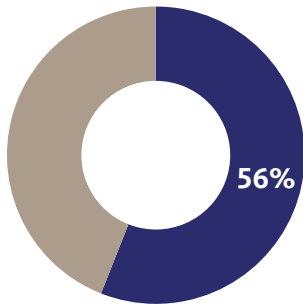


Employment Equity: The Path to a More Competitive Alabama

Alabama’s future competitiveness depends on the participation and inclusion of all of our residents, especially those who are locked out of the economy. Employment equity—when everyone who wants to work has a good job that pays family-supporting wages—is the path forward. By addressing lingering societal barriers such as adequate funding for public transit that connects residents to quality jobs, and linking more Alabamians to career pathways in growing industries, we can reduce economic insecurity, meet employers’ needs for talent, and bolster economic growth, building a prosperous Alabama for all.

In Alabama, 850,000 adults are economically insecure*

- Economically Insecure
- Economically Secure



...Of these economically insecure Alabamians:



45% are working in jobs that don't pay enough to support a family

10% are looking for work

45% are out of the labor force

"[Looking for work in Alabama is] daunting, even with a bachelor's degree. I'm told I need experience but can't get it. People look at you like you don't want to work, but I'm out there [searching] every day."

- REGINA, 28, MOBILE FOCUS GROUP

Alabama would be stronger with employment equity. With full employment for all, Alabama could have seen...**

\$3.9 billion

in additional economic activity (GDP)

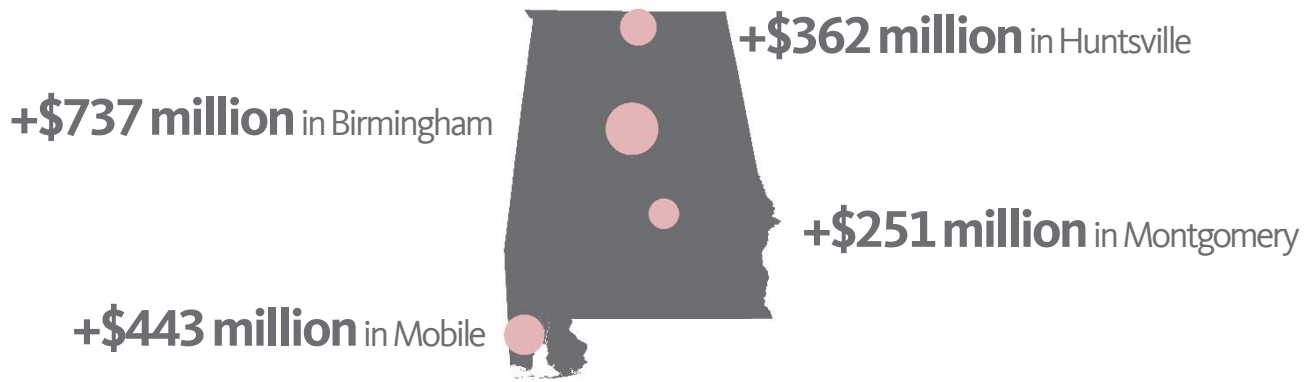
This translates to nearly a quarter of the state’s entire 2016 budget.

259,630 more people connected to work

53,652 fewer people in poverty

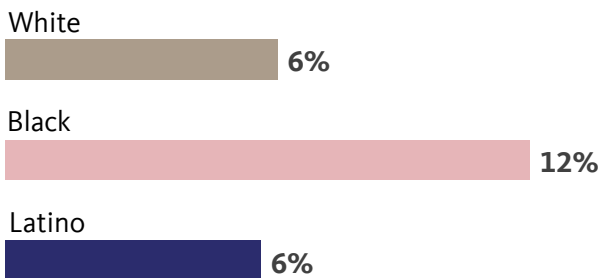
\$837 million in additional tax revenue

Every metro area in the state would see GDP growth with full employment for all

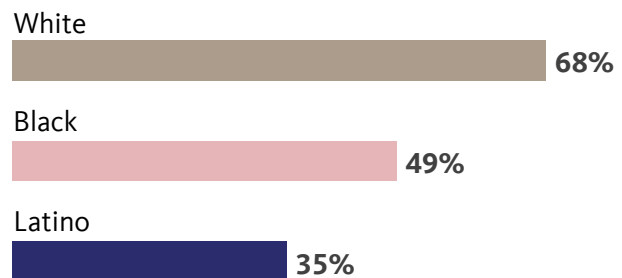


Employment equity would reduce racial gaps in employment and wages

% unemployed



% of full-time workers earning at least \$15/hour



What's holding Alabamians back?

- limited childcare and transportation options
- criminal background and credit checks
- employer discrimination
- need for job-specific skills training

“I don’t know what I would do if my parents weren’t able to help me with my son. When I finally found a job in my field, I made too much to qualify for childcare assistance. Even when you do qualify, you’re on the waiting list for years. If you want to work, you need to have childcare that you can afford.” - NATASHA, 37, MOBILE FOCUS GROUP

The way forward: Employment equity.

- 1) **Remove barriers** that prevent economically insecure workers from accessing good jobs, e.g., ban the box asking about criminal history on job applications; make childcare more accessible
- 2) **Scale up workforce development efforts** that connect struggling workers to quality jobs and career pathways, e.g., through local and targeted hire, training, and apprenticeships
- 3) **Grow the base of employers committed to providing quality jobs** to disadvantaged workers and supporting the growth of minority- and women-owned businesses

Data analysis from the [National Equity Atlas](#), a partnership between PolicyLink and the USC Program for Environmental and Regional Equity (PERE). For details on our methodology, visit <http://pplink.org/2ApazHr>.

For the full report:

www.nationalequityatlas.org/reports/reports-analyses

*Economic insecurity is defined as living below 200 percent of the federal poverty level. Universe includes working-age adults ages 25 to 64.

**Full employment for all is defined as unemployment of no more than 4 percent and minimum labor force participation rates of at least 71 percent for men and 57 percent for women across all race/ethnic groups, with all benchmarks adjusted to account for the different age structures of each demographic group.