



STATE OF WORKING FLORIDA

2017

The State of Working Florida 2017 analyzes the period from 2005 through 2016 and finds that while Florida's economic and employment levels have recovered from the Great Recession levels of economic security have not improved. This report shows that increases in the share of low-wage employment and the persistence of wage disparities for women and people of color after the Great Recession enabled an uneven economic recovery and fueled greater income inequality. It concludes that by making strategic public investments and policy changes, Florida's leaders have an opportunity to improve the economic reality of all workers and their families.

Families in Florida experience pervasive economic insecurity and working poverty stemming from an unbalanced and unequal economy. The research in this report finds that for working Floridians the scarcity of good jobs in higher paying industries has created downward pressures on wages and incomes. The jobs that are available, and the pay and benefits related to those jobs, have a considerable impact on which rung of the economic ladder most Floridians belong and their prospects for economic security. Therefore, the job creation that government incentivizes and that businesses pursue has a profound effect on the standard of living that Florida's economy provides to its workers. With few good jobs, the Florida economy is promoting low-wage and low-quality jobs at the expense of workers' economic security.

Families in Florida experience pervasive economic insecurity and working poverty stemming from an unbalanced and unequal economy.

Furthermore, the persistence of traditional forms of economic marginalization, based on race and gender, further complicates the ability of some Floridians to achieve economic security. When Floridians are pushed into the margins of economic life due to discrimination and bias, they are simultaneously stripped of opportunities to achieve economic security. The economic marginalization of peoples further fuels the economic inequalities that divide Floridians into groups with the promise of improving living standards and those without the prospects of significant economic security in their lifetime.

This report will review the state of economic security in Florida. Second, the report will analyze how the state's low-wage focused economic recovery contributes to economic insecurity in Florida. Third, evidence will be presented of inequalities, based largely on the economic marginalization that many Floridians experience. Lastly, the report will make policy recommendations that promote economic security and increase opportunity in Florida.

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EXECUTIVE SUMMARY

The State of Working Florida 2017 analyzes the period from 2005 through 2016 and finds that, while Florida's economic and employment levels have recovered from the Great Recession, levels of economic security have not improved. This report shows that increases in the share of low-wage employment and the persistence of wage disparities for women and people of color after the Great Recession enabled an uneven economic recovery and fueled greater income inequality. It concludes that by making strategic public investments and policy changes, Florida's leaders have an opportunity to improve the economic reality of all workers and their families.

Findings:

- ▶ 26.6 percent of all Floridians are either poor or near poverty. This means that more than a quarter of Floridians earn income that is 150 percent or less than the federal poverty line.
- ▶ Black families experience economic insecurity and poverty disproportionately. More than 2 in 5 black Floridians, 40.7 percent, are in or near poverty. This is in contrast to the near poverty rates of Hispanics and whites, 35.1 percent and 23.3 percent respectively.
- ▶ The prevalence of economic insecurity in Florida is largely due to the fact that typical household incomes have not recovered from the Great Recession. In 2015, Florida's median household income was \$49,688, \$5,630 less than it was in 2007 (in 2016 inflation-adjusted dollars).
- ▶ Although the rate of uninsured persons has declined by 4.8 percent in Florida, the state's uninsured rate of 13.8 percent continues to exceed the national average.
- ▶ Although median wages are on an upswing nationally, the Florida median wage has been on a downward trajectory since 2010. In 2016, Florida's median wage of \$16.03 was the lowest median wage the state has experienced over the past 11 years.
- ▶ In 2016, 1 in 5 Florida workers, 20.1 percent, was paid at or below \$10 an hour, the highest share of low wage workers in the past 11 years.
- ▶ Between 2005 and 2016, 44.5 percent of all new employment was in low-wage jobs, nearly 1 in every 2 jobs created. Of the 883,000 jobs created during this period, more than 392,000 paid \$10 an hour or less.
- ▶ In 2016, 20.1 percent of all jobs were low-wage jobs compared to 17.6 percent in 2005. Employment growth in the fastest growing regions has been largely driven by low-wage jobs. Of the 19 areas analyzed, 18 MSAs increased total employment between 2005 and 2016 and only five of these MSAs experienced median wage gains.
- ▶ The largest low-wage employing industry is leisure and hospitality with more than 371,500 low-wage workers, followed by retail trade (309,700), financial activities and professional and business services (278,000), and educational and health services (257,900).
- ▶ In 2015, the bottom 90 percent of income earners in Florida took home 64.2 percent of the income earned in the state, the lowest amount in 11 years studied.
- ▶ Whites steadily out earn their Black and Hispanic counterparts by a wide margin. For example, in 2016, the median wage of White males was \$20 per hour compared to \$15 for Hispanic males and \$14.50 for Black males.
- ▶ Between 2005 and 2016, Blacks have experienced unemployment rates that are about two to three times worse than that of Whites in Florida.
- ▶ Black and Hispanic adults are disproportionately more likely to have lower levels of education than their white counterparts. About 50 percent of Black and Hispanic adults have some college education or a college degree while 64 percent of Whites do.

Strategic public investments and policy changes that improve the economic security of Floridians include:

- ▶ Increasing the minimum wage
- ▶ Promoting union membership
- ▶ Improving enforcement of existing anti-discrimination laws
- ▶ Implementing transparency in pay structures
- ▶ Increasing educational spending

Economic Insecurity and Poverty

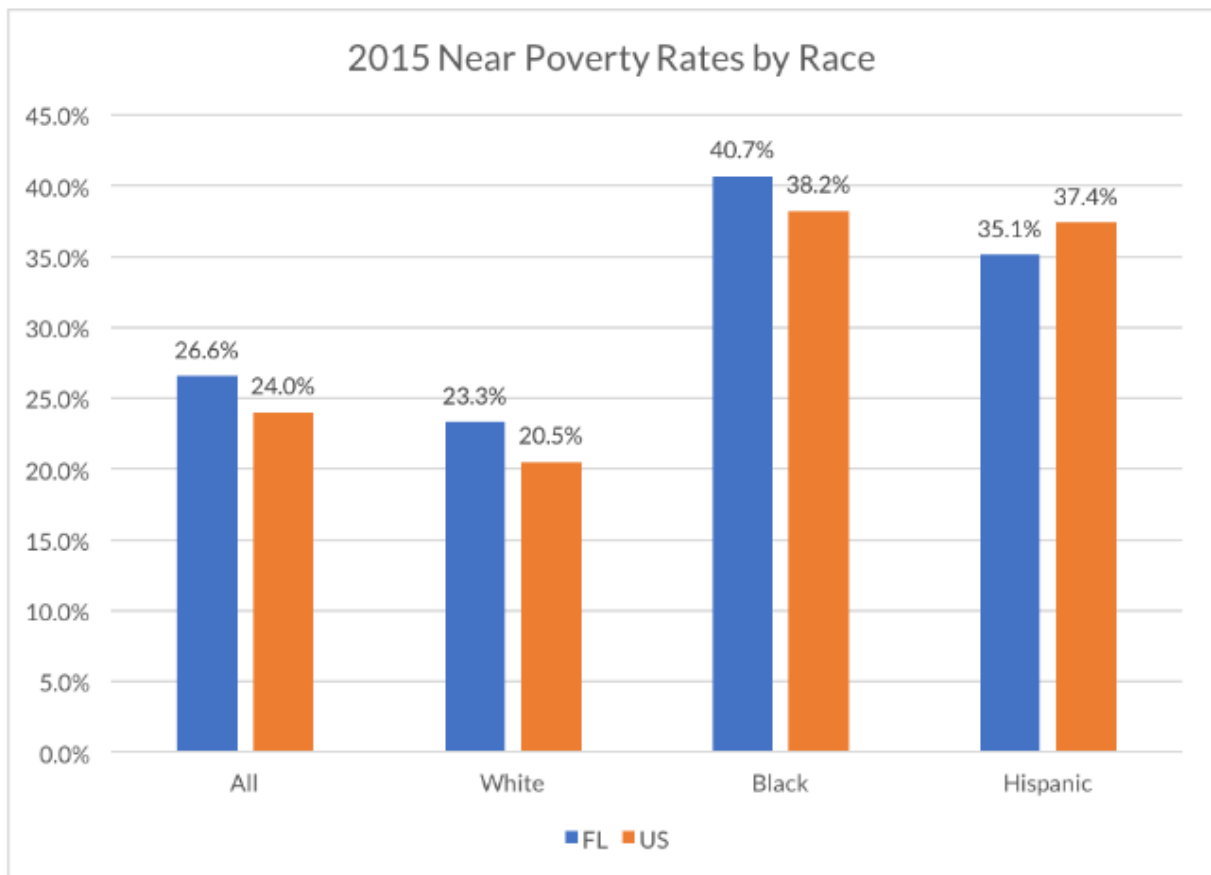
Floridians seek economic security, meaning that they earn enough to pay for basic living expenses while saving enough to pay for larger and long-term expenses. Yet, many families are unable to achieve this security, particularly those of color. According to data for 2015, the latest available data from the U.S. Census' American Community Survey, 26.6 percent of all Floridians are either poor or near poverty. This means that more than a quarter of Floridians earn income that is 150 percent or less than the federal poverty line.

26.6 percent of all Floridians are either poor or near poverty

In 2015, Florida's near poverty rate was 4.9 percent higher than the 2007 pre-recession level of 21.7 percent. Reports touting economic growth and low employment levels fail to note that many working families have been left out of the economic recovery and continue to endure a lack of access to basic necessities.

Black families experience economic insecurity and poverty disproportionately. More than 2 in 5 Black Floridians, 40.7 percent, are in or near poverty. This is in contrast to the near poverty rates of Hispanics and Whites, 35.1 percent and 23.3 percent respectively. Therefore, in 2015, Black Floridians are nearly twice as likely to be in or near poverty than their White neighbors.

Additionally, Floridians endure economic insecurity at higher rates than the national average. This finding signals that Florida's high rates of near poverty are outcomes of state policies and a failure of Florida policymakers to provide all families with a modest standard of living and economic opportunity.

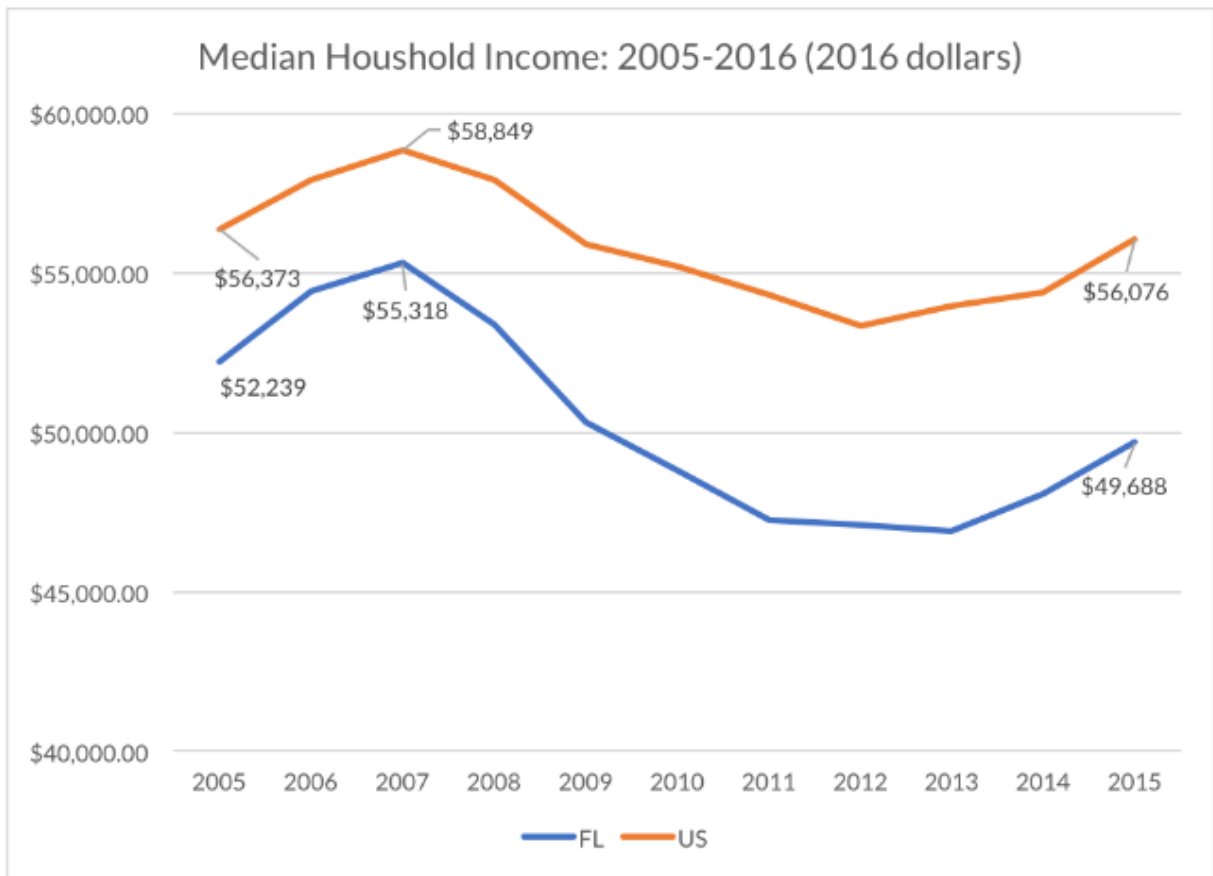


Source: U.S. Census American Community Survey 1-year estimates

Typical household incomes have not recovered from the Great Recession

The prevalence of economic insecurity in Florida is largely due to the fact that typical household incomes have not recovered from the Great Recession.

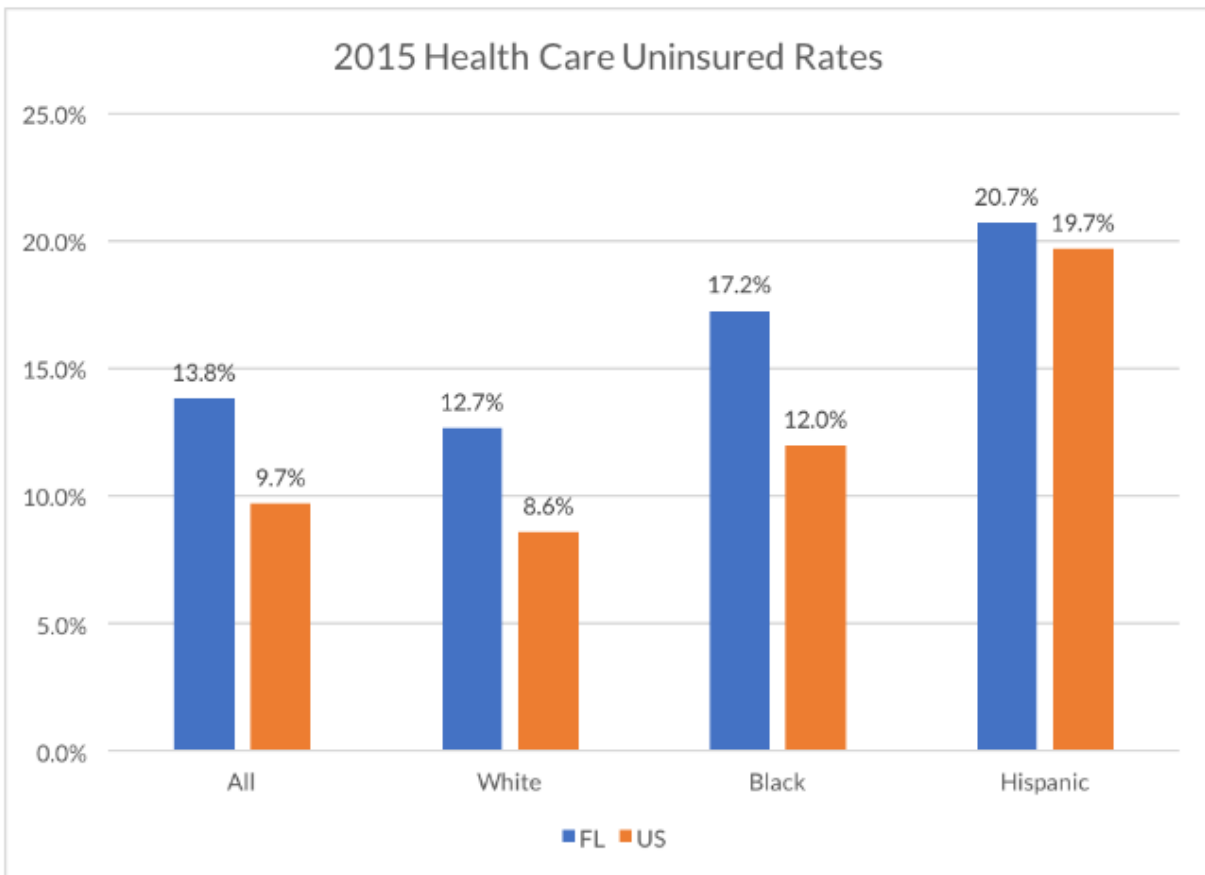
In 2015, Florida's median household income was \$49,688 – \$5,630 less than it was in 2007 (in 2016 inflation-adjusted dollars). The typical Florida household has not recovered the purchasing power that it had prior to 2010. Relative to the national average, Florida's decline in household income was more severe and the recovery has been slower. Florida households across the income ladder, especially those near the bottom, remain in a state of economic insecurity after the Great Recession.



Source: U.S. Census American Community Survey 1-year estimates

Furthermore, the prevalence of Floridians without health insurance is exacerbating the ability of working families to achieve economic security. Although the rate of uninsured persons has declined by 4.8 percent in Florida, the state's uninsured rate of 13.8 percent continues to exceed the national average for all peoples. Florida policymakers should build on prior efforts to reduce the share of uninsured residents with the goal of bringing the rate of uninsured to levels closer to, or better than, the national average.

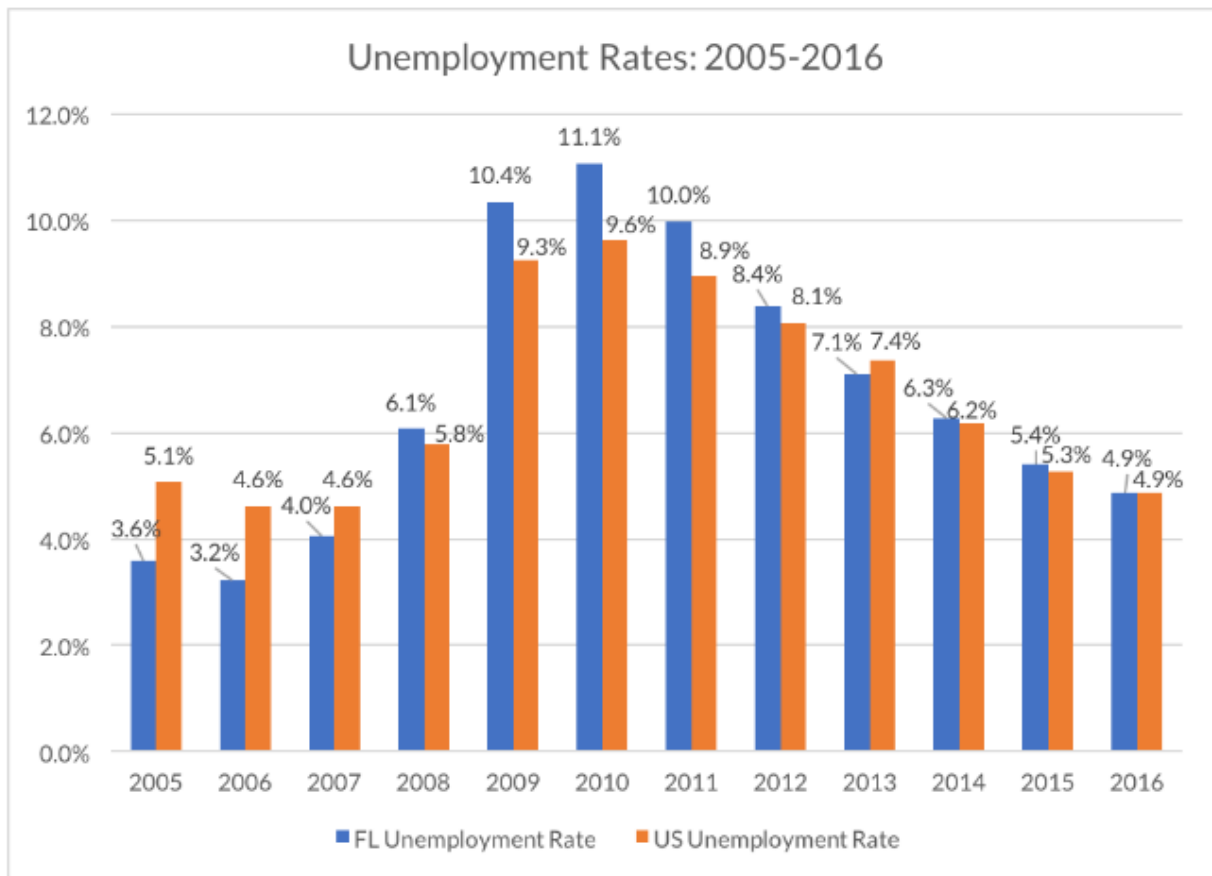
Reductions in the uninsured rate would enable more families to achieve economic security because their ability to pursue employment will be less likely to be hindered by illness, while also lowering the risk of financial stress caused by unforeseen medical and hospital bills.



Source: U.S. Census American Community Survey 1-year estimates

Florida's unemployment rate is the lowest it's been since 2007 and yet incomes still lag.

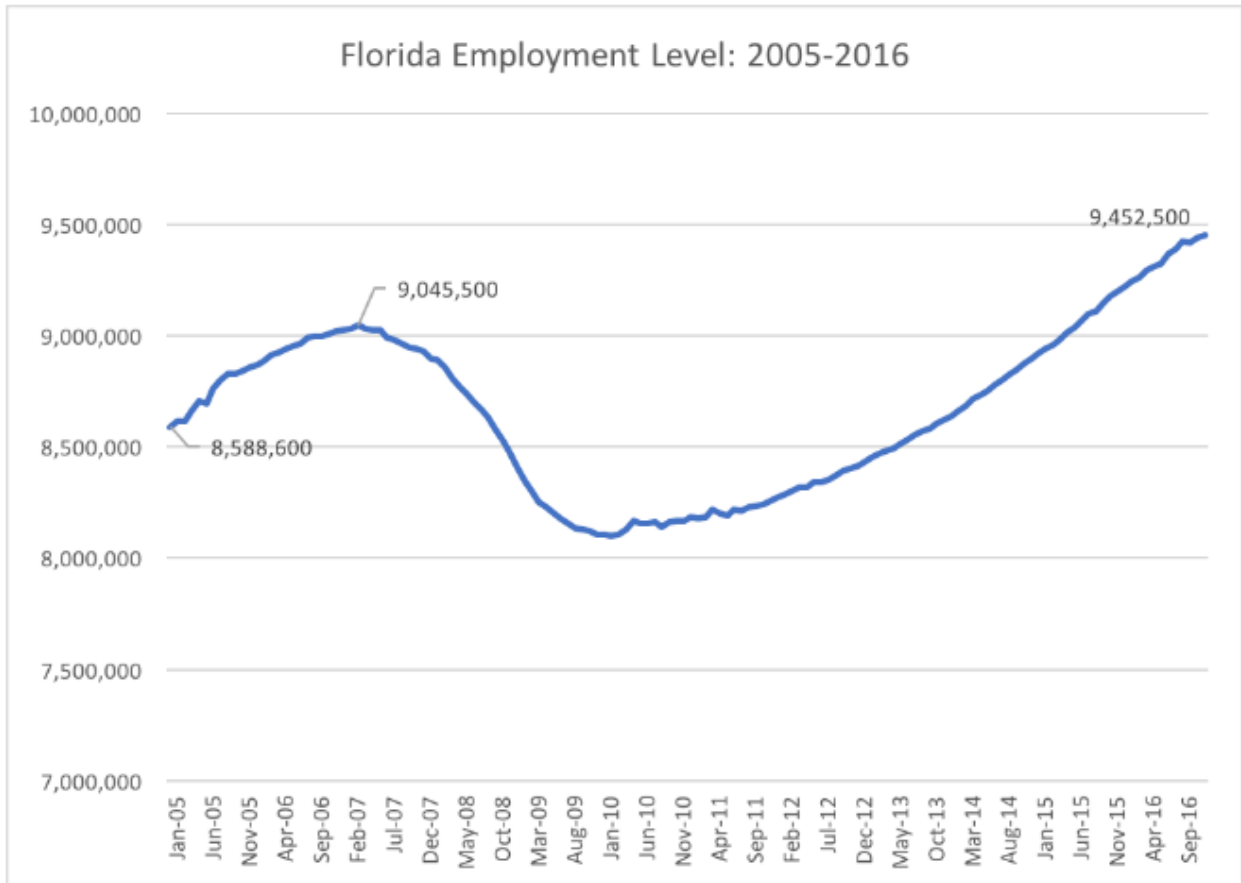
It should be noted that the rise in economic insecurity and the decline of incomes is not explained by unemployment trends, the default indicator of labor market health. Florida's unemployment rate is the lowest it's been since 2007 and yet incomes still lag. Florida's unemployment rate is on par with the national average despite experiencing a deeper bout with unemployment during the Great Recession.



Source: U.S. Bureau of Labor Statistics Current Population Survey

Additionally, Florida's employment level is currently well above its May 2007 peak of 9,046,000 workers. Between February 2010, the trough of the Great Recession, and December 2016, Florida's economy

grew by 1,351,000 jobs. How then is poverty and economic insecurity so prevalent among Florida's families?



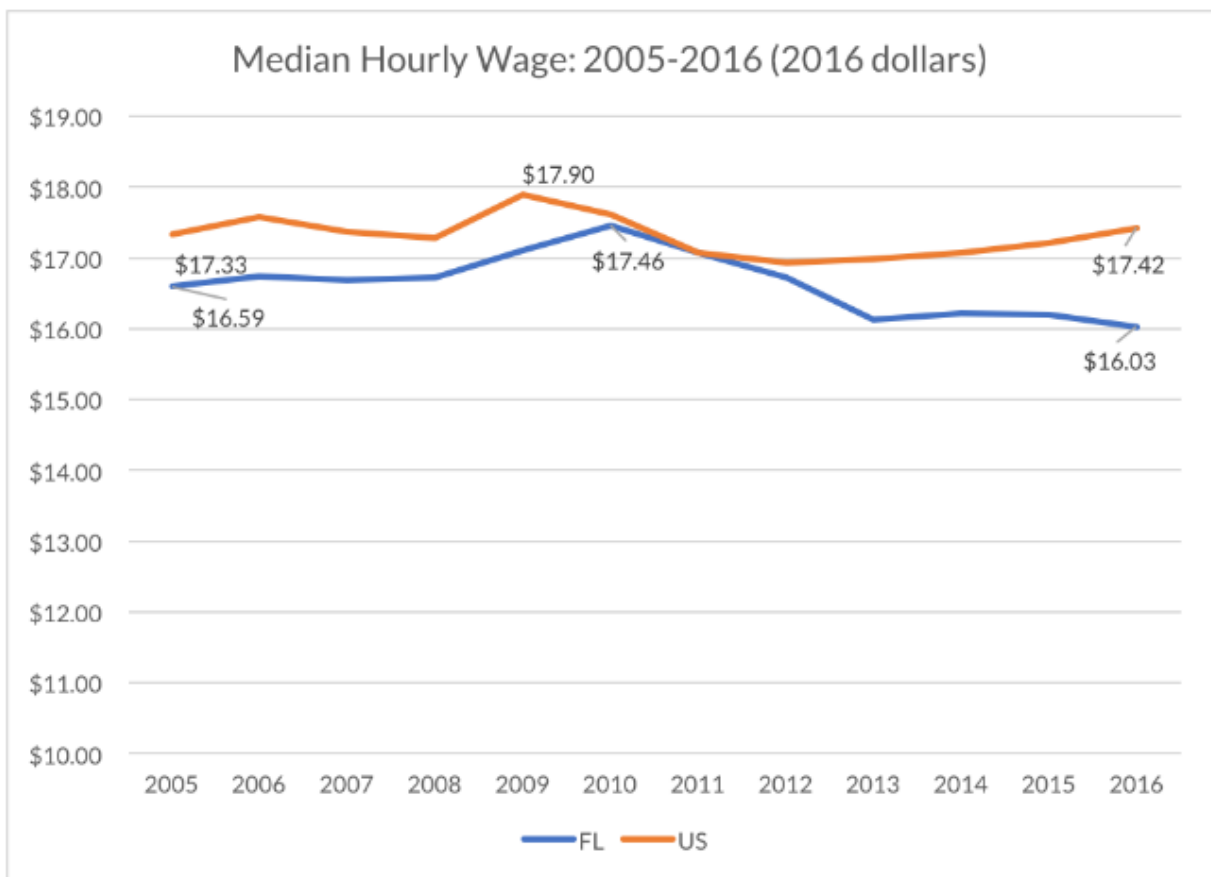
Source: U.S. Bureau of Labor Statistics Current Population Survey

Low-Wage Employment

The prevalence of working poverty and economic insecurity in Florida is explained by the preponderance of low wages and low-wage employment growth. First, although median wages are on an upswing nationally, the Florida median wage has been on a downward trajectory since 2010. In 2016, Florida's median wage of \$16.03 was the lowest median wage the state has experienced over the past 11 years. This means that although the unemployment rate has recovered from the Great Recession, wages have not.

In fact, Florida's low median wage is a key piece of evidence that much slack remains in the state's labor market. Furthermore, it is a signal to policymakers that Florida workers and their families are still suffering from the aftermath of the Great Recession.

In 2016, Florida's median wage of \$16.03 was the lowest median wage the state has experienced over the past 11 years.

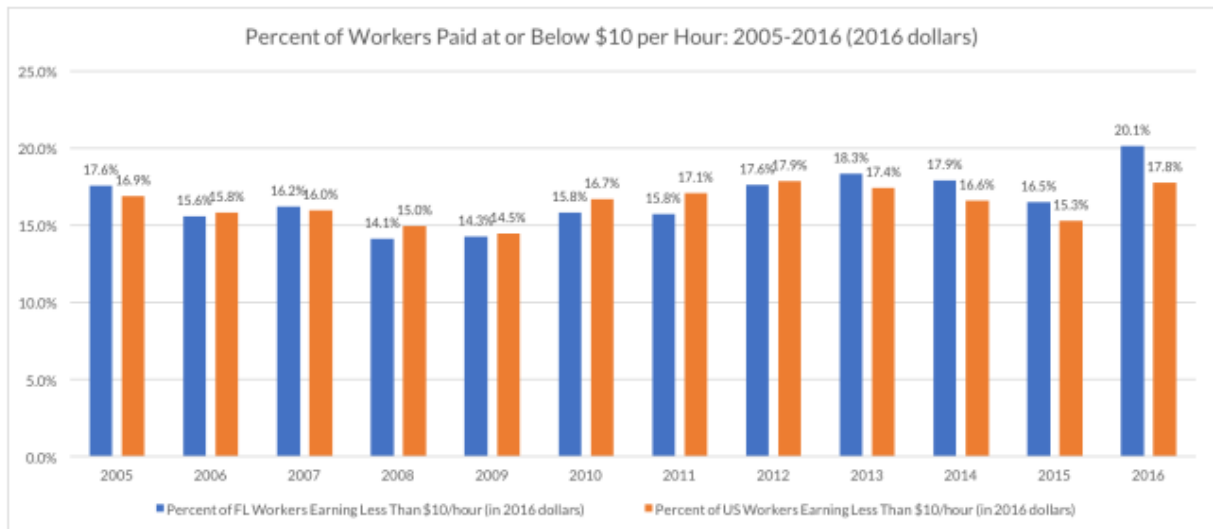


Source: U.S. Bureau of Labor Statistics Current Population Survey

Florida's workers are caught in a low-wage jobs trap

Second, Florida's workers are caught in a low-wage jobs trap that is pushing them into working poverty and economic insecurity. The latter is evident in the sharp rise in the share of workers earning \$10 an hour or less in Florida. In 2016, 1 in 5 Florida workers, 20.1 percent, was paid at or below \$10 an hour, the highest share of low wage workers in the past 11 years. Florida is a particularly severe case in the broader national trend of the rising share of low-wage workers.

The prevalence of low-wage work in Florida is evidence that state policies have promoted low-wage employment at the expense of the economic security of Florida workers and their families. While the share of low-wage workers has increased, the state's minimum wage has not kept up with increases in the cost of living. While the Florida minimum wage is annually adjusted to accommodate inflation increases, the 2017 minimum wage of \$8.10 per hour has proven incapable of providing workers and their families with the economic security that enables them to cover their basic necessities without an undue burden.



Source: U.S. Bureau of Labor Statistics Current Population Survey

Between 2005 and 2016, 44.5 percent of all new employment was in low-wage jobs, nearly 1 in every 2 jobs created

Data show that between 2005 and 2016, 44.5 percent of all new employment was in low-wage jobs, nearly 1 in every 2 jobs created. This report finds that in 2016 20.1 percent of all jobs were low-wage jobs compared to 17.6 percent in 2005. Of the 883,000 jobs created during this period, more than 392,000 paid \$10 an hour or less.

The largest low-wage employing industry is leisure and hospitality with more than 371,500 low-wage workers, followed by retail trade (309,700), financial activities and professional and business services (278,000), and educational and health services (257,900). This means that the rise of low-wage employment in Florida is driven by the leisure and hospitality industry and by industries that we don't associate with low-wage employment such as financial activities and professional and business services, and educational and health services. The prevalence of low-wage job creation throughout Florida's economy points to the need for a comprehensive approach to improve wages throughout the state, as is the case with an increased minimum wage, which will be discussed later.

Florida Low-Wage Employment: 2005-2016				
Major Industry Category	% of Workers Paid \$10/hour or Less (2016)	2005 Total Employment	2016 Total Employment	% Change in Total Employment
Leisure and Hospitality	32.2%	843,205	1,154,100	36.9%
Retail Trade	29.3%	1,146,876	1,058,340	-7.7%
Other Services	27.5%	478,040	528,273	10.5%
Construction	15.6%	872,001	723,775	-17.0%
Manufacturing	14.0%	510,493	415,543	-18.6%
Financial Activities and Professional and Business Services	13.7%	1,657,143	2,031,259	22.6%
Educational and Health Services	13.3%	1,552,183	1,939,624	25.0%
Transportation, Utilities, and Wholesale Trade	13.0%	714,286	735,253	2.9%
Public Administration	9.0%	391,463	416,168	6.3%
Total Employment		8,400,027	9,283,032	10.5%
Total, low-wage jobs (\$10 per hour or less)		1,477,069	1,869,581	26.6%
Total percentage of workers in low-wage jobs		17.6%	20.1%	2.6%
Total percentage of new jobs that are low-wage				44.5%

Source: U.S. Bureau of Labor Statistics Current Population Survey

Employment growth in the fastest growing regions has been largely driven by low-wage jobs

Furthermore, an analysis of employment growth and median wages by metropolitan statistical area (MSA) reveals that employment growth in the fastest growing regions has been largely driven by low-wage jobs. The latter is evident in regions where the rise in employment has been coupled with a decline in median wages. For example, the

Orlando-Kissimmee-Sanford MSA experienced the largest absolute gain in jobs in Florida between 2005 and 2016 with an increase of 188,210 jobs. However, during this same period their median wage declined by 1.8 percent. Of the 19 areas analyzed, 18 MSAs increased total employment between 2005 and 2016 and only five of these MSAs experienced median wage gains. This means that most of Florida's MSAs pursued employment gains at the expense of the economic security of families.

Florida Employment and Wages by MSA: 2005-2016							
Metropolitan Statistical Area (MSA)	2005 Total Employment	2016 Total Employment	% Change in Employment 2005-2016	Dec. 2016 Unemployment Rate	2005 Median Wage (2016 dollars)	2016 Median Wage	% Change in Median Wage 2005-2016
Panama City-Lynn Haven-PC Beach	66,560	81,110	21.9%	4.6%	\$14.75	\$14.35	-2.7%
Cape Coral-Ft. Myers	208,140	250,190	20.2%	4.7%	\$15.49	\$14.97	-3.3%
Orlando-Kissimmee-Sanford	981,670	1,169,880	19.2%	4.5%	\$15.34	\$15.10	-1.6%
Deltona-Daytona Beach-Ormond Beach	159,660	189,800	18.9%	5.2%	\$14.18	\$13.95	-1.7%
Punta Gorda	37,860	44,850	18.5%	5.3%	\$14.90	\$14.18	-4.8%
Naples-Marco Island	121,570	138,130	13.6%	4.9%	\$16.14	\$15.95	-1.2%
Jacksonville	571,060	645,160	13.0%	4.8%	\$16.31	\$16.67	2.2%
Port St Lucie-Fort Pierce	121,860	136,800	12.3%	5.5%	\$15.40	\$15.06	-2.2%
Miami-Miami Beach-Kendall	1,004,950	1,125,720	12.0%	5.1%	\$15.92	\$15.92	0.0%
Ft. Lauderdale-Pompano Beach-Deerfield Beach	734,560	797,790	8.6%	4.7%	\$16.59	\$16.54	-0.3%
West Palm Beach-Boca Raton-Boynton	548,130	589,490	7.5%	4.9%	\$16.68	\$16.64	-0.2%
Sebastian-Vero Beach	45,820	48,240	5.3%	6.4%	\$14.50	\$14.53	0.2%
Pensacola-Ferry Pass-Brent	157,790	165,390	4.8%	4.8%	\$14.96	\$15.12	1.1%
Tampa-St Petersburg-Clearwater	1,222,940	1,264,740	3.4%	4.6%	\$15.83	\$16.38	3.5%
Lakeland	205,010	211,730	3.3%	5.7%	\$15.19	\$15.13	-0.4%
Ocala	95,110	97,760	2.8%	5.7%	\$14.41	\$14.21	-1.4%
Gainesville	125,540	127,750	1.8%	4.3%	\$16.40	\$16.65	1.5%
Tallahassee	163,810	164,140	0.2%	4.7%	\$16.67	\$16.62	-0.3%
Palm Bay-Melbourne-Titusville	202,920	200,690	-1.1%	5.0%	\$16.53	\$16.16	-2.2%

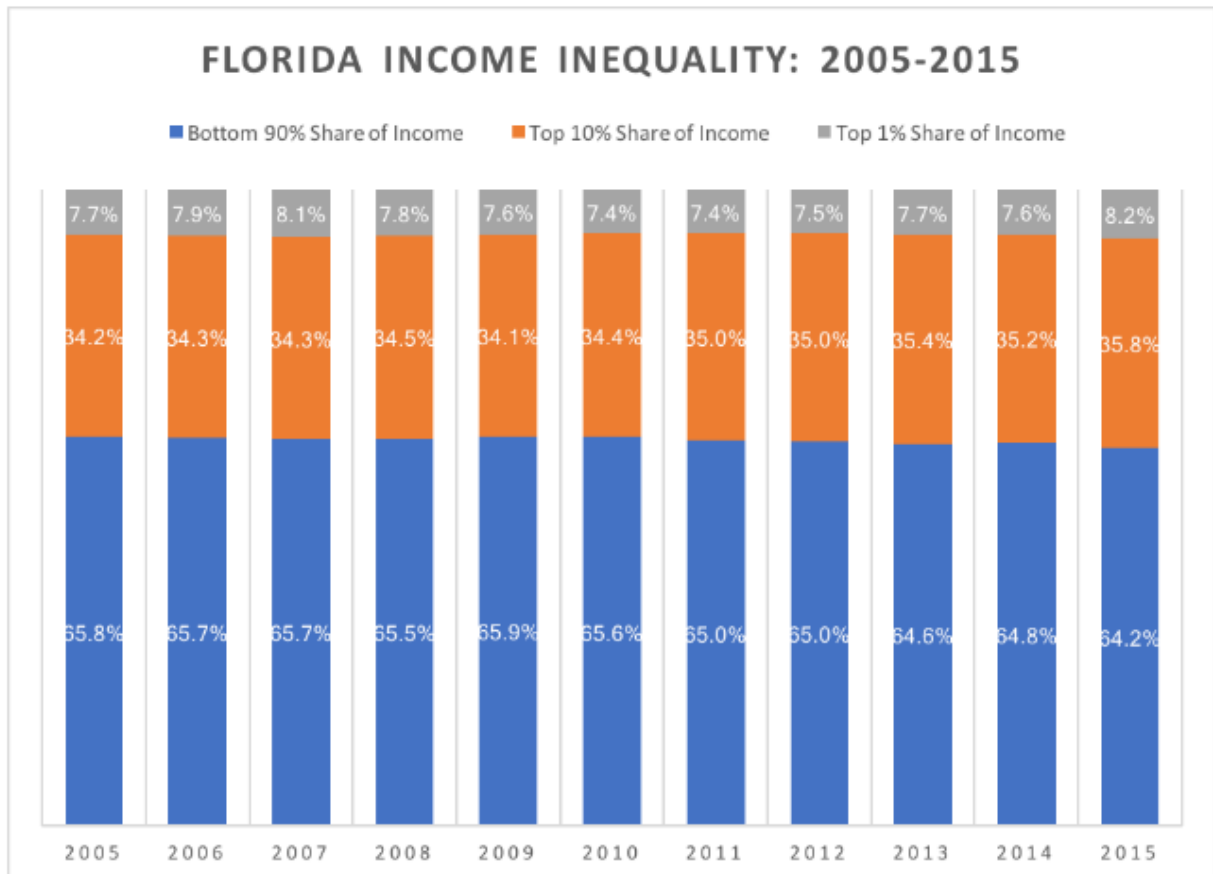
Source: U.S. Bureau of Labor Statistics Occupational Employment Statistics and Wages

Structural Inequality

The bottom 90 percent of income earners in Florida took home 64.2 percent of the income earned in the state, the lowest amount in the 11 years studied.

The prevalence of economic insecurity and working poverty in Florida is reflected in the distribution of income in the state. In 2015, the bottom 90 percent of income earners in Florida took home 64.2

percent of the income earned in the state, the lowest amount in the 11 years studied. Data show that the post-Great Recession period is characterized by growing income inequality as greater shares of the state's income are being absorbed by the top 10 and 1 percent of income earners.

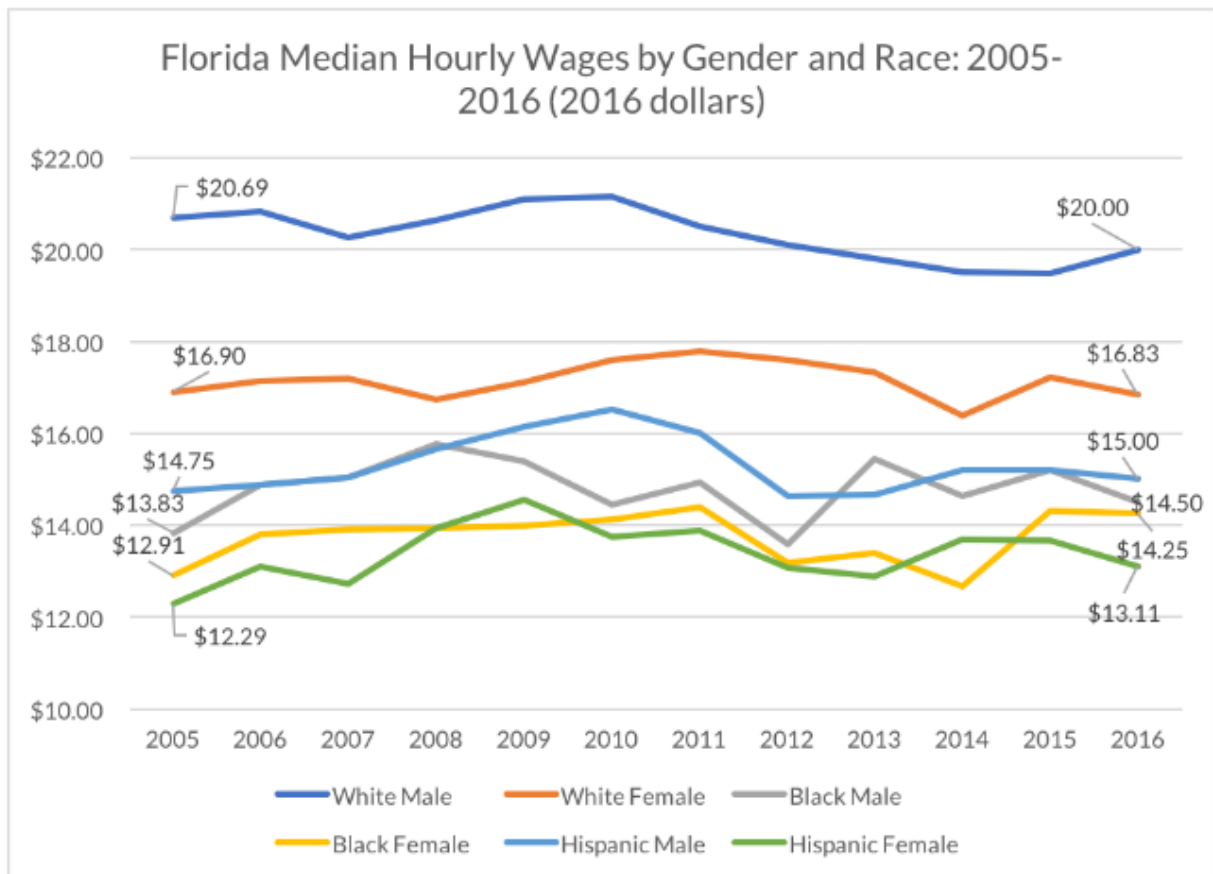


Source: U.S. Census American Community Survey 1-year estimates

Florida's deep-rooted structural inequalities contribute to the lack of economic security in the state, especially among people of color. Between 2005 and 2016, White males consistently have the highest median wage among the demographic groups studied. White females are a distant second. However, Black and Hispanic females regularly have the lowest median wages in Florida.

The median wages of Blacks and Hispanics were higher in 2016 than in 2005 while Whites' median wages are not better than they were in 2005. Nonetheless, Whites steadily earn more than their black and Hispanic counterparts by a wide margin. The latter is due to the legacy of economic and occupational exclusion that racial and ethnic minorities have historically faced in the U.S. and to the existing discriminatory business practices.

Black and Hispanic females regularly have the lowest median wages in Florida.

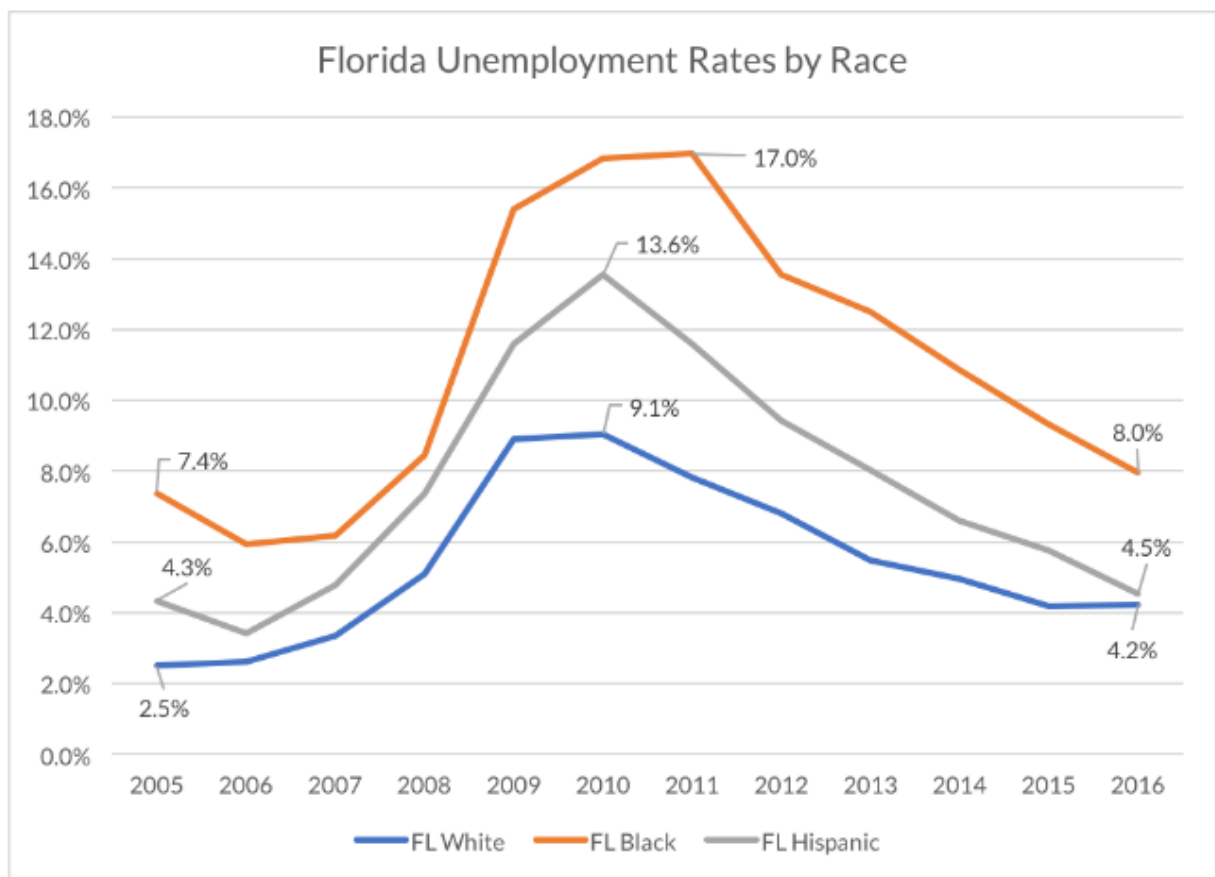


Source: U.S. Bureau of Labor Statistics Current Population Survey

The economic marginalization of racial and ethnic minorities is also evident in unemployment rate disparities. The unemployment rate captures the share of people that are willing and able to work but cannot find employment. This means that these individuals would be employed if not for a lack of good job prospects. Therefore, the

Blacks have experienced unemployment rates that are about two to three times worse than that of whites in Florida.

disproportionately high rate of unemployment among people of color, Blacks in particular, is an indictment on Florida's economy. Since 2005, blacks have experienced unemployment rates that are about two to three times worse than that of whites in Florida. Florida policymakers should make it a priority to address the marginalized position that people of color have in our labor market. All families should have access to economic security and opportunity irrespective of their race or ethnicity.

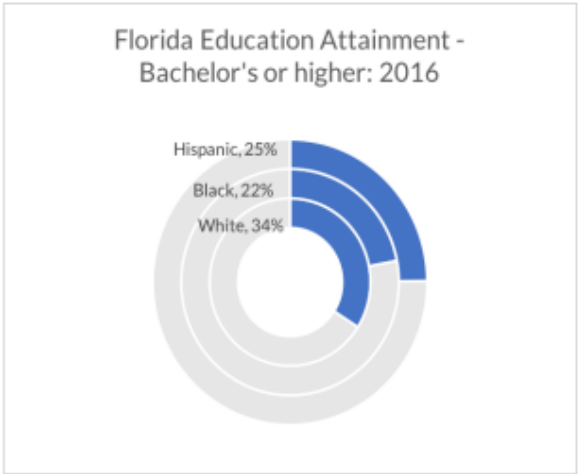
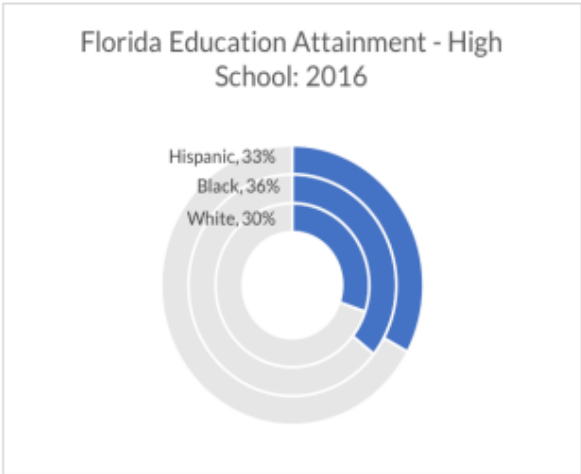
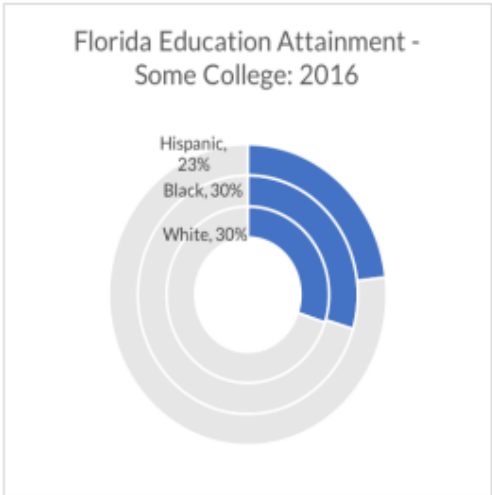
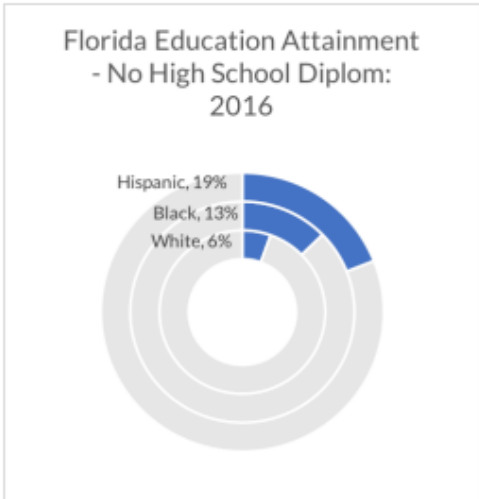


Source: U.S. Bureau of Labor Statistics Current Population Survey

Lastly, racial and ethnic disparities in educational attainment outcomes also contribute to the economic marginalization of people of color. Black and Hispanic adults are disproportionately more likely to have lower levels of education than their white counterparts. About 50 percent of Black and Hispanic adults have some college education or a college degree while 64 percent of whites do. The

gap in educational attainment contributes to racial and ethnic disparities in accessing the scarce quality jobs that allow workers and their families to achieve economic security.

The gap in educational attainment contributes to racial and ethnic disparities.



Source: U.S. Bureau of Labor Statistics Current Population Survey

Policy Recommendations

Florida can be a model for other states across the U.S. if it makes strategic public investments and policy changes that improve the economic reality of all workers and their families. First, Florida policymakers need to address the prevalence of economic insecurity in the state by raising the state minimum wage. The decline in the state's labor force participation rates for all groups, except workers 55

A higher state minimum wage would incentivize workers to rejoin the labor force and provide them with a path toward greater economic security.

and over, signals that Florida's economy is not promoting quality employment opportunities. It is important to note that the increased labor participation of persons 55 and over is largely due to the low levels of retirement savings among older workers. However, non-elder persons who would otherwise work are not seeking employment because the jobs being created are not attractive. A higher state minimum wage would incentivize

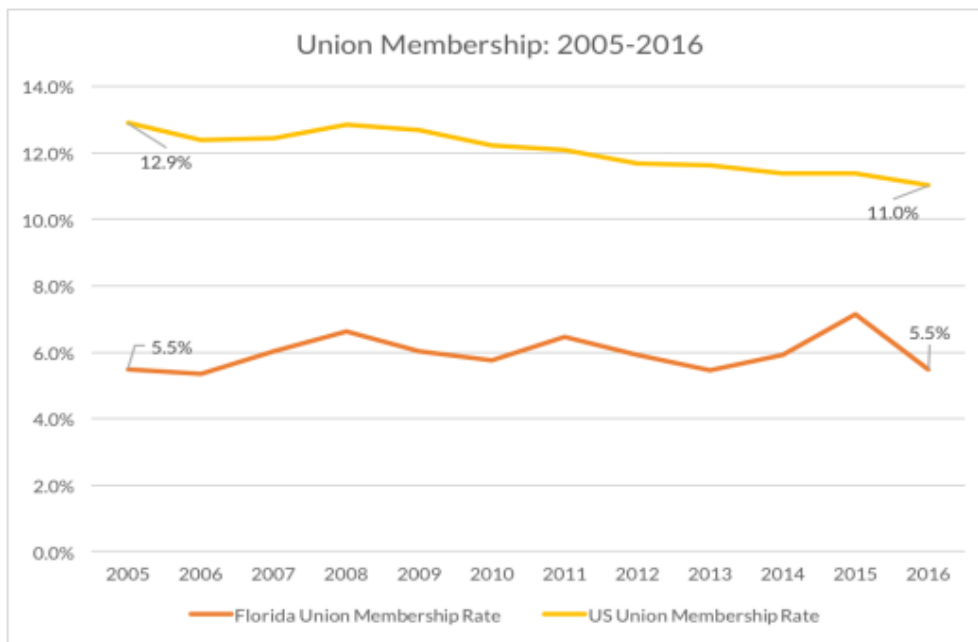
workers to rejoin the labor force and provide them with a path toward greater economic security. An increased state minimum wage will increase the earnings of Florida workers by billions, thereby stimulating economic growth. Additionally, the incomes of low-wage workers can also rise through non-wage interventions such as through increased tax credits as is possible through the federal earned income tax credit (EITC) and child tax credit (CTC). The EITC is a refundable tax credit designed to reward work and reduce poverty, especially among low-income households. Similarly, the CTC is a refundable tax credit that enables families with children to cover their basic necessities. Both the EITC and CTC have historically benefited from bipartisan support.

Florida Labor Force Participation Rates: 2005-2016				
	<u>2005</u>	<u>2010</u>	<u>2016</u>	<u>Change (2005-2016)</u>
Total	62.8%	61.7%	58.7%	-4.1%
Male	70.1%	67.8%	64.4%	-5.7%
Female	56.0%	56.0%	53.5%	-2.5%
16-24 yrs	59.5%	51.2%	49.8%	-9.7%
25-54 yrs	82.9%	82.4%	80.3%	-2.6%
55+	33.5%	36.4%	35.7%	2.3%
White	61.0%	59.6%	56.0%	-5.0%
African-American	65.1%	63.4%	62.3%	-2.8%
Hispanic	66.2%	66.2%	61.9%	-4.3%

Source: U.S. Bureau of Labor Statistics Current Population Survey

Second, Florida policymakers should promote greater union membership and collective bargaining in order to empower the voice of working people at work and provide workers with the opportunity to shape their working lives. Due to long-established “Right to Work” laws, union participation and strength in Florida historically have been low compared to the U.S. average. In 2016, Florida’s union membership rate was half the national average.

Without bargaining power, workers are unable to ensure that they are being compensated fairly and adequately, resulting in a divergence between the profits of businesses and median wages in the state. While the state’s increased reliance on low-wage jobs accounts for the decline in economic security, the absence of organized labor has further depressed the standard of living of workers and exacerbated income inequality.



Source: U.S. Bureau of Labor Statistics Current Population Survey

Florida Labor Force Demographics: 2005-2016						
	2005		2010		2016	
Total	8,714,055	100%	9,069,231	100%	9,759,408	100%
Male	4,668,902	54%	4,800,491	53%	5,122,791	52%
Female	4,045,153	46%	4,268,740	47%	4,636,617	48%
16-24 yrs	1,147,503	13%	1,014,294	11%	1,136,570	12%
25-54 yrs	5,979,353	69%	6,132,655	68%	6,301,209	65%
55+	1,587,200	18%	1,922,282	21%	2,321,628	24%
White	5,484,895	63%	5,480,426	60%	5,272,247	54%
African-American	1,187,389	14%	1,305,682	14%	1,474,545	15%
Hispanic	1,761,361	20%	1,992,704	22%	2,606,662	27%

Source: U.S. Bureau of Labor Statistics Current Population Survey

Third, labor discrimination in Florida may be reduced through greater enforcement of existing anti-discrimination laws and through greater transparency in pay structures that provide workers with valuable information in determining whether they are being unfairly paid. People of color account for 46 percent of Florida's labor force and their share has grown steadily during the past 11 years. Therefore, it is imperative that Florida's policymakers welcome greater labor force diversity and provide all workers and their families with a clear path toward economic security and opportunity.

People of color account for 46 percent of Florida's labor force.

Government and employer policies focused on supporting child rearing, such as paid parental leave and child care subsidies to quality child care, can also serve to reduce workplace discrimination as parents, and particularly mothers, would receive the supports they need to balance work and family. Furthermore, stronger worker protections such as wage theft enforcement would do a lot to secure the wages of vulnerable workers into the future.

54.9 percent of Florida's labor force does not have a college degree.

Lastly, improving economic security in Florida entails increasing educational spending and promoting greater educational opportunities. Florida's labor force is increasingly becoming more educated. However, in 2016, 54.9 percent of Florida's labor force does not have a college degree (associate's degree or higher). This means that the majority of Florida's workers lack the higher education credentials that many quality jobs require. Improvements to the quality of public K-12 education in Florida are necessary, especially so that students may be better prepared to succeed in colleges, universities, or technical schools. While a greater share of young people are enrolling in college than ever before thanks to the availability of Pell grants and other education subsidies, the proportion of students that actually graduate from college has seen little improvement. Therefore, Florida policymakers must promote employment that provides all workers with economic security, irrespective of their educational attainment level.

Florida Labor Force by Educational Attainment: 2005-2016

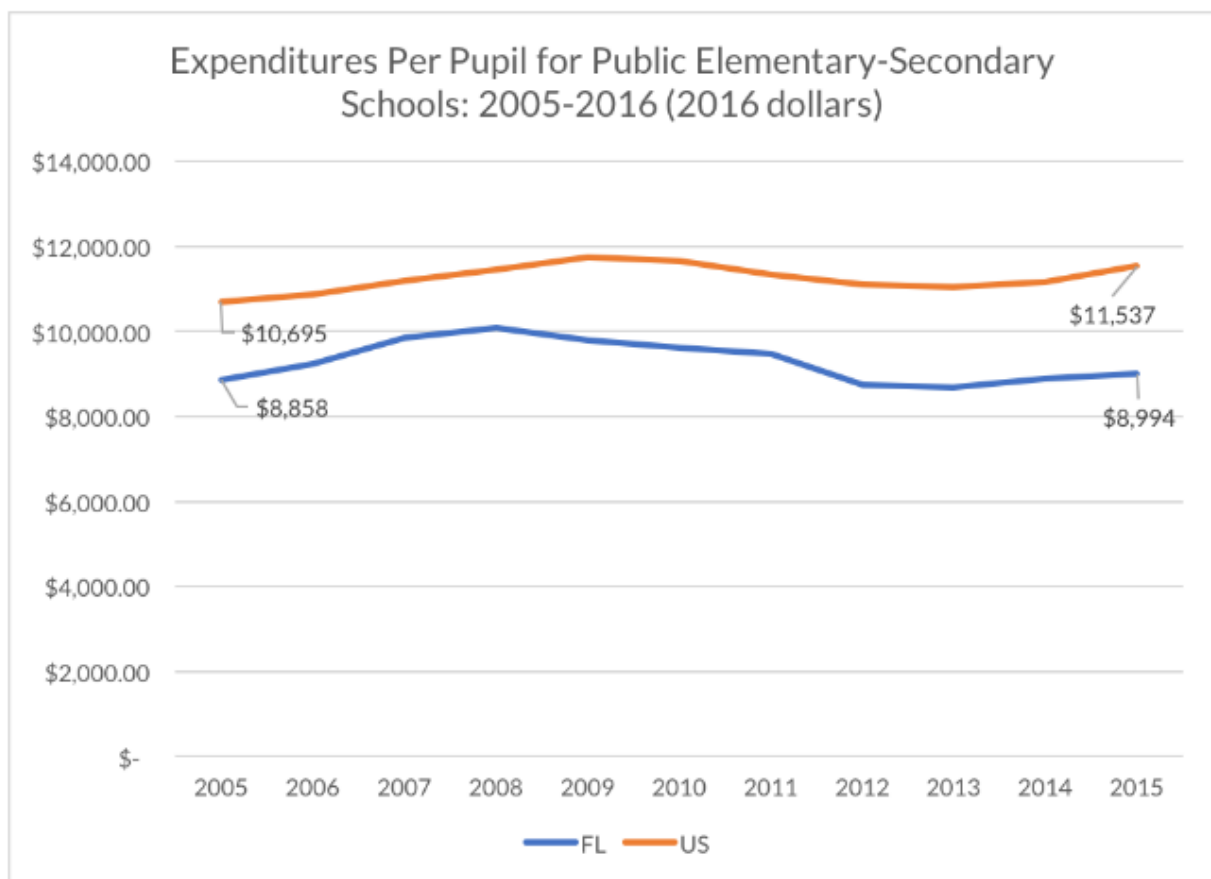
Educational Attainment	2005	2010	2016
High School	31.6%	29.6%	28.9%
Some College	29.2%	30.6%	30.5%
Associate's Degree	11.1%	12.3%	12.9%
Bachelor's or higher	27.3%	31.0%	32.2%
Graduate Degree	8.6%	10.2%	11.1%

Source: U.S. Bureau of Labor Statistics Current Population Survey

Additionally, Florida policymakers must increase public education spending in order to provide all people with access to quality education and the opportunity to successfully transition into institutions of higher education. In 2016, Florida per pupil education spending was \$2,543 less than the national average. Since 2005, the gap between Florida's per student spending levels and the

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national average has widened. Florida's students deserve more and it is in the state's interest to adequately fund public education so that these students may have the opportunity to prosper along with the Florida economy.



Source: U.S. Census Annual Survey of School System Finances

Florida's economy is better than it was during the Great Recession but state policymakers have a duty to focus on the economic security of families and not just on the state's bottom line. It is therefore imperative that strategic public investments and policy changes are made to improve the economic security of Floridians.

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Increasing the minimum wage, promoting union membership, improving enforcement of existing anti-discrimination laws, implementing transparency in pay structures, and increasing educational spending are some key initiatives that Florida policymakers should consider. Florida's families need economic security to achieve a standard of living that provides them with dignified lives and opportunity. It is due time that Florida's economy worked for them.

Endnotes

- ¹ Great Recession duration measured by the National Bureau of Economic Research: <http://www.nber.org/cycles/sept2010.html>
- ² Cooper, David. 2015. "Raising the Minimum Wage to \$12 by 2020 Would Lift Wages for 35 Million American Workers." Economic Policy Institute Briefing Paper No. 405. <http://www.epi.org/publication/raising-the-minimum-wage-to-12-by-2020-would-lift-wages-for-35-million-american-workers/>
- ³ The Hamilton Project. 2013. "Thirteen Economic Facts about Social Mobility and the Role of Education." Washington, D.C.: June. <https://www.brookings.edu/research/thirteen-economic-facts-about-social-mobility-and-the-role-of-education/>
- ⁴ Bailey, Martha J., and Susan Dynarski. 2011. "Gains and Gaps: Changing Inequality in U.S. College Entry and Completion." PSC Research Report No. 11-746.



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For more detailed data, methodology, and resources related to **State of Working Florida 2017**, please contact Alí R. Bustamante, Ph.D. at arbustam@loyno.edu.

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