

Nonprofits & the Minimum Wage: What have we learned?

Overview

UW's Seattle Minimum Wage Research Team recently released a new report that looks at how increases in the minimum wage are impacting Seattle nonprofits. With minimum wage increases taking effect statewide between now and 2020, nonprofits throughout the state will be impacted by new minimum wage regulations. Although each part of the state is unique, there's lots to learn from what's happening in Seattle! Read the full report to learn more.

Webinar

Nonprofits and Minimum Wage-What have we learned? With Scott Allard

<https://vimeo.com/233910346>

Date: September 13, 2017

You will leave this webinar understanding the impact of the recent Seattle minimum wage ordinance on the nonprofit sector.

This webinar will help you to:

- Understand the background of the minimum wage study components and data collection activities.
- Recognize the key findings; hear responses from employers overall, responses from nonprofits, and workers' experiences.

Presenters

Scott Allard

Scott W. Allard is a Professor at the Daniel J. Evans School of Public Policy and Governance at the University of Washington with expertise in poverty and inequality, nonprofit human services, and social welfare policy. He is a nonresidential senior fellow at the Brookings Institution Metropolitan Policy Program and an affiliate of the Institute for Research on Poverty at the University of Wisconsin-Madison. He is author of *Out of Reach: Place, Poverty, and the New American Welfare State* (2009, Yale University Press), which examines the spatial and organizational challenges confronting local safety net providers. His latest book *Places in Need: The Changing Geography of Poverty in America* (2017, Russell Sage Foundation Press), focuses on the changing geography of poverty in metropolitan America and how the contemporary safety net has responded to rising poverty in suburban areas.

Resources needed

1. Computer. We recommend you download the webinar onto the desktop so that you aren't relying on the Internet.
2. Projector/screen or HD television.
3. Handouts - Discussion Guide (next page), [Report on Nonprofit Response to Minimum Wage](#), [Presentation Slideshow](#)

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Discussion Guide

Key questions

- Is your nonprofit or firm subject to a local minimum wage ordinance?
- How might your nonprofit respond to higher minimum wage rates?

Clips of video

6:35 – 7:42 – **Minimum Wage Study Components**

Before diving into the results of the minimum wage study, Scott Allard explains the different components covered in the minimum wage study.

Which of these wage study components do you find interesting?

- Analysis of administrative data
- Employer Surveys
- In-depth interviews with nonprofits and for-profit firms
- In-depth interviews with 60 low-wage workers
- Price data collection
- Analysis of administrative data
- Employer Surveys
- In-depth interviews with nonprofits

7:43-10:03– **Why Focus on Nonprofits?**

Changes to the minimum wage affect all sectors. Scott discusses why the focus of the study was centered on nonprofits.

- Why is it important for your organization to discuss results from a study on minimum wage?
- How might the responses from the study affect the most vulnerable groups of people?
- How do changes in the regional economy and housing shape the nonprofit sector?

10:05-13:34 – **Analysis of Administrative Data**

Scott looks at the effects of the minimum wage increase for wages, jobs, and hours in the low wage labor market.

- How might the minimum wage increase affect wages, jobs, and hours of your nonprofit staff?

13:35-14:32 – **Jobs in Seattle**

Scott looks at the jobs and trends in Seattle where the minimum wage might have the most impact.

- How does your organization stay competitive in the job market? How does your organizations salaries compare to other regions?
- In 2016 Q2, there were 331,927 jobs* in Seattle
- 88,431-or 26.6% of all jobs paid less than <\$19 per hour

14:32-21:29 – In-Depth Interviews with Nonprofit Executives

The study conducted in-depth interviews with nonprofit executives about their strategic responses to wage ordinance.

- Does your organization staff have an understanding of the ordinance?
- What are the implications for nonprofit workers?
- How might the wage ordinance affect service delivery for your organization?
- Was your organization directly affected by the initial phase-in of the wage ordinance or have the changes been gradual?

21:29-23:28 – Summary Findings: Surveys and Interviews

Scott discusses key findings from the surveys and interviews.

- Have you experienced any challenges in understanding the phase-in or proper wage level?
- Has your organization increased or planning to increase wages?
- What changes will you make to staffing and services?

26:50-28:49- – Modest Changes to Workforce, More Volunteers

The study provides results of how nonprofits are making modest changes to the workforce and including more volunteers. Here are some questions asked in the study that you might consider discussing with your organization.

- Do you intend to reduce the number of scheduled hours for minimum wage employees who work in the City of Seattle?
- Do you intend to contract out work currently provided in-house?
- Do you intend to use more interns or volunteers?
- Do you intend to change programs offered?
- Do you intend to make changes to client populations served?
- Do you intend to change the scope of services provided?

Actions to take the next step

- Make a list of what information in this video and the minimum wage study's key findings are important to discuss with your organization. Talk about your understanding of the minimum wage ordinance and it's impact with your leadership team.
- Make a list of what possible changes your organization will need to make in staffing, program services, and revenue streams. Consider other possible relevant structural or policy-related forces that might impact these changes.
- Think about how to create a strategic plan to implement these changes. Washington Nonprofits offers nonprofits resources and workshops on creating a strategic plan in our new series SPiN (Strategic Planning in Nonprofits), visit our website for more information <https://www.wanonprofitinstitute.org>

Resources for further study

Website: <https://evans.uw.edu/policy-impact/minimum-wage-study>

Website: www.scoattallard.com