

WSB Living Wage FY-2024

Based on the US Census, the average household size in El Paso, county TX was 3.00 (2021). According to the MIT Living Wage Calculator, the following household sizes require these incomes annually to avoid the need for public assistance (June 2023).

	Hourly Wages	Required Annual Income Before Taxes
1 Adult	0 Children	\$30,299.00
	1 Child	\$63,713.00
	2 Children	\$79,841.00
	3 Children	\$103,786.00
2 Adults (1 Working)	0 Children	\$52,046.00
	1 Child	\$64,145.00
	2 Children	\$74,069.00
	3 Children	\$82,511.00
2 Adults (Both Working)	0 Children	\$52,046.00
	1 Child	\$71,699.00
	2 Children	\$89,178.00
	3 Children	\$105,176.00

As discussed above, most households in El Paso County have 3 persons or less. Based on this calculation, WSB chose to utilize the income of “2 Adults + 1 Child” to calculate the hourly living wage.

The necessary annual gross income for 2 adults, 1 child	\$71,699
2 adults working full time ($\$71,699 \div 2$)	\$35,850
Hourly wage ($\$35,850 \div 2,080$) (40 hours per week x 52 weeks a year)	\$17.24

It could be assumed or defined that a household is made up of 1 adult with 2 children. As listed above, the income necessary for 1 adult with 2 children is \$79,841. In this scenario, the one adult would be the only person to generate the income necessary to support the entire family without public assistance.

The necessary annual gross income for 1 adult, 2 children	\$79,841
Hourly wage required to support this size household ($\$79,841 \div 2,080$) (40 hours per week x 2 weeks a year)	\$38.39

After consideration of both calculations, WSB chose the \$17.24 living wage to utilize for internal policy, research benchmarking and performance outcome analysis.

Workforce Solutions Borderplex works with individuals that are unemployed, underemployed, dislocated and/or have barriers to employment. Through various strategies and tactics, WSB works with regional educators and employers to place individuals into jobs that have a higher skill and/or wage.

Although highly competitive, the \$38.39 hourly wage is not a realistic entry level wage for most of the job seekers WSB serves. For the purposes of transitional job placement, on-the-job training, internships, and subsidized employment, the \$17.24 Living Wage is more appropriate for WSB to utilize and benchmark its programs and service outcomes.

WSB will update its Living Wage each year utilizing the MIT living wage calculator and US Census demographic data.