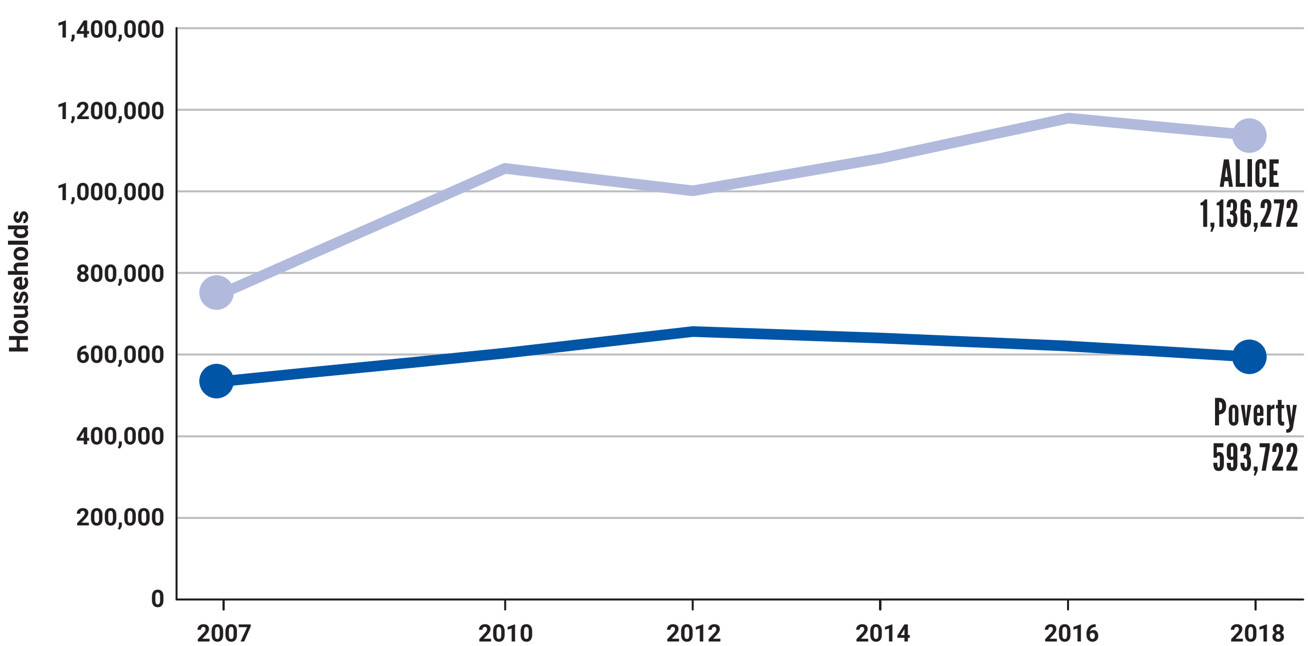
__Sources: Point-in-Time Data:__ American Community Survey, 2018. __ALICE Demographics:__ ALICE Threshold, 2018; American Community Survey, 2018. __Labor Status:__ American Community Survey, 2018; Federal Reserve Bank of St. Louis, 2018. **Budget:** *AAA, 2018; Agency for Healthcare Research and Quality, 2018; American Community Survey, 2018; Bureau of Labor Statistics, 2018—Consumer Expenditure Surveys; Bureau of Labor Statistics, 2019—Consumer Expenditure Survey; Bureau of Labor Statistics, 2018—Occupational Employment Statistics; Centers for Medicare & Medicaid Services, 2016—Medicare Current Beneficiary Survey; Centers for Medicare & Medicaid Services, 2019; Centers for Medicare & Medicaid Services, 2019—Medicare - Chronic Conditions; Federal Highway Administration, 2017; Feeding America, 2019; Fowler, 2019; Illinois Department of Human Services, 2018; Internal Revenue Service, 2020; Internal Revenue Service—FICA, 2020; Medicare.gov; Scarboro, 2018; The Zebra, 2018; U.S. Department of Agriculture, 2018—Official USDA Food Plans; U.S. Department of Housing and Urban Development, 2018—Fair Market Rents; Walczak, 2019. For more details, see the Methodology Overview at UnitedForALICE.org/Methodology*

WHO IS ALICE?

With income above the Federal Poverty Level (FPL) but below a basic survival threshold — defined as the ALICE Threshold — ALICE households earn too much to qualify as "poor" but are still unable to make ends meet. They often work as cashiers, nursing assistants, child care workers, office clerks, servers, laborers, and security guards. These types of jobs are vital to keeping Illinois' economy running smoothly, but they do not provide adequate wages to cover the basics of housing, child care, food, transportation, health care, and technology for these ALICE workers and their families.

Between 2007 and 2018, the total number of Illinois households increased only slightly (by 2%), rising from 4,759,579 to 4,869,167. (During that period, the total state population increased between 2010 and 2013, then steadily decreased.) The number of households in poverty remained relatively flat at around 600,000, comprising 12% of all households in 2018. But the number of ALICE households increased significantly (from 751,519 to 1,136,272, a 51% increase), with their share of all households rising from 16% in 2007 to 23% in 2018. Overall, the percentage of households living below the ALICE Threshold (ALICE and poverty-level households combined) increased from 27% in 2007 to 35% in 2018 (Figure 1).

Figure 1.
Households by Income, Illinois, 2007–2018

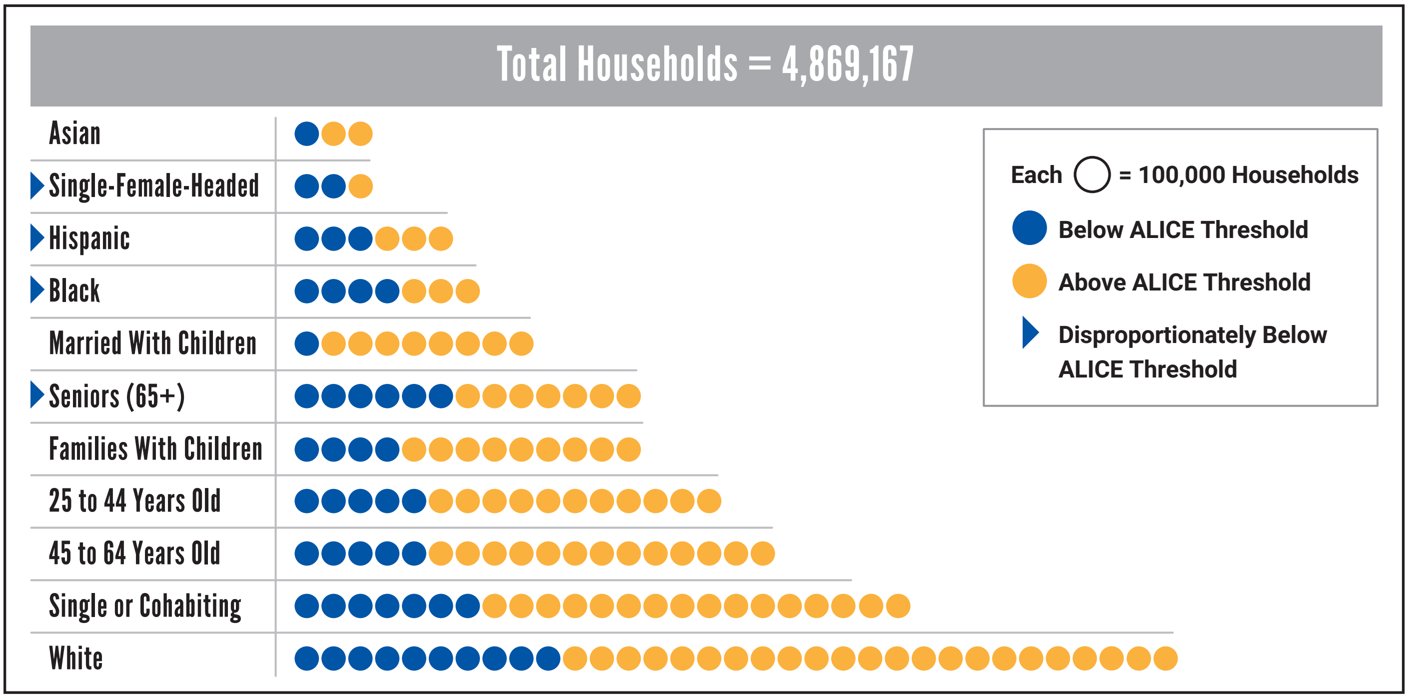


Percent Below ALICE Threshold	27%	35%	35%	36%	37%	35%

Sources: ALICE Threshold, 2007–2018; American Community Survey, 2007–2018

ALICE households live in every county in Illinois — urban, suburban, and rural — and they include people of all genders, ages, and races/ethnicities, across all household types. Figure 2 shows that in 2018, the largest numbers of households below the ALICE Threshold were in the largest demographic groups in Illinois — namely, households headed by someone in their prime working years (ages 25–64), White households, and single or cohabiting households (without children or seniors). Among families with children, married-parent families were the largest subgroup and accounted for 35% of families with children living below the ALICE Threshold.

Figure 2.
Household Types by Income, Largest Groups, Illinois, 2018

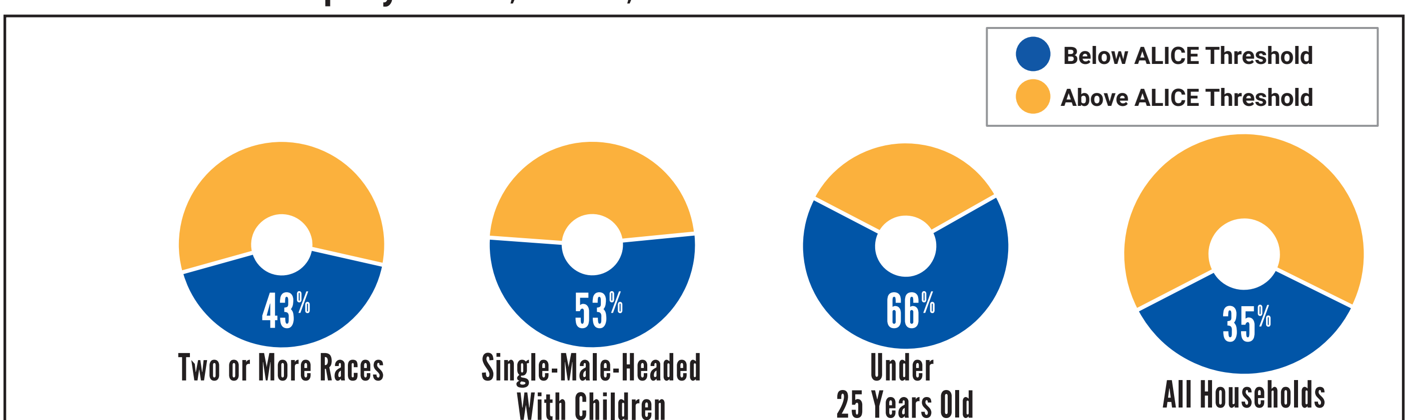


Note: The groups shown in this figure overlap across categories (age, household type, race/ethnicity); households are included in all applicable groups. Within the race/ethnicity category, all racial categories except Two or More Races are for one race alone. Race and ethnicity are overlapping categories; in this Report, the Asian, Black, Hawaiian (includes other Pacific Islanders), and Two or More Races groups may include Hispanic households. The White group includes only White, non-Hispanic households. The Hispanic group may include households of any race. Because household poverty data is not available for the American Community Survey's race/ethnicity categories, annual income below $15,000 is used as a proxy.

Sources: ALICE Threshold, 2018; American Community Survey, 2018

Another way to examine the data is to look at the proportion of each group that is below the ALICE Threshold. Overall, 35% of households in Illinois had income below the ALICE Threshold in 2018. But several groups had a disproportionately high percentage of families below the ALICE Threshold. Four of these groups are shown in Figure 2: Hispanic, Senior, Black, and single-female-headed households with children, with 43%, 46%, 56%, and 70%, respectively. Additional smaller groups also had a disproportionately high percentage of households below the ALICE Threshold, including households headed by someone of two or more races, single-male-headed households with children, and households headed by someone under 25 years old (Figure 3).

Figure 3.
Select Household Groups by Income, Illinois, 2018



Total Households	74,968	99,969	168,849	4,869,167

Sources: ALICE Threshold, 2018; American Community Survey, 2018

TRENDS: HOUSEHOLD DEMOGRAPHICS

A growing number of households live on the edge of the ALICE Threshold. For these households, even a small increase in the cost of housing or a decrease in work hours can mean the difference between being financially stable and being ALICE. **In Illinois, 10% of households (495,081) were on the cusp of the ALICE Threshold in 2018;** of those, about half earned just above the ALICE Threshold and half earned just below it.[3] This matters for families, but it can also impact the Illinois economy as a whole: Even a small drop in wages or hours worked, or an unexpected emergency — such as a factory closing or a natural disaster — could destabilize a large number of households. Conversely, a small increase in wages or a decrease in rent or a car payment could help push families above the ALICE Threshold.

Illinois is increasingly diverse. Between 2010 and 2018, the total number of White households in Illinois decreased while the number of households of color continued to increase (at a rate of 1% for Black households, 18% for Hispanic households, and 26% for Asian households). Change over time in financial hardship followed a similar trajectory: White households experienced a 2% decrease in the number of households below the ALICE Threshold, while Black households below the ALICE Threshold increased by 8%, Hispanic households by 24%, and Asian households by 28%. There were also some noteworthy trends when breaking down these racial/ethnic groups by age. For Hispanic and Asian households, growth in financial hardship was driven by households headed by people in their prime working years (25-64). And while Black households in poverty decreased across most age groups, the number of Black ALICE households increased for all age groups. And all four of the state's largest racial/ethnic groups — including White households — saw an increase in senior households (age 65+) below the ALICE Threshold during this period.[4]

Diversity in the state's largest metropolitan area followed a slightly different trajectory. Between 2010 and 2018, Chicago saw a decrease in diversity, though in 2018 it still ranked 10th highest out of the 66 largest U.S. cities according to an index of diversity. This index — which measures the chance that two people randomly chosen are of a different race or ethnicity — decreased by 0.8% in Chicago, largely driven by a declining Black population.[5] However, it is important to note that while Chicagoland remains relatively diverse, it also consistently ranks as one of the most segregated metropolitan areas in the U.S. Racial and ethnic segregation generates and perpetuates inequities in educational and job opportunities, access to public services, and health outcomes.[6]

Illinois' household structure continues to change. The number of married-parent families with children decreased from 2010 to 2018, falling 9%. In 2018, single or cohabiting adults under age 65 with no children under age 18 made up the largest proportion of households in Illinois (47%), as well as the largest share of households below the ALICE Threshold (43%). Nationally, the number of cohabiting adults more than doubled between 1996 and 2017, and these partners tend to have higher levels of education and be more racially diverse today than cohabiting adults 20 years ago.[7]

Working-age adults are leaving the state. The Illinois population declined between 2014 and 2018 due largely to the out-migration of working-age adults (25–64). During this period the overall population dropped by 157,189, and in 2018 alone, Illinois lost 45,000 people, the second-largest decrease of any state.[8]

The loss of millennials (age 18–34) — one of the largest population bubbles — has been especially significant in Illinois. In 2017, Illinois had a relatively large share of millennials compared to other states, ranking 18th out of 51 on this metric. However, from 2010 to 2016, Illinois ranked 49th out of all U.S. states for growth in this population (the size of the millennial population declined just over 2%). Statewide, the aging and out-migration of the millennial population is also reducing the proportion of both college-age students and families with children, as millennials have passed traditional college age, are having fewer children, and are waiting longer than previous generations to have them.[9]

Millennials in Illinois and nationwide are concentrated in urban areas, yet growth of this population even in Illinois' largest city slowed in recent years. Chicago had the second-lowest increase (0.2%) in millennials of all U.S. metropolitan areas between 2010 and 2015. With respect to race/ethnicity, the younger adult population in Chicago remains notably diverse, with young adults of color constituting 40% of the millennial population in the city in 2015. It is projected that by 2025, the oldest millennials will be the first age group in Chicago in which Whites are a minority.[10]

The state population is aging as more baby boomers pass age 65 and as people live longer on average. Between 2010 and 2018, there was a 23% increase in the number of households headed by someone over the age of 65. In terms of total population, forecasters estimate that the total senior population will increase to almost 2.3 million by 2040 (a 42% increase compared to 2010), and the proportion of the population that is 65+ will increase from 13% in 2010 to 18% by 2040. In the Chicago metropolitan area, it is predicted that by 2050 the number of people 65 and older will be up 80% from what it was in 2015.[11]

> ***"By 2015, the average income of the top 1% in Illinois was 27 times higher than the average income of the bottom 99% (the 8th highest rate in the country for this measure)."***

Among seniors, there are four trends. First, the White senior population in Illinois is older than other racial/ethnic groups and will continue to account for an increasing share of the senior population. By race/ethnicity, seniors constitute 7% of Asian households, 8% of Hispanic households, 18% of Black households, and 28% of White households. Second, having lived through a decade of financial challenges since the Great Recession, more Illinois seniors will become ALICE. In 2018, seniors comprised 26% of total households in the state, with nearly half (47%) living below the ALICE Threshold. Third, seniors make up a larger portion of households in rural areas, where they will continue to face additional challenges in access to transportation, health care, and caregiving. And fourth, the percentage of senior renters is increasing, especially in urban areas; for instance, in Cook County, the number of renters in the 65–74 age group increased by 30% between 2012 and 2017.[12]

Inequality in income and wealth continues to rise as wage growth and job stability in high-wage jobs greatly outpace growth and stability at the lower end. Nationwide, from the late 1940s to the early 1970s, incomes across the income distribution grew at nearly the same pace. Then, beginning in the late 1970s, income disparities began to widen: The average income for the top 1% increased over five times more than that of the middle 60% and over three times more than that of the bottom fifth, from 1979 to 2016.[13] By 2015, the average income of the top 1% in Illinois was 27 times higher than the average income of the bottom 99% (the 8th highest rate in the country for this measure). The Chicago-Naperville-Elgin metropolitan area had the worst gap in the state, with the top 1% earning 27.8 times more than all other earners (ranking 37th highest out of all U.S. metropolitan areas). Illinois also has the 8th most regressive state and local tax system in the country: The poorest 20% pay 14.4% of their income on taxes, while the wealthiest 1% pay 7.4% of theirs. Regressive tax systems like Illinois' contribute to and perpetuate income inequality.[14]

The gap in wealth (savings and assets) is even greater. Unable to save, ALICE families do not have the means to build assets, let alone catch up to those who already have assets (especially those who have been building assets for generations). ALICE families also face more barriers that, when compounded, create an even bigger wealth gap. These include issues like lower pay for women, racial/ethnic discrimination in homeownership, and student loan debt.[15]

THE COST OF LIVING IN ILLINOIS

Traditional economic measures systematically underestimate the actual cost of basic needs and their rate of increase over time, concealing important aspects of the local and national economy. To better capture the reality of how much income households need to live and work in the modern economy in each county in Illinois, this Report includes the **ALICE Household Budgets.** In addition, the Report presents the **ALICE Essentials Index,** a standardized national measure that captures change over time in the cost of household essentials that ALICE households purchase. Together, these tools provide a more accurate estimate of the cost of living and a clearer way to track change over time.

THE ALICE HOUSEHOLD BUDGETS

United For ALICE provides three basic budgets for all counties in Illinois. Each budget can be calculated for various household types.

- The **ALICE Household Survival Budget** is an estimate of the minimal total cost of household essentials — housing, child care, food, transportation, health care, and technology, plus taxes and a miscellaneous contingency fund equal to 10% of the budget. It does not include savings, auto repairs, cable service, travel, laundry costs, or amenities such as holiday gifts or dinner at a restaurant that many families take for granted.
- The **Senior Survival Budget,** new to this Report, adjusts the Household Survival Budget to reflect the fact that seniors have lower food costs than younger adults, travel fewer miles for work and family responsibilities, and have increasing health needs and out-of-pocket health care expenses.
- For comparison to a more sustainable budget, the **ALICE Household Stability Budget** estimates the higher costs of maintaining a viable household over time, and it is the only ALICE budget to include a savings category, equal to 10% of the budget.

The actual cost of household basics in every county in Illinois is well above the Federal Poverty Level (FPL) for all household sizes and types. Public assistance programs are based on the FPL, but the FPL is not enough for a household to cover even its most minimal costs, as shown by the comparison to the Household Survival Budget in Figure 4. This means that assistance programs serve far fewer households than actually need assistance, even in a strong economy.

For a single adult, the FPL was $12,140 per year in 2018, but the average Household Survival Budget in Illinois was $21,960 per year.[16] The average Senior Survival Budget totaled $24,624 per year, primarily due to increased health costs. (Despite having Medicare, seniors have greater out-of-pocket health care costs, largely due to increased spending on chronic health issues like heart disease and diabetes.) And all budgets were significantly lower than the Household Stability Budget, which reached $42,936 per year for a single adult.

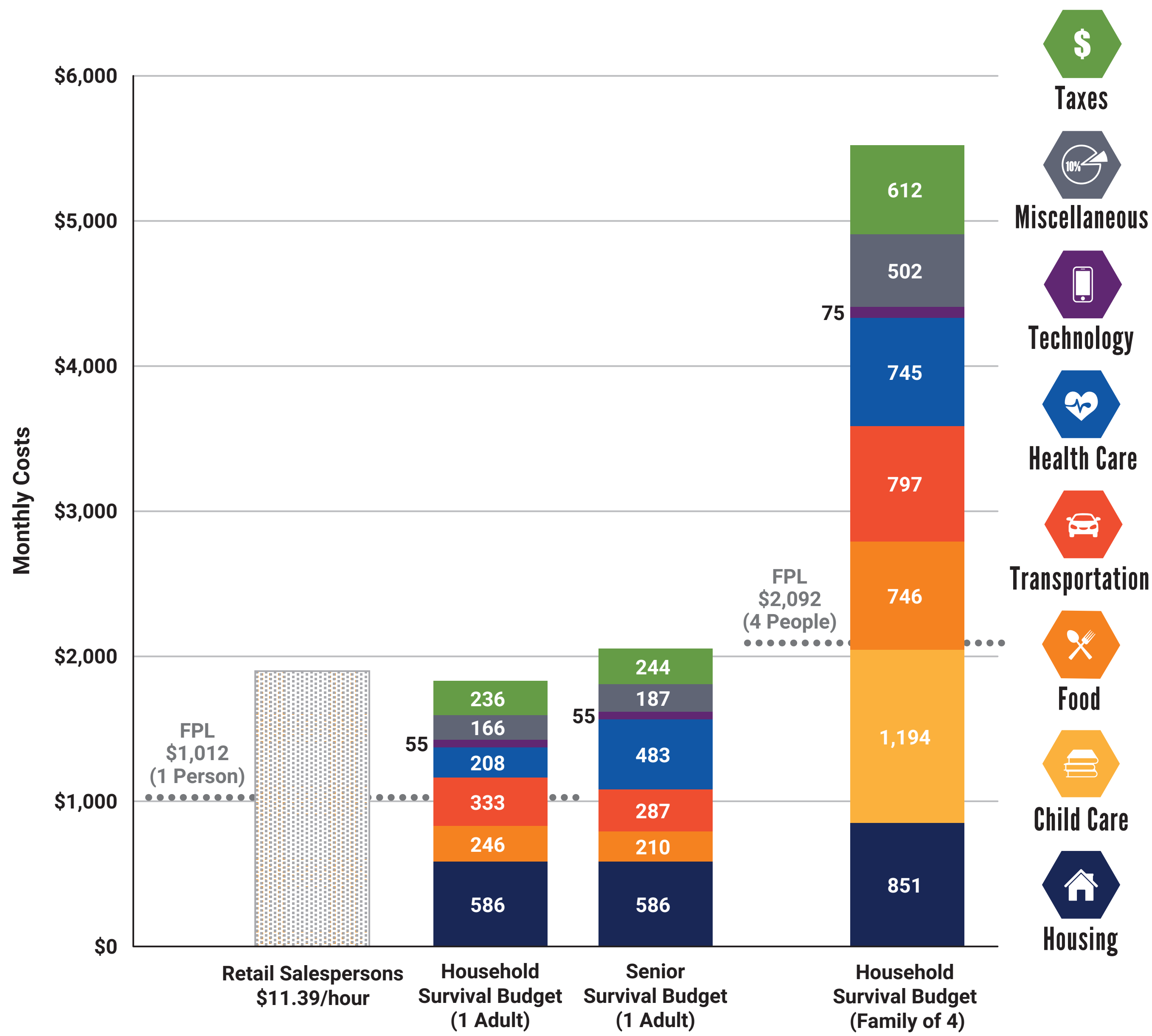
The gaps are even larger for families. The FPL for a four-person family was $25,100 in 2018, while the Household Survival Budget for a family with two adults, an infant, and a four-year-old was $66,264.[17]

The hourly wages needed to support these budgets were $10.98 for the single-adult Survival Budget; $12.31 for the Senior Survival Budget; and $33.13 for one worker or $16.57 each for two workers for the family Survival Budget. To put these budgets in perspective, the median hourly wage for the most common occupation in Illinois, retail sales, was $11.39 in 2018, or $22,780 if full time, year-round — barely enough to support the single-adult Survival Budget and not enough to support the family or Senior Survival Budgets.

The cost of household basics varies significantly by geography, ranging from $56,741 per year in Hancock County to $94,499 per year in DuPage County for a family of four. In general, costs are higher in the counties surrounding Chicago and St. Louis, and lowest in the state's rural counties.

To see the details of each ALICE budget for different household types and to view a map of cost of living in each Illinois county, visit the Household Budgets page at UnitedForALICE.org/Illinois

Figure 4.
Budget Comparison, Illinois, 2018



	Retail Salespersons $11.39/hour	Household Survival Budget (1 Adult)	Senior Survival Budget (1 Adult)	Household Survival Budget (Family of 4)
Monthly Total	$1,898	$1,830	$2,052	$5,522
Annual Total	$22,780	$21,960	$24,624	$66,264

Note: The FPL is a total; there is no breakdown of how that amount is allocated by budget category.

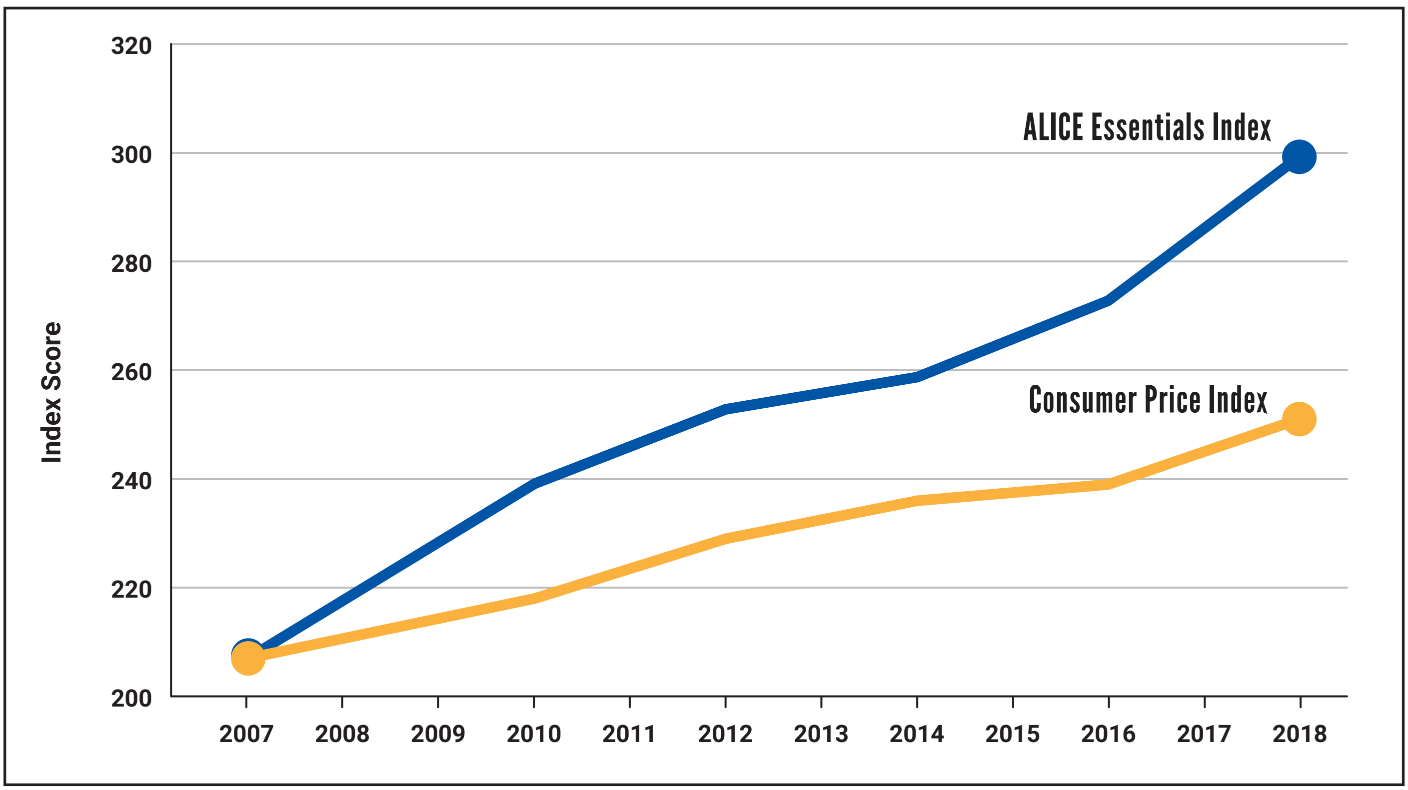
Sources: AAA, 2018; Agency for Healthcare Research and Quality, 2018; American Community Survey, 2018; Bureau of Labor Statistics, 2018—Consumer Expenditure Surveys; Bureau of Labor Statistics, 2019—Consumer Expenditure Survey; Bureau of Labor Statistics, 2018—Occupational Employment Statistics; Centers for Medicare & Medicaid Services, 2016—Medicare Current Beneficiary Survey; Centers for Medicare & Medicaid Services, 2019; Centers for Medicare & Medicaid Services, 2019—Medicare - Chronic Conditions; Federal Highway Administration, 2017; Feeding America, 2019; Fowler, 2019; Illinois Department of Human Services, 2018; Internal Revenue Service, 2020; Internal Revenue Service—FICA, 2020; Medicare.gov; Scarboro, 2018; The Zebra, 2018; U.S. Department of Agriculture, 2018—Official USDA Food Plans; U.S. Department of Housing and Urban Development, 2018—Fair Market Rents; Walczak, 2019. For more details, see the Methodology Overview at UnitedForALICE.org/Methodology[18]

THE ALICE ESSENTIALS INDEX

Based on items in the Household Survival Budget, the ALICE Essentials Index measures the change over time in the costs of household essentials — a much narrower definition than the more common rate of inflation based on the BLS Consumer Price Index (CPI). While the CPI covers a large group of goods and services that urban consumers buy regularly (housing, food and beverages, transportation, medical care, apparel, recreation, education, and communication services), the ALICE Essentials Index includes only essential household items (housing, child care, food, transportation, health care, and a smartphone plan). The ALICE Essentials Index is also calculated for both urban and rural areas, while the CPI only tracks inflation based on a select number of metropolitan (urban) counties.[19] For more detailed information, see the 2020 ALICE Essentials Index Report available at UnitedForALICE.org/Essentials-Index

Across the country, the ALICE Essentials Index has increased faster than the CPI over the last decade (Figure 5). From 2007 to 2018, the average annual rate of increase was 3.3% in urban areas and 3.4% in rural areas, while the CPI increased by 1.8%.[20] This difference is primarily due to the fact that the costs of basics, especially housing and health care, have increased, while the costs of other items — notably manufactured goods, from apparel to cars — have remained relatively flat. And while basic household goods were 18% to 22% more expensive in urban areas than in rural areas, those costs increased at nearly the same rate in both areas during this period.

Figure 5.
Consumer Price Index and ALICE Essentials Index, United States, 2007–2018



Sources: ALICE Essentials Index, 2007–2018; Bureau of Labor Statistics—Consumer Price Index, 2007–2018. For more information, visit UnitedForALICE.org/Essentials-Index

The difference between these two cost-of-living measures is more than an academic question. The CPI is used to measure inflation and monitor monetary policy. It also determines the rate at which a wide range of government program levels and benefits are increased, including Social Security, veterans' and Federal Civil Service retirees' benefits, government assistance programs, the FPL, income tax brackets, and tax credits like the Earned Income Tax Credit (EITC).[21] But the ALICE Essentials Index shows that from 2007 to 2018, the CPI considerably underestimated the increase in the cost of living for ALICE households across the country.

TRENDS: COST OF LIVING

Financial hardship is growing in urban, suburban, and rural areas, often driven by the cost of housing. In Illinois, rising costs in urban areas — notably the Chicago metropolitan area — are largely driven by a decreasing supply of affordable urban rental units. By many measures, the Chicago metropolitan area — and Cook County in particular — has faced a dearth of affordable housing over the last decade. With an aging housing stock, many units have been lost to deterioration, vacancy, and demolition. More recently, others have been converted to single-family — often more expensive — homes. As a result, rental housing continues to outprice what many workers can afford, forcing many households to leave Cook County altogether. The number of low-income renter households in Cook County decreased 10% between 2015 and 2017, and although some of these renters may have changed income brackets or moved to homeownership, recent research suggests that lower-income households are leaving the city. Even Chicago's lower-cost housing markets have seen a decrease in population size (a trend that is largely fueled by a loss of Black residents).[22]

> ***"In Illinois, rising costs in urban areas – notably the Chicago metropolitan area – are largely driven by a decreasing supply of affordable urban rental units."***

Financial hardship is also on the rise in suburbs. Between 2000 and 2015, the number of people living below the poverty line in the suburbs of the largest U.S. metropolitan areas grew by 57%, with suburbs accounting for almost half of the national increase in people living in poverty. This trend holds true in suburban Chicago, where financial hardship is on the rise. In 2000, 34% of people living in poverty in the six-county Chicago metropolitan area lived in the suburbs. By 2016, the share of the region's poor living in the suburbs increased to 50%, with disproportionate impacts on women, children, and communities of color.[23] And while the overall cost of living in rural America is lower than in suburban and metro areas, expenses — especially housing — are rising at similar rates in both areas.[24] Statewide, in 2018, 1 in 4 Illinoisans were severely rent burdened (with rent accounting for more than 50% of their income). Nationwide, households that are severely rent burdened are projected to grow by at least 11%, to 13.1 million households, by 2025.[25]

Commuting times will continue to increase, as will demand for alternative transportation options. High housing costs in many areas where desirable jobs are located, and general urban sprawl, push workers farther from their jobs and increase commute times, which have a negative impact on health, job retention, and productivity. These pressures — along with minimal transportation infrastructure outside of major cities and the cost of owning and maintaining a car — also increase demand for both traditional and new public transportation options (e.g., trains and buses, rideshares, and self-driving vehicles). Across Illinois in 2018, the mean travel time to work was 29 minutes, with average commute times increasing in just over half of counties (including many rural counties), particularly between 2015 and 2018. Unsurprisingly, the longest average commute times were for workers living in suburban areas around Chicago and St. Louis, most notably McHenry (33.6 minutes), Kendall (33.7), and Calhoun (39.3). Within the Chicago metropolitan area, commute times are especially high for workers who live within "economically disconnected areas," defined as census tracts with higher concentrations of low-income households, households of color, or limited English proficiency populations. Black workers who live in these areas spend the most time commuting, a fact largely driven by greater use of public transportation — particularly bus transit — although their commute times are longer even when compared to public-transportation users of other races.[26]

The child care industry will face new challenges, and so will parents. In Illinois, the number of families with children decreased 8% between 2010 and 2018, yet the supply of child care providers is still not sufficient to meet demand. A 2018 analysis found that 58% of Illinois residents — the 12th highest rate in the nation — live in a "child care desert," with a dearth of available child care providers. This percentage is even higher for Hispanic/Latino families (65%) and for families living in rural areas (69%).[27] The cost of child care relative to family income also continues to increase, with higher rates for child care in urban areas (especially in the Chicago area), and a greater reliance on family child care homes in rural areas. In 2018, the average annual costs for center-based care ($13,762) for an infant were similar to the average annual tuition at a public four-year university in Illinois (at $13,970). In Cook County, the cost for center-based care averaged almost $10,000 for a preschooler and $13,000 for an infant.[28] Higher costs for child care may mean ALICE families have to make sacrifices in other areas of the budget, a trend that will have a particular impact on single-parent families, who are more likely to be below the ALICE Threshold. Compounding these issues is the fact that low-paid child care workers are ALICE as well (with a median hourly wage of $10.76 in Illinois).[29] The overall trend, then, is toward fewer families with children but more who are struggling. These issues matter for families and workers, but they also have an impact on the state economy: If the state capped family child-care expenditures at 7% of income, it would expand the Illinois economy by 0.9% (totaling $7.8 billion in new economic activity).[30]

Food insecurity, a longstanding problem for families with children, is also increasing among young adults and seniors. In 2018, households headed by adults under the age of 25 were more likely to be below the ALICE Threshold compared to other age groups in Illinois, and they often struggled to put food on the table. Reports consistently find higher rates of food insecurity among college students. For example, a 2018 survey of students enrolled in the City Colleges of Chicago system found that 44% of respondents were food insecure in the 30 days prior to taking the survey.[31] There is also growing food insecurity at the other end of the age spectrum, with a projected 8 million food-insecure seniors nationwide by 2050. Compared to other seniors, food-insecure seniors are more than twice as likely to have depression, 91% more likely to have asthma, 66% more likely to have had a heart attack, and 57% more likely to have congestive heart failure. Significant disparities in food insecurity also are tied to race and ethnicity: Nationwide, Hispanic and Black households are more than twice as likely to be food insecure than White, non-Hispanic households (16% and 21% for Hispanic and Black households, respectively, compared to 8% of White, non-Hispanic households). Public benefits help but do not eliminate the need for emergency assistance measures, such as food pantries.[32]

> *"In Chicago, a 2018 survey of students enrolled in the City Colleges of Chicago system found that half of students experiencing homelessness, food insecurity, or housing insecurity were also working at least 21 hours a week."*

College students across the country are facing greater challenges in meeting living expenses, despite the fact that increasing numbers of students are working full or part time. Students often rely on multiple sources of financial support, including financial aid, student loans, and assistance from parents or other family members, to cover their living expenses. Yet even with these types of financial help, many students need to work while in school; in particular, more than two-thirds of students enrolled in community colleges work full or part time.[33] In a recent financial wellness survey, 56% of students report paying for college using money from their current employment, and 31% of students pay for college with credit cards, leading to accumulation of increased debt.[34] Working long hours to earn more income comes at a price, as it can interfere with academic performance and ultimately the likelihood of obtaining a degree.[35] Students report that two of the major obstacles to academic success are juggling work with school and other responsibilities and difficulty meeting expenses.[36] In Chicago, a 2018 survey of students enrolled in the City Colleges of Chicago system found that half of students experiencing homelessness, food insecurity, or housing insecurity were also working at least 21 hours a week.[37] For more information, see the 2019 United For ALICE Report, *The Consequences of Insufficient Household Income*.

Gaps in health based on demographic, environmental, and socioeconomic factors will continue to grow. Volatility in health insurance availability and coverage, increasing out-of-pocket costs — even for those with employer-sponsored programs — and shortages of health care providers (especially in rural areas) make it harder for many families to get the health care they need.[38] Illinois ranked 26th in the Commonwealth Fund's 2018 survey of state health systems, with issues related to avoidable hospital use and cost driving down the ranking. And while Illinois performs better than many other states when it comes to health disparities, there remain several persistent gaps in health access and outcomes based on socioeconomic status, race/ethnicity, sexual orientation, and geography. For example, Black Illinoisans aged 18–49 are twice as likely to die of heart disease as their white counterparts; rural counties have higher rates of smoking, child poverty, and teen pregnancies; and 94% of rural hospitals are in designated mental-health-provider service-shortage areas. In addition, when comparing lower-income populations (under 200% of the FPL) and higher-income populations (400% of the FPL or higher) in 2016, there was a 16% gap in adults without insurance coverage, an 8% gap in adults without a usual source of care, and a 12% gap in adults who went without care due to cost.[39] These disparities are expected to grow with new but expensive advances in medicine, compounded exposure to environmental hazards and public health crises for many low-income households, and a persistent context of discrimination and institutionalized racism in Illinois and across the country.[40]

Natural and human-made disasters will continue to impact ALICE households disproportionately. Across Illinois, the increasing impact of these incidents — from floods and tornadoes to pandemics — is felt most acutely by ALICE households and their surrounding communities. With minimal job security and little or no savings, ALICE families feel the impact of an economic disruption almost immediately as hourly paid workers suffer lost wages right away. ALICE households are more vulnerable during natural disasters as they often live in communities with fewer resources, and their housing is more susceptible to flooding, fire, and other hazards. With no financial cushion, ALICE workers struggle to repair damage, recover from illness, and pay ongoing bills. At the same time, ALICE workers are essential to disaster recovery efforts in both infrastructure repair and health care, and they are often forced to choose between caring for their families and ensuring community recovery. All of these costs are added to the increased risk of physical harm ALICE families face if they cannot afford to flee an oncoming natural disaster or take necessary precautions during a public health crisis.[41]

> *"In 2017, only 60% of Illinois households had set aside any money in the prior 12 months that could be used for unexpected expenses or emergencies such as illness or the loss of a job."*

Financial instability will mean additional costs for ALICE households. The costs of financial instability are cumulative and intensify over time. Skimping on essentials, from food to health care, leads to greater long-term problems (see United For ALICE's 2019 Report, *The Consequences of Insufficient Household Income*). Failure to pay bills on time leads to fees, penalties, and low credit scores, which in turn increase interest rates, insurance rates, and costs for other financial transactions (from check-cashing fees to payday cards).[42] Unexpected expenses can intensify these impacts. In 2017, only 60% of Illinois households had set aside any money in the prior 12 months that could be used for unexpected expenses or emergencies such as illness or the loss of a job. Although this was well above the national rate of 42%, it still left more than one-third of Illinoisans without any financial cushion. And without enough income to cover current and unexpected expenses, ALICE households cannot save for future expenses like education, retirement, or a down payment on a house.[43]

THE CHANGING LANDSCAPE OF WORK IN ILLINOIS

ALICE workers play an essential role in Illinois' economy but have not benefited from many of the state's recent economic gains — a reality that is not captured by traditional economic measures. This section breaks down labor force data in new ways, and in so doing highlights the challenges ALICE workers face: the declining power of wages to keep up with the cost of living, greater dependence on hourly wages, a historically high number of adults out of the labor force, and increased economic risk for workers.

With the nation's fifth largest economy based on real GDP (in 2012 dollars) and a near-record-low unemployment rate, Illinois appeared to have a robust economy in 2018, with only 4% of adults actively looking but unable to find work.[44] In addition, the composition of the Illinois economy was one of the most diversified in the nation, largely fueled by the industry mix in the northeast region (home to two-thirds of the state population), and in particular the city of Chicago, where no single industry employed more than 14% of the workforce in 2018. The industries in this region include many white-collar services, such as information, financial, professional, scientific, and technical services, as well as corporate management. (In 2018, Chicago was home to 27 Fortune-500 companies — the third-highest of all U.S. cities.) In the rest of the state, the economy is geared more toward goods-producing industries (such as manufacturing, construction, and mining) and blue-collar service occupations (including utilities, trade, transportation and warehousing, and accommodation and food services).[45]

> *"Employment growth over the last 10 years in Illinois was largely driven by low-wage jobs that could not keep up with the increase in the cost of the basic household budget."*

Despite this economic diversity across the state and the presence of large company headquarters in the Chicago area, employment growth over the last 10 years in Illinois was largely driven by low-wage jobs that could not keep up with the increase in the cost of the basic household budget (Figure 6). Furthermore, the goods-producing and blue-collar industries — which have traditionally provided stable jobs for working-class households — have been struggling for over a decade, and were particularly hard-hit by the Great Recession. Employment growth in Illinois blue-collar occupations has not kept pace with national employment growth since 2001, and wages in these jobs have been reduced; employment in goods-producing industries was relatively flat between 2010 and 2018, while the nation maintained steady growth in these industries during this period.[46] Other industries that have traditionally provided medium-wage jobs have also seen stagnant or declining employment, in part due to a shortage of skilled workers, a growing trend in Illinois and nationwide. This is particularly true in construction, where a 2018 survey found that 68% of Illinois construction company respondents reported difficulty filling skilled trade positions, and in production occupations (primarily manufacturing), which are projected to average over 48,000 openings each year in Illinois through 2028 — highlighting the importance of career awareness, education, and training opportunities for ALICE workers.[47]

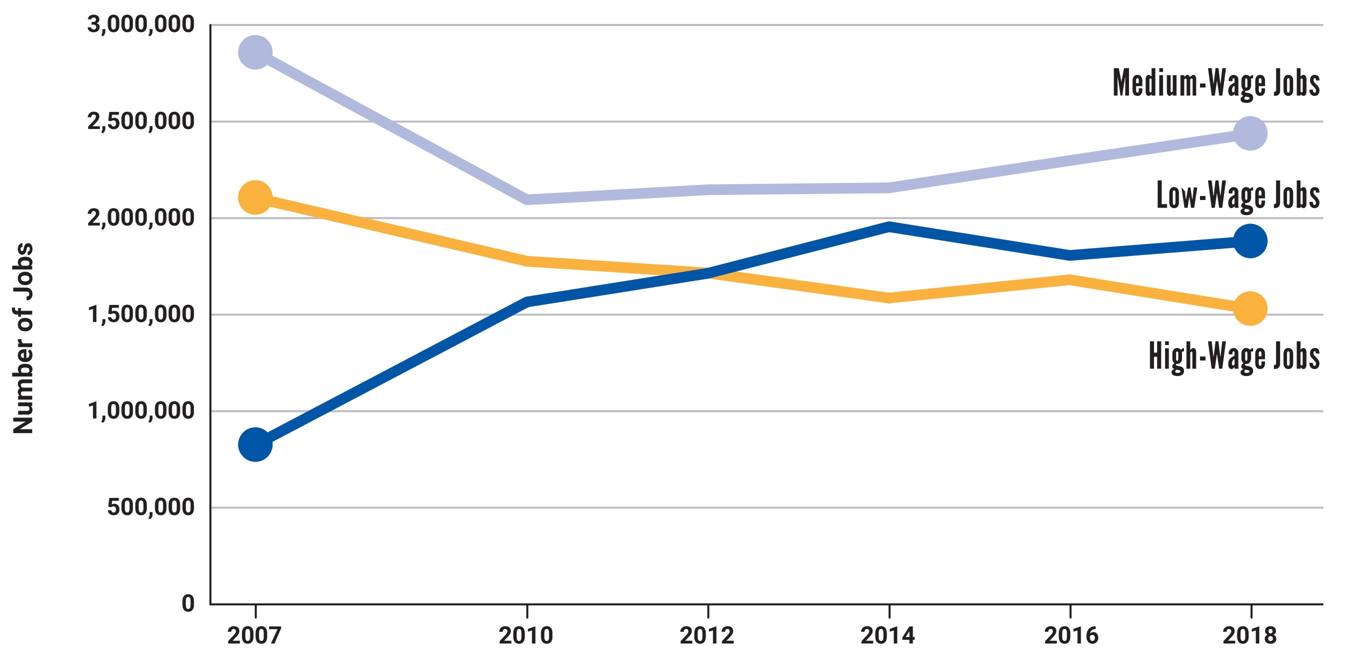
Figure 6 illustrates the following trends in wages compared to the cost of living in Illinois from 2007 to 2018:

- Low-wage jobs (dark-blue line) are defined as those paying less than the wage needed for two workers to afford the family Household Survival Budget (which includes costs for two adults, an infant, and a four-year-old). In 2007, this was less than \$10.83 per hour; by 2018, it was less than \$16.57 per hour. The number of low-wage jobs more than doubled (up 128%) during that period. This shows that, even with two earners working full time, it is not only possible but increasingly common for households to fall below the ALICE Threshold.

- Medium-wage jobs (light-blue line) allow two workers to afford a family Household Survival Budget. In 2007, these were jobs that paid between $10.83 and $21.64 per hour, per worker; by 2018, wages needed for these jobs were between $16.57 and $33.12 per hour, per worker. Although they remained the largest share of jobs in the state, the number of medium-wage jobs decreased by 15% during that period.

- High-wage jobs (gold line) allow one worker to afford a family Household Survival Budget. In 2007, the wage required was $21.65 per hour or more; by 2018, the wage required had increased to $33.13 per hour. The number of high-wage jobs decreased by 27% during that period.[48]

Figure 6.
Number of Jobs by Wage Level, Illinois, 2007–2018



Percent Low-Wage Jobs	2007	2010	2012	2014	2016	2018
	14%	29%	31%	34%	31%	32%

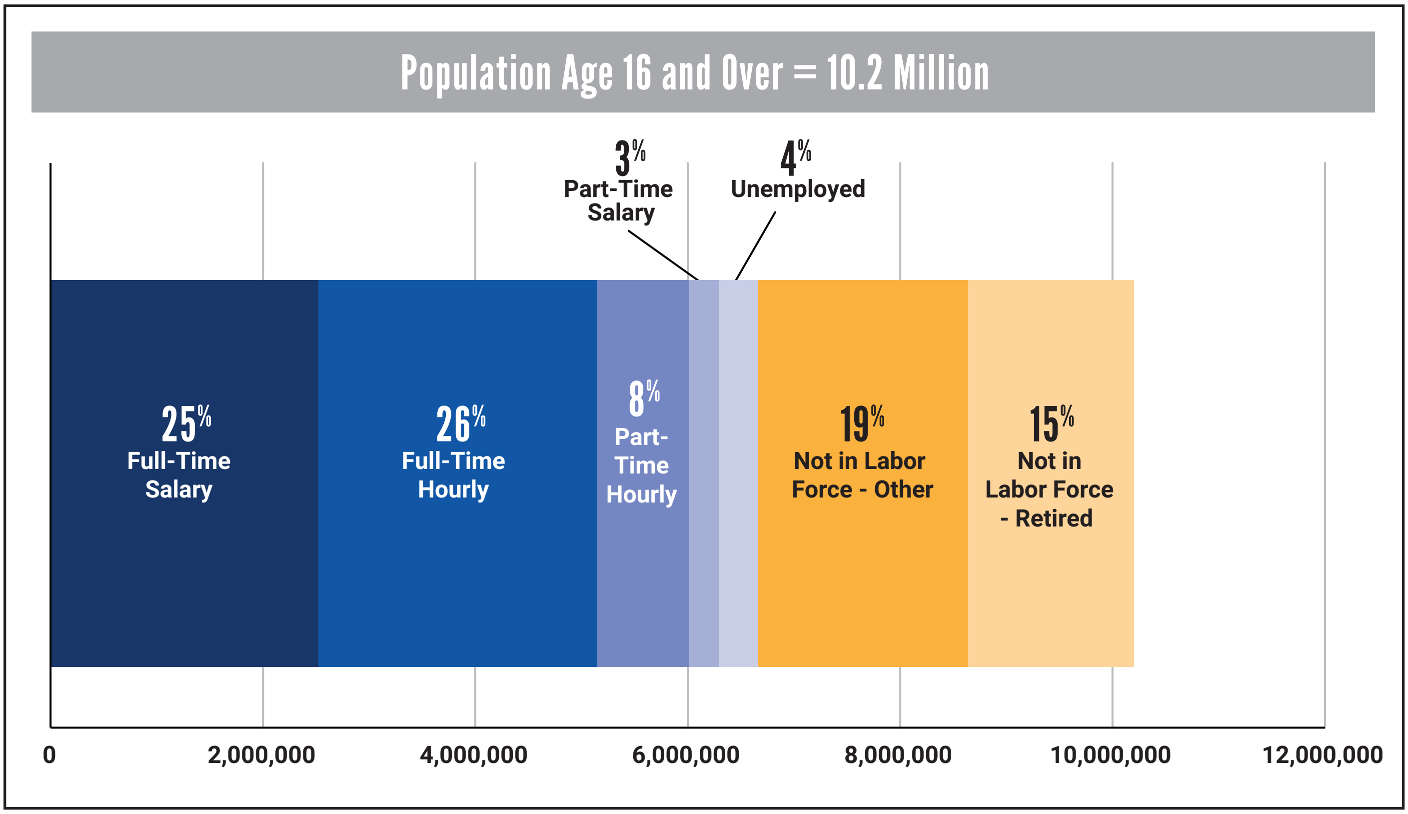
Note: Wage levels are defined by their relation to the Household Survival Budget. Dark blue = Job cannot support family Household Survival Budget with two earners. Light blue = Job supports family Household Survival Budget with two earners. Gold = Job supports family Household Survival Budget with one earner.

Sources: ALICE Household Survival Budget, 2007–2018; Bureau of Labor Statistics, Labor Force Statistics, 2007–2018—Occupational Employment Statistics

THE NEW LABOR FORCE

A 2018 overview of the labor status of Illinois' 10,202,506 working-age adults (people age 16 and over) shows that 66% of adults were in the labor force (blue bars in Figure 7), yet more than half of them were workers who were paid hourly. In addition, 34% of adults were outside the labor force (gold bars), the largest number since the late 1970s (Figure 7).[49]

Figure 7.
Labor Status, Population Age 16 and Over, Illinois, 2018



Note: Data for full- and part-time jobs is only available at the national level; these national rates (51% of full-time workers and 75% of part-time workers paid hourly) have been applied to the total Illinois workforce to calculate the breakdown shown in this figure. Full-time represents a minimum of 35 hours per week at one or more jobs for 48 weeks per year.

Sources: American Community Survey, 2018; Federal Reserve Bank of St. Louis, 2018

Though the majority of adults in Illinois were working in 2018 and most households had at least one worker, only 25% of working-age adults had the security of a full-time job with a salary. The rest were paid hourly and/or worked part time.[50]

Hourly Work and the Gig Economy

Employers' increasing reliance on hourly workers is typically associated with freelance "gig economy" jobs (like rideshare driving or on-demand delivery), but even traditional jobs are now more likely to be paid by the hour, especially in retail, health care, food service, and construction.[51] These workers are more likely to have fluctuations in income, with frequent schedule changes and variation in the number of hours available for work each week/month. They are also less likely to receive benefits, such as health insurance, paid time off, family leave, or retirement benefits, especially if they work fewer than 30 hours per week at a single job.[52]

Hourly workers are more likely to have multiple sources of income. Traditional measures of employment have focused on the number of jobs held by a worker; for example, BLS estimates that only 5% of workers held two or more jobs in 2018.[53] However, in the modern economy, where many workers have their own small business, are consultants, or are contingent, temporary, freelance, or contract workers, a worker may have many sources of income that are not necessarily considered a "job." In 2019, nearly half (45%) of working adults reported having a side gig outside of their primary job.[54]

In comparison with hourly workers, salaried workers are paid an annual amount at regular pay periods, and usually receive benefits. Nationally, employers spent an average of 31% of compensation on benefits in 2018; not providing these represents significant savings to the employer. As a result, even traditional jobs are morphing as employers shift the financial risk of changes in supply and demand to employees.[55] While this is true throughout the economy, it is especially concentrated in lower-wage positions — the jobs most accessible to ALICE.

Who is Out of the Labor Force?

Of adults 16 years and older in Illinois, 15% were out of the labor force in 2018 because they were retired and another 19% were out of the labor force for other reasons (gold bars in Figure 7). This totals 34% of adults outside the labor force.[56]

Retirees (age 65 and over and not working) are traditionally one of the largest groups of adults out of the labor force. In Illinois in 2018, they accounted for a high percentage, in part due to the baby boomer generation aging into retirement. However, this number did not include the increasing number of seniors who were still working; in 2018, 22% of seniors in Illinois were still in the labor force.[57]

Those under 65 and not working were out of the labor force for a variety of reasons, the two most common being:

- **School:** Nationally, 77% of high school students and 52% of college students did not work in 2018. At these rates, non-working students in Illinois would account for over one-third (38%) of the state's working-age adults out of the workforce.[58]

- **Health:** Adults with one or more health issues — an illness or disability that makes it difficult to get to work, perform some job functions, or work long hours — accounted for almost one-fifth (19%) of those out of the labor force in Illinois in 2018.[59]

The remainder of adults were out of the labor force for other reasons, including scheduling conflicts, family caregiving responsibilities, or limited access to transportation or child care.[60] For women 25 to 54 years old, the most common reason for not working in 2018 was in-home responsibilities — caring for children, but also, as the population of Illinois ages, caring for an aging parent or a family member with a disability or chronic health issue.[61]

These adults who were out of the workforce were not included in the state's low unemployment rate, which only counts adults actively looking for work. In previous periods of low unemployment, employers have had to offer much higher wages to attract workers back into the labor force or away from other businesses. However, in the 2018 economy, those out of the labor force proved to be a large reserve of potential workers able to be drawn back into the labor force with only slightly higher wages — in effect, keeping wages low.[62]

ALICE JOBS: MAINTAINING THE ECONOMY

While national conversations about work often focus on the economic importance of the “innovation” sector and its high-paying jobs, the reality is that the smooth functioning of the national and Illinois economies relies on a much larger number of occupations that build and repair the infrastructure and educate and care for the past, current, and future workforce. The workers in these jobs are described as “Maintainers” by technology scholars Lee Vinsel and Andrew Russell, and they are primarily ALICE.[63] To better understand where ALICE works, we elaborate on Vinsel and Russell’s concept by breaking down all occupations in Illinois into two occupational categories, each with two job types: the lower-paying Maintainer occupations, composed of Infrastructor and Nurturer jobs; and the higher-paying Innovator occupations, composed of Adaptor and Inventor jobs.

The largest employment sectors in Illinois are comprised primarily of Maintainer occupations. The single largest industry group in 2018, with 1.2 million employees, was trade, transportation, and utilities, which is comprised of Infrastructor jobs. The second largest, with 930,000 employees, was education and health services, which is comprised of Nurturer jobs. Both industries have large shares of ALICE workers.[64] There are far fewer jobs in Innovator occupations (Adaptors and Inventors).

When stacked together, Illinois’ occupations form a pyramid that reveals the critical role of Maintainer jobs — the jobs most accessible to ALICE — in the state economy (Figure 8). The majority of Maintainer jobs (59% of Infrastructor jobs and 57% of Nurturer jobs) pay less than $20 per hour — a wage that, if full time, year-round, provides a maximum annual salary of $40,000, or $26,264 less than the family Household Survival Budget of $66,264. By comparison, almost all Adaptor and Inventor occupations pay more than $20 per hour.

DEFINITIONS

Maintainer Occupations:

Infrastructors build and maintain the physical economy (construction, maintenance, management, administration, manufacturing, agriculture, mining, transportation, retail).

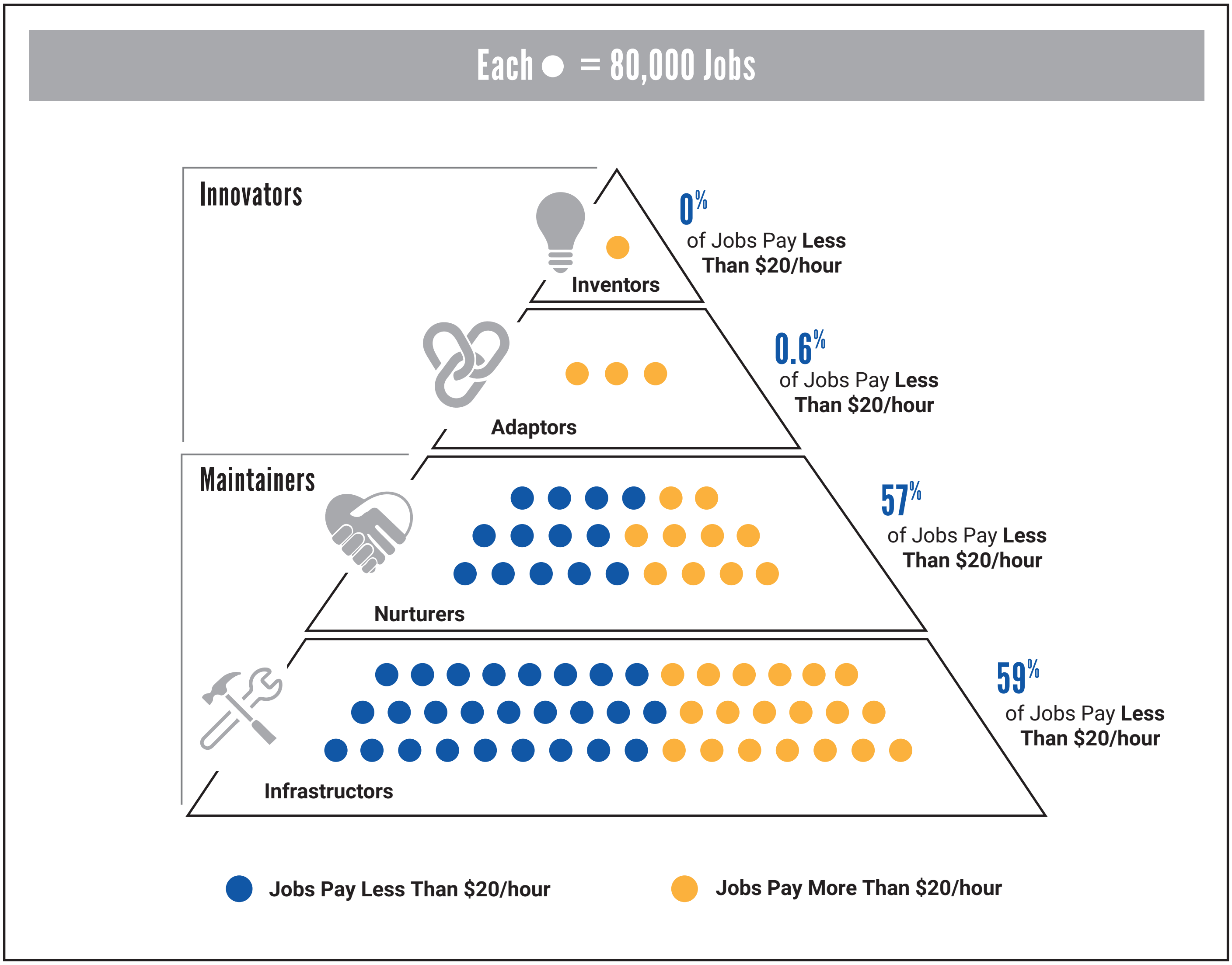
Nurturers care for and educate the workforce (health and education, food service, arts, tourism, hospitality).

Innovator Occupations:

Adaptors implement existing tools or processes in new ways, responding to opportunities and changing circumstances (managers, industrial and organizational psychologists, analysts, designers, technicians, and even policymakers).

Inventors devise new processes, appliances, machines, or ideas. Before World War II, most inventors were independent entrepreneurs. Today, they are most likely engineers and scientists working in research & development, and, in some cases, higher education.

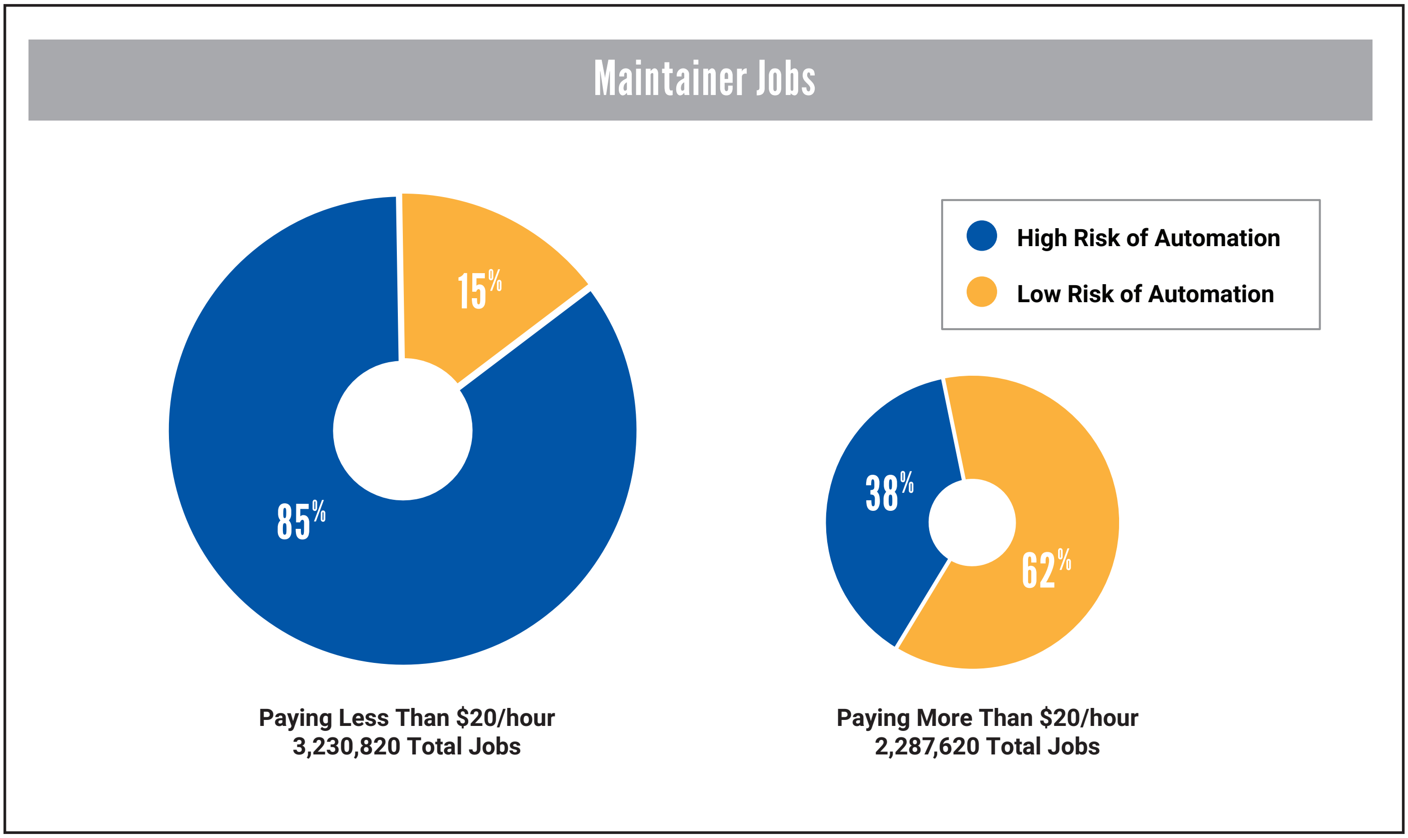
Figure 8.
Occupations by Wage and Type, Illinois, 2018



Source: Bureau of Labor Statistics, Labor Force Statistics, 2018—Occupational Employment Statistics

The precarious nature of ALICE workers' jobs is reinforced by the powerful relationship between low wages and the high risk of jobs becoming automated (defined as having a greater than 50% chance of being replaced by technology in the next decade). Jobs that pay less than $20 per hour are more likely to be replaced by technology compared to higher-paying jobs. This is especially true for Maintainer occupations, where most jobs pay less than $20 per hour and 85% of these low-paying jobs are at a high risk of automation. By comparison, only 38% of Maintainer jobs that pay more than $20 per hour are at that level of risk (Figure 9).

Figure 9.
Occupations by Type and Risk of Automation, Illinois, 2018



Sources: Bureau of Labor Statistics, 2018—Occupational Employment Statistics; Frey & Osborne, 2013

There are also differences in salary and risk of automation based on the type of Maintainer job. Among Infrastructor jobs, 94% of jobs that pay less than $20 per hour are at risk of automation, compared to 57% of those that pay more than $20 per hour. Among Nurturer jobs, the discrepancy is even greater: 66% of jobs that pay less than $20 per hour are at risk of automation, compared with 2% of those that pay more than $20 per hour.[65] Education level also impacts risk of automation; nationally, the risk for jobs that require only a high school diploma (55%) is more than double the risk for jobs that require a bachelor's degree (24%).[66]

TRENDS: THE LANDSCAPE OF WORK

Economic growth will be led by the non-traditional work and small businesses of the gig economy. As much as 94% of U.S. net employment growth in the last decade has come from alternative or contingent labor, according to a National Bureau of Economic Research report.[67] In 2017, Illinois was among the top five states with the highest number of remote job openings, which may be more accessible to some gig workers.[68] With an increasing number of workers who are contractors, work in small businesses, or rely on a combination of side gigs, the number of people experiencing gaps in income and going without benefits will also rise. Millennials are leading the way in this trend, with 48% nationally saying they earn income on the side (i.e., in addition to what they consider their primary employment), compared to 28% of baby boomers.[69] These arrangements are more volatile than traditional jobs, and workers bear the brunt of changes in demand, the price of materials, and transportation costs, as well as impacts related to cyberattacks, natural and human-made disasters, and economic downturns.[70]

The rise of automation will require a workforce with more digital skills. Rather than being replaced outright, many jobs, across all job types, will require an increasing ability to incorporate new technologies, work with data, and make data-based decisions.[71] ALICE workers will need to gain new skills rapidly, and that will require more on-the-job training, more flexibility to change career paths, and different kinds of education providers.[72] The benefits of increased technology will include improved accuracy in areas like pharmaceutical pill dispensing, and reduced risk of injury for workers such as warehouse packers and long-distance drivers.[73]

The number of low-wage jobs will continue to increase, despite automation. Even though most jobs will change and evolve with demand as well as technology, it may not be economical or effective to automate certain jobs. For example, low-wage Maintainer jobs in areas like education and health care require employees to be on-site and often involve relational skills that are difficult or impossible to automate (although these workers will still have to learn to work with technology). From 2016 to 2026, the occupation projected to have the largest number of new jobs in Illinois is food preparation and serving workers; the median wage for these jobs in 2018 was $9.99 per hour, which was not enough to support the single-adult, family, or Senior Survival Budgets. Of the state's top 20 growth occupations, 62% will pay less than $15 per hour, 45% will not require any formal educational credential at all, and 22% will require only a high school diploma.[74]

Students will continue to be a significant part of the labor force. As more families face financial hardship and the cost of college continues to rise, more students will have to work while in school. Nationally, 20% of high school students, 41% of full-time college students, and 82% of part-time college students had a job in 2017.[75] What's more, despite many students being employed, 45% of college students who completed the largest annual survey of basic college needs reported having experienced food insecurity in the previous month, and 56% had experienced housing insecurity in the prior year.[76] And even with more students working, student debt will continue to increase as more students from lower-income families attend college and costs continue to rise. In Illinois, 66% of college students who graduated in 2018 were in debt, with an average loan of $29,855, a 25% increase from 2010.[77]

NEXT STEPS: DATA FOR ACTION

The ALICE data highlights significant problems in the Illinois economy in 2018: stagnant wages, a rising cost of living, and 35% of the state's households unable to afford even the most basic budget. However, this data can also be used to generate solutions to these problems that help ALICE households and create equity across communities. The measures of cost of living, financial hardship, and changes in the labor force presented in this Report can help stakeholders ask the right questions and make data-driven decisions. This data can help policymakers and community organizations identify gaps in community resources, and it can guide businesses in finding additional ways to assist their workforce and increase productivity — both in times of economic growth and in periods of economic recovery.

This section of the Report maps the 2018 ALICE data, showing gaps in resources to help direct assistance and fill immediate needs. When analyzed in relation to broader data on health, education, and social factors, these maps help focus solutions on underlying causes of hardship, and they also highlight areas of success.

IDENTIFYING GAPS

ALICE households often live in areas with limited community resources, making it even more difficult to make ends meet. The lack of some resources has immediate and direct costs. For example, without public transportation or nearby publicly funded preschools, ALICE families pay more for transportation and child care. Other costs, such as the consequences of limited access to health care providers, open space, or libraries, accumulate over time.

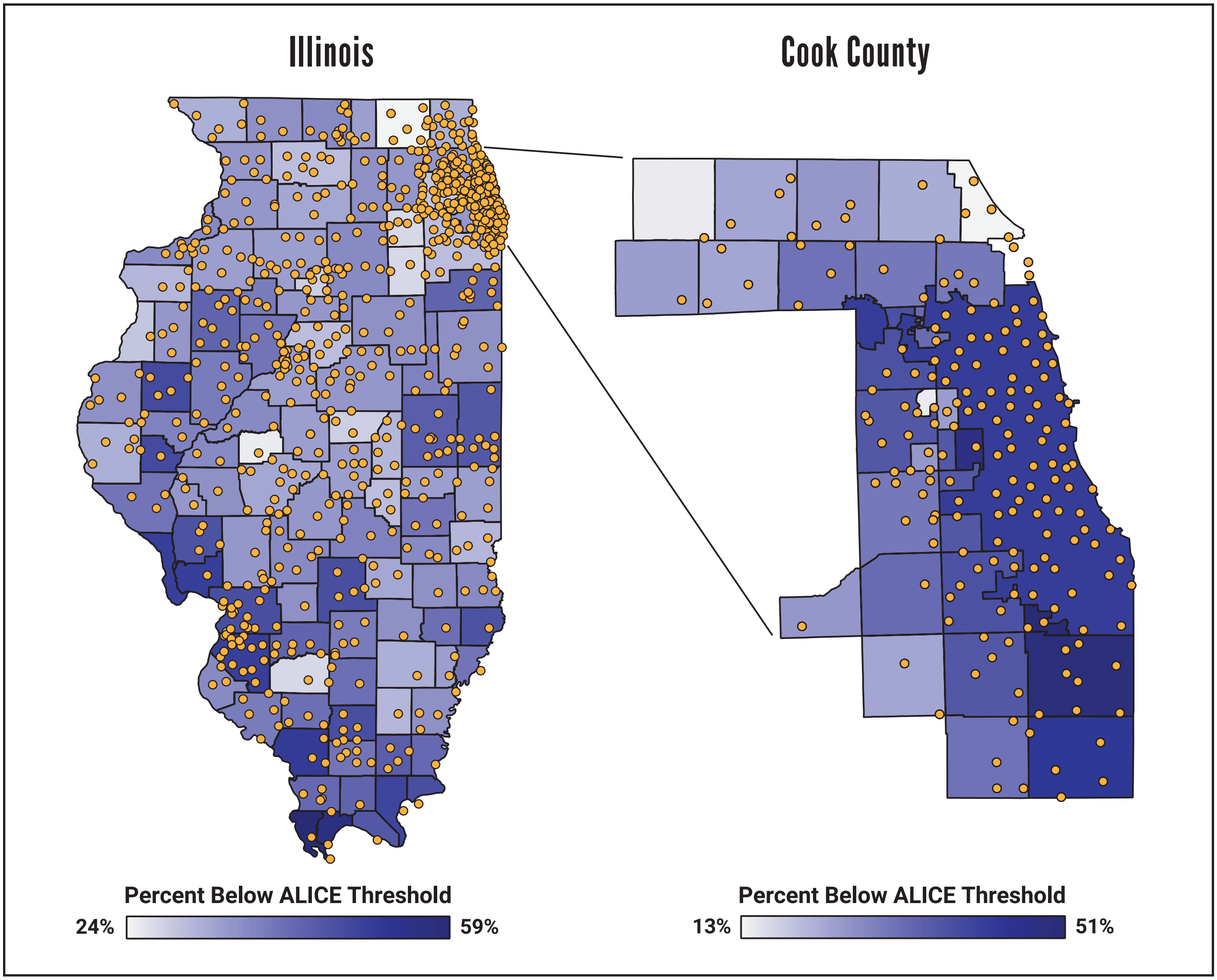
With the ALICE data tools, stakeholders can map where ALICE lives along with the location of community resources — such as public libraries or disaster-relief services — to identify gaps by town, ZIP code, or county (Figure 10). This data can help stakeholders answer targeted questions, including the following:

Do ALICE households have access to libraries?

Access to public libraries is especially important for ALICE families because libraries provide information on social services and job opportunities, free internet and computer access, and a range of free programs, community meetings, and even 3-D printers. After a natural disaster, libraries serve as second responders, providing electricity, internet access, charging stations, heat or air conditioning, and current information on recovery efforts.[78] In lower-income communities, the library can provide a safe and inclusive place for individuals and families. A 2019 Gallup Poll found that lower-income households (earning less than $40,000 per year) visit the library more frequently than average- and higher-income households.[79]

There are 767 libraries across Illinois' 102 counties, shown in gold dots in Figure 10 (and in an interactive feature on UnitedForALICE.org/Illinois, which also shows data by county subdivision).[80] This data can help stakeholders identify where there are gaps in needed services (such as in areas with a high percentage of ALICE households but few or no libraries) and what type of intervention might be most helpful. For example, areas with a small population but a high percentage of ALICE households may benefit more from mobile library services than a new brick-and-mortar building, or library services (like free computers) could be offered in other public buildings.

Figure 10.
Library Locations and Households Below ALICE Threshold, Illinois, 2018



Sources: ALICE Threshold, 2018; American Community Survey, 2018; The Institute of Museum and Library Services, 2019

Are the needs of ALICE households met after a natural disaster?

Mapping where ALICE households live in relation to the impact of natural disasters such as floods, severe storms, or tornadoes can help first and second responders meet critical needs. Disasters directly threaten the homes of ALICE families since more affordable housing is often located in vulnerable areas. The jobs where ALICE works are also more at risk, since low-wage and hourly paid jobs are more likely to be interrupted or lost. In addition, ALICE households have few or no savings for an emergency to begin with, and their communities often have fewer resources to assist households.[81]

Knowing where ALICE households live can help federal, state, and local governments target preparation, response, and assistance for natural disasters, and help companies plan where to deploy their workforce and support. Because ALICE households and communities do not have the same resources as their wealthier counterparts, namely insurance or savings, they will need more assistance over a longer period of time to recover. Strategies will vary by rural or urban context, the quality of the housing stock, and the age composition of the community (with the young and the elderly more dependent on care).[82]

UNDERSTANDING ALICE: HEALTH, EDUCATION, AND SOCIAL FACTORS

In most contexts, having a low income is associated with lower levels of education, higher rates of unemployment, and poorer health.[83] Communities that have been able to disrupt that association can provide important insights on how to change environments or policy to support ALICE households. By tracking where ALICE lives with other indicators, it is possible to identify counties that have overcome a challenge or bucked a trend. Stakeholders can then learn from these examples and adapt those solutions to their own areas.

Tracking relationships between ALICE households and other variables at the county level — in areas such as technology or health — can also help stakeholders ask important questions and target resources where they can have the greatest impact. To see interactive maps of socioeconomic indicators in Illinois, visit our website: UnitedForALICE.org/Illinois

Here are two possible questions:

Is internet access related to income?

Access to digital technology has exploded over the last three decades: By 2018, 92% of U.S. adults owned a computing device and 85% had a broadband internet subscription. (In Illinois, the rates were the same as the national average for both measures).[84] Technology has also become more important for work, education, community participation, and, crucially, disaster response and recovery.

But access to technology still varies by income and geography. For many families, that lack of access translates directly to reduced job opportunities, educational opportunities, health care access, and financial tools. For example, low-income adults are more likely to use their phones to search and apply for jobs; nationally, 32% of smartphone users with income below $30,000 have applied for a job on their phone, compared with 7% of smartphone users with income above $75,000. Although smartphone technology is constantly improving, many tasks are still more difficult to complete on the small screen of a smartphone as opposed to a computer (e.g., word processing, filling out applications, editing spreadsheets), and many websites still do not have a mobile version, making navigation time-consuming and difficult, or sometimes impossible. Households without internet access are also at greater risk of being undercounted in the 2020 Census, when they may need government programs and services the most.[85]

In Illinois, 33% of households with income below the ALICE Threshold do not have an internet subscription, compared with only 8% for households above the ALICE Threshold. Rates also vary widely by location: The counties with the lowest access rates and lowest income are in rural areas, where 40% of households below the ALICE Threshold do not have an internet subscription.[86] Identifying these gaps can help businesses and government provide more resources to libraries, establish training centers, or target low-cost internet plans.[87]

Are drug overdoses driven by income?

Illinois, like many states across the country, has experienced an increase in drug overdose deaths over the last decade, largely due to an increase in deaths from opioid use. In 2018, the age-adjusted rate of drug overdose deaths in Illinois was 21.3 per 100,000 population (just above the U.S. rate of 20.7), with the total number growing 63% between 2014 and 2018 (increasing from 1,705 to 2,772).[88] During the same period, the number of opioid-related deaths in the state nearly doubled. In 2018, the rate of fatal overdoses declined for the first time since 2013.[89]

Several national studies have suggested that counties with the worst economic prospects have the highest rates of substance use disorders and drug-overdose hospitalizations and deaths. Yet people of all incomes, geographies, ages, and races/ethnicities suffer from substance use disorders.[90] In Illinois in 2018, overdose deaths were reported in most counties — 90 out of 102 across the state. The majority of these deaths occurred in Cook County (1,119 total, with 731 in Chicago and 388 in suburban Cook). While some of the highest numbers of overdose deaths occurred in counties that also had a high percentage of households below the ALICE Threshold, overall there was not a significant relationship between income (defined by the percentage of households below the ALICE Threshold) and drug overdose deaths across Illinois' counties.[91]

Understanding which communities have been hardest hit by substance use disorders can help planners and stakeholders see the complex ways in which addiction and financial hardship interact. Although economic standing is not always a risk factor for drug addiction in Illinois, the consequences of addiction hit low-income families harder. The impact of addiction and substance use disorders on families often means a decline in their financial position, causing many families to become or remain ALICE. A family's income may be reduced if addiction reduces an adult's ability to work or if drug use results in criminal charges — an outcome that is more likely for people of color, despite similar rates of drug use across racial/ethnic groups. Employment opportunities are significantly reduced for people who have criminal records. In Illinois, there are 982 permanent punishment laws that prevent or hinder access to employment.[92] In addition, addiction treatment is often prohibitively expensive. For example, methadone treatment for opioid users costs about $500 per month; inpatient rehabilitation facilities for substance use treatment can range from $6,000 to $20,000 per month. And lower-income families may not have access to such treatment programs, which only prolongs and compounds the outcomes of addiction. Substance use disorders take a toll on the stability of families and marriages, on parenting, and on the physical and mental health of family members.[93] For all of these reasons, there can be huge value for community stakeholders in mapping where ALICE lives with drug-overdose deaths to identify communities that have the greatest need but the fewest resources to address addiction-related problems.[94]

THE BENEFITS OF MOVING TOWARD EQUITY IN ILLINOIS

The strength of the Illinois economy is inextricably tied to the financial stability of its residents. The more people who participate in a state's economy, the stronger it will be. In 2018, when the national economy was often described as "strong," the reality was that 1,729,994 Illinois households — more than one-third of all households in the state — struggled to support themselves. If all households earned enough to meet their basic needs, not only would each family's hardship be eased, but the Illinois economy would also benefit substantially. This is true in times of economic growth, and it becomes even more important during a period of crisis and recovery.

To better understand the extent to which financial hardship is a drain on a state's economy, this section provides an estimate of the benefits of raising the income of all households to the ALICE Threshold. While lifting family income would be an enormous undertaking, the statewide benefits of doing so make a compelling case for pointing both policy and investment toward that goal.

Based on 2018 data, the economic benefit to Illinois of bringing all households to the ALICE Threshold would be approximately $119.5 billion, meaning that the state GDP would grow by 14% (Figure 11). This is based on three categories of economic enhancement:

Earnings: Illinois' 2018 GDP reflected earnings of $37.1 billion by the state's households below the ALICE Threshold. Bringing all households to the ALICE Threshold would have a two-fold impact:

- **Additional earnings:** $41.5 billion statewide.

- **Multiplier effect:** Studies show that almost all additional wages earned by low-wage workers are put back into the economy through increased consumer spending, which in turn spurs business growth.[95] Building on economic calculations used by Moody's Analytics, this estimate assumes an economic multiplier of 1.2, meaning that a $1 increase in compensation to low-wage workers leads to a $1.20 increase in economic activity. In Illinois, this increased economic activity would be valued at $49.9 billion.[96]

Tax revenue: Illinois' 2018 GDP reflected tax revenue of $2 billion from the state's households below the ALICE Threshold. Bringing all households to the ALICE Threshold would have a two-fold impact:

- **Additional tax revenue:** With additional earnings, there would also be additional taxes paid and reduced usage of tax credits such as EITC for low-income earners, totaling an additional $2.7 billion in tax revenue for Illinois.

- **Multiplier effect:** Additional state tax revenue gives state and local governments the opportunity to make investments that matter most to the well-being of residents and businesses — from tax cuts for small businesses to improvements in infrastructure, including health care and education — that can yield a high return on investment. Based on work by the Congressional Budget Office and Moody's Analytics, the estimated multiplier is 1.44, which would mean an added $3.8 billion in economic activity in Illinois.[97]

Community spending: Illinois' 2018 GDP reflected community spending of $38.9 billion on assistance to the state's households below the ALICE Threshold.[98] When all households can meet their basic needs, this spending can be reallocated to projects and programs that help families and communities *thrive*, not just survive.

- **Indirect benefits:** Added value to the state GDP would come in the form of indirect benefits associated with increased financial stability. These benefits include improved health (and reduced health care expenditures), reduced crime and homelessness, and greater community engagement. Figure 11 uses the very conservative estimate of an added $21.6 billion (or 2.5% of the state GDP, which is the estimated cost of childhood poverty alone).[99] This is still far short of the total indirect benefits of bringing all households to the ALICE Threshold, as it does not include benefits for adults or factor in the direct impact of redeploying private and nonprofit spending currently used to alleviate poverty.[100]

Figure 11.
Economic Benefits of Raising All Households to the ALICE Threshold, Illinois, 2018

	Earnings	Tax Revenue	Community Spending
2018 Situation 35% of Households Below ALICE Threshold	$37.1 Billion Earnings	$2 Billion Tax Revenue	$38.9 Billion Spending on Poverty Alleviation
All Households Above ALICE Threshold — Financial Stability	$41.5 Billion Additional Earnings	$2.7 Billion Additional Tax Revenue	$21.6 Billion Indirect Benefits Such as Improved Health and Reduced Crime
All Households Above ALICE Threshold — Multiplier Effect	$49.9 Billion Increased Consumer Spending Spurs Economic Growth	$3.8 Billion Tax Cuts and Increased Spending on Infrastructure	
All Households Above ALICE Threshold — Total	$91.4 Billion	$6.5 Billion	$21.6 Billion
Add to IL GDP	$119.5 Billion Per Year		

Sources: ALICE Threshold, 2018; American Community Survey, 2018; Internal Revenue Service—1040, 2018; Internal Revenue Service—EITC, 2018: Internal Revenue Service—FICA, 2019; McKeever, 2018; National Association of State Budget Officers, 2019; Office of Management and Budget, 2019; Scarboro, 2018; U.S. Department of Agriculture—SNAP, 2019; Urban Institute, 2012; Walczak, 2019[101]

Benefits for Households and Local Communities

In addition to the economic benefits to the state if all households had income above the ALICE Threshold, there would be a significant number of positive changes for families and their communities. Our 2019 companion Report, *The Consequences of Insufficient Household Income*, outlines the tough choices ALICE and poverty-level families make when they do not have enough income to afford basic necessities, and how those decisions affect their broader communities. By contrast, Figure 12 outlines the improvements that all Illinois families and their communities would experience if policies were implemented that moved all households above the ALICE Threshold.[102]

Figure 12.
The Benefits of Sufficient Income

If households have sufficient income for…	Impact on ALICE	Impact on the Community
Safe, Affordable Housing	Improved health through safer environments and decreased stress, improved educational performance and outcomes for children, greater stability for household members, a means to build wealth for homeowners	Less traffic, lower health care costs, better maintained housing stock, lower crime rates, less spending on homelessness/social services
Quality Child Care and Education	Improved academic performance, higher lifetime earnings, higher graduation rates, improved job stability/access for parents, better health	Decreased racial/ethnic and socioeconomic performance gaps, decreased income disparities, high return on investment (especially for early childhood education)
Adequate Food	Decreased food insecurity, improved health (especially for children and seniors), decreased likelihood of developmental delays and behavioral problems in school	Lower health care costs, improved workplace productivity, less spending on emergency food services
Reliable Transportation	Improved access to job opportunities, school and child care, health care, retail markets, social services, and support systems (friends, family, faith communities)	Fewer high-emissions vehicles on the road, more diverse labor market, decreased income disparities
Quality Health Care	Better mental and physical health (including increased life expectancy), improved access to preventative care, fewer missed days of work/school, decreased need for emergency services	Decreased health care spending, fewer communicable diseases, improved workplace productivity, decreased wealth-health gap
Reliable Technology	Improved access to job opportunities, expanded access to health information and tele-health services, increased job and academic performance	Decreased "digital divide" in access to technology by income, increased opportunities for civic participation
Savings	Ability to withstand emergencies without impacting long-term financial stability and greater asset accumulation over time (e.g., interest on savings; ability to invest in education, property, or finance a secure retirement)	Greater charitable contributions; less spending on emergency health, food, and senior services

Note: For sources, see Figure 12: Sources, following the Endnotes for this Report

In addition to the benefits listed above, greater financial stability and having basic needs met can reduce the anxiety that comes from struggling to survive, or not having a cushion for emergencies. It also leaves more time to spend with loved ones and to give back to the community — all of which contribute to happiness and improved life satisfaction.[103]

Having money saves money: Having enough income means that households can build their credit scores and avoid late fees, predatory lending, and higher interest rates.[104] That, in turn, means that ALICE families have more resources to use to reduce risks (e.g., by purchasing insurance), stay healthy (e.g., by getting preventative health care), or save and invest in education or assets that could grow over time (e.g., buying a home or opening a small business). Instead of a downward cycle of accumulating fees, debt, and stress, families can have an upward cycle of savings and health that makes them even better able to be engaged in their communities and, in turn, enjoy a reasonable quality of life.

For communities, this leads to greater economic activity, greater tax revenue, lower levels of crime, and fewer demands on the social safety net, allowing more investment in vital infrastructure, schools, and health care.[105] Strengthening communities by strengthening ALICE families means a higher quality of life for all.

ENDNOTES

1 Kaiser Family Foundation. (n.d.). Health Insurance Coverage of the Total Population. Retrieved from https://www.kff.org/other/state-indicator/total-population/

2 American Community Survey. (2018). *1-year estimates.* U.S. Census Bureau. Retrieved from https://data.census.gov/cedsci/

3 Households on the cusp are defined as those with income in the Census income bracket above and below the ALICE Threshold. Income brackets begin with less than $10,000/year; they increase in $5,000 intervals from $10,000–$50,000/year; then they extend to $50,000–$60,000/year, $60,000–$75,000/year, $75,000–$100,000/year, $100,000–$125,000/year, and $125,000–$150,000/year.

4 *Note: Within the race/ethnicity category, all racial categories except Two or More Races are for one race alone. Race and ethnicity are overlapping categories; in this Report, the Asian, Black, Hawaiian (includes other Pacific Islanders), and Two or More Races groups may include Hispanic households. The White group includes only White, non-Hispanic households. The Hispanic group may include households of any race. Because household poverty data is not available for the American Community Survey's race/ethnicity categories, annual income below $15,000 is used as a proxy.*

American Community Survey. (2018). *1-year and 5-year estimates.* U.S. Census Bureau. Retrieved from https://data.census.gov/cedsci/

5 McPhillips, D. (2020, January 22). How racially and ethnically diverse is your city? *U.S. News and World Report.* Retrieved from https://www.usnews.com/news/cities/articles/2020-01-22/measuring-racial-and-ethnic-diversity-in-americas-cities

6 Metropolitan Planning Council. (n.d.). *The cost of segregation.* Retrieved from https://www.metroplanning.org/uploads/cms/documents/cost-of-segregation.pdf

7 Gurrentz, B. (2019, April 12). *Cohabitation over the last 20 years: Measuring and understanding the changing demographics of unmarried partners, 1996–2017*. U.S. Census Bureau. Retrieved from https://www.census.gov/library/working-papers/2019/demo/SEHSD-WP2019-10.html

8 American Community Survey. (2018). *1-year estimates.* U.S. Census Bureau. Retrieved from https://data.census.gov/cedsci/

Dabrowski, T., & Klingner, J. (2019, March). *Illinois' demographic collapse: Fewer immigrants, fewer babies and fleeing residents.* Wirepoints. Retrieved from https://wirepoints.org/wp-content/uploads/2019/03/Illinois'-demographic-collapse-fewer-immigrants-fewer-babies-and-fleeing-residents-Wirepoints-Special-Report.pdf

Divounguy, O., Hill, B., & Teresi, R. (2018, December 19). Illinois population loss worsens for 5th straight year. Illinois Policy. Retrieved from https://www.illinoispolicy.org/illinois-population-loss-worsens-for-5th-straight-year/

Federal Reserve Bank of St. Louis. (n.d.). Resident population in Illinois. Retrieved from https://fred.stlouisfed.org/series/ILPOP

9 Dabrowski, T., & Klingner, J. (2019, March). *Illinois' demographic collapse: Fewer immigrants, fewer babies and fleeing residents.* Wirepoints. Retrieved from https://wirepoints.org/wp-content/uploads/2019/03/Illinois'-demographic-collapse-fewer-immigrants-fewer-babies-and-fleeing-residents-Wirepoints-Special-Report.pdf

Frey, W. H. (2018, January). *The millennial generation: A demographic bridge to America's diverse future.* Metropolitan Policy Program at Brookings. Retrieved from https://www.brookings.edu/wp-content/uploads/2018/01/2018-jan_brookings-metro_millennials-a-demographic-bridge-to-americas-diverse-future.pdf

Maciag, M. (2017, June 22). States where each generation of Americans is growing, declining. *Governing.* Retrieved from https://www.governing.com/topics/urban/gov-state-population-changes-by-generation-census.html

Rubenstein, E. S. (2017). *How millennials are slowing U.S. population growth and enhancing sustainability.* Negative Population Growth. Retrieved from https://npg.org/wp-content/uploads/2017/11/MillennialsEnhancingSustainability-FP-2017.pdf

10 Frey, W. H. (2018, January). *The millennial generation: A demographic bridge to America's diverse future.* Metropolitan Policy Program at Brookings. Retrieved from https://www.brookings.edu/wp-content/uploads/2018/01/2018-jan_brookings-metro_millennials-a-demographic-bridge-to-americas-diverse-future.pdf

11 American Community Survey. (2018). *1-year estimates.* U.S. Census Bureau. Retrieved from https://data.census.gov/cedsci/

Chicago Metropolitan Agency for Planning. (n.d.). Region's senior population to grow significantly by 2050. Retrieved from https://www.cmap.illinois.gov/onto2050/futures/communities/senior-population

University of Virginia Weldon Cooper Center. (2018). National Population Projections. Retrieved from https://demographics.coopercenter.org/national-population-projections

12 *2020 senior living report: Senior living in Illinois.* (n.d.). Retrieved from https://www.caring.com/senior-living/illinois

AARP Public Policy Institute and the National Alliance for Caregiving. (2015, June). *Caregiving in the U.S.* National Alliance for Caregiving. Retrieved from http://www.caregiving.org/wp-content/uploads/2015/05/2015_CaregivingintheUS_Final-Report-June-4_WEB.pdf

Hartman, R. M., & Weierbach, F. M. (2013, February). *Elder health in rural America.* National Rural Health Association. Retrieved from https://www.ruralhealthweb.org/getattachment/Advocate/Policy-Documents/ElderHealthinRuralAmericaFeb2013.pdf.aspx?lang=en-US

Institute for Housing Studies at DePaul University. (2019, April 23). State of rental: 2019 state of rental housing in Cook County. Retrieved from https://www.housingstudies.org/releases/state-rental-2019/

Schaeffer, K. (2019, July 30). *The most common age among whites in U.S. is 58 – more than double that of racial and ethnic minorities.* Pew Research Center. Retrieved from https://www.pewresearch.org/fact-tank/2019/07/30/most-common-age-among-us-racial-ethnic-groups/

Vespa, J. (2018, March 13). *The U.S. joins other countries with large aging populations.* U.S. Census Bureau. Retrieved from https://www.census.gov/library/stories/2018/03/graying-america.html

13 Desilver, D. (2018, August 7). *For most U.S. workers, real wages have barely budget in decades.* Pew Research Center. Retrieved from https://www.pewresearch.org/fact-tank/2018/08/07/for-most-us-workers-real-wages-have-barely-budged-for-decades/

Economic Policy Institute. (2020). *The unequal states of America: Income inequality in the United States.* Retrieved from https://www.epi.org/multimedia/unequal-states-of-america/

Stone, C., Trisi, D., Sherman, A., & Taylor, R. (2019, August 21). *A guide to statistics on historical trends in income inequality.* Center on Budget and Policy Priorities. Retrieved from https://www.cbpp.org/research/poverty-and-inequality/a-guide-to-statistics-on-historical-trends-in-income-inequality#_ftnref1

14 Sommeiller, E. & Price, M. (2018, July 19). *The new gilded age: Income inequality in the U.S. by state, metropolitan area, and county.* Economic Policy Institute. Retrieved from https://www.epi.org/publication/the-new-gilded-age-income-inequality-in-the-u-s-by-state-metropolitan-area-and-county/

Institute on Taxation and Economic Policy. (2018). Who pays? 6th edition. Retrieved from https://itep.org/whopays/#mostregressive

15 Clemens, A. (2019, October 24). GDP 2.0: *Measuring who prospers when the U.S. economy grows.* Washington Center for Equitable Growth. Retrieved from https://equitablegrowth.org/gdp-2-0-measuring-who-prospers-when-the-u-s-economy-grows/

Urban Institute. (2017, October 5). *Nine charts about wealth inequality in America (updated).* Retrieved from http://apps.urban.org/features/wealth-inequality-charts/

16 U.S. Department of Health and Human Services. (2018). 2018 poverty guidelines. Retrieved from https://aspe.hhs.gov/2018-poverty-guidelines

17 Powers, E. & Whitehead, J. (2018). *Market rate survey of licensed child care programs in Illinois: Fiscal year 2018.* Illinois Department of Human Services. Retrieved from https://www.dhs.state.il.us/OneNetLibrary/27897/documents/MarketRateSurveyofLicensedChildCareProgramsinIllinoisFiscalYear2018.pdf

U.S. Department of Health and Human Services. (2018). 2018 poverty guidelines. Retrieved from https://aspe.hhs.gov/2018-poverty-guidelines

18 AAA. (2018). *Your driving costs: How much are you really paying to drive?* Retrieved from https://exchange.aaa.com/wp-content/uploads/2018/09/18-0090_2018-Your-Driving-Costs-Brochure_FNL-Lo-5-2.pdf

Agency for Healthcare Research and Quality. (2018). *2018 medical expenditure panel survey-insurance component* [Table VII.C.2; Table VII.D.2; Table VII.E.2]. U.S. Department of Health and Human Services. Retrieved from https://meps.ahrq.gov/data_stats/summ_tables/insr/state/series_7/2018/tviic2.pdf; https://meps.ahrq.gov/data_stats/summ_tables/insr/state/series_7/2018/tviid2.pdf; https://meps.ahrq.gov/data_stats/summ_tables/insr/state/series_7/2018/tviie2.pdf

Note: 2007 data not available; average of 2006 and 2008 used instead

American Community Survey. (2018). *1-year and 5-year estimates.* [Table B25064: Median gross rent (dollars)]; [Table B08301: Means of transportation to work]. U.S. Census Bureau. Retrieved from https://data.census.gov/cedsci/

Bureau of Labor Statistics. (2018). Consumer expenditure surveys (CES) *[2017–18 MSA tables]*. U.S. Department of Labor. Retrieved from http://www.bls.gov/cex/csxmsa.htm#y1112

Bureau of Labor Statistics. (2019). *Table 3234.* Consumer units with reference person age 45 to 54 by income before taxes: Average annual expenditures and characteristics, Consumer Expenditure Survey, 2017–2018. Consumer Expenditure Survey, 2019. U.S. Department of Labor. Retrieved from https://www.bls.gov/cex/2018/CrossTabs/agebyinc/x45to54.PDF

Bureau of Labor Statistics. (2018). Occupational employment statistics: May 2018 state occupational employment and wage estimates–Illinois. U.S. Department of Labor. Retrieved from https://www.bls.gov/oes/2018/may/oes_il.htm

Centers for Medicare & Medicaid Services. (2016). *2016 Medicare current beneficiary survey annual chartbook and slides* [Table 5.1a - Total Expenditures Among All Medicare Beneficiaries by Source of Payment, 2016]. Retrieved from https://www.cms.gov/Research-Statistics-Data-and-Systems/Research/MCBS/Data-Tables-Items/2016Chartbook

Centers for Medicare & Medicaid Services. (2019, December 5). Medicare utilization and payment section. Retrieved from https://www.cms.gov/Research-Statistics-Data-and-Systems/Statistics-Trends-and-Reports/CMSProgramStatistics/2017/2017_Utilization.html#Medicare%20Part%20A%20and%20Part%20B%20Summary

Note: Data are only available up to 2017, therefore there is a lag of one year; for example, 2018 ALICE data uses the 2017 data

Centers for Medicare & Medicaid Services. (2019, November 27). Chronic conditions [*Spending county level: All beneficiaries, 2007–2017*]. Retrieved from https://www.cms.gov/Research-Statistics-Data-and-Systems/Statistics-Trends-and-Reports/Chronic-Conditions/CC_Main.html

Note: Data are only available up to 2017, therefore there is a lag of one year; for example, 2018 ALICE data uses the 2017 data

Federal Highway Administration. (2017). Summary of travel trends: 2017 National Household Travel Survey. U.S. Department of Transportation. Retrieved from https://nhts.ornl.gov/assets/2017_nhts_summary_travel_trends.pdf

Feeding America. (2019). *Map the Meal Gap 2019: A report on county and congressional district food insecurity and county food cost in the United States in 2017.* Retrieved from https://www.feedingamerica.org/sites/default/files/2019-05/2017-map-the-meal-gap-full.pdf

Fowler, B. (2019, May 23). *Best low-cost cell-phone plans.* Consumer Reports.

Powers, E. & Whitehead, J. (2018). *Market rate survey of licensed child care programs in Illinois: Fiscal year 2018.* Illinois Department of Human Services. Retrieved from https://www.dhs.state.il.us/OneNetLibrary/27897/documents/MarketRateSurveyofLicensedChildCareProgramsinIllinoisFiscalYear2018.pdf

Internal Revenue Service. (2020, January 8). *1040 and 1040-SR: Instructions.* Retrieved from https://www.irs.gov/pub/irs-pdf/i1040gi.pdf

Internal Revenue Service. (2020, January 3). Topic no. 751 Social Security and Medicare withholding rates. Retrieved from https://www.irs.gov/taxtopics/tc751

Medicare.gov. (n.d). *Part B costs.* Centers for Medicare & Medicaid Services. Retrieved from https://www.medicare.gov/your-medicare-costs/part-b-costs

Scarboro, M. (2018, March). *State individual income tax rates and brackets for 2018.* Tax Foundation. Retrieved from https://files.taxfoundation.org/20180315173118/Tax-Foundation-FF576-1.pdf

The Zebra. (2018). *The state of auto insurance 2018.* Retrieved from https://www.thezebra.com/state-of-insurance/auto/2018/

U.S. Department of Agriculture. (2018). *Official USDA food plans.* Retrieved from https://fns-prod.azureedge.net/sites/default/files/CostofFoodJun2018.pdf

U.S. Department of Housing and Urban Development. (2018). *Fair market rents.* Office of Policy Development and Research. Retrieved from https://www.huduser.gov/portal/datasets/fmr.html#2018_data

Walczak, J. (2019, July). *Local income taxes in 2019.* Tax Foundation. Retrieved from https://files.taxfoundation.org/20190730170302/Local-Income-Taxes-in-20191.pdf

19 Bureau of Labor Statistics. (2019, April 25). Consumer Price Index frequently asked questions. U.S. Department of Labor. Retrieved from https://www.bls.gov/cpi/questions-and-answers.htm

Bureau of Labor Statistics. (2018). The Consumer Price Index. In *Handbook of Methods.* U.S. Department of Labor. Retrieved from https://www.bls.gov/opub/hom/pdf/cpihom.pdf

Bureau of Labor Statistics. (n.d.). *Consumer Price Index historical tables for U.S. city average.* U.S. Department of Labor. Retrieved from https://www.bls.gov/regions/mid-atlantic/data/consumerpriceindexhistorical_us_table.htm

20 Bureau of Labor Statistics. (n.d.) CPI inflation calculator. U.S. Department of Labor. Retrieved from https://www.bls.gov/data/inflation_calculator.htm

21 Bureau of Labor Statistics. (2019, April 25). Consumer Price Index frequently asked questions. U.S. Department of Labor. Retrieved from https://www.bls.gov/cpi/questions-and-answers.htm

Ng, M., & Wessel, D. (2017, December 7). *The Hutchins Center explains: The chained CPI.* Brookings Institution. Retrieved from https://www.brookings.edu/blog/up-front/2017/12/07/the-hutchins-center-explains-the-chained-cpi/

U.S. Department of Veterans Affairs. (2019, November 26). Compensation: Benefit rates. Retrieved from https://www.benefits.va.gov/compensation/rates-index.asp#cola

22 City of Chicago. (n.d). *One Chicago: Housing strategies for a thriving city, five year housing plan, 2019–2023.* Department of Planning & Development. Retrieved from https://www.chicago.gov/content/dam/city/depts/dcd/Housing%20Programs/20733_37_5_Year_Plan_Report_final_WEB_C.pdf

Institute for Housing Studies at DePaul University. (2019, April 23). State of rental: 2019 state of rental housing in Cook County. Retrieved from https://www.housingstudies.org/releases/state-rental-2019/

Institute for Housing Studies at DePaul University. (2018, December 18). *Analyzing neighborhoods with intensifying and emerging housing affordability pressure.* Retrieved from https://www.housingstudies.org/releases/Analyzing-neighborhood-displacement-pressure-2018/

Institute for Housing Studies at DePaul University. (n.d.). *Overview of Chicago's housing market: Socioeconomic factors affecting demand for housing in Chicago.* Retrieved from https://fiveyearplandata.housingstudies.org/meeting-1-socioeconomic-factors.html#c3-1

23 Heartland Alliance. (2019, March). Gender disadvantage: *Why inequity persists.* Retrieved from https://www.heartlandalliance.org/povertyreport2019/wp-content/uploads/sites/33/2019/03/PR19_DESIGN_FINAL.pdf

Heartland Alliance. (2018, April). *Illinois poverty update.* Retrieved from https://www.heartlandalliance.org/research/wp-content/uploads/sites/10/2018/04/PR18_IL_POV_UPDATE.pdf

Kneebone, E. (2017, February 15). Testimony: The changing geography of US poverty. Brookings. Retrieved from https://www.brookings.edu/testimonies/the-changing-geography-of-us-poverty/

24 Scally, C. P., & Gilbert, B. (2018, October 1). Rural communities need more affordable rental housing. *Urban Wire: Housing and Housing Finance, the blog of the Urban Institute.* Retrieved from https://www.urban.org/urban-wire/rural-communities-need-more-affordable-rental-housing

United For ALICE. (2020). *ALICE Essentials Index: Measuring inflation for basic needs.* Retrieved from https://www.unitedforalice.org/essentials-index

25 Charette, A., Herbert, C., Jakabovics, A., Marya, E. T., & McCue, D. T. (2015). *Projecting trends in severely cost-burdened renters: 2015–2025.* Joint Center for Housing Studies of Harvard University. Retrieved from https://www.jchs.harvard.edu/sites/default/files/projecting_trends_in_severely_cost-burdened_renters_final.pdf

Joint Center for Housing Studies of Harvard University. (n.d.). America's rental housing 2020. Retrieved from https://www.jchs.harvard.edu/americas-rental-housing-2020?embargo=ZIzrezGk_nJs2QUiZrFCt2wTZOi9IbP_Olx7TgX9lqO

National Low Income Housing Coalition. (2020, March). *The gap: A shortage of affordable homes.* Retrieved from https://reports.nlihc.org/sites/default/files/gap/Gap-Report_2020.pdf

26 American Community Survey. (2018). *5-year estimates* [Table B08135: Aggregate travel time to work (in minutes) of workers by travel time to work]. Retrieved from https://data.census.gov/cedsci/

Chicago Metropolitan Agency for Planning. (2018, January 23). *Travel patterns in economically disconnected area clusters.* Retrieved from https://www.cmap.illinois.gov/documents/10180/820478/PU-0011_Travel_Patterns_EDAs.pdf/effd90eb-c49f-b4bb-6185-8877b264902f

City of Chicago. (2019, March). *Roadmap for the future of transportation and mobility in Chicago: Chicago's new transportation and mobility task force.* Retrieved from https://www.chicago.gov/content/dam/city/depts/mayor/PDFs/21755_37_AF_MobilityReport.pdf

Duranton, G., & Puga, D. (2014). The growth of cities. *Handbook of Economic Growth, 2,* 771–853. Retrieved from https://www.sciencedirect.com/science/article/pii/B9780444535405000057

Jiao, J., Miró, J., & McGrath, N. (2017, November 3). Why the "Uberization" of public transit is good for cities. *Houston Chronicle.* Retrieved from http://www.houstonchronicle.com/local/gray-matters/article/Why-the-Uberization-of-public-transit-is-good-12329605.php

Robert Wood Johnson Foundation. (2012, October 25). How does transportation impact health? *Health Policy Snapshot Series.* Retrieved from https://www.rwjf.org/en/library/research/2012/10/how-does-transportation-impact-health-.html

Stiglic, M., Agatz, N., Savelsbergh, M., & Gradisar, M. (2018, February). Enhancing urban mobility: Integrating ride-sharing and public transit. *Computers and Operations Research, 90*(no. C), 12–21. Retrieved from https://dl.acm.org/citation.cfm?id=3165324.3165603

van Ommeren, J., & Gutiérrez-i-Puigarnau, E. (2011, January 11). Are workers with a long commute less productive? An empirical analysis of absenteeism. *Regional Science and Urban Economics, 41*(1), 1–8. Retrieved from http://www.sciencedirect.com/science/article/pii/S0166046210000633

27 *Note: A child care desert is any census tract with more than 50 children under age five that contains either no child care providers or so few options that there are more than three times as many children as licensed child care slots.*

Malik, R., Hamm, K., Schochet, L., Nova, C., Workman, S., & Jessen-Howard, S. (2018, December 6). *America's child care deserts in 2018.* Center for American Progress. Retrieved from https://www.americanprogress.org/issues/early-childhood/reports/2018/12/06/461643/americas-child-care-deserts-2018/

28 Child Care Aware of America. (2019). *The U.S. and the high price of child care: An examination of a broken system.* Retrieved from https://www.childcareaware.org/our-issues/research/the-us-and-the-high-price-of-child-care-2019/

Illinois Action for Children. (2018, April). *Report on child care in Cook County 2018.* Retrieved from http://3ia2qo49aq3t30ap983kxt9x-wpengine.netdna-ssl.com/wp-content/uploads/2018/04/CookCountyReport_2018_April_Final.pdf

29 Bureau of Labor Statistics. (2018). Occupational employment statistics: May 2018 state occupational employment and wage estimates–Illinois. U.S. Department of Labor. Retrieved from https://www.bls.gov/oes/2018/may/oes_il.htm

Vespa, J., Lewis, J. M., & Kreider, R. M. (2013, August). *America's families and living arrangements: 2012: Population characteristics.* U.S. Census Bureau. Retrieved from https://www.census.gov/prod/2013pubs/p20-570.pdf

30 Economic Policy Institute. (2019, July). The cost of child care in Illinois. Retrieved from https://www.epi.org/child-care-costs-in-the-united-states/#/IL

31 Goldrick-Rab, S., Looker, E., Coca, V., Baker-Smith, C. (2019, June). *City Colleges of Chicago #RealCollege survey.* The Hope Center. Retrieved from https://hope4college.com/wp-content/uploads/2019/06/HOPE_realcollege_Chicago_report_digital.pdf

32 Broton, K. M., & Goldrick-Rab, S. (2017, December 7). Going without: An exploration of food and housing insecurity among undergraduates. *Educational Researcher, 47*(2), 121–133. Retrieved from https://doi.org/10.3102/0013189X17741303

Feeding America. (2020). Senior hunger poses unique challenges. Retrieved from https://www.feedingamerica.org/hunger-in-america/senior-hunger-facts

U.S. Department of Agriculture. (2019, September 9). Food security data file. Retrieved from https://www.ers.usda.gov/media/10401/foodsecurity_datafile.xlsx

Worthington, J., & Mabli, J. (2017). *Emergency food pantry use among SNAP households with children.* Mathematica Policy Research. Retrieved from https://www.mathematica-mpr.com/our-publications-and-findings/publications/emergency-food-pantry-use-among-snap-households-with-children

Ziliak, J. P., & Gundersen, C. (2019, May). *State of senior hunger in America in 2017.* Feeding America. Retrieved from https://www.feedingamerica.org/sites/default/files/2019-06/The%20State%20of%20Senior%20Hunger%20in%202017_F2.pdf

Ziliak, J. P., & Gundersen, C. (2017, August). *The health consequences of senior hunger in the United states: Evidence from the 1999–2014 NHANES.* Feeding America. Retrieved from https://www.feedingamerica.org/sites/default/files/research/senior-hunger-research/senior-health-consequences-2014.pdf

33 Beer, A. & Bray, J. B. (2019). *The college-work balancing act.* Washington, D.C. Association of Community College Trustees. Retrieved from: https://www.acct.org/product/college-work-balancing-act-2019

34 Klepfer, K. Cornett, C, Flethcher, C., & Webster, J. (2019). *Student financial wellness survey: Fall 2018 Semester Results.* Trellis Company. Retrieved from https://www.trelliscompany.org/wp-content/uploads/2019/06/Fall-2018-SFWS-Report.pdf

35 Beer, A. & Bray, J. B. (2019). *The college-work balancing act.* Washington, D.C. Association of Community College Trustees. Retrieved from: https://www.acct.org/product/college-work-balancing-act-2019

36 Porter, S.R. & Umbach, P.D. (2019). *What challenges to success do community college students face?* Percontor, LLC. Retrieved from: https://www.risc.college/sites/default/files/2019-01/RISC_2019_report_natl.pdf

37 Goldrick-Rab, S., Looker, E., Coca, V., Baker-Smith, C. (2019, June). *City Colleges of Chicago #RealCollege survey.* The Hope Center. Retrieved from https://hope4college.com/wp-content/uploads/2019/06/HOPE_realcollege_Chicago_report_digital.pdf

38 Association of American Medical Colleges. (2019, April). *2019 update: The complexities of physician supply and demand: Projections from 2017–2032.* Retrieved from https://www.aamc.org/system/files/c/2/31-2019_update_-_the_complexities_of_physician_supply_and_demand_-_projections_from_2017-2032.pdf

Farrell, D., & Greig, F. (2017, September). *Paying out-of-pocket: The healthcare spending of 2 million US families.* JPMorgan Chase Institute. Retrieved from https://institute.jpmorganchase.com/content/dam/jpmc/jpmorgan-chase-and-co/institute/pdf/institute-healthcare.pdf

Inserro, A. (2018, August 9). Enrollment in high-deductible health plans continues to grow. *The American Journal of Managed Care.* Retrieved from https://www.ajmc.com/newsroom/enrollment-in-highdeductible-health-plans-continues-to-grow

39 Illinois Department of Public Health. (n.d.). Minority health. Retrieved from http://www.dph.illinois.gov/topics-services/life-stages-populations/minority-health

Illinois Rural Health Summit Planning Committee. (2018, October). *State of rural health in Illinois: Great challenges and a path forward.* Retrieved from https://www.siumed.edu/sites/default/files/u9451/rhs_stateofillinois_final1115.pdf

Radley, D. C., McCarthy, D. & Hayes, S. L. (2018, May). *2018 scorecard on state health system performance.* The Commonwealth Fund. Retrieved from https://interactives.commonwealthfund.org/2018/state-scorecard/files/Radley_State_Scorecard_2018.pdf

40 Anderson, K. F. (2013, January 16). Diagnosing discrimination: Stress from perceived racism and the mental and physical health effects. *Sociological Inquiry, 83*(1). Retrieved from https://doi.org/10.1111/j.1475-682X.2012.00433.x

NAACP. (2017, November). *Fumes across the fence-line.* Clean Air Task Force. Retrieved from http://www.catf.us/wp-content/uploads/2017/11/CATF_Pub_FumesAcrossTheFenceLine.pdf

Peter G. Peterson Foundation. (2020, April 20). Why are Americans paying more for health care? Retrieved from https://www.pgpf.org/blog/2020/04/why-are-americans-paying-more-for-healthcare

Ross, T. (2013, August). *A disaster in the making addressing the vulnerability of low-income communities to extreme weather.* Center for American Progress. Retrieved from https://www.americanprogress.org/wp-content/uploads/2013/08/LowIncomeResilience-3.pdf

41 Boustan, L. P., Yanguas, M. L., Kahn, M., & Rhode, P. W. (2017, July 1). As the rich move away from disaster zones, the poor are left behind. *Grist.* Retrieved from https://grist.org/article/as-the-rich-move-away-from-disaster-zones-the-poor-are-left-behind/

California Institute of Technology. (2018). *Scientific consensus: Earth's climate is warming.* Retrieved from https://climate.nasa.gov/scientific-consensus/

Krause, E., & Reeves R. V. (2017, September 18). *Hurricanes hit the poor the hardest.* Brookings Institution. https://www.brookings.edu/blog/social-mobility-memos/2017/09/18/hurricanes-hit-the-poor-the-hardest/

Lavizzo-Mourey, R. (2015). *In it together — building a culture of health: 2015 president's message.* Robert Wood Johnson Foundation. Retrieved from https://www.rwjf.org/en/library/annual-reports/presidents-message-2015.html

Mutter, J. C. (2015). *The disaster profiteers: How natural disasters make the rich richer and the poor even poorer.* New York, NY: St. Martin's Press.

Oxfam America. (2009). *Exposed: Social vulnerability and climate change in the U.S. Southeast.* Retrieved from https://www.oxfamamerica.org/explore/research-publications/exposed-social-vulnerability-and-climate-change-in-the-us-southeast/

42 Federal Reserve System. (2019, May). *Report on the economic well-being of U.S. households in 2018.* Retrieved from https://www.federalreserve.gov/publications/files/2018-report-economic-well-being-us-households-201905.pdf

43 Federal Deposit Insurance Corporation. (2018, October). Table E.2 rates of saving for unexpected expenses or emergencies by State, 2015–2017. In *FDIC National Survey of Unbanked and Underbanked Households, Appendix Tables.* Retrieved from https://www.fdic.gov/householdsurvey/2017/2017appendix.pdf

Karlan, D., Ratan, A. L., & Zinman, J. (2014, March). Savings by and for the poor. *The Review of Income and Wealth, 60*(1), 36–78. Retrieved from https://onlinelibrary.wiley.com/doi/full/10.1111/roiw.12101

The Pew Charitable Trusts. (2015, October). *The role of emergency savings in family financial security: How do families cope with financial shocks?* Retrieved from https://www.pewtrusts.org/~/media/assets/2015/10/emergency-savings-report-1_artfinal.pdf

44 Bureau of Economic Analysis. (n.d.). Regional economic accounts – Real GDP by state: All industry total (millions of chained 2012 dollars). Retrieved from https://apps.bea.gov/iTable/drilldown.cfm?reqid=70&stepnum=40&Major_Area=3&State=0&Area=XX&TableId=512&Statistic=1&Year=2018&YearBegin=-1&Year_End=-1&Unit_Of_Measure=Levels&Rank=1&Drill=1&nRange=5

Federal Reserve Bank of St. Louis. (n.d.). All employees: Total nonfarm in Illinois. Retrieved from https://fred.stlouisfed.org/series/ILNA

Federal Reserve Bank of St. Louis. (n.d.). Unemployment rate in Illinois. Retrieved from https://fred.stlouisfed.org/series/ILURN

45 Bieneman, D. (2018, June). *2018 Illinois economic report.* Illinois Department of Employment Security, Economic Information & Analysis Division. Retrieved from https://www2.illinois.gov/ides/lmi/Annual%20Report/EconomicReport_2018.pdf

Fortune. (n.d.). Fortune 500. Retrieved from https://fortune.com/fortune500/2018/

World Business Chicago. (n.d.). Chicago's business climate. Retrieved from http://www.worldbusinesschicago.com/business-climate/

46 Bieneman, D. (2018, June). *2018 Illinois economic report.* Illinois Department of Employment Security, Economic Information & Analysis Division. Retrieved from https://www2.illinois.gov/ides/lmi/Annual%20Report/EconomicReport_2018.pdf

Federal Reserve Bank of St. Louis. (n.d.). All employees: Manufacturing in Illinois. Retrieved from https://fred.stlouisfed.org/series/ILMFG

Lucci, M. (2017, April 24). *BLS jobs report shows weak economy in Illinois, recovery in neighboring states.* Illinois Policy. Retrieved from https://www.illinoispolicy.org/bls-jobs-report-shows-weak-economy-in-illinois-recovery-in-neighboring-states/

47 The Associated General Contractors of America & Autodesk. (n.d.). 2018 workforce survey results: Illinois results. Retrieved from https://www.agc.org/sites/default/files/Files/Communications/2018_Workforce_Survey_Illinois.pdf

Illinois Department of Employment Security. Employment projections [*Long-term occupational projections (2018-2028)*]. Retrieved from *https://www2.illinois.gov/ides/lmi/Pages/Employment_Projections.aspx*

48 Bureau of Labor Statistics. (2018). Occupational employment statistics: May 2018 state occupational employment and wage estimates–Illinois. U.S. Department of Labor. Retrieved from https://www.bls.gov/oes/2018/may/oes_il.htm

49 American Community Survey. (2018). *1-year estimates.* U.S. Census Bureau. Retrieved from https://data.census.gov/cedsci/

Bureau of Labor Statistics. (n.d.). States and selected areas: Employment status of the civilian noninstitutional population, 1976 to 2018 annual averages. U.S. Department of Labor. Retrieved from https://www.bls.gov/lau/staadata.txt

50 Bureau of Labor Statistics. (2019, January 18). Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics. In *Labor Force Statistics from the Current Population Survey.* U.S. Department of Labor. Retrieved from https://www.bls.gov/cps/cpsaat44.htm

Federal Reserve Bank of St. Louis. (2018). *Employed full time: Workers paid hourly rates: Wage and salary workers: 16 years and over.* Retrieved from https://fred.stlouisfed.org/series/LEU0253126800A

51 Goldren, L. (2016, December 5). *Still falling short on hours and pay.* Economic Policy Institute. Retrieved from https://www.epi.org/publication/still-falling-short-on-hours-and-pay-part-time-work-becoming-new-normal/

Gould, E. (2020, February 20). *State of working America wages 2019.* Economic Policy Institute. Retrieved from https://www.epi.org/publication/swa-wages-2019/

Kossek, E. E. & Lautsch, B. A. (2018, May 7). Hourly workers need flexibility the most, but are often the least likely to get it. *Harvard Business Review.* Retrieved from https://hbr.org/2018/05/hourly-workers-need-flexibility-the-most-but-are-often-the-least-likely-to-get-it

52 Eisenberg, R. (2019, February 18). How well is the gig economy working for gig workers? *Forbes.* Retrieved from https://www.forbes.com/sites/nextavenue/2019/02/18/how-well-is-the-gig-economy-working-for-gig-workers/#4255bb9b3f0a

Katz, L. F., & Krueger, A. B. (2018, November 13). The rise and nature of alternative work arrangements in the United States, 1995–2015. *ILR Review, 72*(2), 382–416. Retrieved from https://scholar.harvard.edu/lkatz/publications/rise-and-nature-alternative-work-arrangements-united-states-1995-2015

Manyika, J., Lund, S., Bughin, J., Robinson, K., Mischke, J., & Mahajan, D. (2016, October 10). *Independent work: Choice, necessity, and the gig economy.* McKinsey Global Institute. Retrieved from http://www.mckinsey.com/global-themes/employment-and-growth/independent-work-choice-necessity-and-the-gig-economy

U.S. Government Accountability Office. (2015, April 20). *Contingent workforce: Size, characteristics, earnings, and benefits.* Retrieved from http://www.gao.gov/assets/670/669766.pdf

53 Bureau of Labor Statistics. (2019, January 18). *Multiple jobholders by selected characteristics.* U.S. Department of Labor. Retrieved from https://www.bls.gov/cps/cpsaat36.htm

54 Board of Governors of the Federal Reserve System. (2019, May). *Report on the economic well-being of U.S. households in 2018.* Retrieved from https://www.federalreserve.gov/publications/files/2018-report-economic-well-being-us-households-201905.pdf

Dixon, A. (2019, June 5). Survey: Nearly 1 in 3 side hustlers needs the income to stay afloat. *Bankrate.* Retrieved from https://www.bankrate.com/personal-finance/side-hustles-survey-june-2019/

Freelancers Union & Upwork. (2017). *Freelancing in America: 2017.* Retrieved from https://s3.amazonaws.com/fuwt-prod-storage/content/FreelancingInAmericaReport-2017.pdf

Katz, L. F., & Krueger, A. B. (2018, November 13). The rise and nature of alternative work arrangements in the United States, 1995–2015. *ILR Review, 72*(2), 382–416. Retrieved from https://scholar.harvard.edu/lkatz/publications/rise-and-nature-alternative-work-arrangements-united-states-1995-2015

McFeely, S., & Pendell, R. (2018, August 16). What workplace leaders can learn from the real big economy. *Gallup.* Retrieved from https://www.gallup.com/workplace/240929/workplace-leaders-learn-real-gig-economy.aspx

55 Bureau of Labor Statistics. (December 2018). *Employer costs for employee compensation.* U.S. Department of Labor. Retrieved from https://www.bls.gov/news.release/archives/ecec_03192019.pdf

U.S. Department of Labor. (n.d.). *Compliance assistance — Wages and the Fair Labor Standards Act (FLSA).* Retrieved from https://www.dol.gov/whd/flsa/

56 Bureau of Labor Statistics. (2018). Occupational employment statistics: May 2018 state occupational employment and wage estimates–Illinois. U.S. Department of Labor. Retrieved from https://www.bls.gov/oes/2018/may/oes_il.htm

57 American Community Survey. (2018). *1-year estimates.* U.S. Census Bureau. Retrieved from https://data.census.gov/cedsci/

Bureau of Labor Statistics. (2013, December). Labor force projections to 2022: the labor force participation rate continues to fall. *Monthly Labor Review.* U.S. Department of Labor. Retrieved from https://www.bls.gov/opub/mlr/2013/article/pdf/labor-force-projections-to-2022-the-labor-force-participation-rate-continues-to-fall.pdf

Vespa, J. (2018, March 13). *The U.S. joins other countries with large aging populations.* U.S. Census Bureau. Retrieved from https://www.census.gov/library/stories/2018/03/graying-america.html

58 Bureau of Labor Statistics. (2019, April 25). College enrollment and work activity of high school graduates news release [press release]. U.S. Department of Labor. Retrieved from https://www.bls.gov/news.release/hsgec.htm

59 American Community Survey. (2018). *1-year estimates.* U.S. Census Bureau. Retrieved from https://data.census.gov/cedsci/

Board of Governors of the Federal Reserve System. (2019, May). *Report on the economic well-being of U.S. households in 2018.* Retrieved from https://www.federalreserve.gov/publications/files/2018-report-economic-well-being-us-households-201905.pdf

McAlpine, D. D., & Warner, L. (2004). *Barriers to employment among persons with mental illness: A review of the literature.* Center for Research on the Organization and Financing of Care for the Severely Mentally Ill, Institute for Health, Health Care Policy, and Aging Research, Rutgers, the State University. Retrieved from http://dri.uiuc.edu/research/p01-04c/final_technical_report_p01-04c.pdf

National Alliance on Mental Illness. (2014, July). *Road to recovery: Employment and mental illness.* Retrieved from https://www.nami.org/about-nami/publications-reports/public-policy-reports/roadtorecovery.pdf

60 da Costa, P. N. (2018, January 27). There's a major hurdle to employment that many Americans don't even think about — and it's holding the economy back. *Business Insider.* Retrieved from https://www.businessinsider.com/lack-of-transport-is-a-major-obstacle-to-employment-for-americas-poor-2018-1

Rall, J. (2015, May). *Getting to work: Effective state solutions to help people with transportation challenges access jobs.* National Conference of State Legislatures. Retrieved from http://www.ncsl.org/Portals/1/Documents/transportation/Work_Job_Access_0515.pdf.pdf

Saldivia, G. (2018, September 20). Stuck in traffic? You're not alone. New data show American commute times are longer. *NPR.* Retrieved from https://www.npr.org/2018/09/20/650061560/stuck-in-traffic-youre-not-alone-new-data-show-american-commute-times-are-longer

Tyndall, J. (2015). *Waiting for the R train: Public transportation and employment.* Retrieved from Canadian Transportation Research Forum: http://ctrf.ca/wp-content/uploads/2015/05/CTRF2015TyndallTransportationPolicyPlanning.pdf

Watson, L., Frohlich, L., & Johnston, E. (2014, April). *Collateral damage: Scheduling challenges for workers in low-wage jobs and their consequences.* National Women's Law Center. Retrieved from https://nwlc.org/wp-content/uploads/2015/08/collateral_damage_scheduling_fact_sheet.pdf

61 Board of Governors of the Federal Reserve System. (2019, May). *Report on the economic well-being of U.S. households in 2018.* Retrieved from https://www.federalreserve.gov/publications/files/2018-report-economic-well-being-us-households-201905.pdf

Hipple, S. F. (2015). People who are not in the labor force: why aren't they working? *Beyond the Numbers: Employment & Unemployment, 4*(15). U.S. Bureau of Labor Statistics. Retrieved from https://www.bls.gov/opub/btn/volume-4/pdf/people-who-are-not-in-the-labor-force-why-arent-they-working.pdf

McCarthy, N. (2017, August 21). Why millions of Americans stay out of the workforce. *Statista.* Retrieved from https://www.statista.com/chart/10754/why-millions-of-americans-stay-out-of-the-workforce/

62 Bivins, J. (2018). *The fuzzy line between "employed" and "not in the labor force" and what it means for job creation strategies and the Federal Reserve.* Economic Policy Institute. Retrieved from https://www.epi.org/publication/the-fuzzy-line-between-unemployed-and-not-in-the-labor-force-and-what-it-means-for-job-creation-strategies-and-the-federal-reserve/

Frazis, H. (2017, May). Employed workers leaving the labor force: An analysis of recent trends. *Monthly Labor Review.* U.S. Department of Labor. Retrieved from https://doi.org/10.21916/mlr.2017.16

63 Vinsel, L., & Russell, A. (2016, April 7). Hail the maintainers: Capitalism excels at innovation but is failing at maintenance, and for most lives it is maintenance that matters more. *Aeon.* Retrieved from https://aeon.co/essays/innovation-is-overvalued-maintenance-often-matters-more

64 Bureau of Labor Statistics. (n.d.). Economy at a glance: Illinois. U.S. Department of Labor. Retrieved from https://www.bls.gov/eag/eag.il.htm

65 Bureau of Labor Statistics. (2018). Occupational employment statistics: May 2018 state occupational employment and wage estimates–Illinois. U.S. Department of Labor. Retrieved from https://www.bls.gov/oes/2018/may/oes_il.htm

Frey, C., & Osborne, M. (2013, September 17). *The future of employment: How susceptible are jobs to computerisation?* Oxford Martin School, University of Oxford. Retrieved from https://www.oxfordmartin.ox.ac.uk/downloads/academic/The_Future_of_Employment.pdf

66 Muro, M., Maxim, R., & Whiton, J. (2019). *Automation and artificial intelligence: How machines are affecting people and places.* Metropolitan Policy Program at Brookings. Retrieved from https://www.brookings.edu/wp-content/uploads/2019/01/2019.01_BrookingsMetro_Automation-AI_Report_Muro-Maxim-Whiton-FINAL-version.pdf

67 Katz, L. F., & Krueger, A. B. (2018, November 13). The rise and nature of alternative work arrangements in the United States, 1995–2015. *ILR Review, 72*(2), 382–416. Retrieved from https://scholar.harvard.edu/lkatz/publications/rise-and-nature-alternative-work-arrangements-united-states-1995-2015

68 Mitic, I. (2020, May 19). Gig economy statistics 2020: The new normal in the workplace. *Fortunly.* Retrieved from https://fortunly.com/statistics/gig-economy-statistics#gref

69 Dixon, A. (2019, June 5). Survey: Nearly 1 in 3 side hustlers needs the income to stay afloat. *Bankrate.* Retrieved from https://www.bankrate.com/personal-finance/side-hustles-survey-june-2019/

70 Board of Governors of the Federal Reserve System. (2019, May). *Report on the economic well-being of U.S. households in 2018.* Retrieved from https://www.federalreserve.gov/publications/files/2018-report-economic-well-being-us-households-201905.pdf

Dokko, J., Mumford, M., & Schanzenbach, D. W. (2015, December). *Workers and the Online Gig Economy.* The Hamilton Project. Retrieved from https://www.hamiltonproject.org/assets/files/workers_and_the_online_gig_economy.pdf

Eden, P., & Gaggl, M. (2015, November). *On the welfare implications of automation.* World Bank Group. Retrieved from http://documents.worldbank.org/curated/en/2015/11/25380579/welfare-implications-automation

Freelancers Union & Upwork. (2017). *Freelancing in America: 2017.* Retrieved from https://s3.amazonaws.com/fuwt-prod-storage/content/FreelancingInAmericaReport-2017.pdf

Katz, L. F., & Krueger, A. B. (2018, November 13). The rise and nature of alternative work arrangements in the United States, 1995–2015. *ILR Review, 72(*2), 382–416. Retrieved from https://scholar.harvard.edu/lkatz/publications/rise-and-nature-alternative-work-arrangements-united-states-1995-2015

Manyika, J., Lund, S., Bughin, J., Robinson, K., Mischke, J., & Mahajan, D. (2016, October). *Independent work: Choice, necessity, and the gig economy.* McKinsey Global Institute. Retrieved from http://www.mckinsey.com/global-themes/employment-and-growth/independent-work-choice-necessity-and-the-gig-economy

Torpey, E., & Hogan, A. (2016, May). Working in a gig economy. *Career Outlook.* Bureau of Labor Statistics, U.S. Department of Labor. Retrieved from https://www.bls.gov/careeroutlook/2016/article/what-is-the-gig-economy.htm?view_full

Tran, M., & Sokas, R. (2017, April). The gig economy and contingent work: An occupational health assessment. *Journal of Occupation and Environmental Medicine, 59*(4), e63–e66. Retrieved from https://journals.lww.com/joem/FullText/2017/04000/The_Gig_Economy_and_Contingent_Work__An.20.aspx

U.S. Government Accountability Office. (2015, April 20). *Contingent workforce: Size, characteristics, earnings, and benefits.* Retrieved from http://www.gao.gov/assets/670/669766.pdf

71 Manyika, J., Chui, M., Miremadi, M., Bughin, J., George, K., Wilimott, P., & Dewhurst, M. (2017). *A future that works: Automation, employment, and productivity*. McKinsey Global Institute. Retrieved from https://www.mckinsey.com/~/media/mckinsey/featured%20insights/Digital%20Disruption/Harnessing%20automation%20for%20a%20future%20that%20works/MGI-A-future-that-works-Executive-summary.ashx

72 Organisation for Economic Co-operation and Development. (2016, December). *Skills for a digital world. Policy brief on the future of work.* Retrieved from https://www.oecd.org/els/emp/Skills-for-a-Digital-World.pdf

World Economic Forum. (2017). *Technology and innovation for the future of production: Accelerating value creation* [white paper]. Retrieved from http://www3.weforum.org/docs/WEF_White_Paper_Technology_Innovation_Future_of_Production_2017.pdf

73 Bond, J. (2017, January). AGVs roll into a new role. *Modern Materials Handling.* Retrieved from https://www.mmh.com/article/agvs_roll_into_a_new_role/agvs

McKinsey Global Institute. (2017). *A future that works: Automation, employment and productivity.* Retrieved from https://www.mckinsey.com/~/media/McKinsey/Global%20Themes/Digital%20Disruption/Harnessing%20automation%20for%20a%20future%20that%20works/MGI-A-future-that-works_Full-report.ashx

74 Illinois Department of Employment Security. (n.d.). Employment projections. Retrieved from https://www2.illinois.gov/ides/lmi/Pages/Employment_Projections.aspx

Bureau of Labor Statistics. (n.d.). Occupational outlook handbook. U.S. Department of Labor. Retrieved from https://www.bls.gov/ooh/a-z-index.htm

Bureau of Labor Statistics. (2018). Occupational employment statistics: May 2018 state occupational employment and wage estimates–Illinois. U.S. Department of Labor. Retrieved from https://www.bls.gov/oes/current/oes_il.htm

Muro, M., Maxim, R., Whiton, J., & Hathaway, I. (2019). *Automation and artificial intelligence: How machines are affecting people and places.* Metropolitan Policy Program at Brookings. Retrieved from https://www.brookings.edu/wp-content/uploads/2019/01/2019.01_BrookingsMetro_Automation-AI_Report_Muro-Maxim-Whiton-FINAL-version.pdf

Vinsel, L., & Russell, A. (2016). Hail the maintainers: Capitalism excels at innovation but is failing at maintenance, and for most lives it is maintenance that matters more. *Aeon.* Retrieved from https://aeon.co/essays/innovation-is-overvalued-maintenance-often-matters-more

75 Bureau of Labor Statistics. (2019). *College enrollment and work activity of high school graduates news release* [Press release]. U.S. Department of Labor. Retrieved from https://www.bls.gov/news.release/hsgec.htm

National Center for Education Statistics. (2018). Table 503.20. Percentage of college students 16 to 24 years old who were employed, selected years, October 1970 through 2017. In *Digest of Education Statistics.* Retrieved from https://nces.ed.gov/programs/digest/d18/tables/dt18_503.20.asp

National Center for Education Statistics. (2018). Table 503.10. Percentage of high school students age 16 and over who were employed, selected years, 1970 through 2017. In *Digest of Education Statistics.* Retrieved from https://nces.ed.gov/programs/digest/d18/tables/dt18_503.10.asp

National Center for Education Statistics. (2018). Table 303.10. Total fall enrollment in degree-granting postsecondary institutions, selected years, 1947 through 2028. In *Digest of Education Statistics.* Retrieved from https://nces.ed.gov/programs/digest/d18/tables/dt18_303.10.asp

76 Goldrick-Rab, S., Baker-Smith, C., Coca, V., Looker, E., & Williams, T. (2019). *College and university basic needs insecurity: A national #RealCollege survey report.* Retrieved from https://hope4college.com/wp-content/uploads/2019/04/HOPE_realcollege_National_report_digital.pdf

77 Project on Student Debt. (2018). *Student debt and the class of 2018.* The Institute for College Access and Success. Retrieved from https://ticas.org/wp-content/uploads/2019/09/classof2018.pdf

U.S. Department of Education. (2018). *Distribution of Federal Pell Grant program funds by institution.* Retrieved from https://www2.ed.gov/finaid/prof/resources/data/pell-institution.html

U.S. Department of Education. (2017). *FY 2015 cohort default rates by state/territory.* Retrieved from http://www2.ed.gov/offices/OSFAP/defaultmanagement/staterates.pdf

78 Rosa, K. (Ed.). (2015, April). *The state of America's libraries 2015 (American Libraries Digital Supplement).* American Library Association. Retrieved from: http://www.ala.org/news/sites/ala.org.news/files/content/0415_StateAmLib_0.pdf

79 McCarthy, J. (2020, January 24). In U.S., library visits outpaced trips to movies in 2019. *Gallup.* Retrieved from https://news.gallup.com/poll/284009/library-visits-outpaced-trips-movies-2019.aspx

80 The Institute of Museum and Library Services. (2019). *Public libraries survey.* Retrieved from https://www.imls.gov/research-evaluation/data-collection/public-libraries-survey

81Krause, E. & Reeves, R. V. (2017, September 18). *Hurricanes hit the poor the hardest.* Brookings Institution. Retrieved from https://www.brookings.edu/blog/social-mobility-memos/2017/09/18/hurricanes-hit-the-poor-the-hardest/

NASA. (2018). Scientific consensus: Earth's climate is warming. Retrieved from https://climate.nasa.gov/scientific-consensus/

82 Oxfam America. (2009). *Exposed: Social vulnerability and climate change in the U.S. Southeast.* Retrieved from https://www.oxfamamerica.org/explore/research-publications/exposed-social-vulnerability-and-climate-change-in-the-us-southeast/

83 Choi, L. (2009). Financial stress and its physical effects on individuals and communities. *Community Development Investment Review, 5(*3). Retrieved from http://www.frbsf.org/community-development/files/choi.pdf

Hill, C. B. (2015, June 10). *Income inequality and higher education.* American Council on Education. Retrieved from https://www.acenet.edu/the-presidency/columns-and-features/Pages/Income-Inequality-and-Higher-Education.aspx

Lynch, J., Smith, G. D., Harper, S., & Hillemeier, M. (2004). Is income inequality a determinant of population health? Part 2. U.S. national and regional trends in income inequality and age- and cause-specific mortality. *Milbank Quarterly, 82*(2), 355–400. Retrieved from https://www.ncbi.nlm.nih.gov/pubmed/15225332

National Conference of State Legislatures. (2018, July 17). Barriers to work: Low-income, unemployed and dislocated workers. Retrieved from https://www.ncsl.org/research/labor-and-employment/barriers-to-work-low-income-unemployed-and-dislocated-workers.aspx

Sum, A., Khatiwada, I., & Palma, S. (2010, February). *Labor underutilization problems of U.S. Workers across household income groups at the end of the Great Recession.* Center for Labor Market Studies, Northeastern University. Retrieved from http://www.uvm.edu/~fmagdoff/employment%20Jan.12.11/Labor%20utilization%20studies.pdf

U.S. Department of Education. (2015). *A matter of equity: Preschool in America.* Retrieved from https://www2.ed.gov/documents/early-learning/matter-equity-preschool-america.pdf

84 American Community Survey. (2018). *Table S2801: Types of computers and internet subscriptions.* Retrieved from U.S. Census Bureau: https://data.census.gov/cedsci/

Anderson, M. (2017, March 22). *Digital divide persists even as lower-income Americans make gains in tech adoption.* Pew Research Center. Retrieved from https://www.pewresearch.org/fact-tank/2017/03/22/digital-divide-persists-even-as-lower-income-americans-make-gains-in-tech-adoption/

85 American Community Survey. (2018). *Table S2801: Types of computers and internet subscriptions.* Retrieved from U.S. Census Bureau: https://data.census.gov/cedsci/

Perrin, A. (2017, June 28).*10 facts about smartphones as the iPhone turns 10.* Pew Research Center. https://www.pewresearch.org/fact-tank/2017/06/28/10-facts-about-smartphones/

Perrin, A. (2017, May 19). *Digital gap between rural and nonrural America persists.* Pew Research Center. Retrieved from https://www.pewresearch.org/fact-tank/2017/05/19/digital-gap-between-rural-and-nonrural-america-persists/

Smith Richards, J., Cohen, J. S., & Coryne, H. (2020, March 27). Not all schools can #keeplearning. ProPublica Illinois. Retrieved from https://www.propublica.org/article/illinois-schools-online-tools-coronavirus-digital-divide

Ryan, C. (2018, August). *Computer and internet use in the United States: 2016.* American Community Survey Reports. Retrieved from https://www.census.gov/content/dam/Census/library/publications/2018/acs/ACS-39.pdf

86 Data calculated by applying the ALICE Threshold income levels to internet data from the American Community Survey. (2018). *5-year estimates* [Table S2801: Types of computers and internet subscriptions]. U.S. Census Bureau. Retrieved from https://data.census.gov/cedsci/

87 Becker, S., Crandall, M. D., Fisher, K. E., Kinney, B., Landry, C., & Rocha, A. (2010). *Opportunity for all: How the American public benefits from internet access at U.S. libraries.* Institute of Museum and Library Services. Retrieved from https://staging.community-wealth.org/sites/clone.community-wealth.org/files/downloads/report-becker-et-al.pdf

Horrigan, J. (2018, September 24). *Home internet access for low-income household helps people manage time, money, and family schedules.* Technology Policy Institute. Retrieved from https://techpolicyinstitute.org/2018/09/24/home-internet-access-for-low-income-household-helps-people-manage-time-money-and-family-schedules/

Horrigan, J. B. (2016, September 9). *Library usage and engagement. In Libraries 2016.* Pew Research Center. Retrieved from https://www.pewinternet.org/2016/09/09/library-usage-and-engagement/

Smith, A. (2015, April 1). Usage and attitudes toward smartphones. In *U.S. Smartphone Use in 2015.* Pew Research Center. Retrieved from https://www.pewinternet.org/2015/04/01/chapter-two-usage-and-attitudes-toward-smartphones/#job%20seeking

88 *Note: The number of deaths differ slightly from those reported by the Illinois Department of Public Health for the same years (2014: 1,700; 2018: 2,525), see*: Illinois Department of Public Health. (2019, February 6). Drug overdose deaths by sex, age group, race/ethnicity and country, Illinois residents, 2013-2018. Retrieved from http://www.dph.illinois.gov/sites/default/files/Drug%20Overdose%20Deaths%20-%20February%202019_0.pdf

89 Centers for Disease Control and Prevention. (2020, April 29). Drug overdose mortality by state. Retrieved from https://www.cdc.gov/nchs/pressroom/sosmap/drug_poisoning_mortality/drug_poisoning.htm

Centers for Disease Control and Prevention. (2018, April 11). Stats of the state of Illinois. National Center for Health Statistics. Retrieved from https://www.cdc.gov/nchs/pressroom/states/illinois/illinois.htm

Illinois Department of Public Health. (2019, February 6). Drug overdose deaths by sex, age group, race/ethnicity and country, Illinois residents, 2013-2018. Retrieved from http://www.dph.illinois.gov/sites/default/files/Drug%20Overdose%20Deaths%20-%20February%202019_0.pdf

Illinois Department of Public Health. (n.d.). Opioid data dashboard. Retrieved from https://idph.illinois.gov/OpioidDataDashboard/

Hedegaard, H., Miniño, A. M., Warner, M. (2020, January). Drug overdose deaths in the United States, 1999–2018. In *NCHS Data Brief No. 356*. Centers for Disease Control and Prevention. Retrieved from https://www.cdc.gov/nchs/products/databriefs/db356.htm

National Institute on Drug Abuse. (2020, April). Illinois: Opioid-involved deaths and related harms. Retrieved from https://www.drugabuse.gov/drugs-abuse/opioids/opioid-summaries-by-state/illinois-opioid-summary

90 Dasgupta, N., Beletsky, L., & Ciccarone, D. (2018, February). Opioid crisis: No easy fix to its social and economic determinants. *AJPH Perspectives, 108*(2), 182–186. Retrieved from https://ajph.aphapublications.org/doi/pdf/10.2105/AJPH.2017.304187

Ghertner, R., & Groves, L. (2018, September). *The opioid crisis and economic opportunity: Geographic trends and economic opportunity.* U.S. Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation. Retrieved from https://aspe.hhs.gov/system/files/pdf/259261/ASPEEconomicOpportunityOpioidCrisis.pdf

Oquendo, M. A., & Volkow, N. D. (2018, April 26). Suicide: A silent contributor to opioid-overdose deaths. *New England Journal of Medicine, 378,* 1567–1569. Retrieved from https://www.nejm.org/doi/full/10.1056/NEJMp1801417

Rossen, L. M., Bastian, B., Warner, M., Khan, D., & Chong, Y. (2019). *Drug poisoning mortality: United States, 1999–2017.* National Center for Health Statistics. Retrieved from https://www.cdc.gov/nchs/data-visualization/drug-poisoning-mortality/index.htm

Ruhm, C. J. (2018, January). *Deaths of despair or drug problems?* National Bureau of Economic Research. Retrieved from https://www.nber.org/papers/w24188.pdf

91 Centers for Disease Control and Prevention. (2019). Multiple cause of death, 1999–2017. National Center for Health Statistics. Retrieved form https://wonder.cdc.gov/

92 Buitrago, K., Escobar-Schulz, S. (2020, June 29). *Never fully free: The scale and impact of permanent punishments on people with criminal records in Illinois.* Social Impact Research Center. Retrieved from https://socialimpactresearchcenter.issuelab.org/resource/never-fully-free-the-scale-and-impact-of-permanent-punishments-on-people-with-criminal-records-in-illinois.html

93 Daley, D. C., Smith, E., Balogh, D., & Toscaloni, J. (2018). Forgotten but not gone: The impact of the opioid epidemic and other substance use disorders on families and children. *Commonwealth, A Journal of Pennsylvania Politics and Policy, 20,* (2–3). Retrieved from https://tupjournals.temple.edu/index.php/commonwealth/article/view/189

Juergens, J. (2020). *Cost of drug and alcohol rehab.* Addiction Center. Retrieved from *https://www.addictioncenter.com/rehab-questions/cost-of-drug-and-alcohol-treatment/*

National Institute on Drug Abuse. (2018). *Medications to treat opioid use disorder: How much does opioid treatment cost?* Retrieved from https://www.drugabuse.gov/publications/research-reports/medications-to-treat-opioid-addiction/how-much-does-opioid-treatment-cost

Scholl, L., Seth, P., Kariisa, M., Wilson, N., & Baldwin, G. (2019). Drug and opioid-involved overdose deaths — United States, 2013–2017. *Morbidity and Mortality Weekly Report, 67,* 1419–1427. Retrieved from https://www.cdc.gov/mmwr/volumes/67/wr/mm675152e1.htm

94 amfAR. (n.d.). Opioid & health indicators database: Illinois opioid epidemic. Retrieved from https://opioid.amfar.org/IL

Florence, C. S., Zhou, C., Luo, F., & Xu, L. (2016, October). The economic burden of prescription opioid overdose, abuse, and dependence in the United States, 2013. *Medical Care, 54*(10), 901–906. Retrieved from https://www.ncbi.nlm.nih.gov/pubmed/27623005

Kneebone, E., & Allard, S. W. (2017, September 25). *A nation in overdose peril: Pinpointing the most impacted communities and the local gaps in care.* Brookings Institution. Retrieved from https://www.brookings.edu/research/pinpointing-opioid-in-most-impacted-communities/

Krueger, A. B. (2017). Where have all the workers gone? An inquiry into the decline of the U.S. labor force participation rate (BPEA Conference Drafts, September 7–8, 2017). *Brookings Papers on Economic Activity.* Retrieved from https://www.brookings.edu/wp-content/uploads/2017/09/1_krueger.pdf

95 Congressional Budget Office. (2019, July 8). *The effects on employment and family income of increasing the federal minimum wage.* Retrieved from https://www.cbo.gov/publication/55410

Cooper, D., & Hall, D. (2013, March 13). *Raising the federal minimum wage to $10.10 would give working families, and the overall economy, a much-needed boost.* Economic Policy Institute. Retrieved from https://www.epi.org/publication/bp357-federal-minimum-wage-increase/

From poverty to opportunity: How a fair minimum wage will help working families succeed. Hearings before the U.S. Senate Committee on Health, Education, Labor, and Pensions. (Testimony of Heather Boushey, *Understanding how raising the federal minimum wage affects income inequality and economic growth*). Retrieved from https://www.help.senate.gov/imo/media/doc/Boushey3.pdf

Zandi, M. (2011, April 14). At last, the U.S. begins a serious fiscal debate. *Moody's Analytics.* Retrieved from https://www.economy.com/dismal/analysis/free/198972

96 *Note: While there are increased costs to employers for paying higher wages — which may be passed on to consumers — these impacts primarily occur when wages are increased for jobs with wages well above the Household Survival Budget (See Congressional Budget Office, 2019).*

Blinder, A., & Zandi, M. (2010, July 27). *How the Great Recession was brought to an end.* Retrieved from https://www.economy.com/mark-zandi/documents/End-of-Great-Recession.pdf

Congressional Budget Office. (2019, July 8). *The effects on employment and family income of increasing the federal minimum wage.* Retrieved from https://www.cbo.gov/publication/55410

Cooper, D., & Hall, D. (2013, March 13). *Raising the federal minimum wage to $10.10 would give working families, and the overall economy, a much-needed boost.* Economic Policy Institute. Retrieved from https://www.epi.org/publication/bp357-federal-minimum-wage-increase/

Cooper, D., & Hall, D. (2012, August 14). *How raising the federal minimum wage would help working families and give the economy a boost.* Economic Policy Institute. Retrieved from https://www.epi.org/publication/ib341-raising-federal-minimum-wage/

Zandi, M. (2011, April 14). At last, the U.S. begins a serious fiscal debate. *Moody's Analytics.* Retrieved from https://www.economy.com/dismal/analysis/free/198972

Zandi, M. (2010, December 8). U.S. macro outlook: Compromise boosts stimulus. *Moody's Analytics.* Retrieved from https://economy.com/dismal/analysis/free/195470

97 *Note: The tax calculations include only state taxes, not federal or local. The Congressional Budget Office estimates the impact of tax cuts targeted at lower- and middle-income people and achieved without borrowing as high as 1.5; Zandi estimates the multiplier for increased infrastructure spending at 1.44. This calculation uses the conservative estimate of 1.44.*

Bolstering the economy: Helping American families by reauthorizing the Payroll Tax Cut and UI Benefits. Hearings before the U.S. Congress Joint Economic Committee (2012) (Testimony of Mark M. Zandi). Retrieved from https://www.economy.com/mark-zandi/documents/2012-02-07-JEC-Payroll-Tax.pdf

Congressional Budget Office. (2014, November). *How CBO analyzes the effects of changes in federal fiscal policies on the economy.* Retrieved from https://www.cbo.gov/sites/default/files/113th-congress-2013-2014/reports/49494-FiscalPolicies.pdf

Duper, B., Karabarbounis, M., Kudlyak, M., & Saif Mehkari, M. (2019). *Regional consumption responses and the aggregate fiscal multiplier.* Federal Reserve Bank of San Francisco. Retrieved from https://www.frbsf.org/economic-research/files/wp2018-04.pdf

98 American Community Survey. (2018). *1-year estimates.* U.S. Census Bureau. Retrieved from https://data.census.gov/cedsci/

National Association of State Budget Officers. (2019). *State expenditure report: Fiscal years 2017–2019.* Retrieved from http://www.nasbo.org/mainsite/reports-data/state-expenditure-report

Office of Management and Budget. (2017). *Analytical perspectives: Budget of the U.S. government: Fiscal year 2018.* Retrieved from https://www.gpo.gov/fdsys/pkg/BUDGET-2018-PER/pdf/BUDGET-2018-PER.pdf

Scarboro, M. (2018). *State individual income tax rates and brackets for 2018.* Tax Foundation. Retrieved from https://taxfoundation.org/state-individual-income-tax-rates-brackets-2018/

U.S. Department of Agriculture. (n.d.). SNAP data tables [*State level participation and benefits*]. Retrieved from http://www.fns.usda.gov/pd/supplemental-nutrition-assistance-program-snap

U.S. Office of Management and Budget. (2019). Aid to state & local governments. In *Fiscal Year 2018 Analytical Perspectives Budget of the U.S. Government.* Retrieved from https://www.gpo.gov/fdsys/browse/collectionGPO.action?collectionCode=BUDGET

Walczak, J. (2019, July 30). *Local income taxes in 2019.* Tax Foundation. Retrieved from https://taxfoundation.org/local-income-taxes-2019/

Walczak, J., & Drenkard, S. (2018). *State and local sales tax rates 2018.* Tax Foundation. Retrieved from https://taxfoundation.org/state-and-local-sales-tax-rates-2018/

99 *Note: The National Academies of Sciences, Engineering, and Medicine analyzes the cost of childhood poverty and estimates that reversing it would add 5.4% to the state GDP. To be conservative, this analysis uses Holzer's estimate that childhood poverty costs 2.5% of GDP in related health and criminal justice expenses.*

Holzer, H. J., Schanzenbach, D. W., Duncan, J. D., & Ludwig, J. (2007, January 24). *The economic costs of poverty in the United States: Subsequent effects of children growing up poor.* Center for American Progress. Retrieved from https://cdn.americanprogress.org/wp-content/uploads/issues/2007/01/pdf/poverty_report.pdf

McLaughlin, M., & Rank, M. R. (2018). Estimating the economic cost of childhood poverty in the United States. *Social Work Research, 42*(2), 73–83. Retrieved from doi:10.1093/swr/svy007

National Academies of Sciences, Engineering, and Medicine. (2019). Consequences of child poverty. In G. Duncan & S. Le Menestrel (Eds.), *A Roadmap to Reducing Child Poverty* (pp. 67–96). Washington, DC: The National Academies Press. Retrieved from https://www.nap.edu/read/25246/chapter/5#89

Federal Reserve Bank of St. Louis. (n.d.). Total gross domestic product for Illinois. Retrieved from https://research.stlouisfed.org/fred2/series/ILNGSP

100 Carroll, S. J., & Erkut, E. (2009). *The benefits to taxpayers from increases in students' educational attainment.* RAND Corporation. Retrieved from https://www.rand.org/content/dam/rand/pubs/monographs/2009/RAND_MG686.pdf

Coleman-Jensen, A., Rabbitt, M. P., Gregory, C. A., & Singh, A. (2019). *Household food security in the United States in 2018.* U.S. Department of Agriculture. Retrieved from https://www.ers.usda.gov/webdocs/publications/94849/err-270.pdf?v=963.1

Furman, J., & Ruffini, K. (2015, May 11). *Six examples of the long-term benefits of anti-poverty programs.* The White House, President Barack Obama Archives. Retrieved from https://obamawhitehouse.archives.gov/blog/2015/05/11/six-examples-long-term-benefits-anti-poverty-programs

Office of Disease Prevention and Health Promotion. (2020). *Social determinants of health.* Healthy People 2020. Retrieved from https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-of-health

Virginia Commonwealth University, Center on Society and Health. (2015, February 13). Education: *It matters more to health than ever before.* Retrieved from https://societyhealth.vcu.edu/work/the-projects/education-it-matters-more-to-health-than-ever-before.html

Woolf, A., Aron, L., Dubay, L., Simon, S. M., Zimmerman, E., & Luk, K. X. (2015, April). *How are income and wealth linked to health and longevity?* Urban Institute and Center of Society and Health at Virginia Commonwealth University. Retrieved from https://www.urban.org/sites/default/files/publication/49116/2000178-How-are-Income-and-Wealth-Linked-to-Health-and-Longevity.pdf

101 Internal Revenue Service. (n.d.). *1040 and 1040-SR: Instructions.* Retrieved from https://www.irs.gov/pub/irs-pdf/i1040gi.pdf

Internal Revenue Service. (n.d.). Statistics for 2018 tax returns with EITC. Retrieved from https://www.eitc.irs.gov/eitc-central/statistics-for-tax-returns-with-eitc/statistics-for-2018-tax-returns-with-eitc

Internal Revenue Service. (2020, January 3). Topic no. 751 Social Security and Medicare withholding rates. Retrieved from https://www.irs.gov/taxtopics/tc751

McKeever, B. S. (2018, December 13). *The nonprofit sector in brief 2018.* Urban Institute, National Center for Charitable Statistics. Retrieved from https://nccs.urban.org/publication/nonprofit-sector-brief-2018#finances

National Association of State Budget Officers. (2019). *State expenditure report: Fiscal years 2017–2019.* Retrieved from http://www.nasbo.org/mainsite/reports-data/state-expenditure-report

Office of Management and Budget. (2017). *Analytical perspectives: Budget of the U.S. government: Fiscal year 2018.* Retrieved from https://www.gpo.gov/fdsys/pkg/BUDGET-2018-PER/pdf/BUDGET-2018-PER.pdf

Scarboro, M. (2018, March). *State individual income tax rates and brackets for 2018.* Tax Foundation. Retrieved from https://files.taxfoundation.org/20180315173118/Tax-Foundation-FF576-1.pdf

U.S. Department of Agriculture. (n.d.). SNAP data tables [*State level participation and benefits*]. Food and Nutrition Service. Retrieved from http://www.fns.usda.gov/pd/supplemental-nutrition-assistance-program-snap

Urban Institute. (2012). NCCS Data Web Report Builder, Statistics of Income 990EZc3 Report and 990C3 Report. Data procured from National Center for Charitable Statistics.

Walczak, J. (2019, July). *Local income taxes in 2019.* Tax Foundation. Retrieved from https://files.taxfoundation.org/20190730170302/Local-Income-Taxes-in-20191.pdf

102 Chapman, J. & Thompson, J. (2006). *The economic impact of local living wages.* Economic Policy Institute. Retrieved from https://www.epi.org/publication/bp170/

Reeves, R. V. (2015). *Two anti-poverty strategies.* Brookings Institution. Retrieved from https://www.brookings.edu/opinions/two-anti-poverty-strategies/

103 Kahneman, D., & Deaton, A. (2010, September 21). High income improves evaluation of life but not emotional well-being. *Proceedings of the National Academy of Sciences of America, 107*(38), 16489–16493. Retrieved from https://doi.org/10.1073/pnas.1011492107

Jebb, A.T., Tay, L., Diener, E., & Shigehiro, O. (2018). Happiness, income satiation and turning points around the world. *Nature Human Behavior, 2,* 33–38. Retrieved from https://www.nature.com/articles/s41562-017-0277-0

American Psychological Association. (2017). *Stress and health disparities: Contexts, mechanisms, and interventions among racial/ethnic minority and low-socioeconomic status populations.* APA Working Group on Stress and Health Disparities. Retrieved from https://www.apa.org/pi/health-disparities/resources/stress-report.pdf

104 Beard, M. P. (2010). *In-depth: Reaching the unbanked and underbanked.* Federal Reserve Bank of St. Louis. Retrieved from https://www.stlouisfed.org/publications/central-banker/winter-2010/reaching-the-unbanked-and-underbanked

Hahn, R. A., Barnett W. S., Knopf J. A., Truman B. I., Johnson R. L., Fielding J. E., et al. (2016). Early childhood education to promote health equity: A community guide systematic review. *Journal of Public Health Management Practice, 22*(5), E1–8. Retrieved from https://www.ncbi.nlm.nih.gov/pubmed/26672406

McKernan, S.-M., Ratcliffe, C., & Shanks, T. W. (2011). *Is poverty incompatible with asset accumulation?* Urban Institute. Retrieved from https://www.urban.org/research/publication/poverty-incompatible-asset-accumulation

105 Amadeo, K. (2019, July). Consumer spending and its impact on the economy. *The Balance.* Retrieved from https://www.thebalance.com/consumer-spending-definition-and-determinants-3305917

Chapman, J., & Thompson, J. (2006). *The economic impact of local living wages. Economic Policy Institute.* Retrieved from https://www.epi.org/publication/bp170/

Office of Policy Development and Research. (2016, Summer). *Neighborhoods and violent crime. Evidence matters: Transforming knowledge into housing and community development policy.* U.S. Department of Housing and Urban Development. Retrieved from https://www.huduser.gov/portal/periodicals/em/summer16/highlight2.html

McKenzie, T. L., Moody, J. S., Carlson, J. A., Lopez, N. V., Elder, J. P. (2014). Neighborhood income matters: Disparities in community recreation facilities, amenities, and programs. *Journal of Park and Recreation Administration, 31*(4), 12–22. Retrieved from https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4082954/

FIGURE 12: SOURCES

HOUSING

Chetty, R., Hendren, N., & Katz, L. F. (2016, April). The effects of exposure to better neighborhoods on children: New evidence from the Moving to Opportunity Experiment. *American Economic Review, 106(*4), 855–902. Retrieved from https://www.aeaweb.org/articles?id=10.1257/aer.20150572

Cunningham, M. K. (2016, June 26). *Reduce poverty by improving housing stability.* Urban Institute. Retrieved from https://www.urban.org/urban-wire/reduce-poverty-improving-housing-stability

Enterprise Community Partners, Inc. (2014). *Impact of affordable housing on families and communities: A review of the evidence base.* Retrieved from https://homeforallsmc.org/wp-content/uploads/2017/05/Impact-of-Affordable-Housing-on-Families-and-Communities.pdf

Goodman, L. (2018, February 21). *Homeownership is still financially better than renting.* Urban Institute. Retrieved from https://www.urban.org/urban-wire/homeownership-still-financially-better-renting

Joint Center for Housing Studies. (2020). The state of the nation's housing 2019. Harvard University. Retrieved from https://www.jchs.harvard.edu/sites/default/files/Harvard_JCHS_State_of_the_Nations_Housing_2019.pdf

Litman, T. (2015, March). *Analysis of public policies that unintentionally encourage and subsidize sprawl.* The New Climate Economy and the Victoria Transport Policy Institute. Retrieved from https://newclimateeconomy.report/workingpapers/wp-content/uploads/sites/5/2016/04/public-policies-encourage-sprawl-nce-report.pdf

Maqbool, N., Viveiros, J., & Ault, M. (2015, April). *The impacts of affordable housing on health: A research summary.* Center for Housing Policy. Retrieved from https://www.rupco.org/wp-content/uploads/pdfs/The-Impacts-of-Affordable-Housing-on-Health-CenterforHousingPolicy-Maqbool.etal.pdf

National Alliance to End Homelessness. (2015, June 30). *Permanent supportive housing cost study map.* Retrieved from https://endhomelessness.org/resource/permanent-supportive-housing-cost-study-map/

Office of Development and Research. (2014). How housing mobility affects education outcomes for low-income children. *Evidence Matters.* U.S. Department of Housing and Urban Development. Retrieved from https://www.huduser.gov/portal/periodicals/em/fall14/highlight2.html

Rohe, W. M., & Lindblad, M. (2013, August). *Reexamining the social benefits of homeownership after the housing crisis.* Joint Center for Housing Studies, Harvard University. Retrieved from https://www.jchs.harvard.edu/sites/default/files/hbtl-04.pdf

Sullivan, J. (2015, April 21). *How commute issues can dramatically impact employee retention.* TLNT. Retrieved from https://www.tlnt.com/how-commute-issues-can-dramatically-impact-employee-retention/

Taylor, L. (2018, June 7). Housing and health: An overview of the literature. *Health Affairs Health Policy Brief.* Retrieved from https://www.healthaffairs.org/do/10.1377/hpb20180313.396577/full/

The Economist. (2018, June 7). *The stark relationship between income inequality and crime.* Retrieved from https://www.economist.com/graphic-detail/2018/06/07/the-stark-relationship-between-income-inequality-and-crime

Wright, B., Li, G., Weller, M., & Vartanian, K. (2016, February). *Housing and health: Exploring the intersection between housing and health care.* Enterprise Community Partners and Center for Outcomes Research and Education. Retrieved from https://www.enterprisecommunity.org/download?fid=5703&nid=4247

United States Interagency Council on Homelessness. (2017). *Ending chronic homelessness in 2017.* Retrieved from https://www.usich.gov/resources/uploads/asset_library/Ending_Chronic_Homelessness_in_2017.pdf

CHILD CARE

Alliance for Excellent Education. (2019). *The graduation effect.* Retrieved from http://impact.all4ed.org/

American Psychological Association. (2019). *Education and socioeconomic status.* Retrieved from https://www.apa.org/pi/ses/resources/publications/education

Auguste, B.G., Hancock, B., & Laboissiere, M. (2009). *The economic cost of the U.S. education gap.* McKinsey & Company. Retrieved from https://www.mckinsey.com/industries/social-sector/our-insights/the-economic-cost-of-the-us-education-gap

Child Care Aware of America. (2019). *The US and the high cost of child care: An examination of a broken system.* Retrieved from https://usa.childcareaware.org/advocacy-public-policy/resources/research/costofcare/

Garcia, E. & Weiss, E. (2017, September 27). *Education inequalities at the school starting gate.* Economic Policy Institute. Retrieved from https://www.epi.org/publication/education-inequalities-at-the-school-starting-gate/

Garcia, J. L., Heckman, J. J., Leaf, D. E., & Prados, M. J. (2016, December). *The life-cycle benefits of an influential early childhood program.* National Bureau of Economic Research. Retrieved from https://www.nber.org/papers/w22993

Virginia Commonwealth University, Center on Society and Health. (2015, February 13). *Why education matters to health: Exploring the causes.* Retrieved from https://www.aecf.org/resources/overstressed-kids/

FOOD

Berkowitz, S. A., Basu, S., Meigs, J. B., & Selgman, H. K. (2018). Food insecurity and health care expenditures in the United States, 2011–2013. *Health Services Research, 53*(3), 1600–1602. Retrieved from https://onlinelibrary.wiley.com/doi/full/10.1111/1475-6773.12730

Bhargava, V., & Lee, J. S. (2016). Food insecurity and health care utilization among older adults in the United States. *Journal of Nutrition in Gerontology and Geriatrics, 35*(3), 177–192. Retrieved from https://www.ncbi.nlm.nih.gov/pubmed/27559853

Feeding America & Oxfam America. (2014). *From paycheck to pantry: Hunger in working America.* Retrieved from https://www.feedingamerica.org/sites/default/files/research/hunger-in-working-america/from-paycheck-to-pantry.pdf

Food Research and Action Center. (2017). *The impact of poverty, food insecurity, and poor nutrition on health and well-being.* Retrieved from http://frac.org/wp-content/uploads/hunger-health-impact-poverty-food-insecurity-health-well-being.pdf

French, S.A., Tangney, C.C., Crane, M.M. et al. (2019). Nutrition quality of food purchases varies by household income: The SHoPPER study. *BMC Public Health, 19*(231). https://doi.org/10.1186/s12889-019-6546-2

Johnson, A. D., & Markowitz, A. J. (2017, March 21). Association between household food insecurity in early childhood and children's kindergarten skills. *Child Development, 89*(2). Retrieved from https://doi.org/10.1111/cdev.12764

Loopstra, R., & Lalor, D. (2017). *Financial insecurity, food insecurity, and disability: The profile of people receiving emergency food assistance from The Trussell Trust Foodbank Network in Britain.* The Trussell Trust. Retrieved from https://www.trusselltrust.org/wp-content/uploads/sites/2/2017/06/UO_exec_summary_final_02_04_online.pdf

McLaughlin, K. A. Green, J. G, Alegria, M., & Costello, E. J. (2012, December). Food insecurity and mental disorders in a national sample of U.S. adolescents. *Journal of the American Academy of Child and Adolescent Psychiatry, 51*(12), 1293–1303. Retrieved from https://www.sciencedirect.com/science/article/abs/pii/S0890856712007265

RTI International. (2014). *Current and prospective scope of hunger and food security in America.* Retrieved from http://www.rti.org/sites/default/files/resources/full_hunger_report_final_07-24-14.pdf

TRANSPORTATION

Beiler, M. O., & Mohammed, M. (2016). Exploring transportation equity: Development and application of a transportation justice framework. *Transportation research part D: transport and environment, 47*, 285–298. Retrieved from https://doi.org/10.1016/j.trd.2016.06.007

Dawkins, C., Jeon, J. S., & Pendall, R. (2015). Transportation access, rental vouchers, and neighborhood satisfaction: Evidence from the moving to opportunity experiment. *Housing Policy Debate, 25*(3), 497–530. Retrieved from https://doi.org/10.1080/10511482.2014.986662

Institute for Transportation and Development Policy. (2019, May 23). The high cost of transportation in the United States. *Transportation Matters.* Retrieved from https://www.itdp.org/2019/05/23/high-cost-transportation-united-states/

Martens, K. (2016). *Transport justice: Designing fair transportation systems.* New York: Routledge.

Robert Wood Johnson Foundation. (2012, October 25). *How does transportation impact health?* Retrieved from https://www.rwjf.org/en/library/research/2012/10/how-does-transportation-impact-health-.html

Sullivan, J. (2015, April 21). *How commute issues can dramatically impact employee retention.* TLNT. Retrieved from: https://www.tlnt.com/how-commute-issues-can-dramatically-impact-employee-retention/

Young, L., Irvin, E., & Shankar, P. (2019, September). *Equity and smart mobility.* Institute for Sustainable Communities and the Center for Neighborhood Technology. Retrieved from https://www.cnt.org/sites/default/files/publications/Equity-and-Smart-Mobility-Report.pdf

Zhao, F., & Gustafson, T. (2013, February). Transportation needs of disadvantaged populations: *Where, when, and how? FTA Report No. 0030.* Federal Transit Administration. Retrieved from https://www.transit.dot.gov/sites/fta.dot.gov/files/FTA_Report_No._0030.pdf

HEALTH CARE

Centers for Disease Control and Prevention. (2016). *Emergency department visits.* Retrieved from https://www.cdc.gov/nchs/fastats/emergency-department.htm

Claxton, G., Sawyer, B., & Cox, C. (2019, April 14). How affordability of health care varies by income among people with employer coverage. *Access & Affordability, Peterson-KFF Health System Tracker.* Retrieved from https://www.healthsystemtracker.org/brief/how-affordability-of-health-care-varies-by-income-among-people-with-employer-coverage/

DeLia, D., & Lloyd, K. (2014, July). *Sources of variation in avoidable hospital use and cost across low-income communities in New Jersey.* Rutgers Center for State Health Policy. Retrieved from http://www.cshp.rutgers.edu/downloads/10470.pdf

Dickman, S. L., Himmelstein, D. U., & Woolhandler, S. (2017). Inequality and the health-care system in the USA. *The Lancet, 389*(10077), 1431–1441.

Golberstein E. (2015). The effects of income on mental health: evidence from the social security notch. *The Journal of Mental Health Policy and Economics, 18*(1), 27–37. Retrieved from https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4494112/

McMorrow, S., Kenney, G. M., & Goin, D. (2014). Determinants of receipt of recommended preventive services: implications for the Affordable Care Act. *American Journal of Public Health, 104*(12), 2392–2399. https://doi.org/10.2105/AJPH.2013.301569

Powell, A. (2016, February 22). The costs of inequality: Money = quality healthcare = longer life. *Harvard Gazette.* Retrieved from https://news.harvard.edu/gazette/story/2016/02/money-quality-health-care-longer-life/

Robert Wood Johnson Foundation. (2011, December 1). *Health care's blind side: The overlooked connection between social needs and good health: Summary of findings from a survey of America's physicians.* Retrieved from http://www.rwjf.org/files/research/RWJFPhysiciansSurveyExecutiveSummary.pdf

Witters, D., & Liu, D. (2013, May 7). In U.S., poor health tied to big losses for all job types. *Gallup.* Retrieved from http://www.gallup.com/poll/162344/poor-health-tied-big-losses-jobtypes.aspx

Woolf, S.H., Aron, L., Dubay, L., Simon, S.M., Zimmerman, E., & Luk. K.X. (2015, April). *How are income and wealth linked to health and longevity?* Urban Institute. Retrieved from https://www.urban.org/sites/default/files/publication/49116/2000178-How-are-Income-and-Wealth-Linked-to-Health-and-Longevity.pdf

TECHNOLOGY

Anderson, M., & Perrin, A. (2018, October 26). *Nearly one-in-five teens can't always finish their homework because of the digital divide.* Pew Research Center. Retrieved from https://www.pewresearch.org/fact-tank/2018/10/26/nearly-one-in-five-teens-cant-always-finish-their-homework-because-of-the-digital-divide/

Anderson, M. (2019, May 7). *Digital divide persists even as lower-income Americans make gains in tech adoption.* Pew Research Center. Retrieved from https://www.pewresearch.org/fact-tank/2017/03/22/digital-divide-persists-even-as-lower-income-americans-make-gains-in-tech-adoption/

Children's Hospital of Los Angeles. (2019). *mHealth.* Retrieved from https://www.himss.org/library/mhealth

Office of Policy Development and Research. (2016). *Community development and the digital divide.* U.S. Department of Housing and Urban Development. Retrieved from https://www.huduser.gov/portal/periodicals/em/fall16/highlight1.html

Pew Research Center. (2019, June 12). *Mobile fact sheet.* Retrieved from https://www.pewinternet.org/fact-sheet/mobile/

Rideout, V., & Katz, V. (2016, Winter). *Opportunity for all? Technology and learning in lower-income families. A report of the families and media project.* The Joan Ganz Cooney Center at Sesame Workshop. Retrieved from http://joanganzcooneycenter.org/wp-content/uploads/2016/01/jgcc_opportunityforall.pdf

Smith, A. (2013, April 25). *Civic engagement in the digital age.* Pew Research Center. Retrieved from https://www.pewinternet.org/2013/04/25/civic-engagement-in-the-digital-age/

Smith, A. (2015, April 1). Usage and attitudes toward smartphones. In *U.S. smartphone use in 2015.* Pew Research Center. Retrieved from https://www.pewinternet.org/2015/04/01/chapter-two-usage-and-attitudes-toward-smartphones/#job%20seeking

SAVINGS

Blank, R. M., & Barr, M. S. (Eds.). (2009). *Insufficient funds: Savings, assets, credit, and banking among low-income households.* New York: Russell Sage Foundation.

Collins, J. M., & Gjertson, L. (2013). Emergency savings for low-income consumers. *Focus, 30*(1), 12–17. Retrieved from https://www.irp.wisc.edu/publications/focus/pdfs/foc301c.pdf

Econsult Solutions, Inc. (ESI). (2018, January 18). *ESI examines the impact of insufficient retirement savings on Pennsylvania.* Pennsylvania Treasury. Retrieved from https://patreasury.gov/pdf/Impact-Insufficient-Retirement-Savings.pdf

Helm, S., Serido, J., Ahn, S.Y., Ligon, V., & Shim, S. (2019, November). Materialist values, financial and pro-environmental behaviors, and well-being. *Emerald Insight.* Retrieved from https://www.emerald.com/insight/content/doi/10.1108/YC-10-2018-0867/full/html

Krieger, J, Carter, G., Burr, M., & Collins, J.M. (2017, January). *The case for reducing poverty among seniors: Encouraging savings for retirement by people in Wisconsin: Projected reductions in Wisconsin state expenditures.* La Follette School of Public Affairs, the University of Wisconsin–Madison, and AARP. Retrieved from https://lafollette.wisc.edu/images/publications/otherpublications/AARP-The-Case-for-Reducing-Poverty-Among-Seniors.pdf

Levins, N. (2016, April). *Why cities should care about family financial security.* Urban Institute; Retrieved from https://www.urban.org/features/why-cities-should-care-about-family-financial-security

Mutchler, J., Li, Y., & Roldán, N.V. (2019). *Living below the line: Economic insecurity and older Americans, Insecurity in the States 2019.* Center for Social and Demographic Research on Aging at the University of Massachusetts Boston. Retrieved from https://scholarworks.umb.edu/demographyofaging/40/

Poterba, J. M., & Venti, S. F. (2001). Preretirement cashouts and foregone retirement saving: Implications for 401(k) asset accumulation. In D. A. Wise (Ed.), *Themes in the Economics of Aging* (pp. 23–58). Chicago: University of Chicago Press. Retrieved from https://www.nber.org/chapters/c10320

Rhee, N. & Boivie, I. (2015, March). *The continuing retirement savings crisis.* National Institute on Retirement Savings. Retrieved from https://www.nirsonline.org/wp-content/uploads/2017/07/final_rsc_2015.pdf

Wang, L., & Graddy, E. (2008). Social capital, volunteering, and charitable giving. *Voluntas: International Journal of Voluntary and Nonprofit Organizations, 19*(1), 23. Retrieved from https://www.researchgate.net/publication/226255124_Social_Capital_Volunteering_and_Charitable_Giving

ALICE is a registered trademark of the United Way of Northern New Jersey.

© Copyright 2009–2020 United Way of Northern New Jersey. All rights reserved.
No further use, copying, dissemination, distribution, or publication is permitted without the express written permission of United Way of Northern New Jersey.