



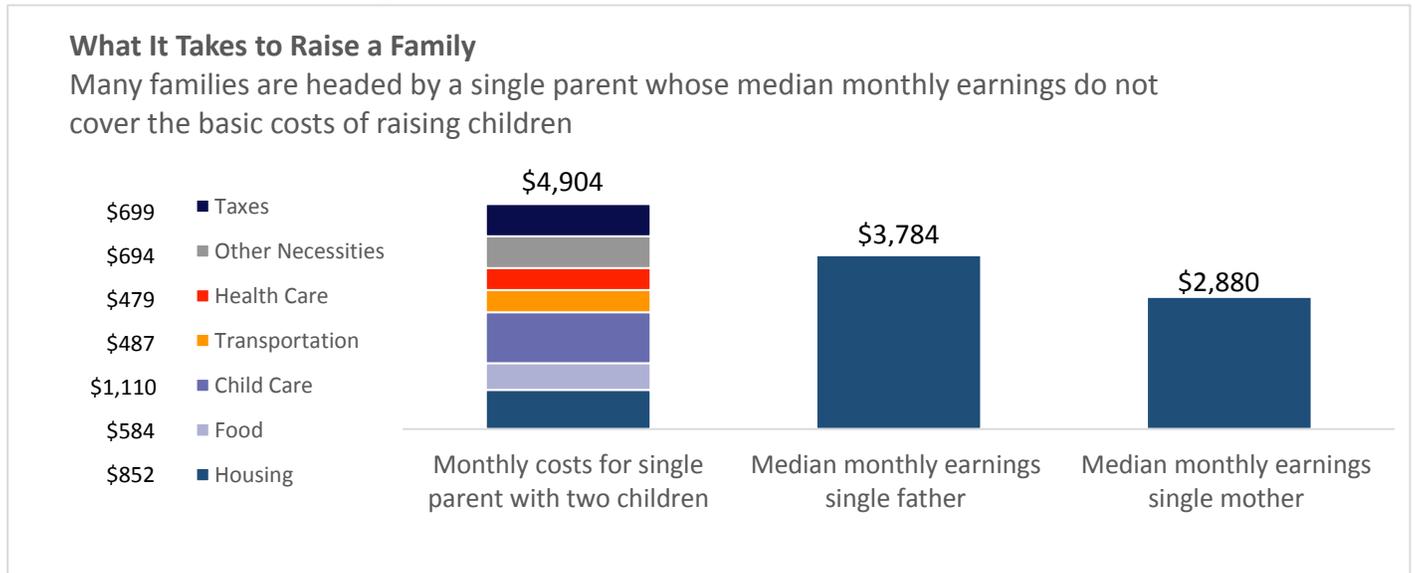
The Employment Challenge for Single Parent Families

Too many single parent families with children do not currently earn enough to attain a secure yet modest standard of living. Annual job growth projections for the Kansas City Area Region suggest that families will continue to struggle, as low-wage jobs dominate the future job market.

Current Employment and Earnings for Single Parents

Single parent families are working families. Families with children under age 18 and headed by a single parent account for one in four of Johnson County families (18,200 families). Nearly all single parent families (94%) had at least one worker in 2014. Yet median income for these families falls short of what it costs to maintain a secure yet modest standard of living in the Kansas City metropolitan area. In 2014, the cost of maintaining a secure yet modest standard of living was \$4,904 monthly, or \$58,854 annual income for a single parent with two children.

Median family income for a single father with children was \$3,784 a month, or \$45,411 annual income, according to recently released 2014 data from the Census Bureau. For a single mother, the median family income for a single mother with children was \$2,880 per month, or \$34,550 annual income. (Median is the mid-point, meaning half of workers earn less than the wage listed.)



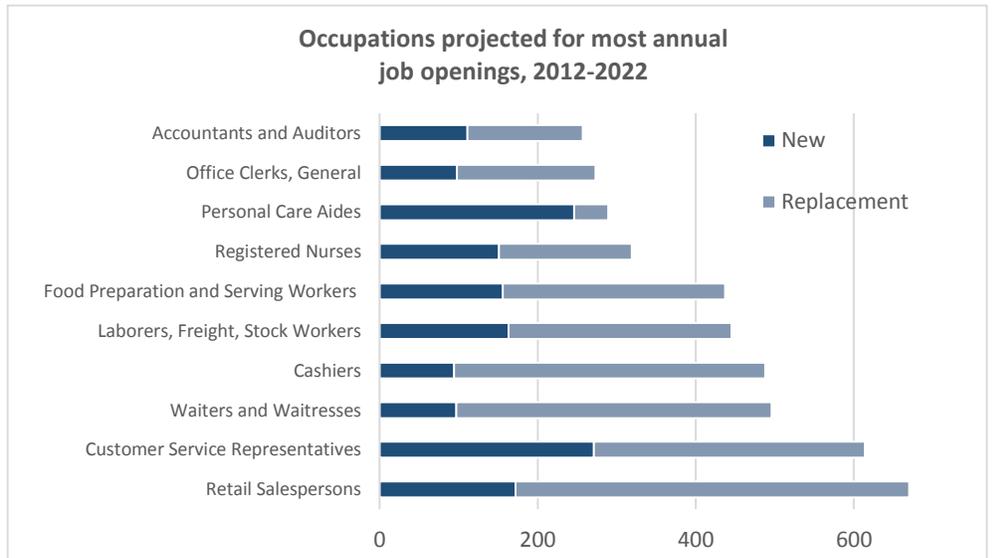
Sources: Economic Policy Institute Family Budget Calculator 2014 (epi.org). U.S. Census Bureau American Community Survey 2014 1-year estimate.

Kansas Employment Projection 2012-2022 for Kansas City Area Region

The occupations with the largest employment growth through 2022 will be predominantly low-wage occupations, such as sales clerk, restaurant worker, cashier and personal care aide, according to the wages and annual job growth projections for the Kansas City Area Region (Johnson, Wyandotte, Miami, and Leavenworth Counties). These jobs will not pay wages that are adequate to raise a family.

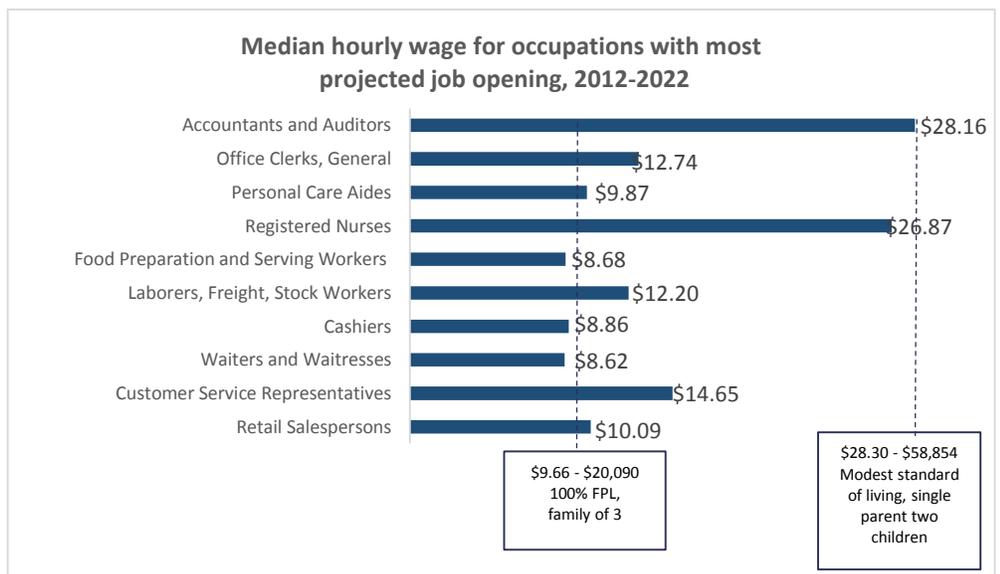


The largest number of job openings will be low-skill jobs. 18,400 annual job openings are projected by the Kansas Department of Labor for the 4-county area through 2022; 7,600 new jobs and 10,800 replacement jobs (openings created when workers retire or permanently leave occupations). The graph shows the 10 occupations projected to have the most annual openings. Together, these jobs account for one-fourth of all projected jobs openings each year.



Most job openings will be for low-wage jobs. None of the top 10 growth occupations provides a three-person family with the income it needs in order to attain a secure yet modest standard of living.

Median hourly wages for the 10 occupations projected to have the most annual openings range from a low of \$8.62 for waiters and waitresses to a high of \$28.16 for accountants and auditors. The income needed for a secure yet modest standard of living is \$28.30 per hour.



Source: KS Dept. of Labor, Labor Market Information Services. 2014 wage data. Some calculations by UCS. Published September 2015

Three of the job occupations with the most projected job openings pay wages that would not lift a full-time, year-round worker in a family of three above poverty. These three categories account for nearly 1 in 10 of the projected job openings between now and 2022.

What Can You Do? Make every job a good job – Pay a living wage and help employees successfully balance work and family.

A significant number of single parents are employed but earn low wages, have unpredictable schedules and lack benefits, including paid sick time, family leave or vacation. Many must juggle the demands of work while caring for family, working second jobs or going to school. Wages, benefits and practices that enable a balance are good for the employee, employer and the community at large. Research has shown that employees who enjoy a healthy work-life balance are more productive, motivated and stay longer in their jobs. In addition, they have less absenteeism and lower health costs.