

UPWARD MOBILITY TOOLS FOR WORKPLACES

Supporting ALICE Households
Where They Are





ASSET LIMITED

No safety net in times of crisis



INCOME CONSTRAINED

Income falls short of covering essentials



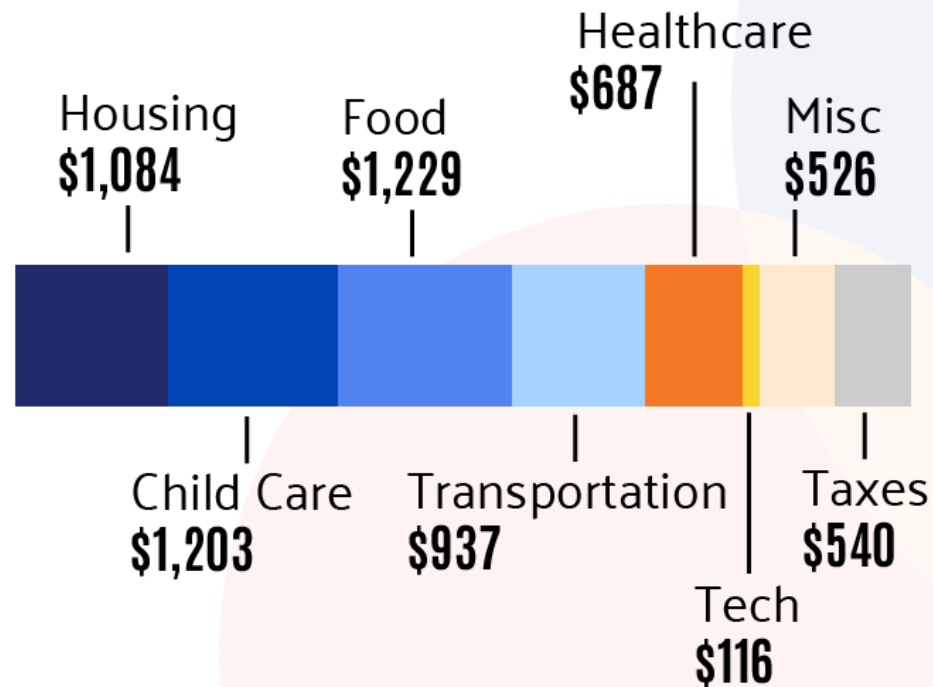
EMPLOYED

Working, yet not earning enough



HOW MUCH DOES IT COST TO SURVIVE?

Family of 4: 2 Adults and 2 Children in Childcare in Sedgwick County



Combined Hourly Wage

\$37.93

Monthly Household Total

\$6,322

Annual Household Total

\$75,864

SCARCITY DOESN'T STAY AT HOME

- Cognitive impacts of scarcity:
 - Executive functioning is reduced
 - Working memory is reduced
 - Fluid intelligence is reduced

Communities are
expansive.

**“We all
have a role
to play.”**

— The State of Alice in
Kansas 2025 Report

Fast Food & Counter Workers
Delivery Drivers/Sales Workers
Cashiers
Customer Service Representatives
Registered Nurses
Retail Salespersons
Stock Workers & Order Fillers
Administrative Assistants
Personal Care Aides
Janitors



ALICE IN KANSAS REPORT

- Scan the QR code or visit www.unitedforalice.org/introducing-ALICE/Kansas



**County
Reports**



THE STATE OF ALICE IN KANSAS

 [2025 REPORT](#)

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 [DATA SHEET](#)

Introducing ALICE

Key Findings

The Cost of Basics

Costs Over Time

Demographics

ALICE in the Labor Force

Trends in Hardship

County Reports

Introducing ALICE

In 2023, according to the Federal Poverty Level (FPL), 12% of Kansas households were financially insecure. Yet this measure failed to account for an additional 26% of households that were also experiencing financial hardship. These households are **ALICE: Asset Limited, Income Constrained, Employed** – with income above the FPL, but not enough to afford basic expenses in the county where they live.

Between ALICE households and those living in poverty, **an estimated 38% of households in Kansas were below the ALICE Threshold in 2023**. Households below the Threshold are forced to make impossible choices – like deciding whether to pay for utilities or a car repair, whether to buy food or fill a prescription.



Households below the ALICE Threshold are in every state and county across the U.S. and represent

ALICE SIMULATION

- Interactive exercise to experience decisions ALICE households face daily
- Participants are assigned an occupation with annual and monthly salary
- Roll the dice to determine marital status and family size
- Find your preliminary expenses, then start making decisions!



Kansas Children's Service League

Family Friendly Workplaces Campaign



CLIFF

Career Ladder Identifier and Financial Forecaster

CLIFF SUITE TOOLS

SNAPSHOT



Identify an immediate path to financial stability

Client is interested in understanding the potential **short-term** financial impact of a new job or income change.

DASHBOARD



Explore the potential financial returns of different careers

Client is interested in **long-term** career planning AND wants a **general** idea about potential financial barriers to career advancement.

PLANNER



Create a detailed budget in support of a career move

Client is interested in **detailed** career planning AND wants to create a **customized budget** that will help them navigate potential financial barriers to career advancement.

ALICE AT WORK

- Customized data report
- 12-hour course with flexible delivery
- Action planning
- Professional development credits with both SHRM and HRCI



**Module 1:
MEET ALICE**



**Module 4:
SCHEDULING &
FLEXIBILITY**



**Module 2:
BENEFITS &
COMPENSATION**



**Module 5:
PROFESSIONAL
DEVELOPMENT**



**Module 3:
FINANCIAL
WELLNESS**



**Module 6:
PLANNING
& SUPPORT**

POLICY CONSIDERATIONS

Benefits & Compensation

- Tiered healthcare plans based on take-home pay
- Raises that adjust by salary band
- Automatic retirement enrollment

Professional Development

- Make career development easy, approachable, and transparent

Scheduling & Flexibility

- Engaging employees in creating work schedules
- Flexible work (I can vouch for this one)

Work Support & Resources

- Respond to workers' needs
- Provide on-access support

SECRET SAUCE: EMPLOYEE ENGAGEMENT



Supportive workplaces
Stable households
Stronger communities

**“We all
have a role
to play.”**

— The State of Alice in
Kansas 2025 Report



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UNITED WAY
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