

State tables on \$15 minimum wage impact

Characteristics of workers who would be affected by increasing the federal minimum wage to \$15 by 2024

April 26, 2017

Summary: These tables supplement Appendix Table 3 in David Cooper, Raising the Minimum Wage to \$15 by 2024 Would Lift Wages for 41 Million Workers, Economic Policy Institute report, April 26, 2017. Individual tables are provided for 49 states and the District of Columbia. California is not included because the minimum wage will be \$15 an hour by 2022.

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Alabama

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	1,930,000	482,000	25.0%	293,000	15.2%	774,000	40.1%	100.0%
Gender								
Women	950,000	283,000	29.8%	168,000	17.7%	451,000	47.5%	58.3%
Men	980,000	199,000	20.3%	124,000	12.7%	323,000	33.0%	41.7%
Age								
Age 20 or older	1,864,000	432,000	23.2%	282,000	15.1%	714,000	38.3%	92.2%
Teenager	66,000	50,000	75.4%	10,000	15.9%	60,000	91.3%	7.8%
16 to 24	298,000	177,000	59.4%	62,000	20.9%	239,000	80.3%	30.9%
25 to 39	626,000	132,000	21.1%	113,000	18.1%	245,000	39.2%	31.7%
40 to 54	627,000	100,000	16.0%	75,000	11.9%	175,000	27.9%	22.6%
55+	379,000	72,000	19.1%	43,000	11.2%	115,000	30.3%	14.8%
Race/ethnicity								
White	1,230,000	240,000	19.5%	173,000	14.1%	413,000	33.6%	53.3%
Black	534,000	200,000	37.4%	84,000	15.7%	284,000	53.1%	36.6%
Hispanic	95,000	27,000	28.6%	22,000	22.9%	49,000	51.5%	6.3%
Asian or other race/ethnicity	71,000	15,000	21.2%	14,000	19.7%	29,000	40.9%	3.7%
Family status								
Married parent	486,000	71,000	14.5%	67,000	13.8%	138,000	28.3%	17.8%
Single parent	174,000	63,000	36.3%	38,000	21.8%	101,000	58.0%	13.0%
Married, no children	547,000	77,000	14.1%	62,000	11.3%	139,000	25.5%	18.0%
Unmarried, no children	723,000	271,000	37.5%	126,000	17.4%	397,000	54.9%	51.2%
Family income								
Less than \$14,999	162,000	94,000	58.4%	30,000	18.4%	124,000	76.9%	16.0%
\$15,000 – \$24,999	166,000	73,000	43.9%	36,000	21.5%	108,000	65.5%	14.0%
\$25,000 – \$34,999	210,000	61,000	29.0%	54,000	25.7%	115,000	54.8%	14.9%
\$35,000 – \$49,999	282,000	67,000	23.8%	46,000	16.1%	113,000	40.0%	14.6%
\$50,000 – \$74,999	431,000	87,000	20.2%	60,000	14.0%	147,000	34.2%	19.0%
\$75,000 – \$99,999	262,000	49,000	18.8%	30,000	11.4%	79,000	30.2%	10.2%
\$100,000 – \$149,999	258,000	31,000	11.8%	26,000	10.3%	57,000	22.1%	7.4%
\$150,000 or more	158,000	19,000	12.2%	11,000	6.7%	30,000	18.9%	3.9%
Industry								
Construction	108,000	15,000	14.1%	12,000	11.3%	27,000	25.3%	3.5%
Manufacturing	322,000	61,000	18.9%	48,000	15.0%	109,000	33.9%	14.1%
Retail trade	220,000	108,000	49.2%	28,000	12.8%	136,000	61.9%	17.6%
Agriculture, forestry, fishing								
Wholesale trade	45,000	3,000	6.7%	6,000	12.6%	9,000	19.4%	1.1%
Transportation and utilities	104,000	11,000	10.6%	10,000	10.0%	21,000	20.6%	2.8%
Information	29,000	3,000	9.6%	3,000	10.9%	6,000	20.5%	0.8%
Financial activities	106,000	17,000	15.6%	14,000	12.8%	30,000	28.4%	3.9%
Administrative and waste management services	80,000	29,000	36.2%	15,000	19.1%	44,000	55.2%	5.7%
Professional, science, management consulting	97,000	6,000	6.4%	10,000	10.5%	16,000	16.8%	2.1%
Education	168,000	34,000	20.5%	14,000	8.7%	49,000	29.1%	6.3%
Health care	228,000	55,000	24.2%	29,000	12.7%	84,000	36.9%	10.9%
Social assistance	44,000	19,000	42.4%	7,000	15.3%	25,000	57.6%	3.3%
Arts, entertainment, recreation, accommodation	32,000	11,000	35.1%	7,000	20.5%	18,000	55.6%	2.3%
Food and drink service	137,000	71,000	51.6%	51,000	37.2%	122,000	88.8%	15.7%
Public administration	112,000	14,000	12.3%	13,000	11.9%	27,000	24.2%	3.5%
Other industries	99,000	26,000	26.0%	25,000	25.2%	51,000	51.2%	6.5%
Work hours								
Part time (< 20 hours)	93,000	47,000	50.8%	15,000	16.6%	62,000	67.3%	8.1%
Mid time (20–34 hours)	240,000	137,000	57.0%	48,000	20.2%	185,000	77.1%	23.9%
Full time (35+ hours)	1,597,000	298,000	18.7%	229,000	14.3%	527,000	33.0%	68.1%
Education								
Less than high school	186,000	99,000	53.2%	44,000	23.8%	143,000	77.0%	18.5%
High school	577,000	177,000	30.8%	107,000	18.6%	285,000	49.4%	36.8%
Some college, no degree	390,000	123,000	31.4%	70,000	17.9%	192,000	49.3%	24.8%
Associate degree	221,000	43,000	19.5%	33,000	14.9%	76,000	34.5%	9.8%
Bachelor's degree or higher	556,000	40,000	7.2%	38,000	6.9%	78,000	14.0%	10.1%
Children with at least one affected parent	1,154,000	221,000	19.2%	178,000	15.5%	400,000	34.6%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Alaska

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	313,000	47,000	15.1%	33,000	10.6%	80,000	25.7%	100.0%
Gender								
Women	151,000	26,000	16.9%	17,000	11.4%	43,000	28.3%	53.5%
Men	161,000	21,000	13.3%	16,000	9.8%	37,000	23.2%	46.5%
Age								
Age 20 or older	302,000	41,000	13.4%	31,000	10.3%	72,000	23.7%	89.4%
Teenager	10,000	7,000	62.8%	2,000	18.7%	8,000	81.5%	10.6%
16 to 24	45,000	18,000	39.1%	10,000	21.8%	28,000	60.8%	34.5%
25 to 39	113,000	13,000	11.5%	10,000	9.2%	24,000	20.7%	29.3%
40 to 54	92,000	10,000	10.6%	7,000	7.7%	17,000	18.2%	21.0%
55+	61,000	7,000	10.7%	6,000	9.2%	12,000	19.8%	15.2%
Race/ethnicity								
White	177,000	20,000	11.4%	15,000	8.2%	35,000	19.6%	43.4%
Black	12,000	3,000	24.7%	1,000	11.5%	4,000	36.2%	5.5%
Hispanic	27,000	4,000	15.2%	4,000	16.3%	9,000	31.5%	10.7%
Asian or other race/ethnicity	96,000	20,000	20.6%	13,000	13.2%	32,000	33.8%	40.4%
Family status								
Married parent	83,000	7,000	8.7%	5,000	6.3%	13,000	15.1%	15.7%
Single parent	29,000	4,000	13.7%	5,000	17.5%	9,000	31.2%	11.1%
Married, no children	90,000	10,000	11.1%	8,000	8.4%	17,000	19.5%	21.8%
Unmarried, no children	111,000	26,000	23.4%	15,000	13.7%	41,000	37.1%	51.4%
Family income								
Less than \$14,999	15,000	6,000	36.0%	3,000	21.8%	9,000	57.8%	11.2%
\$15,000 – \$24,999	13,000	3,000	21.6%	3,000	22.2%	6,000	43.8%	7.3%
\$25,000 – \$34,999	20,000	5,000	23.5%	3,000	16.6%	8,000	40.1%	9.9%
\$35,000 – \$49,999	33,000	6,000	17.7%	4,000	10.9%	9,000	28.6%	11.8%
\$50,000 – \$74,999	60,000	9,000	14.9%	5,000	9.1%	14,000	23.9%	17.9%
\$75,000 – \$99,999	52,000	8,000	14.5%	6,000	11.1%	13,000	25.6%	16.5%
\$100,000 – \$149,999	69,000	7,000	10.1%	6,000	8.2%	13,000	18.3%	15.8%
\$150,000 or more	50,000	5,000	9.4%	3,000	6.1%	8,000	15.4%	9.6%
Industry								
Construction	22,000	1,000	5.4%	2,000	8.3%	3,000	13.6%	3.7%
Manufacturing	10,000	4,000	33.9%	2,000	16.0%	5,000	49.9%	6.5%
Retail trade	37,000	9,000	24.9%	8,000	23.0%	18,000	47.9%	21.9%
Agriculture, forestry, fishing								
Wholesale trade	7,000	1,000	17.3%	1,000	14.2%	2,000	31.5%	2.8%
Transportation and utilities	23,000	2,000	7.4%	1,000	6.3%	3,000	13.7%	3.9%
Information	7,000	-	5.0%	-	4.4%	1,000	9.4%	0.8%
Financial activities	15,000	3,000	18.2%	1,000	9.8%	4,000	28.0%	5.3%
Administrative and waste management services	7,000	1,000	19.9%	1,000	8.7%	2,000	28.6%	2.4%
Professional, science, management consulting	15,000	1,000	7.9%	1,000	6.5%	2,000	14.4%	2.7%
Education	31,000	3,000	9.7%	2,000	7.1%	5,000	16.8%	6.6%
Health care	38,000	4,000	11.2%	2,000	6.3%	7,000	17.5%	8.2%
Social assistance	12,000	2,000	15.0%	1,000	9.6%	3,000	24.6%	3.7%
Arts, entertainment, recreation, accommodation	10,000	4,000	38.1%	1,000	15.5%	5,000	53.7%	6.4%
Food and drink service	14,000	7,000	48.0%	4,000	26.7%	11,000	74.7%	13.2%
Public administration	40,000	2,000	5.3%	3,000	6.4%	5,000	11.7%	5.8%
Other industries	26,000	3,000	12.0%	2,000	7.1%	5,000	19.2%	6.2%
Work hours								
Part time (< 20 hours)	15,000	6,000	44.3%	1,000	9.9%	8,000	54.2%	9.8%
Mid time (20–34 hours)	42,000	13,000	30.9%	8,000	19.3%	21,000	50.1%	26.1%
Full time (35+ hours)	256,000	28,000	10.8%	24,000	9.2%	51,000	20.1%	64.1%
Education								
Less than high school	19,000	7,000	39.1%	4,000	18.9%	11,000	58.0%	13.8%
High school	99,000	20,000	20.0%	14,000	13.9%	34,000	33.8%	41.8%
Some college, no degree	65,000	11,000	17.5%	7,000	10.7%	18,000	28.3%	22.8%
Associate degree	25,000	3,000	12.9%	3,000	10.4%	6,000	23.3%	7.3%
Bachelor's degree or higher	104,000	5,000	5.0%	6,000	5.9%	11,000	11.0%	14.3%
Children with at least one affected parent	205,000	23,000	11.3%	20,000	9.9%	43,000	21.2%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Arizona

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	2,937,000	22,000	0.7%	1,045,000	35.6%	1,066,000	36.3%	100.0%
Gender								
Women	1,357,000	14,000	1.1%	537,000	39.6%	551,000	40.6%	51.7%
Men	1,580,000	7,000	0.5%	508,000	32.2%	515,000	32.6%	48.3%
Age								
Age 20 or older	2,813,000	16,000	0.6%	940,000	33.4%	956,000	34.0%	89.6%
Teenager	124,000	5,000	4.4%	105,000	84.7%	110,000	89.1%	10.4%
16 to 24	450,000	13,000	2.8%	329,000	73.1%	342,000	75.9%	32.1%
25 to 39	976,000	5,000	0.5%	307,000	31.5%	312,000	32.0%	29.3%
40 to 54	963,000	1,000	0.1%	253,000	26.2%	254,000	26.4%	23.8%
55+	548,000	3,000	0.5%	156,000	28.5%	158,000	28.9%	14.9%
Race/ethnicity								
White	1,429,000	13,000	0.9%	388,000	27.1%	401,000	28.1%	37.6%
Black	153,000	-	0.0%	53,000	34.6%	53,000	34.6%	5.0%
Hispanic	1,105,000	8,000	0.8%	526,000	47.6%	534,000	48.3%	50.1%
Asian or other race/ethnicity	249,000	-	0.0%	78,000	31.3%	78,000	31.3%	7.3%
Family status								
Married parent	757,000	-	0.0%	177,000	23.4%	177,000	23.4%	16.6%
Single parent	242,000	4,000	1.8%	126,000	52.0%	130,000	53.8%	12.2%
Married, no children	778,000	2,000	0.3%	205,000	26.3%	207,000	26.7%	19.5%
Unmarried, no children	1,159,000	15,000	1.3%	537,000	46.3%	552,000	47.6%	51.8%
Family income								
Less than \$14,999	244,000	8,000	3.4%	161,000	66.1%	169,000	69.5%	15.9%
\$15,000 – \$24,999	241,000	7,000	2.8%	154,000	63.9%	161,000	66.7%	15.1%
\$25,000 – \$34,999	302,000	-	0.0%	160,000	52.9%	160,000	52.9%	15.0%
\$35,000 – \$49,999	425,000	-	0.0%	174,000	40.8%	174,000	40.8%	16.3%
\$50,000 – \$74,999	496,000	4,000	0.8%	169,000	34.1%	173,000	35.0%	16.2%
\$75,000 – \$99,999	474,000	1,000	0.3%	102,000	21.5%	103,000	21.8%	9.7%
\$100,000 – \$149,999	444,000	-	0.0%	75,000	16.9%	75,000	16.9%	7.0%
\$150,000 or more	312,000	1,000	0.4%	50,000	16.1%	51,000	16.5%	4.8%
Industry								
Construction	168,000	-	0.0%	31,000	18.6%	31,000	18.6%	2.9%
Manufacturing	213,000	-	0.0%	53,000	25.1%	53,000	25.1%	5.0%
Retail trade	393,000	-	0.0%	210,000	53.6%	210,000	53.6%	19.7%
Agriculture, forestry, fishing								
Wholesale trade	56,000	-	0.0%	24,000	41.7%	24,000	41.7%	2.2%
Transportation and utilities	168,000	-	0.0%	55,000	32.8%	55,000	32.8%	5.2%
Information	58,000	-	0.0%	17,000	30.0%	17,000	30.0%	1.6%
Financial activities	254,000	-	0.0%	38,000	14.9%	38,000	14.9%	3.6%
Administrative and waste management services	159,000	-	0.0%	81,000	51.3%	81,000	51.3%	7.6%
Professional, science, management consulting	194,000	2,000	1.1%	21,000	11.0%	24,000	12.2%	2.2%
Education	257,000	-	0.0%	61,000	23.9%	61,000	23.9%	5.8%
Health care	324,000	1,000	0.3%	85,000	26.3%	86,000	26.6%	8.1%
Social assistance	54,000	-	0.0%	38,000	70.8%	38,000	70.8%	3.6%
Arts, entertainment, recreation, accommodation	111,000	1,000	1.2%	64,000	57.3%	65,000	58.5%	6.1%
Food and drink service	211,000	14,000	6.8%	159,000	75.5%	173,000	82.3%	16.3%
Public administration	153,000	-	0.0%	27,000	17.8%	27,000	17.8%	2.6%
Other industries	164,000	3,000	1.8%	78,000	47.6%	81,000	49.3%	7.6%
Work hours								
Part time (< 20 hours)	145,000	2,000	1.1%	106,000	73.1%	108,000	74.1%	10.1%
Mid time (20–34 hours)	424,000	8,000	1.8%	296,000	69.8%	304,000	71.7%	28.5%
Full time (35+ hours)	2,368,000	12,000	0.5%	643,000	27.1%	655,000	27.7%	61.4%
Education								
Less than high school	332,000	6,000	1.7%	236,000	71.2%	242,000	72.9%	22.7%
High school	739,000	8,000	1.0%	356,000	48.1%	363,000	49.1%	34.1%
Some college, no degree	643,000	4,000	0.7%	263,000	40.9%	267,000	41.6%	25.1%
Associate degree	275,000	2,000	0.6%	76,000	27.7%	78,000	28.4%	7.3%
Bachelor's degree or higher	948,000	2,000	0.2%	114,000	12.0%	116,000	12.2%	10.9%
Children with at least one affected parent	1,818,000	4,000	0.2%	551,000	30.3%	555,000	30.5%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

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Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Arkansas

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	1,206,000	312,000	25.9%	167,000	13.8%	479,000	39.7%	100.0%
Gender								
Women	568,000	170,000	29.9%	84,000	14.8%	254,000	44.7%	53.0%
Men	638,000	142,000	22.3%	83,000	13.0%	225,000	35.3%	47.0%
Age								
Age 20 or older	1,160,000	275,000	23.7%	160,000	13.8%	435,000	37.5%	90.9%
Teenager	45,000	37,000	82.1%	6,000	14.0%	44,000	96.1%	9.1%
16 to 24	161,000	96,000	59.5%	34,000	21.3%	130,000	80.9%	27.1%
25 to 39	421,000	104,000	24.7%	61,000	14.6%	165,000	39.3%	34.6%
40 to 54	396,000	65,000	16.5%	49,000	12.3%	114,000	28.8%	23.8%
55+	229,000	47,000	20.7%	22,000	9.7%	70,000	30.4%	14.5%
Race/ethnicity								
White	847,000	181,000	21.4%	106,000	12.5%	287,000	33.9%	60.0%
Black	196,000	68,000	35.0%	33,000	16.7%	101,000	51.6%	21.1%
Hispanic	105,000	43,000	41.2%	17,000	16.6%	61,000	57.8%	12.6%
Asian or other race/ethnicity	58,000	20,000	33.6%	10,000	17.9%	30,000	51.5%	6.3%
Family status								
Married parent	339,000	59,000	17.5%	39,000	11.4%	98,000	28.9%	20.5%
Single parent	107,000	39,000	36.3%	19,000	17.5%	57,000	53.8%	12.0%
Married, no children	362,000	55,000	15.1%	44,000	12.0%	98,000	27.2%	20.5%
Unmarried, no children	398,000	159,000	40.0%	66,000	16.6%	225,000	56.6%	47.0%
Family income								
Less than \$14,999	93,000	51,000	54.6%	12,000	13.2%	63,000	67.8%	13.1%
\$15,000 – \$24,999	102,000	47,000	46.1%	23,000	22.3%	70,000	68.4%	14.6%
\$25,000 – \$34,999	162,000	55,000	34.0%	32,000	19.9%	87,000	53.9%	18.2%
\$35,000 – \$49,999	220,000	52,000	23.5%	39,000	17.6%	91,000	41.1%	18.9%
\$50,000 – \$74,999	241,000	53,000	21.8%	29,000	12.2%	82,000	34.1%	17.1%
\$75,000 – \$99,999	142,000	14,000	10.0%	13,000	9.5%	28,000	19.5%	5.8%
\$100,000 – \$149,999	160,000	29,000	17.8%	10,000	6.5%	39,000	24.3%	8.1%
\$150,000 or more	86,000	12,000	14.4%	7,000	8.7%	20,000	23.2%	4.1%
Industry								
Construction	76,000	18,000	24.1%	8,000	10.8%	27,000	34.9%	5.6%
Manufacturing	161,000	32,000	19.7%	22,000	13.4%	53,000	33.1%	11.1%
Retail trade	159,000	71,000	44.6%	24,000	14.8%	95,000	59.5%	19.8%
Agriculture, forestry, fishing								
Wholesale trade	32,000	4,000	12.1%	5,000	15.7%	9,000	27.8%	1.9%
Transportation and utilities	69,000	12,000	18.2%	6,000	8.2%	18,000	26.4%	3.8%
Information	17,000	3,000	16.0%	1,000	7.8%	4,000	23.8%	0.8%
Financial activities	53,000	7,000	13.3%	9,000	16.7%	16,000	30.0%	3.3%
Administrative and waste management services	35,000	15,000	42.7%	5,000	13.0%	20,000	55.7%	4.1%
Professional, science, management consulting	53,000	6,000	11.2%	3,000	5.9%	9,000	17.1%	1.9%
Education	134,000	23,000	17.2%	10,000	7.8%	33,000	24.9%	7.0%
Health care	160,000	38,000	23.5%	20,000	12.2%	57,000	35.7%	11.9%
Social assistance	19,000	9,000	44.9%	3,000	14.0%	11,000	58.9%	2.4%
Arts, entertainment, recreation, accommodation	25,000	11,000	45.9%	4,000	15.8%	15,000	61.7%	3.2%
Food and drink service	72,000	35,000	49.2%	24,000	34.1%	60,000	83.3%	12.5%
Public administration	67,000	7,000	10.0%	8,000	12.4%	15,000	22.4%	3.1%
Other industries	75,000	21,000	28.7%	15,000	20.7%	37,000	49.3%	7.7%
Work hours								
Part time (< 20 hours)	46,000	33,000	70.5%	5,000	9.9%	37,000	80.4%	7.8%
Mid time (20–34 hours)	138,000	73,000	52.9%	24,000	17.2%	97,000	70.2%	20.2%
Full time (35+ hours)	1,021,000	206,000	20.2%	138,000	13.5%	345,000	33.8%	72.0%
Education								
Less than high school	121,000	68,000	55.9%	20,000	16.1%	87,000	72.0%	18.2%
High school	385,000	116,000	30.0%	72,000	18.7%	188,000	48.7%	39.2%
Some college, no degree	234,000	78,000	33.2%	35,000	14.9%	113,000	48.1%	23.5%
Associate degree	120,000	25,000	21.2%	15,000	12.6%	41,000	33.8%	8.5%
Bachelor's degree or higher	345,000	26,000	7.5%	25,000	7.2%	51,000	14.8%	10.6%
Children with at least one affected parent	733,000	161,000	21.9%	78,000	10.7%	239,000	32.6%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024								Colorado
Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	2,532,000	27,000	1.1%	724,000	28.6%	751,000	29.6%	100.0%
Gender								
Women	1,169,000	17,000	1.5%	385,000	32.9%	402,000	34.4%	53.6%
Men	1,363,000	10,000	0.7%	339,000	24.8%	348,000	25.5%	46.4%
Age								
Age 20 or older	2,448,000	27,000	1.1%	651,000	26.6%	677,000	27.7%	90.2%
Teenager	84,000	-	0.0%	73,000	87.1%	73,000	87.1%	9.8%
16 to 24	368,000	7,000	1.8%	248,000	67.2%	254,000	69.1%	33.9%
25 to 39	953,000	13,000	1.4%	245,000	25.7%	258,000	27.0%	34.3%
40 to 54	748,000	4,000	0.6%	144,000	19.2%	148,000	19.8%	19.7%
55+	462,000	3,000	0.7%	87,000	18.9%	91,000	19.6%	12.1%
Race/ethnicity								
White	1,673,000	15,000	0.9%	397,000	23.7%	412,000	24.7%	55.0%
Black	122,000	-	0.0%	27,000	21.8%	27,000	21.8%	3.5%
Hispanic	577,000	7,000	1.2%	246,000	42.7%	254,000	43.9%	33.8%
Asian or other race/ethnicity	160,000	4,000	2.8%	54,000	33.6%	58,000	36.3%	7.7%
Family status								
Married parent	671,000	7,000	1.1%	130,000	19.4%	137,000	20.5%	18.3%
Single parent	157,000	1,000	0.8%	59,000	37.9%	61,000	38.7%	8.1%
Married, no children	631,000	5,000	0.8%	128,000	20.3%	133,000	21.1%	17.8%
Unmarried, no children	1,073,000	14,000	1.3%	406,000	37.8%	419,000	39.1%	55.9%
Family income								
Less than \$14,999	144,000	4,000	2.7%	72,000	49.9%	75,000	52.5%	10.0%
\$15,000 – \$24,999	137,000	5,000	3.7%	79,000	57.9%	85,000	61.6%	11.3%
\$25,000 – \$34,999	230,000	-	0.0%	111,000	48.3%	111,000	48.3%	14.8%
\$35,000 – \$49,999	378,000	7,000	1.8%	108,000	28.7%	115,000	30.5%	15.3%
\$50,000 – \$74,999	531,000	3,000	0.6%	139,000	26.1%	142,000	26.7%	18.9%
\$75,000 – \$99,999	407,000	4,000	0.9%	96,000	23.5%	99,000	24.4%	13.2%
\$100,000 – \$149,999	430,000	1,000	0.3%	65,000	15.2%	67,000	15.5%	8.9%
\$150,000 or more	274,000	3,000	1.1%	53,000	19.4%	56,000	20.4%	7.5%
Industry								
Construction	186,000	-	0.0%	34,000	18.2%	34,000	18.2%	4.5%
Manufacturing	162,000	-	0.0%	33,000	20.2%	33,000	20.2%	4.4%
Retail trade	248,000	3,000	1.1%	131,000	52.9%	134,000	54.0%	17.9%
Agriculture, forestry, fishing								
Wholesale trade	42,000	-	0.0%	11,000	25.4%	11,000	25.4%	1.4%
Transportation and utilities	113,000	-	0.0%	22,000	19.7%	22,000	19.7%	3.0%
Information	79,000	-	0.0%	10,000	13.2%	10,000	13.2%	1.4%
Financial activities	200,000	-	0.0%	37,000	18.2%	37,000	18.2%	4.9%
Administrative and waste management services	123,000	-	0.0%	38,000	31.3%	38,000	31.3%	5.1%
Professional, science, management consulting	205,000	-	0.0%	18,000	8.9%	18,000	8.9%	2.4%
Education	237,000	-	0.0%	59,000	24.9%	59,000	24.9%	7.9%
Health care	291,000	-	0.0%	64,000	22.0%	64,000	22.0%	8.5%
Social assistance	42,000	-	0.0%	10,000	24.7%	10,000	24.7%	1.4%
Arts, entertainment, recreation, accommodation	111,000	4,000	3.2%	56,000	50.8%	60,000	54.0%	8.0%
Food and drink service	177,000	14,000	7.7%	118,000	66.5%	131,000	74.2%	17.5%
Public administration	126,000	-	0.0%	16,000	13.0%	16,000	13.0%	2.2%
Other industries	191,000	7,000	3.6%	66,000	34.4%	73,000	38.0%	9.7%
Work hours								
Part time (< 20 hours)	115,000	2,000	1.7%	67,000	58.6%	69,000	60.2%	9.2%
Mid time (20–34 hours)	353,000	12,000	3.4%	193,000	54.7%	205,000	58.1%	27.3%
Full time (35+ hours)	2,063,000	13,000	0.6%	463,000	22.4%	476,000	23.1%	63.4%
Education								
Less than high school	187,000	3,000	1.4%	113,000	60.5%	116,000	61.9%	15.4%
High school	623,000	15,000	2.4%	239,000	38.4%	254,000	40.8%	33.9%
Some college, no degree	435,000	5,000	1.1%	156,000	35.8%	161,000	36.9%	21.4%
Associate degree	281,000	1,000	0.5%	87,000	30.9%	88,000	31.3%	11.7%
Bachelor's degree or higher	1,005,000	3,000	0.3%	129,000	12.8%	132,000	13.1%	17.6%
Children with at least one affected parent	1,345,000	14,000	1.0%	300,000	22.3%	313,000	23.3%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Connecticut

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	1,613,000	239,000	14.8%	206,000	12.8%	445,000	27.6%	100.0%
Gender								
Women	821,000	137,000	16.7%	130,000	15.9%	267,000	32.6%	60.1%
Men	791,000	102,000	12.9%	75,000	9.5%	177,000	22.4%	39.9%
Age								
Age 20 or older	1,556,000	196,000	12.6%	195,000	12.6%	392,000	25.2%	88.1%
Teenager	57,000	43,000	74.7%	10,000	18.3%	53,000	93.0%	11.9%
16 to 24	183,000	88,000	48.2%	44,000	24.0%	132,000	72.2%	29.7%
25 to 39	503,000	71,000	14.1%	74,000	14.7%	145,000	28.7%	32.5%
40 to 54	550,000	45,000	8.2%	49,000	9.0%	95,000	17.2%	21.3%
55+	377,000	35,000	9.2%	39,000	10.3%	73,000	19.4%	16.5%
Race/ethnicity								
White	1,077,000	119,000	11.1%	111,000	10.3%	230,000	21.4%	51.7%
Black	155,000	37,000	24.0%	34,000	21.9%	71,000	45.9%	16.0%
Hispanic	273,000	65,000	24.0%	52,000	19.2%	118,000	43.2%	26.5%
Asian or other race/ethnicity	107,000	17,000	15.8%	9,000	8.0%	26,000	23.8%	5.7%
Family status								
Married parent	424,000	38,000	8.9%	36,000	8.6%	74,000	17.5%	16.7%
Single parent	129,000	20,000	15.8%	25,000	19.4%	45,000	35.2%	10.2%
Married, no children	458,000	43,000	9.3%	50,000	10.9%	92,000	20.2%	20.8%
Unmarried, no children	602,000	138,000	22.9%	95,000	15.7%	233,000	38.7%	52.3%
Family income								
Less than \$14,999	74,000	19,000	26.1%	22,000	30.1%	42,000	56.2%	9.4%
\$15,000 – \$24,999	88,000	23,000	25.6%	26,000	29.5%	49,000	55.1%	10.9%
\$25,000 – \$34,999	122,000	26,000	21.4%	29,000	24.2%	56,000	45.6%	12.5%
\$35,000 – \$49,999	129,000	32,000	24.6%	19,000	14.5%	50,000	39.1%	11.3%
\$50,000 – \$74,999	282,000	39,000	13.8%	36,000	12.7%	75,000	26.5%	16.8%
\$75,000 – \$99,999	247,000	45,000	18.2%	33,000	13.2%	78,000	31.4%	17.4%
\$100,000 – \$149,999	336,000	28,000	8.2%	27,000	8.0%	54,000	16.2%	12.2%
\$150,000 or more	335,000	28,000	8.3%	14,000	4.2%	42,000	12.5%	9.4%
Industry								
Construction	82,000	6,000	7.2%	8,000	9.5%	14,000	16.6%	3.1%
Manufacturing	205,000	32,000	15.8%	13,000	6.1%	45,000	21.9%	10.1%
Retail trade	165,000	54,000	32.6%	28,000	16.8%	81,000	49.3%	18.3%
Agriculture, forestry, fishing								
Wholesale trade	27,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Transportation and utilities	71,000	8,000	10.7%	10,000	14.6%	18,000	25.3%	4.0%
Information	33,000	4,000	10.6%	2,000	5.0%	5,000	15.6%	1.2%
Financial activities	151,000	8,000	5.0%	8,000	5.0%	15,000	10.0%	3.4%
Administrative and waste management services	59,000	12,000	20.1%	8,000	13.4%	20,000	33.5%	4.5%
Professional, science, management consulting	98,000	6,000	6.6%	7,000	7.5%	14,000	14.0%	3.1%
Education	189,000	11,000	5.9%	10,000	5.5%	22,000	11.4%	4.8%
Health care	219,000	28,000	12.6%	37,000	17.0%	65,000	29.6%	14.6%
Social assistance	40,000	5,000	12.7%	7,000	17.8%	12,000	30.5%	2.7%
Arts, entertainment, recreation, accommodation	55,000	14,000	25.9%	16,000	28.7%	30,000	54.6%	6.7%
Food and drink service	72,000	28,000	38.8%	30,000	41.6%	58,000	80.4%	13.0%
Public administration	69,000	8,000	11.1%	1,000	2.2%	9,000	13.2%	2.1%
Other industries	79,000	17,000	21.3%	21,000	26.4%	38,000	47.7%	8.5%
Work hours								
Part time (< 20 hours)	116,000	54,000	46.3%	25,000	21.2%	78,000	67.5%	17.6%
Mid time (20–34 hours)	238,000	88,000	37.0%	56,000	23.6%	144,000	60.6%	32.5%
Full time (35+ hours)	1,258,000	97,000	7.7%	125,000	9.9%	222,000	17.6%	49.9%
Education								
Less than high school	118,000	56,000	47.4%	26,000	21.8%	82,000	69.1%	18.4%
High school	406,000	89,000	21.9%	72,000	17.7%	160,000	39.5%	36.1%
Some college, no degree	243,000	51,000	21.1%	44,000	18.2%	96,000	39.2%	21.5%
Associate degree	155,000	14,000	8.7%	27,000	17.4%	41,000	26.1%	9.1%
Bachelor's degree or higher	690,000	29,000	4.3%	37,000	5.4%	67,000	9.6%	15.0%
Children with at least one affected parent	834,000	83,000	10.0%	94,000	11.2%	177,000	21.2%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Delaware

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	434,000	78,000	18.0%	61,000	14.1%	139,000	32.1%	100.0%
Gender								
Women	215,000	43,000	20.1%	33,000	15.5%	77,000	35.6%	54.9%
Men	219,000	35,000	15.8%	28,000	12.8%	63,000	28.7%	45.1%
Age								
Age 20 or older	424,000	70,000	16.5%	60,000	14.1%	130,000	30.6%	93.1%
Teenager	11,000	8,000	77.1%	1,000	13.5%	10,000	90.7%	6.9%
16 to 24	55,000	27,000	49.2%	13,000	24.2%	40,000	73.4%	28.9%
25 to 39	140,000	24,000	17.1%	20,000	14.3%	44,000	31.3%	31.5%
40 to 54	145,000	14,000	9.9%	15,000	10.4%	29,000	20.3%	21.1%
55+	94,000	13,000	13.4%	13,000	13.8%	26,000	27.2%	18.5%
Race/ethnicity								
White	253,000	30,000	11.9%	38,000	15.0%	68,000	26.9%	48.7%
Black	96,000	25,000	26.3%	14,000	15.0%	40,000	41.3%	28.6%
Hispanic	59,000	21,000	35.6%	7,000	12.0%	28,000	47.6%	20.1%
Asian or other race/ethnicity	26,000	2,000	6.2%	2,000	7.7%	4,000	13.8%	2.6%
Family status								
Married parent	106,000	12,000	11.5%	9,000	8.8%	22,000	20.3%	15.5%
Single parent	31,000	7,000	23.8%	6,000	20.3%	14,000	44.1%	9.8%
Married, no children	112,000	11,000	9.6%	13,000	11.2%	23,000	20.8%	16.7%
Unmarried, no children	185,000	48,000	25.7%	33,000	17.9%	81,000	43.6%	58.0%
Family income								
Less than \$14,999	25,000	12,000	48.2%	6,000	22.4%	18,000	70.6%	12.8%
\$15,000 – \$24,999	19,000	8,000	40.6%	3,000	15.1%	11,000	55.6%	7.6%
\$25,000 – \$34,999	43,000	13,000	28.9%	9,000	20.4%	21,000	49.3%	15.4%
\$35,000 – \$49,999	61,000	13,000	21.9%	12,000	20.6%	26,000	42.5%	18.5%
\$50,000 – \$74,999	97,000	12,000	12.3%	15,000	15.1%	27,000	27.4%	19.1%
\$75,000 – \$99,999	66,000	9,000	14.0%	7,000	10.1%	16,000	24.1%	11.4%
\$100,000 – \$149,999	73,000	7,000	9.2%	7,000	10.0%	14,000	19.2%	10.1%
\$150,000 or more	49,000	4,000	8.7%	3,000	5.6%	7,000	14.3%	5.1%
Industry								
Construction	29,000	2,000	5.8%	2,000	7.6%	4,000	13.4%	2.8%
Manufacturing	35,000	3,000	8.6%	4,000	11.2%	7,000	19.8%	4.9%
Retail trade	48,000	20,000	40.9%	7,000	14.0%	26,000	54.9%	18.9%
Agriculture, forestry, fishing								
Wholesale trade	6,000	1,000	10.9%	1,000	13.7%	2,000	24.7%	1.1%
Transportation and utilities	27,000	2,000	6.5%	4,000	13.1%	5,000	19.7%	3.8%
Information	4,000	1,000	12.5%	1,000	18.8%	1,000	31.3%	1.0%
Financial activities	45,000	3,000	6.1%	3,000	6.5%	6,000	12.6%	4.0%
Administrative and waste management services	17,000	6,000	33.7%	3,000	14.9%	8,000	48.6%	6.0%
Professional, science, management consulting	23,000	1,000	2.6%	1,000	4.8%	2,000	7.5%	1.2%
Education	35,000	1,000	4.2%	2,000	6.6%	4,000	10.7%	2.7%
Health care	55,000	8,000	14.4%	7,000	13.1%	15,000	27.5%	10.8%
Social assistance	13,000	4,000	30.3%	2,000	12.7%	6,000	43.0%	4.1%
Arts, entertainment, recreation, accommodation	13,000	5,000	34.8%	4,000	30.5%	9,000	65.2%	6.3%
Food and drink service	35,000	15,000	42.0%	12,000	35.1%	27,000	77.1%	19.1%
Public administration	26,000	1,000	3.6%	3,000	12.3%	4,000	15.9%	3.0%
Other industries	23,000	8,000	35.3%	6,000	27.1%	14,000	62.4%	10.2%
Work hours								
Part time (< 20 hours)	19,000	8,000	44.2%	5,000	25.7%	13,000	69.9%	9.3%
Mid time (20–34 hours)	49,000	23,000	48.1%	10,000	20.1%	33,000	68.2%	23.8%
Full time (35+ hours)	367,000	46,000	12.6%	47,000	12.8%	93,000	25.4%	66.8%
Education								
Less than high school	41,000	21,000	49.7%	7,000	17.4%	28,000	67.0%	19.9%
High school	135,000	34,000	25.2%	25,000	18.3%	59,000	43.5%	42.3%
Some college, no degree	71,000	13,000	18.3%	16,000	22.9%	29,000	41.2%	20.9%
Associate degree	37,000	6,000	15.2%	5,000	13.7%	11,000	28.9%	7.7%
Bachelor's degree or higher	150,000	5,000	3.2%	8,000	5.4%	13,000	8.6%	9.2%
Children with at least one affected parent	216,000	30,000	13.7%	26,000	12.1%	56,000	25.8%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

District of Columbia

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	363,000	-	0.1%	10,000	2.7%	10,000	2.7%	100.0%
Gender								
Women	186,000	-	0.1%	5,000	2.5%	5,000	2.6%	48.6%
Men	177,000	-	0.0%	5,000	2.9%	5,000	2.9%	51.4%
Age								
Age 20 or older	360,000	-	0.1%	9,000	2.5%	9,000	2.6%	94.9%
Teenager	3,000	-	0.0%	-	16.1%	-	16.1%	5.1%
16 to 24	40,000	-	0.6%	3,000	6.7%	3,000	7.2%	29.1%
25 to 39	187,000	-	0.0%	5,000	2.5%	5,000	2.5%	48.3%
40 to 54	83,000	-	0.0%	1,000	1.5%	1,000	1.5%	12.5%
55+	54,000	-	0.0%	1,000	1.8%	1,000	1.8%	10.1%
Race/ethnicity								
White	155,000	-	0.0%	2,000	1.0%	2,000	1.0%	15.6%
Black	127,000	-	0.2%	4,000	3.0%	4,000	3.2%	40.9%
Hispanic	53,000	-	0.0%	4,000	7.8%	4,000	7.8%	41.5%
Asian or other race/ethnicity	28,000	-	0.0%	-	0.7%	-	0.7%	2.0%
Family status								
Married parent	53,000	-	0.0%	1,000	1.1%	1,000	1.1%	5.9%
Single parent	23,000	-	0.0%	1,000	4.0%	1,000	4.0%	9.4%
Married, no children	65,000	-	0.0%	1,000	2.1%	1,000	2.1%	13.8%
Unmarried, no children	221,000	-	0.1%	7,000	3.1%	7,000	3.2%	70.9%
Family income								
Less than \$14,999	22,000	-	1.0%	1,000	4.6%	1,000	5.7%	12.4%
\$15,000 – \$24,999	14,000	-	0.0%	2,000	12.6%	2,000	12.6%	17.7%
\$25,000 – \$34,999	21,000	-	0.0%	1,000	5.0%	1,000	5.0%	10.6%
\$35,000 – \$49,999	36,000	-	0.0%	1,000	3.3%	1,000	3.3%	12.2%
\$50,000 – \$74,999	53,000	-	0.0%	2,000	2.9%	2,000	2.9%	15.5%
\$75,000 – \$99,999	44,000	-	0.0%	1,000	1.8%	1,000	1.8%	8.2%
\$100,000 – \$149,999	68,000	-	0.0%	1,000	2.0%	1,000	2.0%	13.7%
\$150,000 or more	105,000	-	0.0%	1,000	0.9%	1,000	0.9%	9.7%
Industry								
Construction	8,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Manufacturing	4,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Retail trade	16,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Agriculture, forestry, fishing								
Wholesale trade	2,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Transportation and utilities	11,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Information	14,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Financial activities	22,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Administrative and waste management services	15,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Professional, science, management consulting	67,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Education	35,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Health care	25,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Social assistance	10,000	-	0.0%	-	0.0%	-	0.0%	0.0%
Arts, entertainment, recreation, accommodation	12,000	-	0.0%	-	2.3%	-	2.3%	2.9%
Food and drink service	23,000	-	1.0%	9,000	36.3%	9,000	37.3%	89.0%
Public administration	61,000	-	0.0%	-	0.2%	-	0.2%	1.0%
Other industries	37,000	-	0.0%	1,000	1.9%	1,000	1.9%	7.1%
Work hours								
Part time (< 20 hours)	11,000	-	0.0%	1,000	5.0%	1,000	5.0%	5.6%
Mid time (20–34 hours)	30,000	-	0.8%	3,000	9.2%	3,000	10.0%	30.5%
Full time (35+ hours)	322,000	-	0.0%	6,000	2.0%	6,000	2.0%	63.9%
Education								
Less than high school	20,000	-	0.0%	2,000	11.8%	2,000	11.8%	23.4%
High school	50,000	-	0.4%	3,000	6.5%	4,000	7.0%	35.7%
Some college, no degree	34,000	-	0.0%	2,000	6.6%	2,000	6.6%	22.8%
Associate degree	13,000	-	0.0%	-	1.0%	-	1.0%	1.3%
Bachelor's degree or higher	246,000	-	0.0%	2,000	0.7%	2,000	0.7%	16.8%
Children with at least one affected parent	133,000	-	0.0%	4,000	3.1%	4,000	3.1%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Florida

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	8,621,000	1,958,000	22.7%	1,306,000	15.2%	3,264,000	37.9%	100.0%
Gender								
Women	4,237,000	1,111,000	26.2%	701,000	16.5%	1,812,000	42.8%	55.5%
Men	4,384,000	846,000	19.3%	605,000	13.8%	1,452,000	33.1%	44.5%
Age								
Age 20 or older	8,386,000	1,773,000	21.1%	1,280,000	15.3%	3,053,000	36.4%	93.5%
Teenager	235,000	185,000	78.5%	26,000	11.1%	211,000	89.5%	6.5%
16 to 24	1,075,000	583,000	54.2%	239,000	22.3%	822,000	76.5%	25.2%
25 to 39	2,790,000	585,000	21.0%	446,000	16.0%	1,032,000	37.0%	31.6%
40 to 54	2,869,000	464,000	16.2%	357,000	12.5%	821,000	28.6%	25.2%
55+	1,887,000	326,000	17.3%	263,000	13.9%	589,000	31.2%	18.0%
Race/ethnicity								
White	4,275,000	725,000	17.0%	584,000	13.7%	1,309,000	30.6%	40.1%
Black	1,356,000	433,000	31.9%	211,000	15.5%	644,000	47.4%	19.7%
Hispanic	2,594,000	711,000	27.4%	455,000	17.5%	1,166,000	45.0%	35.7%
Asian or other race/ethnicity	395,000	89,000	22.4%	57,000	14.3%	145,000	36.8%	4.5%
Family status								
Married parent	2,059,000	325,000	15.8%	243,000	11.8%	568,000	27.6%	17.4%
Single parent	693,000	218,000	31.5%	135,000	19.5%	354,000	51.1%	10.8%
Married, no children	2,359,000	385,000	16.3%	310,000	13.2%	696,000	29.5%	21.3%
Unmarried, no children	3,509,000	1,029,000	29.3%	617,000	17.6%	1,646,000	46.9%	50.4%
Family income								
Less than \$14,999	554,000	227,000	40.9%	126,000	22.7%	352,000	63.7%	10.8%
\$15,000 – \$24,999	723,000	308,000	42.6%	157,000	21.7%	465,000	64.2%	14.2%
\$25,000 – \$34,999	1,125,000	387,000	34.4%	227,000	20.2%	614,000	54.6%	18.8%
\$35,000 – \$49,999	1,295,000	337,000	26.1%	218,000	16.8%	555,000	42.9%	17.0%
\$50,000 – \$74,999	1,863,000	319,000	17.1%	279,000	15.0%	599,000	32.1%	18.3%
\$75,000 – \$99,999	1,129,000	151,000	13.4%	131,000	11.6%	282,000	25.0%	8.6%
\$100,000 – \$149,999	1,080,000	132,000	12.2%	104,000	9.7%	236,000	21.9%	7.2%
\$150,000 or more	853,000	97,000	11.3%	65,000	7.6%	161,000	18.9%	4.9%
Industry								
Construction	540,000	108,000	19.9%	59,000	10.9%	167,000	30.9%	5.1%
Manufacturing	457,000	96,000	21.1%	62,000	13.6%	158,000	34.7%	4.9%
Retail trade	1,012,000	367,000	36.2%	160,000	15.8%	527,000	52.0%	16.1%
Agriculture, forestry, fishing								
Wholesale trade	224,000	37,000	16.6%	32,000	14.5%	69,000	31.1%	2.1%
Transportation and utilities	476,000	74,000	15.5%	52,000	10.9%	126,000	26.4%	3.9%
Information	147,000	26,000	17.8%	16,000	11.1%	43,000	28.9%	1.3%
Financial activities	716,000	92,000	12.9%	62,000	8.7%	155,000	21.6%	4.7%
Administrative and waste management services	480,000	152,000	31.6%	85,000	17.7%	237,000	49.3%	7.3%
Professional, science, management consulting	530,000	39,000	7.4%	42,000	7.9%	81,000	15.3%	2.5%
Education	796,000	130,000	16.4%	72,000	9.1%	203,000	25.5%	6.2%
Health care	1,045,000	184,000	17.6%	137,000	13.1%	321,000	30.7%	9.8%
Social assistance	106,000	27,000	25.0%	20,000	18.4%	46,000	43.3%	1.4%
Arts, entertainment, recreation, accommodation	437,000	151,000	34.5%	77,000	17.6%	228,000	52.2%	7.0%
Food and drink service	681,000	290,000	42.6%	277,000	40.7%	568,000	83.4%	17.4%
Public administration	432,000	50,000	11.5%	37,000	8.5%	87,000	20.1%	2.7%
Other industries	541,000	135,000	25.0%	114,000	21.1%	250,000	46.1%	7.7%
Work hours								
Part time (< 20 hours)	311,000	164,000	52.9%	63,000	20.3%	227,000	73.2%	7.0%
Mid time (20–34 hours)	1,140,000	575,000	50.4%	235,000	20.6%	811,000	71.1%	24.8%
Full time (35+ hours)	7,170,000	1,218,000	17.0%	1,008,000	14.1%	2,226,000	31.0%	68.2%
Education								
Less than high school	653,000	358,000	54.8%	119,000	18.2%	477,000	73.0%	14.6%
High school	2,505,000	741,000	29.6%	491,000	19.6%	1,232,000	49.2%	37.8%
Some college, no degree	1,546,000	409,000	26.5%	291,000	18.8%	701,000	45.3%	21.5%
Associate degree	1,131,000	240,000	21.2%	203,000	18.0%	443,000	39.2%	13.6%
Bachelor's degree or higher	2,785,000	210,000	7.5%	201,000	7.2%	411,000	14.8%	12.6%
Children with at least one affected parent	4,589,000	891,000	19.4%	579,000	12.6%	1,470,000	32.0%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Georgia

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	4,440,000	1,062,000	23.9%	637,000	14.4%	1,699,000	38.3%	100.0%
Gender								
Women	2,192,000	619,000	28.2%	322,000	14.7%	941,000	42.9%	55.4%
Men	2,247,000	443,000	19.7%	315,000	14.0%	758,000	33.7%	44.6%
Age								
Age 20 or older	4,316,000	980,000	22.7%	612,000	14.2%	1,592,000	36.9%	93.7%
Teenager	123,000	81,000	66.1%	26,000	21.0%	107,000	87.1%	6.3%
16 to 24	578,000	315,000	54.5%	131,000	22.6%	446,000	77.1%	26.2%
25 to 39	1,541,000	349,000	22.6%	273,000	17.7%	621,000	40.3%	36.6%
40 to 54	1,485,000	259,000	17.4%	142,000	9.6%	401,000	27.0%	23.6%
55+	836,000	139,000	16.7%	92,000	11.0%	231,000	27.7%	13.6%
Race/ethnicity								
White	2,155,000	368,000	17.1%	224,000	10.4%	592,000	27.5%	34.9%
Black	1,423,000	450,000	31.6%	253,000	17.8%	704,000	49.4%	41.4%
Hispanic	526,000	178,000	33.9%	92,000	17.5%	270,000	51.4%	15.9%
Asian or other race/ethnicity	336,000	65,000	19.3%	68,000	20.4%	133,000	39.7%	7.8%
Family status								
Married parent	1,085,000	188,000	17.3%	114,000	10.5%	302,000	27.8%	17.8%
Single parent	453,000	160,000	35.3%	100,000	22.0%	260,000	57.4%	15.3%
Married, no children	1,190,000	202,000	17.0%	129,000	10.9%	332,000	27.9%	19.5%
Unmarried, no children	1,712,000	511,000	29.9%	295,000	17.2%	806,000	47.1%	47.5%
Family income								
Less than \$14,999	263,000	143,000	54.5%	52,000	19.7%	195,000	74.1%	11.5%
\$15,000 – \$24,999	333,000	148,000	44.4%	73,000	21.8%	220,000	66.2%	13.0%
\$25,000 – \$34,999	545,000	202,000	37.0%	130,000	23.8%	332,000	60.8%	19.5%
\$35,000 – \$49,999	676,000	173,000	25.6%	132,000	19.5%	305,000	45.1%	17.9%
\$50,000 – \$74,999	927,000	183,000	19.7%	118,000	12.8%	301,000	32.5%	17.7%
\$75,000 – \$99,999	667,000	102,000	15.3%	61,000	9.2%	163,000	24.5%	9.6%
\$100,000 – \$149,999	564,000	65,000	11.5%	48,000	8.5%	113,000	20.0%	6.6%
\$150,000 or more	465,000	46,000	9.8%	24,000	5.3%	70,000	15.1%	4.1%
Industry								
Construction	277,000	47,000	17.1%	50,000	18.2%	98,000	35.3%	5.8%
Manufacturing	494,000	104,000	21.0%	73,000	14.8%	177,000	35.7%	10.4%
Retail trade	536,000	215,000	40.0%	73,000	13.5%	287,000	53.5%	16.9%
Agriculture, forestry, fishing								
Wholesale trade	133,000	35,000	26.4%	20,000	14.7%	55,000	41.0%	3.2%
Transportation and utilities	293,000	56,000	19.2%	37,000	12.5%	93,000	31.7%	5.5%
Information	89,000	12,000	13.2%	6,000	6.6%	17,000	19.7%	1.0%
Financial activities	286,000	26,000	9.0%	26,000	9.0%	51,000	18.0%	3.0%
Administrative and waste management services	216,000	76,000	35.1%	31,000	14.3%	107,000	49.4%	6.3%
Professional, science, management consulting	313,000	27,000	8.6%	9,000	2.8%	36,000	11.5%	2.1%
Education	397,000	82,000	20.6%	34,000	8.7%	116,000	29.3%	6.8%
Health care	441,000	88,000	19.8%	56,000	12.6%	143,000	32.4%	8.4%
Social assistance	76,000	34,000	45.0%	9,000	11.7%	43,000	56.7%	2.6%
Arts, entertainment, recreation, accommodation	87,000	43,000	50.0%	17,000	19.7%	61,000	69.6%	3.6%
Food and drink service	281,000	113,000	40.4%	103,000	36.6%	216,000	77.0%	12.7%
Public administration	237,000	26,000	10.8%	30,000	12.5%	55,000	23.3%	3.2%
Other industries	283,000	78,000	27.7%	66,000	23.2%	144,000	50.8%	8.5%
Work hours								
Part time (< 20 hours)	177,000	95,000	53.4%	24,000	13.5%	118,000	66.9%	7.0%
Mid time (20–34 hours)	551,000	294,000	53.3%	85,000	15.5%	379,000	68.8%	22.3%
Full time (35+ hours)	3,711,000	673,000	18.1%	528,000	14.2%	1,201,000	32.4%	70.7%
Education								
Less than high school	432,000	224,000	51.7%	92,000	21.2%	315,000	72.9%	18.6%
High school	1,188,000	376,000	31.7%	242,000	20.4%	618,000	52.0%	36.4%
Some college, no degree	776,000	247,000	31.9%	127,000	16.4%	375,000	48.3%	22.1%
Associate degree	438,000	98,000	22.3%	82,000	18.7%	180,000	41.0%	10.6%
Bachelor's degree or higher	1,605,000	116,000	7.3%	95,000	5.9%	211,000	13.1%	12.4%
Children with at least one affected parent	2,657,000	544,000	20.5%	363,000	13.7%	907,000	34.2%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Hawaii

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	686,000	123,000	17.9%	100,000	14.6%	223,000	32.5%	100.0%
Gender								
Women	327,000	73,000	22.2%	55,000	16.7%	127,000	38.8%	57.0%
Men	359,000	51,000	14.1%	45,000	12.7%	96,000	26.7%	43.0%
Age								
Age 20 or older	666,000	110,000	16.4%	98,000	14.7%	207,000	31.1%	92.9%
Teenager	20,000	14,000	67.6%	2,000	11.6%	16,000	79.2%	7.1%
16 to 24	81,000	39,000	47.7%	18,000	21.6%	56,000	69.3%	25.3%
25 to 39	231,000	36,000	15.5%	41,000	17.6%	77,000	33.2%	34.4%
40 to 54	212,000	25,000	11.9%	23,000	11.0%	49,000	22.9%	21.8%
55+	161,000	23,000	14.3%	18,000	11.4%	41,000	25.6%	18.5%
Race/ethnicity								
White	87,000	7,000	8.1%	11,000	12.6%	18,000	20.7%	8.1%
Black	11,000	2,000	19.4%	1,000	9.4%	3,000	28.8%	1.4%
Hispanic	66,000	15,000	22.9%	12,000	17.6%	27,000	40.6%	12.0%
Asian or other race/ethnicity	522,000	99,000	18.9%	76,000	14.6%	175,000	33.5%	78.5%
Family status								
Married parent	169,000	18,000	10.9%	20,000	11.8%	38,000	22.7%	17.2%
Single parent	52,000	10,000	19.6%	10,000	18.4%	20,000	38.0%	8.9%
Married, no children	191,000	25,000	13.0%	25,000	13.2%	50,000	26.3%	22.5%
Unmarried, no children	274,000	70,000	25.4%	45,000	16.5%	115,000	41.8%	51.4%
Family income								
Less than \$14,999	43,000	16,000	37.5%	7,000	16.4%	23,000	53.9%	10.4%
\$15,000 – \$24,999	37,000	11,000	30.6%	9,000	22.8%	20,000	53.4%	8.9%
\$25,000 – \$34,999	44,000	10,000	23.9%	9,000	21.2%	20,000	45.1%	8.8%
\$35,000 – \$49,999	84,000	17,000	19.7%	15,000	17.5%	31,000	37.2%	14.0%
\$50,000 – \$74,999	149,000	21,000	13.9%	23,000	15.5%	44,000	29.4%	19.6%
\$75,000 – \$99,999	106,000	19,000	17.7%	15,000	14.5%	34,000	32.3%	15.4%
\$100,000 – \$149,999	124,000	17,000	14.0%	13,000	10.3%	30,000	24.3%	13.5%
\$150,000 or more	99,000	12,000	11.8%	9,000	9.2%	21,000	21.0%	9.3%
Industry								
Construction	49,000	2,000	4.8%	3,000	5.8%	5,000	10.5%	2.3%
Manufacturing	21,000	3,000	15.1%	2,000	11.4%	5,000	26.5%	2.5%
Retail trade	85,000	28,000	33.1%	17,000	20.0%	45,000	53.1%	20.3%
Agriculture, forestry, fishing								
Wholesale trade	17,000	3,000	18.2%	2,000	10.6%	5,000	28.7%	2.2%
Transportation and utilities	45,000	7,000	15.6%	7,000	16.2%	14,000	31.8%	6.4%
Information	10,000	2,000	22.2%	-	0.0%	2,000	22.2%	1.0%
Financial activities	39,000	4,000	10.7%	4,000	9.4%	8,000	20.1%	3.5%
Administrative and waste management services	33,000	7,000	21.2%	7,000	20.6%	14,000	41.8%	6.3%
Professional, science, management consulting	30,000	-	0.9%	3,000	9.6%	3,000	10.6%	1.4%
Education	53,000	7,000	13.2%	5,000	10.1%	12,000	23.3%	5.6%
Health care	69,000	9,000	13.4%	6,000	8.9%	15,000	22.3%	6.9%
Social assistance	10,000	1,000	11.6%	2,000	16.2%	3,000	27.8%	1.3%
Arts, entertainment, recreation, accommodation	57,000	11,000	19.2%	11,000	19.5%	22,000	38.7%	9.9%
Food and drink service	66,000	26,000	39.1%	20,000	29.9%	45,000	69.0%	20.3%
Public administration	68,000	4,000	5.3%	4,000	6.3%	8,000	11.6%	3.5%
Other industries	33,000	8,000	23.3%	7,000	20.9%	15,000	44.1%	6.6%
Work hours								
Part time (< 20 hours)	28,000	13,000	44.8%	6,000	22.5%	19,000	67.3%	8.4%
Mid time (20–34 hours)	96,000	38,000	39.9%	21,000	21.8%	59,000	61.7%	26.4%
Full time (35+ hours)	563,000	72,000	12.9%	73,000	12.9%	145,000	25.8%	65.1%
Education								
Less than high school	33,000	16,000	47.4%	7,000	19.8%	22,000	67.2%	9.9%
High school	217,000	51,000	23.5%	39,000	18.1%	90,000	41.6%	40.5%
Some college, no degree	138,000	32,000	23.3%	22,000	15.7%	54,000	39.0%	24.0%
Associate degree	79,000	8,000	10.3%	15,000	18.8%	23,000	29.1%	10.3%
Bachelor's degree or higher	219,000	16,000	7.4%	18,000	8.0%	34,000	15.4%	15.2%
Children with at least one affected parent	371,000	51,000	13.7%	49,000	13.2%	100,000	26.9%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Idaho

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	701,000	183,000	26.2%	105,000	15.0%	288,000	41.1%	100.0%
Gender								
Women	321,000	98,000	30.6%	57,000	17.7%	155,000	48.3%	53.8%
Men	379,000	85,000	22.4%	48,000	12.7%	133,000	35.0%	46.2%
Age								
Age 20 or older	669,000	158,000	23.7%	100,000	15.0%	259,000	38.7%	89.8%
Teenager	32,000	25,000	78.8%	4,000	13.8%	29,000	92.6%	10.2%
16 to 24	114,000	72,000	62.9%	22,000	19.0%	94,000	81.9%	32.5%
25 to 39	245,000	52,000	21.2%	44,000	17.8%	96,000	39.0%	33.2%
40 to 54	216,000	36,000	16.9%	25,000	11.4%	61,000	28.2%	21.2%
55+	125,000	23,000	18.2%	15,000	11.9%	38,000	30.2%	13.1%
Race/ethnicity								
White	547,000	124,000	22.7%	75,000	13.7%	199,000	36.4%	69.1%
Black	5,000	1,000	14.9%	1,000	11.3%	1,000	26.2%	0.5%
Hispanic	121,000	50,000	41.3%	25,000	20.8%	75,000	62.1%	26.1%
Asian or other race/ethnicity	27,000	8,000	30.9%	4,000	15.0%	12,000	45.9%	4.3%
Family status								
Married parent	217,000	36,000	16.7%	31,000	14.4%	68,000	31.2%	23.5%
Single parent	45,000	15,000	32.9%	9,000	20.2%	24,000	53.1%	8.3%
Married, no children	205,000	35,000	16.8%	26,000	12.7%	61,000	29.5%	21.1%
Unmarried, no children	233,000	98,000	41.9%	38,000	16.4%	136,000	58.3%	47.1%
Family income								
Less than \$14,999	53,000	27,000	50.6%	6,000	10.5%	32,000	61.1%	11.2%
\$15,000 – \$24,999	56,000	24,000	43.8%	15,000	26.6%	39,000	70.5%	13.6%
\$25,000 – \$34,999	86,000	29,000	33.7%	21,000	23.9%	49,000	57.7%	17.2%
\$35,000 – \$49,999	102,000	29,000	28.3%	21,000	20.3%	49,000	48.6%	17.2%
\$50,000 – \$74,999	175,000	40,000	22.7%	27,000	15.3%	67,000	38.0%	23.1%
\$75,000 – \$99,999	96,000	16,000	17.1%	9,000	9.6%	26,000	26.7%	8.9%
\$100,000 – \$149,999	86,000	12,000	13.6%	5,000	5.3%	16,000	18.8%	5.6%
\$150,000 or more	47,000	7,000	14.0%	3,000	5.7%	9,000	19.7%	3.2%
Industry								
Construction	43,000	6,000	13.4%	5,000	12.1%	11,000	25.5%	3.8%
Manufacturing	92,000	12,000	13.1%	12,000	13.2%	24,000	26.3%	8.4%
Retail trade	89,000	38,000	42.8%	13,000	14.6%	51,000	57.4%	17.7%
Agriculture, forestry, fishing								
Wholesale trade	14,000	2,000	18.1%	1,000	3.7%	3,000	21.8%	1.0%
Transportation and utilities	34,000	7,000	20.7%	4,000	10.7%	11,000	31.4%	3.7%
Information	12,000	3,000	21.7%	3,000	25.0%	6,000	46.8%	2.0%
Financial activities	38,000	5,000	12.4%	7,000	18.9%	12,000	31.3%	4.1%
Administrative and waste management services	28,000	11,000	40.9%	4,000	13.0%	15,000	53.9%	5.2%
Professional, science, management consulting	34,000	4,000	10.8%	4,000	11.0%	7,000	21.9%	2.6%
Education	66,000	17,000	25.1%	9,000	13.4%	26,000	38.5%	8.9%
Health care	73,000	14,000	19.1%	9,000	12.4%	23,000	31.5%	8.0%
Social assistance	16,000	8,000	51.6%	2,000	9.8%	10,000	61.5%	3.5%
Arts, entertainment, recreation, accommodation	18,000	9,000	48.9%	2,000	12.6%	11,000	61.4%	3.9%
Food and drink service	50,000	28,000	56.1%	15,000	30.0%	43,000	86.2%	14.9%
Public administration	36,000	2,000	6.4%	3,000	7.5%	5,000	13.9%	1.7%
Other industries	58,000	17,000	30.1%	13,000	23.1%	31,000	53.2%	10.6%
Work hours								
Part time (< 20 hours)	44,000	27,000	62.0%	6,000	13.2%	33,000	75.1%	11.4%
Mid time (20–34 hours)	110,000	56,000	50.5%	23,000	21.2%	79,000	71.6%	27.4%
Full time (35+ hours)	547,000	101,000	18.4%	76,000	13.9%	176,000	32.3%	61.3%
Education								
Less than high school	71,000	38,000	54.2%	15,000	21.0%	53,000	75.1%	18.5%
High school	192,000	64,000	33.4%	29,000	15.3%	94,000	48.7%	32.5%
Some college, no degree	173,000	51,000	29.4%	33,000	19.4%	84,000	48.8%	29.3%
Associate degree	79,000	13,000	16.8%	14,000	17.2%	27,000	34.0%	9.3%
Bachelor's degree or higher	186,000	16,000	8.9%	13,000	7.2%	30,000	16.1%	10.4%
Children with at least one affected parent	448,000	77,000	17.1%	72,000	16.1%	149,000	33.2%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

								Illinois
Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	5,787,000	1,185,000	20.5%	739,000	12.8%	1,924,000	33.3%	100.0%
Gender								
Women	2,779,000	666,000	24.0%	418,000	15.1%	1,084,000	39.0%	56.4%
Men	3,008,000	519,000	17.3%	321,000	10.7%	840,000	27.9%	43.6%
Age								
Age 20 or older	5,582,000	1,034,000	18.5%	705,000	12.6%	1,739,000	31.2%	90.4%
Teenager	205,000	151,000	73.4%	34,000	16.7%	185,000	90.1%	9.6%
16 to 24	728,000	398,000	54.6%	137,000	18.8%	535,000	73.5%	27.8%
25 to 39	1,992,000	354,000	17.8%	255,000	12.8%	610,000	30.6%	31.7%
40 to 54	1,788,000	232,000	13.0%	214,000	12.0%	446,000	24.9%	23.2%
55+	1,278,000	201,000	15.7%	133,000	10.4%	334,000	26.1%	17.3%
Race/ethnicity								
White	3,575,000	576,000	16.1%	405,000	11.3%	981,000	27.4%	51.0%
Black	662,000	192,000	29.0%	94,000	14.2%	286,000	43.2%	14.9%
Hispanic	1,106,000	347,000	31.4%	189,000	17.1%	536,000	48.5%	27.9%
Asian or other race/ethnicity	443,000	70,000	15.7%	51,000	11.6%	121,000	27.3%	6.3%
Family status								
Married parent	1,502,000	189,000	12.6%	135,000	9.0%	324,000	21.6%	16.8%
Single parent	386,000	116,000	30.2%	66,000	17.2%	183,000	47.3%	9.5%
Married, no children	1,607,000	212,000	13.2%	187,000	11.7%	399,000	24.8%	20.7%
Unmarried, no children	2,292,000	668,000	29.1%	350,000	15.3%	1,019,000	44.4%	52.9%
Family income								
Less than \$14,999	268,000	131,000	49.0%	47,000	17.4%	178,000	66.4%	9.2%
\$15,000 – \$24,999	376,000	152,000	40.4%	92,000	24.6%	244,000	65.0%	12.7%
\$25,000 – \$34,999	494,000	125,000	25.2%	101,000	20.4%	225,000	45.6%	11.7%
\$35,000 – \$49,999	713,000	162,000	22.8%	111,000	15.6%	273,000	38.4%	14.2%
\$50,000 – \$74,999	1,157,000	249,000	21.5%	164,000	14.1%	413,000	35.7%	21.5%
\$75,000 – \$99,999	767,000	108,000	14.1%	84,000	10.9%	192,000	25.0%	10.0%
\$100,000 – \$149,999	1,071,000	158,000	14.7%	87,000	8.1%	244,000	22.8%	12.7%
\$150,000 or more	941,000	100,000	10.6%	54,000	5.8%	154,000	16.4%	8.0%
Industry								
Construction	281,000	28,000	10.1%	28,000	10.0%	56,000	20.0%	2.9%
Manufacturing	750,000	127,000	16.9%	63,000	8.4%	190,000	25.3%	9.9%
Retail trade	632,000	279,000	44.2%	74,000	11.7%	353,000	55.9%	18.4%
Agriculture, forestry, fishing								
Wholesale trade	183,000	21,000	11.4%	15,000	8.3%	36,000	19.7%	1.9%
Transportation and utilities	333,000	45,000	13.5%	43,000	13.0%	88,000	26.5%	4.6%
Information	125,000	16,000	13.0%	4,000	3.3%	20,000	16.3%	1.1%
Financial activities	449,000	47,000	10.4%	35,000	7.9%	82,000	18.4%	4.3%
Administrative and waste management services	265,000	101,000	38.1%	39,000	14.8%	140,000	52.9%	7.3%
Professional, science, management consulting	430,000	25,000	5.8%	16,000	3.7%	41,000	9.5%	2.1%
Education	542,000	72,000	13.3%	46,000	8.4%	118,000	21.8%	6.1%
Health care	708,000	104,000	14.7%	95,000	13.4%	199,000	28.1%	10.3%
Social assistance	93,000	30,000	32.4%	20,000	21.6%	50,000	54.0%	2.6%
Arts, entertainment, recreation, accommodation	117,000	42,000	35.5%	33,000	28.1%	75,000	63.6%	3.9%
Food and drink service	401,000	162,000	40.4%	149,000	37.3%	311,000	77.7%	16.2%
Public administration	219,000	24,000	10.9%	20,000	9.4%	44,000	20.3%	2.3%
Other industries	260,000	62,000	23.8%	57,000	22.1%	119,000	45.8%	6.2%
Work hours								
Part time (< 20 hours)	345,000	198,000	57.3%	51,000	14.8%	249,000	72.1%	12.9%
Mid time (20–34 hours)	811,000	361,000	44.5%	152,000	18.8%	513,000	63.3%	26.7%
Full time (35+ hours)	4,631,000	626,000	13.5%	536,000	11.6%	1,162,000	25.1%	60.4%
Education								
Less than high school	442,000	234,000	52.9%	95,000	21.4%	329,000	74.4%	17.1%
High school	1,369,000	397,000	29.0%	233,000	17.0%	631,000	46.1%	32.8%
Some college, no degree	1,108,000	305,000	27.6%	193,000	17.5%	499,000	45.0%	25.9%
Associate degree	571,000	111,000	19.5%	73,000	12.7%	184,000	32.2%	9.6%
Bachelor's degree or higher	2,296,000	137,000	6.0%	145,000	6.3%	282,000	12.3%	14.6%
Children with at least one affected parent	3,158,000	537,000	17.0%	341,000	10.8%	878,000	27.8%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Indiana

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	2,940,000	667,000	22.7%	449,000	15.3%	1,116,000	37.9%	100.0%
Gender								
Women	1,430,000	382,000	26.7%	234,000	16.4%	616,000	43.1%	55.2%
Men	1,510,000	285,000	18.9%	215,000	14.2%	500,000	33.1%	44.8%
Age								
Age 20 or older	2,807,000	558,000	19.9%	432,000	15.4%	990,000	35.3%	88.7%
Teenager	134,000	109,000	81.7%	16,000	12.3%	126,000	94.0%	11.3%
16 to 24	422,000	249,000	59.1%	81,000	19.3%	331,000	78.4%	29.6%
25 to 39	999,000	207,000	20.7%	158,000	15.8%	365,000	36.6%	32.7%
40 to 54	915,000	122,000	13.3%	116,000	12.6%	237,000	25.9%	21.3%
55+	605,000	89,000	14.7%	93,000	15.4%	182,000	30.2%	16.3%
Race/ethnicity								
White	2,330,000	486,000	20.9%	347,000	14.9%	833,000	35.8%	74.6%
Black	268,000	84,000	31.2%	46,000	17.3%	130,000	48.5%	11.6%
Hispanic	241,000	74,000	30.9%	43,000	17.9%	117,000	48.8%	10.5%
Asian or other race/ethnicity	103,000	23,000	22.4%	13,000	12.5%	36,000	34.9%	3.2%
Family status								
Married parent	780,000	104,000	13.3%	98,000	12.6%	202,000	25.9%	18.1%
Single parent	254,000	68,000	26.9%	47,000	18.6%	115,000	45.5%	10.3%
Married, no children	853,000	107,000	12.6%	121,000	14.2%	229,000	26.8%	20.5%
Unmarried, no children	1,053,000	388,000	36.8%	182,000	17.3%	570,000	54.1%	51.1%
Family income								
Less than \$14,999	182,000	108,000	59.1%	31,000	16.9%	138,000	76.0%	12.4%
\$15,000 – \$24,999	221,000	92,000	41.7%	61,000	27.7%	154,000	69.5%	13.8%
\$25,000 – \$34,999	239,000	69,000	28.9%	55,000	23.1%	124,000	52.1%	11.2%
\$35,000 – \$49,999	438,000	112,000	25.6%	67,000	15.4%	179,000	40.9%	16.1%
\$50,000 – \$74,999	701,000	137,000	19.6%	121,000	17.2%	258,000	36.9%	23.1%
\$75,000 – \$99,999	495,000	72,000	14.5%	51,000	10.4%	123,000	24.9%	11.0%
\$100,000 – \$149,999	408,000	47,000	11.6%	40,000	9.7%	87,000	21.3%	7.8%
\$150,000 or more	257,000	29,000	11.5%	22,000	8.7%	52,000	20.1%	4.6%
Industry								
Construction	162,000	28,000	17.5%	19,000	12.0%	48,000	29.5%	4.3%
Manufacturing	574,000	82,000	14.3%	92,000	16.1%	174,000	30.4%	15.6%
Retail trade	291,000	115,000	39.6%	52,000	17.9%	167,000	57.5%	15.0%
Agriculture, forestry, fishing								
Wholesale trade	63,000	10,000	15.4%	5,000	8.6%	15,000	23.9%	1.3%
Transportation and utilities	164,000	23,000	14.1%	28,000	17.1%	51,000	31.2%	4.6%
Information	32,000	8,000	24.5%	8,000	25.0%	16,000	49.5%	1.4%
Financial activities	140,000	19,000	13.5%	16,000	11.2%	35,000	24.7%	3.1%
Administrative and waste management services	110,000	41,000	36.9%	24,000	22.0%	65,000	58.9%	5.8%
Professional, science, management consulting	116,000	7,000	6.5%	8,000	6.9%	16,000	13.4%	1.4%
Education	298,000	61,000	20.6%	30,000	10.2%	91,000	30.7%	8.2%
Health care	399,000	68,000	17.0%	47,000	11.7%	114,000	28.7%	10.3%
Social assistance	58,000	23,000	40.6%	8,000	14.5%	32,000	55.1%	2.8%
Arts, entertainment, recreation, accommodation	61,000	25,000	41.4%	10,000	16.1%	35,000	57.4%	3.1%
Food and drink service	178,000	87,000	48.9%	59,000	33.2%	146,000	82.2%	13.1%
Public administration	122,000	12,000	9.9%	9,000	7.6%	21,000	17.6%	1.9%
Other industries	174,000	57,000	32.9%	32,000	18.5%	89,000	51.3%	8.0%
Work hours								
Part time (< 20 hours)	150,000	94,000	62.6%	26,000	17.6%	121,000	80.2%	10.8%
Mid time (20–34 hours)	400,000	198,000	49.5%	73,000	18.1%	271,000	67.7%	24.3%
Full time (35+ hours)	2,390,000	375,000	15.7%	350,000	14.6%	724,000	30.3%	64.9%
Education								
Less than high school	227,000	136,000	59.9%	44,000	19.6%	180,000	79.5%	16.1%
High school	999,000	275,000	27.6%	208,000	20.8%	483,000	48.3%	43.3%
Some college, no degree	504,000	140,000	27.8%	89,000	17.6%	229,000	45.5%	20.5%
Associate degree	312,000	53,000	17.0%	43,000	13.7%	96,000	30.7%	8.6%
Bachelor's degree or higher	899,000	63,000	7.0%	65,000	7.3%	128,000	14.2%	11.5%
Children with at least one affected parent	1,604,000	286,000	17.8%	244,000	15.2%	531,000	33.1%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

								Iowa
Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	1,450,000	331,000	22.8%	228,000	15.7%	558,000	38.5%	100.0%
Gender								
Women	718,000	189,000	26.3%	140,000	19.4%	329,000	45.8%	58.9%
Men	732,000	141,000	19.3%	88,000	12.0%	230,000	31.4%	41.1%
Age								
Age 20 or older	1,376,000	271,000	19.7%	217,000	15.8%	488,000	35.4%	87.4%
Teenager	74,000	60,000	81.1%	11,000	14.6%	70,000	95.7%	12.6%
16 to 24	236,000	136,000	57.4%	53,000	22.3%	188,000	79.6%	33.7%
25 to 39	503,000	79,000	15.7%	88,000	17.6%	168,000	33.3%	30.0%
40 to 54	393,000	55,000	14.0%	45,000	11.5%	100,000	25.5%	18.0%
55+	318,000	61,000	19.1%	41,000	13.1%	102,000	32.1%	18.3%
Race/ethnicity								
White	1,240,000	256,000	20.6%	190,000	15.3%	445,000	35.9%	79.8%
Black	41,000	14,000	34.4%	10,000	23.6%	24,000	58.0%	4.2%
Hispanic	116,000	47,000	40.1%	18,000	15.2%	64,000	55.3%	11.5%
Asian or other race/ethnicity	53,000	14,000	26.9%	11,000	20.0%	25,000	46.9%	4.4%
Family status								
Married parent	379,000	52,000	13.6%	57,000	15.1%	109,000	28.7%	19.5%
Single parent	112,000	30,000	26.6%	22,000	19.6%	52,000	46.2%	9.2%
Married, no children	425,000	69,000	16.2%	55,000	12.8%	123,000	29.1%	22.1%
Unmarried, no children	534,000	180,000	33.8%	94,000	17.6%	274,000	51.3%	49.1%
Family income								
Less than \$14,999	81,000	32,000	40.0%	19,000	23.5%	52,000	63.5%	9.2%
\$15,000 – \$24,999	86,000	35,000	40.9%	24,000	27.4%	59,000	68.3%	10.6%
\$25,000 – \$34,999	148,000	56,000	37.7%	29,000	19.6%	85,000	57.3%	15.2%
\$35,000 – \$49,999	211,000	45,000	21.5%	35,000	16.6%	80,000	38.0%	14.4%
\$50,000 – \$74,999	329,000	67,000	20.3%	53,000	16.1%	120,000	36.4%	21.5%
\$75,000 – \$99,999	252,000	42,000	16.8%	35,000	13.7%	77,000	30.6%	13.8%
\$100,000 – \$149,999	231,000	36,000	15.7%	19,000	8.1%	55,000	23.9%	9.9%
\$150,000 or more	110,000	16,000	14.2%	15,000	13.2%	30,000	27.4%	5.4%
Industry								
Construction	89,000	13,000	14.7%	10,000	11.7%	23,000	26.3%	4.2%
Manufacturing	187,000	18,000	9.8%	22,000	11.6%	40,000	21.5%	7.2%
Retail trade	182,000	85,000	46.5%	28,000	15.6%	113,000	62.1%	20.3%
Agriculture, forestry, fishing								
Wholesale trade	37,000	5,000	12.7%	4,000	11.4%	9,000	24.2%	1.6%
Transportation and utilities	78,000	13,000	16.2%	11,000	13.5%	23,000	29.7%	4.2%
Information	26,000	3,000	12.9%	2,000	8.8%	6,000	21.7%	1.0%
Financial activities	106,000	9,000	8.2%	14,000	13.6%	23,000	21.8%	4.1%
Administrative and waste management services	48,000	17,000	34.2%	11,000	22.5%	27,000	56.7%	4.9%
Professional, science, management consulting	64,000	9,000	14.6%	3,000	4.2%	12,000	18.8%	2.1%
Education	133,000	22,000	16.6%	22,000	16.5%	44,000	33.1%	7.9%
Health care	166,000	32,000	19.5%	28,000	17.1%	61,000	36.6%	10.9%
Social assistance	50,000	19,000	39.3%	7,000	13.6%	26,000	52.9%	4.7%
Arts, entertainment, recreation, accommodation	34,000	17,000	50.1%	5,000	13.3%	22,000	63.4%	3.9%
Food and drink service	84,000	43,000	50.9%	29,000	35.0%	72,000	85.9%	13.0%
Public administration	55,000	4,000	6.6%	5,000	8.5%	8,000	15.1%	1.5%
Other industries	111,000	22,000	19.7%	26,000	23.7%	48,000	43.4%	8.6%
Work hours								
Part time (< 20 hours)	119,000	65,000	54.2%	32,000	27.2%	97,000	81.4%	17.4%
Mid time (20–34 hours)	196,000	107,000	54.6%	40,000	20.4%	147,000	75.0%	26.4%
Full time (35+ hours)	1,134,000	159,000	14.0%	155,000	13.7%	314,000	27.7%	56.2%
Education								
Less than high school	115,000	61,000	53.3%	24,000	20.6%	85,000	73.9%	15.3%
High school	385,000	103,000	26.7%	76,000	19.6%	179,000	46.3%	32.0%
Some college, no degree	275,000	75,000	27.1%	55,000	20.1%	130,000	47.3%	23.3%
Associate degree	234,000	49,000	21.0%	35,000	15.2%	84,000	36.1%	15.1%
Bachelor's degree or higher	440,000	42,000	9.6%	37,000	8.5%	80,000	18.1%	14.3%
Children with at least one affected parent	736,000	136,000	18.6%	127,000	17.2%	263,000	35.8%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

								Kansas
Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	1,306,000	291,000	22.3%	188,000	14.4%	479,000	36.6%	100.0%
Gender								
Women	630,000	153,000	24.2%	103,000	16.3%	255,000	40.5%	53.4%
Men	676,000	138,000	20.4%	85,000	12.6%	223,000	33.0%	46.6%
Age								
Age 20 or older	1,243,000	244,000	19.6%	178,000	14.3%	421,000	33.9%	88.0%
Teenager	63,000	47,000	74.8%	10,000	16.2%	57,000	91.0%	12.0%
16 to 24	185,000	109,000	59.2%	37,000	19.9%	146,000	79.0%	30.5%
25 to 39	459,000	75,000	16.4%	75,000	16.4%	150,000	32.7%	31.4%
40 to 54	379,000	62,000	16.4%	44,000	11.5%	106,000	27.9%	22.1%
55+	283,000	44,000	15.6%	32,000	11.5%	77,000	27.0%	16.0%
Race/ethnicity								
White	944,000	179,000	18.9%	117,000	12.4%	296,000	31.4%	61.9%
Black	76,000	29,000	37.7%	10,000	13.3%	39,000	50.9%	8.1%
Hispanic	202,000	59,000	29.3%	49,000	24.2%	108,000	53.5%	22.6%
Asian or other race/ethnicity	83,000	24,000	28.5%	11,000	13.8%	35,000	42.2%	7.4%
Family status								
Married parent	364,000	41,000	11.4%	42,000	11.7%	84,000	23.0%	17.5%
Single parent	98,000	26,000	26.0%	23,000	23.3%	49,000	49.3%	10.1%
Married, no children	364,000	54,000	14.9%	32,000	8.9%	86,000	23.8%	18.1%
Unmarried, no children	480,000	170,000	35.3%	90,000	18.8%	260,000	54.1%	54.3%
Family income								
Less than \$14,999	87,000	43,000	49.2%	17,000	19.2%	59,000	68.3%	12.4%
\$15,000 – \$24,999	89,000	36,000	40.8%	25,000	27.9%	61,000	68.7%	12.8%
\$25,000 – \$34,999	131,000	48,000	36.6%	32,000	24.5%	80,000	61.1%	16.8%
\$35,000 – \$49,999	207,000	51,000	24.9%	36,000	17.4%	87,000	42.3%	18.2%
\$50,000 – \$74,999	293,000	53,000	17.9%	42,000	14.5%	95,000	32.4%	19.8%
\$75,000 – \$99,999	165,000	21,000	13.0%	18,000	10.8%	39,000	23.8%	8.2%
\$100,000 – \$149,999	197,000	24,000	12.0%	11,000	5.4%	34,000	17.4%	7.2%
\$150,000 or more	136,000	14,000	10.4%	7,000	5.5%	22,000	15.9%	4.5%
Industry								
Construction	74,000	9,000	12.8%	14,000	18.2%	23,000	31.0%	4.8%
Manufacturing	194,000	32,000	16.5%	26,000	13.6%	59,000	30.2%	12.2%
Retail trade	141,000	65,000	46.1%	25,000	17.8%	90,000	63.8%	18.8%
Agriculture, forestry, fishing								
Wholesale trade	31,000	2,000	7.7%	4,000	13.0%	6,000	20.7%	1.3%
Transportation and utilities	58,000	7,000	11.9%	4,000	7.4%	11,000	19.2%	2.3%
Information	25,000	4,000	14.0%	2,000	8.0%	6,000	22.0%	1.2%
Financial activities	93,000	15,000	15.9%	8,000	8.1%	22,000	24.1%	4.7%
Administrative and waste management services	53,000	18,000	33.8%	9,000	16.5%	27,000	50.3%	5.6%
Professional, science, management consulting	71,000	6,000	8.3%	2,000	2.7%	8,000	11.0%	1.6%
Education	140,000	24,000	17.2%	14,000	9.8%	38,000	27.0%	7.9%
Health care	152,000	27,000	17.6%	18,000	11.8%	45,000	29.5%	9.3%
Social assistance	22,000	8,000	36.7%	1,000	5.2%	9,000	41.9%	1.9%
Arts, entertainment, recreation, accommodation	32,000	13,000	40.3%	5,000	16.2%	18,000	56.5%	3.8%
Food and drink service	87,000	38,000	43.7%	35,000	39.6%	73,000	83.3%	15.2%
Public administration	53,000	3,000	6.5%	10,000	19.4%	14,000	25.9%	2.9%
Other industries	79,000	19,000	24.0%	11,000	14.4%	30,000	38.4%	6.4%
Work hours								
Part time (< 20 hours)	67,000	46,000	69.6%	8,000	11.4%	54,000	81.1%	11.3%
Mid time (20–34 hours)	188,000	93,000	49.3%	34,000	18.2%	127,000	67.5%	26.6%
Full time (35+ hours)	1,051,000	151,000	14.4%	146,000	13.9%	297,000	28.3%	62.1%
Education								
Less than high school	130,000	68,000	51.8%	31,000	23.4%	98,000	75.3%	20.5%
High school	304,000	86,000	28.2%	60,000	19.6%	146,000	47.9%	30.4%
Some college, no degree	272,000	82,000	30.3%	50,000	18.5%	133,000	48.8%	27.7%
Associate degree	148,000	18,000	12.2%	20,000	13.6%	38,000	25.8%	8.0%
Bachelor's degree or higher	451,000	37,000	8.1%	27,000	6.0%	64,000	14.2%	13.3%
Children with at least one affected parent	768,000	108,000	14.1%	91,000	11.8%	199,000	25.9%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Kentucky

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	1,699,000	417,000	24.6%	221,000	13.0%	638,000	37.6%	100.0%
Gender								
Women	833,000	224,000	26.9%	123,000	14.8%	347,000	41.7%	54.4%
Men	866,000	193,000	22.3%	98,000	11.3%	291,000	33.6%	45.6%
Age								
Age 20 or older	1,649,000	374,000	22.7%	217,000	13.1%	591,000	35.9%	92.6%
Teenager	50,000	43,000	85.1%	4,000	8.4%	47,000	93.6%	7.4%
16 to 24	227,000	132,000	58.2%	43,000	18.8%	175,000	77.0%	27.4%
25 to 39	590,000	128,000	21.7%	77,000	13.1%	205,000	34.8%	32.1%
40 to 54	543,000	96,000	17.7%	61,000	11.3%	158,000	29.0%	24.7%
55+	339,000	61,000	18.0%	40,000	11.8%	101,000	29.8%	15.8%
Race/ethnicity								
White	1,445,000	313,000	21.7%	179,000	12.4%	492,000	34.0%	77.1%
Black	143,000	59,000	41.3%	26,000	17.9%	85,000	59.2%	13.3%
Hispanic	55,000	26,000	46.1%	5,000	9.9%	31,000	56.0%	4.9%
Asian or other race/ethnicity	56,000	20,000	35.6%	11,000	19.3%	31,000	55.0%	4.8%
Family status								
Married parent	425,000	70,000	16.5%	34,000	8.1%	105,000	24.6%	16.4%
Single parent	141,000	44,000	30.9%	27,000	19.0%	70,000	49.9%	11.0%
Married, no children	511,000	89,000	17.5%	59,000	11.6%	149,000	29.1%	23.3%
Unmarried, no children	622,000	214,000	34.4%	100,000	16.2%	315,000	50.6%	49.3%
Family income								
Less than \$14,999	127,000	69,000	54.3%	17,000	13.6%	86,000	67.8%	13.5%
\$15,000 – \$24,999	156,000	81,000	52.0%	33,000	21.4%	114,000	73.4%	17.9%
\$25,000 – \$34,999	176,000	62,000	35.2%	35,000	19.6%	97,000	54.8%	15.1%
\$35,000 – \$49,999	222,000	55,000	24.9%	42,000	19.1%	98,000	44.0%	15.3%
\$50,000 – \$74,999	358,000	71,000	19.7%	43,000	12.1%	114,000	31.9%	17.9%
\$75,000 – \$99,999	230,000	36,000	15.7%	18,000	8.0%	54,000	23.7%	8.5%
\$100,000 – \$149,999	289,000	34,000	11.9%	19,000	6.6%	54,000	18.6%	8.4%
\$150,000 or more	141,000	9,000	6.6%	12,000	8.8%	22,000	15.4%	3.4%
Industry								
Construction	103,000	14,000	13.1%	8,000	7.9%	22,000	21.1%	3.4%
Manufacturing	220,000	32,000	14.7%	30,000	13.6%	62,000	28.3%	9.7%
Retail trade	191,000	84,000	44.1%	27,000	14.1%	112,000	58.2%	17.5%
Agriculture, forestry, fishing								
Wholesale trade	33,000	8,000	22.8%	5,000	15.7%	13,000	38.5%	2.0%
Transportation and utilities	118,000	20,000	17.0%	9,000	7.7%	29,000	24.7%	4.6%
Information	24,000	5,000	20.6%	1,000	3.3%	6,000	23.9%	0.9%
Financial activities	95,000	19,000	19.9%	8,000	8.8%	27,000	28.8%	4.3%
Administrative and waste management services	57,000	33,000	58.7%	5,000	8.4%	38,000	67.1%	6.0%
Professional, science, management consulting	77,000	9,000	12.3%	7,000	8.5%	16,000	20.7%	2.5%
Education	203,000	34,000	16.8%	15,000	7.6%	49,000	24.4%	7.7%
Health care	236,000	43,000	18.3%	32,000	13.4%	75,000	31.7%	11.7%
Social assistance	33,000	11,000	33.2%	5,000	14.9%	16,000	48.0%	2.5%
Arts, entertainment, recreation, accommodation	31,000	12,000	39.6%	8,000	24.2%	20,000	63.8%	3.1%
Food and drink service	109,000	49,000	45.0%	39,000	36.0%	89,000	80.9%	13.9%
Public administration	68,000	9,000	14.0%	7,000	10.0%	16,000	24.0%	2.5%
Other industries	102,000	34,000	33.2%	15,000	15.2%	49,000	48.4%	7.7%
Work hours								
Part time (< 20 hours)	68,000	35,000	52.1%	12,000	17.8%	48,000	69.9%	7.5%
Mid time (20–34 hours)	234,000	124,000	53.0%	42,000	17.9%	166,000	70.9%	26.0%
Full time (35+ hours)	1,397,000	258,000	18.5%	167,000	11.9%	425,000	30.4%	66.5%
Education								
Less than high school	129,000	76,000	58.8%	20,000	15.1%	95,000	73.9%	14.9%
High school	517,000	161,000	31.1%	86,000	16.6%	246,000	47.7%	38.6%
Some college, no degree	330,000	109,000	33.1%	57,000	17.1%	166,000	50.2%	26.0%
Associate degree	196,000	41,000	21.1%	27,000	13.8%	68,000	34.9%	10.7%
Bachelor's degree or higher	527,000	30,000	5.7%	32,000	6.1%	62,000	11.8%	9.8%
Children with at least one affected parent	1,027,000	184,000	17.9%	97,000	9.5%	281,000	27.4%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Louisiana

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	1,839,000	456,000	24.8%	272,000	14.8%	728,000	39.6%	100.0%
Gender								
Women	916,000	287,000	31.4%	156,000	17.0%	443,000	48.4%	60.9%
Men	923,000	169,000	18.3%	116,000	12.6%	285,000	30.9%	39.1%
Age								
Age 20 or older	1,780,000	413,000	23.2%	264,000	14.8%	676,000	38.0%	92.9%
Teenager	59,000	43,000	73.2%	8,000	14.3%	52,000	87.6%	7.1%
16 to 24	272,000	160,000	58.9%	54,000	20.0%	214,000	78.8%	29.4%
25 to 39	638,000	138,000	21.7%	106,000	16.6%	244,000	38.3%	33.6%
40 to 54	568,000	93,000	16.4%	68,000	11.9%	161,000	28.4%	22.1%
55+	362,000	65,000	17.9%	44,000	12.1%	108,000	30.0%	14.9%
Race/ethnicity								
White	1,083,000	183,000	16.9%	147,000	13.6%	330,000	30.5%	45.4%
Black	577,000	225,000	39.0%	95,000	16.4%	319,000	55.4%	43.9%
Hispanic	102,000	31,000	30.7%	20,000	19.6%	51,000	50.3%	7.0%
Asian or other race/ethnicity	77,000	17,000	22.0%	10,000	12.9%	27,000	34.9%	3.7%
Family status								
Married parent	415,000	55,000	13.3%	47,000	11.4%	103,000	24.7%	14.1%
Single parent	203,000	74,000	36.6%	39,000	19.2%	113,000	55.8%	15.6%
Married, no children	486,000	69,000	14.3%	54,000	11.2%	124,000	25.5%	17.0%
Unmarried, no children	735,000	257,000	35.0%	131,000	17.9%	388,000	52.8%	53.4%
Family income								
Less than \$14,999	207,000	117,000	56.5%	38,000	18.3%	155,000	74.8%	21.3%
\$15,000 – \$24,999	131,000	51,000	38.8%	30,000	23.1%	81,000	61.8%	11.1%
\$25,000 – \$34,999	206,000	60,000	29.4%	49,000	23.7%	109,000	53.1%	15.0%
\$35,000 – \$49,999	263,000	70,000	26.7%	44,000	16.9%	114,000	43.6%	15.7%
\$50,000 – \$74,999	346,000	58,000	16.9%	49,000	14.1%	107,000	31.0%	14.7%
\$75,000 – \$99,999	256,000	48,000	18.8%	28,000	11.0%	76,000	29.8%	10.5%
\$100,000 – \$149,999	260,000	26,000	9.9%	20,000	7.8%	46,000	17.8%	6.3%
\$150,000 or more	171,000	26,000	15.0%	13,000	7.7%	39,000	22.7%	5.3%
Industry								
Construction	135,000	23,000	17.2%	15,000	11.2%	38,000	28.3%	5.3%
Manufacturing	147,000	18,000	12.3%	14,000	9.8%	33,000	22.2%	4.5%
Retail trade	226,000	105,000	46.3%	38,000	16.8%	143,000	63.1%	19.6%
Agriculture, forestry, fishing								
Wholesale trade	43,000	6,000	14.6%	4,000	9.1%	10,000	23.7%	1.4%
Transportation and utilities	89,000	11,000	12.6%	11,000	11.9%	22,000	24.5%	3.0%
Information	29,000	7,000	22.8%	5,000	18.3%	12,000	41.1%	1.6%
Financial activities	91,000	12,000	13.1%	16,000	17.6%	28,000	30.6%	3.8%
Administrative and waste management services	62,000	22,000	35.5%	11,000	18.4%	33,000	53.8%	4.6%
Professional, science, management consulting	87,000	13,000	15.1%	4,000	4.6%	17,000	19.7%	2.4%
Education	172,000	28,000	16.4%	17,000	10.2%	46,000	26.6%	6.3%
Health care	254,000	65,000	25.8%	29,000	11.5%	95,000	37.3%	13.0%
Social assistance	39,000	14,000	36.9%	4,000	9.8%	18,000	46.7%	2.5%
Arts, entertainment, recreation, accommodation	63,000	28,000	44.5%	12,000	19.2%	40,000	63.7%	5.5%
Food and drink service	138,000	64,000	45.9%	49,000	35.6%	113,000	81.5%	15.5%
Public administration	122,000	16,000	12.8%	16,000	12.8%	31,000	25.6%	4.3%
Other industries	143,000	24,000	16.7%	26,000	18.0%	50,000	34.7%	6.8%
Work hours								
Part time (< 20 hours)	71,000	43,000	61.2%	8,000	11.0%	51,000	72.1%	7.0%
Mid time (20–34 hours)	226,000	130,000	57.6%	39,000	17.1%	169,000	74.7%	23.2%
Full time (35+ hours)	1,542,000	283,000	18.3%	226,000	14.6%	508,000	33.0%	69.8%
Education								
Less than high school	171,000	91,000	53.6%	33,000	19.6%	125,000	73.2%	17.2%
High school	595,000	173,000	29.1%	116,000	19.5%	290,000	48.6%	39.8%
Some college, no degree	378,000	119,000	31.6%	65,000	17.2%	184,000	48.8%	25.3%
Associate degree	176,000	36,000	20.7%	24,000	13.8%	60,000	34.4%	8.3%
Bachelor's degree or higher	520,000	35,000	6.8%	33,000	6.4%	69,000	13.2%	9.4%
Children with at least one affected parent	1,165,000	231,000	19.8%	149,000	12.8%	379,000	32.5%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Maine

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	563,000	6,000	1.0%	186,000	33.1%	192,000	34.1%	100.0%
Gender								
Women	284,000	5,000	1.8%	109,000	38.4%	114,000	40.2%	59.5%
Men	279,000	1,000	0.2%	77,000	27.7%	78,000	27.9%	40.5%
Age								
Age 20 or older	539,000	4,000	0.7%	166,000	30.8%	170,000	31.5%	88.5%
Teenager	24,000	2,000	8.1%	20,000	84.3%	22,000	92.4%	11.5%
16 to 24	68,000	2,000	3.4%	50,000	73.9%	53,000	77.3%	27.4%
25 to 39	171,000	1,000	0.7%	55,000	32.3%	57,000	33.0%	29.4%
40 to 54	183,000	2,000	1.2%	42,000	22.8%	44,000	24.0%	22.9%
55+	141,000	-	0.0%	39,000	27.6%	39,000	27.6%	20.2%
Race/ethnicity								
White	508,000	5,000	1.0%	160,000	31.5%	165,000	32.5%	86.2%
Black	7,000	-	0.0%	5,000	67.9%	5,000	67.9%	2.5%
Hispanic	13,000	-	0.0%	7,000	54.6%	7,000	54.6%	3.8%
Asian or other race/ethnicity	34,000	-	1.3%	14,000	41.2%	14,000	42.5%	7.5%
Family status								
Married parent	133,000	1,000	0.5%	22,000	16.9%	23,000	17.5%	12.1%
Single parent	43,000	-	1.1%	16,000	35.8%	16,000	37.0%	8.4%
Married, no children	168,000	-	0.3%	45,000	26.9%	46,000	27.2%	23.8%
Unmarried, no children	219,000	4,000	1.8%	103,000	47.1%	107,000	48.9%	55.8%
Family income								
Less than \$14,999	28,000	-	1.5%	21,000	73.1%	21,000	74.6%	11.1%
\$15,000 – \$24,999	42,000	1,000	2.6%	26,000	62.5%	27,000	65.1%	14.3%
\$25,000 – \$34,999	49,000	1,000	1.1%	24,000	50.3%	25,000	51.5%	13.0%
\$35,000 – \$49,999	80,000	1,000	1.7%	28,000	34.9%	29,000	36.6%	15.2%
\$50,000 – \$74,999	112,000	1,000	0.6%	34,000	30.4%	35,000	31.0%	18.1%
\$75,000 – \$99,999	96,000	-	0.0%	23,000	24.2%	23,000	24.2%	12.0%
\$100,000 – \$149,999	94,000	1,000	0.8%	17,000	18.0%	18,000	18.8%	9.3%
\$150,000 or more	62,000	1,000	1.3%	13,000	20.4%	13,000	21.7%	7.0%
Industry								
Construction	25,000	-	0.0%	5,000	21.3%	5,000	21.3%	2.8%
Manufacturing	56,000	-	0.6%	13,000	23.0%	13,000	23.6%	6.9%
Retail trade	75,000	-	0.4%	40,000	54.2%	41,000	54.6%	21.2%
Agriculture, forestry, fishing								
Wholesale trade	9,000	-	0.0%	2,000	21.3%	2,000	21.3%	0.9%
Transportation and utilities	25,000	-	0.0%	5,000	18.5%	5,000	18.5%	2.4%
Information	9,000	-	0.0%	2,000	25.8%	2,000	25.8%	1.2%
Financial activities	38,000	-	0.0%	8,000	21.1%	8,000	21.1%	4.1%
Administrative and waste management services	20,000	-	0.0%	9,000	46.3%	9,000	46.3%	4.7%
Professional, science, management consulting	26,000	-	0.0%	3,000	12.2%	3,000	12.2%	1.7%
Education	70,000	-	0.0%	16,000	22.9%	16,000	22.9%	8.3%
Health care	91,000	-	0.0%	27,000	29.9%	27,000	29.9%	14.1%
Social assistance	18,000	-	0.0%	8,000	41.6%	8,000	41.6%	3.9%
Arts, entertainment, recreation, accommodation	14,000	-	3.2%	9,000	61.5%	9,000	64.8%	4.8%
Food and drink service	39,000	4,000	10.1%	29,000	74.5%	33,000	84.6%	17.0%
Public administration	24,000	-	0.0%	1,000	6.1%	1,000	6.1%	0.8%
Other industries	25,000	1,000	2.8%	9,000	35.3%	10,000	38.1%	5.0%
Work hours								
Part time (< 20 hours)	37,000	1,000	1.8%	26,000	70.2%	27,000	72.1%	13.8%
Mid time (20–34 hours)	98,000	3,000	2.9%	60,000	61.4%	63,000	64.3%	32.8%
Full time (35+ hours)	428,000	2,000	0.5%	100,000	23.4%	102,000	23.9%	53.4%
Education								
Less than high school	33,000	1,000	2.5%	26,000	78.5%	26,000	81.0%	13.8%
High school	170,000	2,000	1.1%	78,000	45.6%	80,000	46.7%	41.4%
Some college, no degree	98,000	2,000	2.1%	44,000	44.5%	46,000	46.6%	23.9%
Associate degree	66,000	1,000	1.1%	13,000	20.1%	14,000	21.1%	7.3%
Bachelor's degree or higher	195,000	-	0.1%	26,000	13.2%	26,000	13.3%	13.6%
Children with at least one affected parent	253,000	2,000	0.7%	54,000	21.5%	56,000	22.2%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024								Maryland
Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	2,947,000	390,000	13.2%	430,000	14.6%	820,000	27.8%	100.0%
Gender								
Women	1,466,000	211,000	14.4%	236,000	16.1%	447,000	30.5%	54.5%
Men	1,481,000	179,000	12.1%	194,000	13.1%	373,000	25.2%	45.5%
Age								
Age 20 or older	2,846,000	316,000	11.1%	414,000	14.5%	729,000	25.6%	89.0%
Teenager	101,000	75,000	73.9%	16,000	15.5%	91,000	89.5%	11.0%
16 to 24	385,000	156,000	40.6%	112,000	29.1%	269,000	69.7%	32.7%
25 to 39	977,000	105,000	10.7%	186,000	19.0%	290,000	29.7%	35.4%
40 to 54	949,000	63,000	6.7%	77,000	8.2%	141,000	14.8%	17.2%
55+	636,000	66,000	10.4%	54,000	8.6%	120,000	18.9%	14.7%
Race/ethnicity								
White	1,482,000	154,000	10.4%	177,000	12.0%	332,000	22.4%	40.4%
Black	818,000	133,000	16.3%	126,000	15.4%	259,000	31.7%	31.6%
Hispanic	339,000	66,000	19.4%	74,000	21.9%	140,000	41.4%	17.1%
Asian or other race/ethnicity	309,000	37,000	12.1%	52,000	16.9%	89,000	28.9%	10.9%
Family status								
Married parent	783,000	54,000	6.9%	84,000	10.7%	138,000	17.6%	16.8%
Single parent	210,000	38,000	18.3%	37,000	17.7%	76,000	36.0%	9.2%
Married, no children	803,000	70,000	8.7%	81,000	10.1%	151,000	18.8%	18.4%
Unmarried, no children	1,151,000	228,000	19.8%	228,000	19.8%	456,000	39.6%	55.6%
Family income								
Less than \$14,999	61,000	24,000	39.1%	15,000	23.9%	39,000	63.0%	4.7%
\$15,000 – \$24,999	94,000	20,000	21.7%	24,000	25.7%	45,000	47.4%	5.4%
\$25,000 – \$34,999	186,000	34,000	18.3%	50,000	26.7%	84,000	45.0%	10.2%
\$35,000 – \$49,999	337,000	83,000	24.5%	71,000	21.0%	153,000	45.4%	18.7%
\$50,000 – \$74,999	539,000	73,000	13.5%	103,000	19.0%	175,000	32.5%	21.4%
\$75,000 – \$99,999	394,000	42,000	10.7%	57,000	14.4%	99,000	25.1%	12.1%
\$100,000 – \$149,999	622,000	58,000	9.3%	60,000	9.7%	118,000	18.9%	14.4%
\$150,000 or more	714,000	57,000	8.0%	51,000	7.1%	108,000	15.1%	13.2%
Industry								
Construction	196,000	15,000	7.9%	28,000	14.4%	43,000	22.2%	5.3%
Manufacturing	125,000	11,000	8.8%	17,000	13.7%	28,000	22.5%	3.4%
Retail trade	255,000	80,000	31.3%	56,000	22.0%	136,000	53.3%	16.6%
Agriculture, forestry, fishing								
Wholesale trade	48,000	4,000	8.5%	7,000	15.5%	12,000	24.1%	1.4%
Transportation and utilities	148,000	25,000	17.0%	16,000	10.5%	41,000	27.5%	5.0%
Information	44,000	6,000	12.8%	2,000	5.2%	8,000	17.9%	1.0%
Financial activities	168,000	15,000	9.0%	12,000	7.4%	28,000	16.3%	3.4%
Administrative and waste management services	139,000	22,000	16.2%	32,000	23.3%	55,000	39.4%	6.7%
Professional, science, management consulting	303,000	9,000	2.9%	13,000	4.4%	22,000	7.3%	2.7%
Education	304,000	29,000	9.7%	32,000	10.4%	61,000	20.0%	7.4%
Health care	332,000	42,000	12.6%	39,000	11.7%	80,000	24.3%	9.8%
Social assistance	58,000	3,000	5.6%	13,000	22.3%	16,000	27.9%	2.0%
Arts, entertainment, recreation, accommodation	104,000	26,000	25.3%	20,000	19.6%	47,000	44.9%	5.7%
Food and drink service	182,000	59,000	32.3%	80,000	43.7%	138,000	76.0%	16.9%
Public administration	373,000	9,000	2.5%	29,000	7.8%	38,000	10.3%	4.7%
Other industries	167,000	34,000	20.5%	32,000	19.4%	67,000	39.9%	8.1%
Work hours								
Part time (< 20 hours)	151,000	71,000	47.1%	22,000	14.8%	93,000	61.9%	11.4%
Mid time (20–34 hours)	305,000	104,000	34.0%	83,000	27.2%	187,000	61.2%	22.8%
Full time (35+ hours)	2,492,000	216,000	8.7%	324,000	13.0%	540,000	21.7%	65.9%
Education								
Less than high school	199,000	87,000	43.9%	42,000	21.2%	130,000	65.1%	15.8%
High school	679,000	128,000	18.8%	152,000	22.4%	280,000	41.2%	34.1%
Some college, no degree	513,000	97,000	18.9%	106,000	20.7%	203,000	39.6%	24.7%
Associate degree	241,000	26,000	10.6%	43,000	18.0%	69,000	28.6%	8.4%
Bachelor's degree or higher	1,316,000	53,000	4.0%	86,000	6.5%	139,000	10.6%	16.9%
Children with at least one affected parent	1,465,000	150,000	10.2%	196,000	13.4%	346,000	23.6%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Massachusetts

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	3,229,000	396,000	12.3%	447,000	13.9%	843,000	26.1%	100.0%
Gender								
Women	1,588,000	217,000	13.7%	245,000	15.4%	462,000	29.1%	54.8%
Men	1,641,000	178,000	10.8%	203,000	12.4%	381,000	23.2%	45.2%
Age								
Age 20 or older	3,122,000	330,000	10.6%	421,000	13.5%	752,000	24.1%	89.2%
Teenager	106,000	65,000	61.5%	26,000	24.4%	91,000	85.9%	10.8%
16 to 24	400,000	152,000	37.9%	108,000	26.9%	260,000	64.9%	30.8%
25 to 39	1,167,000	118,000	10.1%	156,000	13.4%	274,000	23.4%	32.4%
40 to 54	973,000	61,000	6.3%	116,000	11.9%	177,000	18.2%	21.0%
55+	689,000	65,000	9.4%	68,000	9.8%	132,000	19.2%	15.7%
Race/ethnicity								
White	2,330,000	246,000	10.6%	274,000	11.7%	520,000	22.3%	61.7%
Black	234,000	35,000	15.0%	55,000	23.7%	90,000	38.7%	10.7%
Hispanic	391,000	88,000	22.5%	85,000	21.6%	172,000	44.1%	20.5%
Asian or other race/ethnicity	275,000	26,000	9.6%	34,000	12.3%	60,000	21.9%	7.1%
Family status								
Married parent	733,000	43,000	5.8%	71,000	9.7%	114,000	15.5%	13.5%
Single parent	227,000	45,000	19.6%	58,000	25.7%	103,000	45.3%	12.2%
Married, no children	855,000	58,000	6.8%	83,000	9.6%	141,000	16.5%	16.7%
Unmarried, no children	1,414,000	250,000	17.7%	235,000	16.6%	485,000	34.3%	57.6%
Family income								
Less than \$14,999	158,000	55,000	35.2%	33,000	20.8%	88,000	56.0%	10.5%
\$15,000 – \$24,999	147,000	36,000	24.5%	38,000	26.0%	74,000	50.5%	8.8%
\$25,000 – \$34,999	194,000	46,000	23.6%	38,000	19.8%	84,000	43.4%	10.0%
\$35,000 – \$49,999	309,000	52,000	16.9%	61,000	19.8%	114,000	36.8%	13.5%
\$50,000 – \$74,999	483,000	62,000	12.8%	96,000	19.8%	157,000	32.6%	18.7%
\$75,000 – \$99,999	414,000	41,000	9.8%	51,000	12.4%	92,000	22.2%	10.9%
\$100,000 – \$149,999	731,000	58,000	7.9%	65,000	8.9%	123,000	16.8%	14.6%
\$150,000 or more	794,000	46,000	5.8%	65,000	8.1%	111,000	13.9%	13.1%
Industry								
Construction	151,000	10,000	6.8%	9,000	6.2%	20,000	13.0%	2.3%
Manufacturing	306,000	16,000	5.1%	28,000	9.2%	44,000	14.3%	5.2%
Retail trade	321,000	104,000	32.5%	71,000	22.2%	175,000	54.7%	20.8%
Agriculture, forestry, fishing								
Wholesale trade	58,000	2,000	3.3%	4,000	6.4%	6,000	9.7%	0.7%
Transportation and utilities	118,000	8,000	7.2%	20,000	17.1%	29,000	24.3%	3.4%
Information	64,000	3,000	5.2%	4,000	6.7%	8,000	11.9%	0.9%
Financial activities	245,000	8,000	3.2%	19,000	7.7%	27,000	11.0%	3.2%
Administrative and waste management services	120,000	23,000	18.9%	18,000	15.4%	41,000	34.2%	4.9%
Professional, science, management consulting	317,000	13,000	4.2%	16,000	4.9%	29,000	9.1%	3.4%
Education	378,000	33,000	8.8%	27,000	7.2%	61,000	16.0%	7.2%
Health care	488,000	47,000	9.6%	63,000	12.8%	109,000	22.4%	13.0%
Social assistance	104,000	18,000	17.0%	22,000	21.0%	39,000	38.0%	4.7%
Arts, entertainment, recreation, accommodation	93,000	16,000	17.6%	28,000	30.4%	45,000	48.0%	5.3%
Food and drink service	183,000	57,000	31.1%	70,000	38.0%	126,000	69.1%	15.0%
Public administration	141,000	5,000	3.6%	11,000	7.8%	16,000	11.4%	1.9%
Other industries	143,000	32,000	22.2%	37,000	26.0%	69,000	48.2%	8.2%
Work hours								
Part time (< 20 hours)	226,000	100,000	44.4%	54,000	23.8%	154,000	68.3%	18.3%
Mid time (20–34 hours)	458,000	139,000	30.3%	114,000	24.8%	253,000	55.1%	30.0%
Full time (35+ hours)	2,545,000	156,000	6.1%	280,000	11.0%	436,000	17.1%	51.7%
Education								
Less than high school	193,000	85,000	43.9%	43,000	22.4%	128,000	66.2%	15.2%
High school	741,000	139,000	18.8%	168,000	22.7%	307,000	41.5%	36.4%
Some college, no degree	449,000	82,000	18.3%	108,000	24.0%	190,000	42.3%	22.5%
Associate degree	261,000	19,000	7.2%	47,000	17.9%	66,000	25.1%	7.8%
Bachelor's degree or higher	1,586,000	71,000	4.5%	82,000	5.2%	152,000	9.6%	18.1%
Children with at least one affected parent	1,462,000	139,000	9.5%	211,000	14.4%	350,000	23.9%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Michigan

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	4,226,000	893,000	21.1%	614,000	14.5%	1,507,000	35.7%	100.0%
Gender								
Women	2,047,000	491,000	24.0%	360,000	17.6%	851,000	41.6%	56.5%
Men	2,179,000	402,000	18.4%	254,000	11.7%	656,000	30.1%	43.5%
Age								
Age 20 or older	4,045,000	761,000	18.8%	578,000	14.3%	1,340,000	33.1%	88.9%
Teenager	181,000	132,000	72.9%	36,000	19.9%	168,000	92.8%	11.1%
16 to 24	670,000	368,000	55.0%	144,000	21.4%	512,000	76.4%	34.0%
25 to 39	1,336,000	229,000	17.2%	213,000	15.9%	442,000	33.1%	29.3%
40 to 54	1,334,000	159,000	11.9%	151,000	11.3%	310,000	23.2%	20.6%
55+	885,000	136,000	15.4%	107,000	12.1%	243,000	27.5%	16.2%
Race/ethnicity								
White	3,209,000	612,000	19.1%	434,000	13.5%	1,046,000	32.6%	69.4%
Black	527,000	155,000	29.4%	92,000	17.4%	247,000	46.8%	16.4%
Hispanic	273,000	84,000	30.9%	53,000	19.5%	137,000	50.4%	9.1%
Asian or other race/ethnicity	217,000	41,000	19.1%	36,000	16.5%	77,000	35.6%	5.1%
Family status								
Married parent	1,090,000	119,000	10.9%	113,000	10.4%	232,000	21.3%	15.4%
Single parent	329,000	90,000	27.2%	68,000	20.6%	157,000	47.8%	10.4%
Married, no children	1,155,000	138,000	12.0%	133,000	11.5%	271,000	23.4%	18.0%
Unmarried, no children	1,653,000	546,000	33.1%	301,000	18.2%	847,000	51.2%	56.2%
Family income								
Less than \$14,999	256,000	121,000	47.2%	40,000	15.7%	161,000	62.9%	10.7%
\$15,000 – \$24,999	286,000	118,000	41.4%	69,000	24.1%	187,000	65.4%	12.4%
\$25,000 – \$34,999	359,000	96,000	26.8%	88,000	24.5%	184,000	51.3%	12.2%
\$35,000 – \$49,999	553,000	140,000	25.4%	93,000	16.8%	233,000	42.2%	15.5%
\$50,000 – \$74,999	976,000	172,000	17.6%	150,000	15.3%	321,000	32.9%	21.3%
\$75,000 – \$99,999	618,000	98,000	15.9%	68,000	11.0%	166,000	26.9%	11.0%
\$100,000 – \$149,999	736,000	90,000	12.3%	76,000	10.4%	167,000	22.6%	11.1%
\$150,000 or more	442,000	57,000	12.9%	31,000	7.0%	88,000	19.9%	5.8%
Industry								
Construction	176,000	17,000	9.7%	16,000	9.2%	33,000	18.9%	2.2%
Manufacturing	865,000	102,000	11.8%	110,000	12.7%	212,000	24.5%	14.0%
Retail trade	458,000	210,000	45.7%	67,000	14.6%	276,000	60.3%	18.3%
Agriculture, forestry, fishing								
Wholesale trade	92,000	10,000	10.6%	11,000	11.9%	21,000	22.6%	1.4%
Transportation and utilities	210,000	28,000	13.3%	31,000	14.6%	58,000	27.9%	3.9%
Information	46,000	9,000	19.2%	4,000	9.4%	13,000	28.7%	0.9%
Financial activities	213,000	25,000	11.6%	20,000	9.5%	45,000	21.1%	3.0%
Administrative and waste management services	177,000	59,000	33.3%	26,000	14.9%	85,000	48.2%	5.7%
Professional, science, management consulting	218,000	11,000	5.0%	17,000	7.7%	28,000	12.7%	1.8%
Education	354,000	46,000	12.9%	40,000	11.2%	86,000	24.2%	5.7%
Health care	587,000	106,000	18.1%	92,000	15.7%	198,000	33.7%	13.1%
Social assistance	88,000	32,000	36.3%	9,000	10.5%	41,000	46.8%	2.7%
Arts, entertainment, recreation, accommodation	116,000	45,000	38.4%	25,000	21.1%	69,000	59.5%	4.6%
Food and drink service	321,000	162,000	50.5%	96,000	29.8%	258,000	80.3%	17.1%
Public administration	136,000	6,000	4.6%	8,000	5.6%	14,000	10.2%	0.9%
Other industries	168,000	27,000	16.0%	43,000	25.8%	70,000	41.9%	4.7%
Work hours								
Part time (< 20 hours)	283,000	157,000	55.6%	51,000	17.9%	208,000	73.5%	13.8%
Mid time (20–34 hours)	695,000	320,000	46.0%	147,000	21.1%	467,000	67.2%	31.0%
Full time (35+ hours)	3,248,000	416,000	12.8%	417,000	12.8%	833,000	25.6%	55.2%
Education								
Less than high school	292,000	159,000	54.4%	52,000	17.9%	211,000	72.4%	14.0%
High school	1,128,000	291,000	25.8%	222,000	19.7%	513,000	45.5%	34.0%
Some college, no degree	928,000	273,000	29.4%	169,000	18.2%	442,000	47.6%	29.3%
Associate degree	484,000	61,000	12.6%	70,000	14.5%	132,000	27.2%	8.7%
Bachelor's degree or higher	1,395,000	109,000	7.8%	101,000	7.2%	210,000	15.0%	13.9%
Children with at least one affected parent	2,257,000	358,000	15.8%	278,000	12.3%	635,000	28.1%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Minnesota

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	2,577,000	403,000	15.7%	300,000	11.6%	703,000	27.3%	100.0%
Gender								
Women	1,258,000	228,000	18.1%	176,000	14.0%	403,000	32.1%	57.4%
Men	1,319,000	176,000	13.3%	124,000	9.4%	300,000	22.7%	42.6%
Age								
Age 20 or older	2,437,000	295,000	12.1%	282,000	11.6%	577,000	23.7%	82.0%
Teenager	140,000	109,000	77.8%	18,000	12.6%	126,000	90.4%	18.0%
16 to 24	333,000	185,000	55.7%	70,000	21.0%	255,000	76.7%	36.3%
25 to 39	881,000	92,000	10.4%	101,000	11.5%	193,000	21.9%	27.5%
40 to 54	794,000	61,000	7.6%	75,000	9.4%	135,000	17.0%	19.2%
55+	569,000	66,000	11.6%	54,000	9.4%	119,000	21.0%	17.0%
Race/ethnicity								
White	2,074,000	291,000	14.0%	192,000	9.3%	483,000	23.3%	68.7%
Black	137,000	43,000	31.3%	23,000	17.2%	66,000	48.5%	9.4%
Hispanic	186,000	44,000	23.8%	43,000	23.0%	87,000	46.8%	12.4%
Asian or other race/ethnicity	180,000	26,000	14.2%	41,000	22.7%	66,000	36.9%	9.5%
Family status								
Married parent	770,000	50,000	6.6%	65,000	8.5%	116,000	15.0%	16.5%
Single parent	162,000	25,000	15.2%	35,000	21.4%	59,000	36.6%	8.5%
Married, no children	680,000	51,000	7.5%	55,000	8.1%	106,000	15.6%	15.1%
Unmarried, no children	964,000	277,000	28.7%	144,000	15.0%	421,000	43.7%	59.9%
Family income								
Less than \$14,999	110,000	55,000	50.2%	20,000	18.4%	76,000	68.6%	10.8%
\$15,000 – \$24,999	116,000	37,000	32.1%	37,000	31.8%	74,000	63.8%	10.5%
\$25,000 – \$34,999	142,000	30,000	21.1%	32,000	22.2%	62,000	43.2%	8.8%
\$35,000 – \$49,999	267,000	56,000	20.9%	38,000	14.3%	94,000	35.2%	13.4%
\$50,000 – \$74,999	550,000	89,000	16.1%	79,000	14.4%	168,000	30.5%	23.9%
\$75,000 – \$99,999	448,000	53,000	11.7%	37,000	8.3%	90,000	20.0%	12.8%
\$100,000 – \$149,999	547,000	39,000	7.1%	29,000	5.3%	67,000	12.3%	9.6%
\$150,000 or more	395,000	45,000	11.5%	27,000	6.9%	72,000	18.3%	10.3%
Industry								
Construction	135,000	4,000	2.7%	11,000	8.3%	15,000	11.0%	2.1%
Manufacturing	429,000	27,000	6.3%	39,000	9.1%	66,000	15.4%	9.4%
Retail trade	262,000	89,000	34.0%	41,000	15.8%	130,000	49.8%	18.5%
Agriculture, forestry, fishing								
Wholesale trade	60,000	3,000	5.3%	4,000	7.2%	8,000	12.5%	1.1%
Transportation and utilities	111,000	4,000	3.9%	4,000	4.0%	9,000	7.8%	1.2%
Information	33,000	10,000	30.4%	3,000	8.5%	13,000	38.8%	1.8%
Financial activities	224,000	19,000	8.3%	13,000	5.9%	32,000	14.1%	4.5%
Administrative and waste management services	78,000	20,000	26.2%	17,000	22.4%	38,000	48.6%	5.4%
Professional, science, management consulting	133,000	7,000	5.0%	7,000	5.1%	13,000	10.1%	1.9%
Education	297,000	42,000	14.0%	27,000	9.0%	68,000	23.0%	9.7%
Health care	312,000	24,000	7.7%	43,000	13.8%	67,000	21.4%	9.5%
Social assistance	60,000	13,000	20.8%	13,000	21.5%	25,000	42.4%	3.6%
Arts, entertainment, recreation, accommodation	67,000	29,000	42.6%	14,000	20.1%	42,000	62.7%	6.0%
Food and drink service	149,000	77,000	52.0%	35,000	23.7%	113,000	75.7%	16.0%
Public administration	95,000	7,000	7.1%	12,000	12.3%	18,000	19.4%	2.6%
Other industries	132,000	30,000	22.4%	16,000	12.2%	46,000	34.6%	6.5%
Work hours								
Part time (< 20 hours)	185,000	111,000	59.9%	26,000	14.2%	137,000	74.1%	19.5%
Mid time (20–34 hours)	369,000	143,000	38.8%	69,000	18.8%	212,000	57.6%	30.2%
Full time (35+ hours)	2,023,000	149,000	7.4%	204,000	10.1%	354,000	17.5%	50.3%
Education								
Less than high school	182,000	106,000	58.5%	28,000	15.4%	134,000	73.9%	19.1%
High school	537,000	130,000	24.3%	81,000	15.1%	211,000	39.4%	30.1%
Some college, no degree	418,000	76,000	18.1%	74,000	17.8%	150,000	36.0%	21.4%
Associate degree	410,000	39,000	9.6%	61,000	15.0%	101,000	24.6%	14.3%
Bachelor's degree or higher	1,030,000	51,000	5.0%	55,000	5.3%	106,000	10.3%	15.1%
Children with at least one affected parent	1,334,000	138,000	10.4%	177,000	13.3%	316,000	23.7%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Mississippi

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	1,136,000	342,000	30.1%	162,000	14.3%	504,000	44.4%	100.0%
Gender								
Women	574,000	199,000	34.6%	89,000	15.5%	288,000	50.1%	57.0%
Men	562,000	143,000	25.5%	73,000	13.0%	217,000	38.5%	43.0%
Age								
Age 20 or older	1,104,000	317,000	28.7%	158,000	14.3%	475,000	43.0%	94.2%
Teenager	32,000	25,000	78.5%	4,000	12.8%	29,000	91.2%	5.8%
16 to 24	149,000	88,000	59.0%	33,000	21.9%	121,000	80.9%	24.0%
25 to 39	388,000	121,000	31.3%	62,000	16.0%	183,000	47.3%	36.4%
40 to 54	385,000	84,000	21.8%	47,000	12.1%	131,000	33.9%	25.9%
55+	214,000	49,000	22.7%	21,000	9.7%	69,000	32.4%	13.7%
Race/ethnicity								
White	618,000	138,000	22.3%	79,000	12.7%	217,000	35.0%	42.9%
Black	447,000	175,000	39.1%	73,000	16.3%	248,000	55.3%	49.1%
Hispanic	40,000	17,000	41.1%	7,000	16.7%	23,000	57.8%	4.6%
Asian or other race/ethnicity	30,000	13,000	43.0%	4,000	13.1%	17,000	56.1%	3.3%
Family status								
Married parent	299,000	62,000	20.9%	35,000	11.8%	98,000	32.7%	19.4%
Single parent	121,000	46,000	37.7%	28,000	23.0%	74,000	60.7%	14.6%
Married, no children	297,000	58,000	19.4%	33,000	11.1%	90,000	30.5%	17.9%
Unmarried, no children	420,000	176,000	42.0%	66,000	15.8%	243,000	57.8%	48.1%
Family income								
Less than \$14,999	126,000	71,000	56.8%	19,000	15.3%	91,000	72.1%	18.0%
\$15,000 – \$24,999	129,000	66,000	51.3%	25,000	19.6%	91,000	70.8%	18.1%
\$25,000 – \$34,999	140,000	52,000	36.9%	24,000	17.2%	76,000	54.1%	15.0%
\$35,000 – \$49,999	199,000	58,000	29.1%	31,000	15.4%	89,000	44.5%	17.6%
\$50,000 – \$74,999	221,000	44,000	19.9%	35,000	15.7%	79,000	35.6%	15.6%
\$75,000 – \$99,999	153,000	27,000	17.4%	13,000	8.2%	39,000	25.6%	7.8%
\$100,000 – \$149,999	110,000	17,000	15.9%	12,000	11.3%	30,000	27.2%	5.9%
\$150,000 or more	59,000	7,000	11.7%	3,000	5.8%	10,000	17.5%	2.0%
Industry								
Construction	61,000	13,000	22.2%	8,000	13.2%	21,000	35.4%	4.3%
Manufacturing	182,000	43,000	23.5%	29,000	16.0%	72,000	39.5%	14.3%
Retail trade	149,000	78,000	52.4%	20,000	13.7%	99,000	66.0%	19.6%
Agriculture, forestry, fishing								
Wholesale trade	23,000	5,000	22.5%	4,000	17.4%	9,000	39.9%	1.8%
Transportation and utilities	67,000	9,000	13.2%	6,000	8.6%	15,000	21.8%	2.9%
Information	14,000	3,000	21.7%	2,000	14.6%	5,000	36.3%	1.0%
Financial activities	46,000	9,000	19.6%	5,000	9.9%	14,000	29.5%	2.7%
Administrative and waste management services	35,000	16,000	45.3%	6,000	16.5%	22,000	61.8%	4.3%
Professional, science, management consulting	28,000	4,000	12.6%	4,000	14.3%	8,000	26.9%	1.5%
Education	123,000	28,000	23.1%	8,000	6.5%	36,000	29.6%	7.2%
Health care	142,000	39,000	27.4%	13,000	9.0%	52,000	36.4%	10.2%
Social assistance	21,000	10,000	48.3%	3,000	13.8%	13,000	62.2%	2.6%
Arts, entertainment, recreation, accommodation	29,000	11,000	38.7%	7,000	24.9%	18,000	63.7%	3.6%
Food and drink service	81,000	39,000	48.1%	28,000	34.7%	67,000	82.8%	13.3%
Public administration	62,000	12,000	19.2%	8,000	12.5%	20,000	31.6%	3.9%
Other industries	73,000	22,000	30.9%	12,000	16.2%	34,000	47.0%	6.8%
Work hours								
Part time (< 20 hours)	42,000	28,000	65.4%	3,000	7.2%	31,000	72.6%	6.1%
Mid time (20–34 hours)	135,000	79,000	58.7%	26,000	19.4%	106,000	78.2%	21.0%
Full time (35+ hours)	959,000	235,000	24.5%	133,000	13.9%	368,000	38.4%	73.0%
Education								
Less than high school	116,000	68,000	58.7%	17,000	15.0%	86,000	73.7%	17.0%
High school	347,000	137,000	39.5%	55,000	15.8%	192,000	55.3%	38.1%
Some college, no degree	226,000	76,000	33.5%	42,000	18.8%	118,000	52.3%	23.4%
Associate degree	159,000	33,000	20.8%	22,000	14.2%	55,000	34.9%	11.0%
Bachelor's degree or higher	288,000	28,000	9.7%	25,000	8.7%	53,000	18.4%	10.5%
Children with at least one affected parent	757,000	182,000	24.1%	104,000	13.7%	286,000	37.7%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Missouri

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	2,723,000	626,000	23.0%	400,000	14.7%	1,026,000	37.7%	100.0%
Gender								
Women	1,371,000	371,000	27.1%	218,000	15.9%	589,000	43.0%	57.4%
Men	1,352,000	254,000	18.8%	183,000	13.5%	437,000	32.3%	42.6%
Age								
Age 20 or older	2,594,000	526,000	20.3%	381,000	14.7%	907,000	35.0%	88.4%
Teenager	129,000	100,000	77.4%	19,000	14.8%	119,000	92.3%	11.6%
16 to 24	403,000	223,000	55.2%	102,000	25.3%	325,000	80.5%	31.6%
25 to 39	942,000	179,000	19.0%	138,000	14.7%	317,000	33.7%	30.9%
40 to 54	825,000	126,000	15.3%	87,000	10.5%	213,000	25.8%	20.8%
55+	552,000	98,000	17.7%	73,000	13.3%	171,000	31.0%	16.7%
Race/ethnicity								
White	2,143,000	440,000	20.6%	301,000	14.1%	742,000	34.6%	72.3%
Black	341,000	113,000	33.1%	50,000	14.5%	162,000	47.6%	15.8%
Hispanic	137,000	44,000	31.9%	33,000	23.8%	76,000	55.7%	7.4%
Asian or other race/ethnicity	102,000	29,000	28.4%	17,000	16.8%	46,000	45.2%	4.5%
Family status								
Married parent	686,000	75,000	11.0%	85,000	12.3%	160,000	23.3%	15.6%
Single parent	253,000	97,000	38.6%	37,000	14.5%	134,000	53.1%	13.1%
Married, no children	737,000	122,000	16.5%	78,000	10.6%	200,000	27.2%	19.5%
Unmarried, no children	1,047,000	331,000	31.6%	201,000	19.2%	532,000	50.8%	51.8%
Family income								
Less than \$14,999	199,000	98,000	49.4%	33,000	16.6%	131,000	65.9%	12.8%
\$15,000 – \$24,999	188,000	85,000	45.2%	43,000	22.7%	127,000	67.8%	12.4%
\$25,000 – \$34,999	244,000	68,000	27.8%	65,000	26.9%	133,000	54.6%	13.0%
\$35,000 – \$49,999	372,000	105,000	28.2%	63,000	16.9%	168,000	45.1%	16.3%
\$50,000 – \$74,999	611,000	126,000	20.6%	113,000	18.5%	239,000	39.1%	23.3%
\$75,000 – \$99,999	456,000	62,000	13.7%	34,000	7.4%	96,000	21.1%	9.4%
\$100,000 – \$149,999	367,000	50,000	13.6%	34,000	9.3%	84,000	22.9%	8.2%
\$150,000 or more	287,000	33,000	11.4%	16,000	5.4%	48,000	16.8%	4.7%
Industry								
Construction	151,000	11,000	7.5%	13,000	8.4%	24,000	15.8%	2.3%
Manufacturing	321,000	64,000	19.9%	41,000	12.8%	105,000	32.7%	10.2%
Retail trade	329,000	138,000	42.0%	56,000	17.1%	194,000	59.1%	18.9%
Agriculture, forestry, fishing								
Wholesale trade	78,000	13,000	16.8%	6,000	7.3%	19,000	24.1%	1.8%
Transportation and utilities	128,000	11,000	8.8%	15,000	11.4%	26,000	20.2%	2.5%
Information	42,000	12,000	27.6%	2,000	5.3%	14,000	32.9%	1.3%
Financial activities	189,000	25,000	13.1%	26,000	13.6%	50,000	26.7%	4.9%
Administrative and waste management services	112,000	33,000	29.0%	24,000	21.2%	56,000	50.2%	5.5%
Professional, science, management consulting	166,000	11,000	6.5%	8,000	5.0%	19,000	11.5%	1.9%
Education	220,000	29,000	13.2%	20,000	9.0%	49,000	22.2%	4.8%
Health care	365,000	81,000	22.2%	56,000	15.2%	137,000	37.4%	13.3%
Social assistance	64,000	26,000	40.6%	5,000	8.3%	31,000	48.9%	3.0%
Arts, entertainment, recreation, accommodation	85,000	31,000	36.8%	11,000	13.3%	42,000	50.1%	4.1%
Food and drink service	168,000	79,000	47.1%	61,000	36.1%	140,000	83.2%	13.6%
Public administration	138,000	11,000	8.1%	23,000	16.5%	34,000	24.6%	3.3%
Other industries	168,000	51,000	30.4%	35,000	20.8%	86,000	51.2%	8.4%
Work hours								
Part time (< 20 hours)	150,000	74,000	49.6%	26,000	17.1%	100,000	66.7%	9.7%
Mid time (20–34 hours)	374,000	208,000	55.6%	69,000	18.5%	277,000	74.1%	27.0%
Full time (35+ hours)	2,199,000	344,000	15.6%	306,000	13.9%	649,000	29.5%	63.3%
Education								
Less than high school	200,000	123,000	61.5%	32,000	16.1%	155,000	77.6%	15.1%
High school	790,000	250,000	31.6%	133,000	16.8%	383,000	48.4%	37.3%
Some college, no degree	513,000	137,000	26.7%	128,000	25.0%	266,000	51.7%	25.9%
Associate degree	312,000	56,000	18.0%	41,000	13.3%	97,000	31.2%	9.5%
Bachelor's degree or higher	907,000	60,000	6.6%	66,000	7.2%	125,000	13.8%	12.2%
Children with at least one affected parent	1,423,000	231,000	16.3%	178,000	12.5%	410,000	28.8%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Montana

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	416,000	100,000	24.1%	62,000	14.9%	162,000	38.9%	100.0%
Gender								
Women	206,000	60,000	29.1%	35,000	16.8%	94,000	45.8%	58.1%
Men	211,000	41,000	19.2%	27,000	13.0%	68,000	32.2%	41.9%
Age								
Age 20 or older	393,000	82,000	20.9%	59,000	15.0%	142,000	36.0%	87.3%
Teenager	23,000	18,000	77.6%	3,000	11.5%	21,000	89.1%	12.7%
16 to 24	70,000	41,000	58.8%	13,000	18.5%	54,000	77.3%	33.3%
25 to 39	139,000	30,000	21.8%	22,000	15.8%	52,000	37.6%	32.2%
40 to 54	112,000	13,000	11.8%	14,000	12.8%	27,000	24.6%	17.0%
55+	96,000	16,000	16.5%	13,000	13.2%	29,000	29.7%	17.6%
Race/ethnicity								
White	364,000	82,000	22.5%	54,000	14.9%	136,000	37.3%	83.8%
Black	4,000	1,000	29.0%	-	11.0%	1,000	40.0%	0.9%
Hispanic	17,000	6,000	37.6%	3,000	15.9%	9,000	53.5%	5.5%
Asian or other race/ethnicity	32,000	11,000	34.7%	5,000	14.5%	16,000	49.2%	9.9%
Family status								
Married parent	108,000	18,000	16.3%	11,000	9.9%	28,000	26.2%	17.5%
Single parent	29,000	9,000	31.8%	7,000	25.0%	17,000	56.8%	10.2%
Married, no children	115,000	17,000	14.8%	14,000	12.2%	31,000	27.0%	19.2%
Unmarried, no children	164,000	56,000	34.4%	30,000	18.2%	86,000	52.6%	53.1%
Family income								
Less than \$14,999	37,000	20,000	55.1%	6,000	16.6%	27,000	71.7%	16.4%
\$15,000 – \$24,999	39,000	16,000	41.0%	10,000	26.5%	26,000	67.5%	16.2%
\$25,000 – \$34,999	50,000	14,000	28.8%	12,000	23.3%	26,000	52.2%	16.1%
\$35,000 – \$49,999	55,000	14,000	25.7%	8,000	14.0%	22,000	39.7%	13.5%
\$50,000 – \$74,999	93,000	16,000	17.7%	13,000	13.4%	29,000	31.1%	17.9%
\$75,000 – \$99,999	53,000	6,000	12.3%	6,000	11.8%	13,000	24.1%	7.8%
\$100,000 – \$149,999	55,000	8,000	14.2%	4,000	7.9%	12,000	22.0%	7.5%
\$150,000 or more	34,000	5,000	13.4%	3,000	8.6%	8,000	22.0%	4.7%
Industry								
Construction	27,000	2,000	7.0%	3,000	10.9%	5,000	17.9%	2.9%
Manufacturing	23,000	3,000	12.7%	3,000	12.3%	6,000	25.0%	3.6%
Retail trade	53,000	20,000	38.3%	11,000	20.0%	31,000	58.4%	19.3%
Agriculture, forestry, fishing								
Wholesale trade	11,000	2,000	15.8%	1,000	11.0%	3,000	26.9%	1.8%
Transportation and utilities	20,000	3,000	12.7%	2,000	9.9%	5,000	22.6%	2.8%
Information	7,000	1,000	15.1%	1,000	16.0%	2,000	31.1%	1.3%
Financial activities	25,000	3,000	12.9%	3,000	11.0%	6,000	23.9%	3.7%
Administrative and waste management services	10,000	3,000	34.1%	2,000	21.5%	6,000	55.6%	3.4%
Professional, science, management consulting	18,000	1,000	8.1%	1,000	6.8%	3,000	14.9%	1.7%
Education	40,000	8,000	19.0%	5,000	13.5%	13,000	32.5%	8.0%
Health care	54,000	10,000	18.2%	8,000	15.0%	18,000	33.3%	11.1%
Social assistance	10,000	6,000	55.7%	1,000	13.7%	7,000	69.4%	4.4%
Arts, entertainment, recreation, accommodation	18,000	9,000	52.9%	2,000	13.7%	12,000	66.6%	7.3%
Food and drink service	32,000	18,000	57.3%	9,000	29.0%	27,000	86.3%	16.9%
Public administration	30,000	1,000	4.7%	2,000	5.6%	3,000	10.3%	1.9%
Other industries	38,000	9,000	24.6%	7,000	17.6%	16,000	42.2%	9.8%
Work hours								
Part time (< 20 hours)	36,000	21,000	59.1%	5,000	13.0%	26,000	72.1%	15.9%
Mid time (20–34 hours)	71,000	34,000	47.7%	15,000	20.7%	48,000	68.4%	29.9%
Full time (35+ hours)	310,000	45,000	14.7%	43,000	13.7%	88,000	28.4%	54.3%
Education								
Less than high school	30,000	18,000	59.1%	4,000	14.8%	22,000	73.9%	13.8%
High school	115,000	35,000	30.6%	20,000	17.6%	56,000	48.2%	34.3%
Some college, no degree	91,000	28,000	30.8%	17,000	19.0%	45,000	49.8%	27.8%
Associate degree	45,000	9,000	19.7%	7,000	15.8%	16,000	35.6%	9.9%
Bachelor's degree or higher	135,000	10,000	7.6%	13,000	9.4%	23,000	17.0%	14.2%
Children with at least one affected parent	233,000	45,000	19.5%	27,000	11.6%	73,000	31.2%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Nebraska

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	889,000	182,000	20.5%	146,000	16.4%	328,000	36.9%	100.0%
Gender								
Women	441,000	109,000	24.8%	84,000	19.0%	193,000	43.8%	58.9%
Men	448,000	73,000	16.3%	62,000	13.8%	135,000	30.1%	41.1%
Age								
Age 20 or older	834,000	141,000	16.9%	136,000	16.3%	277,000	33.2%	84.3%
Teenager	55,000	42,000	75.7%	10,000	17.6%	51,000	93.2%	15.7%
16 to 24	151,000	80,000	53.1%	39,000	25.7%	119,000	78.8%	36.3%
25 to 39	279,000	41,000	14.7%	44,000	15.9%	85,000	30.7%	26.0%
40 to 54	276,000	28,000	10.3%	36,000	12.9%	64,000	23.2%	19.5%
55+	183,000	33,000	17.8%	27,000	14.7%	60,000	32.5%	18.2%
Race/ethnicity								
White	691,000	123,000	17.9%	101,000	14.6%	225,000	32.5%	68.4%
Black	34,000	10,000	30.5%	7,000	20.5%	17,000	51.0%	5.3%
Hispanic	122,000	37,000	30.0%	28,000	22.9%	64,000	52.9%	19.6%
Asian or other race/ethnicity	42,000	12,000	28.6%	10,000	23.2%	22,000	51.8%	6.7%
Family status								
Married parent	261,000	24,000	9.3%	33,000	12.6%	57,000	21.9%	17.4%
Single parent	59,000	15,000	25.7%	11,000	19.2%	26,000	45.0%	8.1%
Married, no children	229,000	31,000	13.6%	33,000	14.3%	64,000	27.9%	19.4%
Unmarried, no children	340,000	112,000	32.9%	69,000	20.3%	181,000	53.2%	55.1%
Family income								
Less than \$14,999	56,000	24,000	43.8%	11,000	20.0%	36,000	63.8%	10.8%
\$15,000 – \$24,999	57,000	28,000	48.6%	12,000	21.6%	40,000	70.2%	12.1%
\$25,000 – \$34,999	81,000	21,000	26.1%	22,000	27.5%	43,000	53.6%	13.2%
\$35,000 – \$49,999	128,000	35,000	27.2%	29,000	22.8%	64,000	49.9%	19.5%
\$50,000 – \$74,999	207,000	28,000	13.5%	37,000	17.7%	65,000	31.2%	19.7%
\$75,000 – \$99,999	150,000	20,000	13.4%	14,000	9.1%	34,000	22.5%	10.3%
\$100,000 – \$149,999	143,000	18,000	12.8%	15,000	10.5%	33,000	23.2%	10.1%
\$150,000 or more	67,000	8,000	12.1%	6,000	8.5%	14,000	20.6%	4.2%
Industry								
Construction	59,000	6,000	11.0%	5,000	8.4%	11,000	19.4%	3.5%
Manufacturing	110,000	13,000	11.9%	16,000	14.7%	29,000	26.6%	8.9%
Retail trade	115,000	46,000	39.4%	21,000	18.0%	66,000	57.4%	20.2%
Agriculture, forestry, fishing								
Wholesale trade	25,000	3,000	13.8%	5,000	19.9%	9,000	33.7%	2.6%
Transportation and utilities	41,000	5,000	12.7%	4,000	9.2%	9,000	21.9%	2.7%
Information	15,000	2,000	11.9%	2,000	10.8%	4,000	22.8%	1.1%
Financial activities	60,000	5,000	8.0%	9,000	15.1%	14,000	23.1%	4.2%
Administrative and waste management services	28,000	7,000	25.5%	4,000	14.9%	11,000	40.4%	3.5%
Professional, science, management consulting	46,000	5,000	11.0%	4,000	8.5%	9,000	19.5%	2.8%
Education	98,000	14,000	14.4%	13,000	13.6%	27,000	27.9%	8.3%
Health care	102,000	17,000	16.2%	18,000	18.0%	35,000	34.1%	10.6%
Social assistance	17,000	7,000	38.1%	3,000	16.8%	9,000	54.9%	2.9%
Arts, entertainment, recreation, accommodation	19,000	9,000	44.3%	5,000	27.2%	14,000	71.5%	4.2%
Food and drink service	54,000	29,000	54.1%	16,000	30.4%	46,000	84.5%	13.9%
Public administration	34,000	2,000	6.8%	4,000	11.1%	6,000	17.9%	1.8%
Other industries	65,000	13,000	19.3%	16,000	25.4%	29,000	44.6%	8.8%
Work hours								
Part time (< 20 hours)	64,000	41,000	64.9%	11,000	17.9%	53,000	82.8%	16.0%
Mid time (20–34 hours)	118,000	53,000	45.3%	28,000	23.4%	81,000	68.7%	24.7%
Full time (35+ hours)	708,000	88,000	12.4%	107,000	15.1%	195,000	27.5%	59.3%
Education								
Less than high school	104,000	53,000	50.4%	21,000	20.2%	74,000	70.6%	22.4%
High school	204,000	44,000	21.3%	41,000	20.0%	85,000	41.4%	25.8%
Some college, no degree	178,000	53,000	29.9%	41,000	22.8%	94,000	52.7%	28.6%
Associate degree	106,000	14,000	13.3%	18,000	17.0%	32,000	30.2%	9.7%
Bachelor's degree or higher	297,000	19,000	6.4%	25,000	8.5%	44,000	14.9%	13.5%
Children with at least one affected parent	506,000	75,000	14.8%	83,000	16.5%	158,000	31.3%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024								Nevada
Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	1,310,000	314,000	24.0%	221,000	16.9%	535,000	40.8%	100.0%
Gender								
Women	590,000	179,000	30.3%	100,000	17.0%	279,000	47.3%	52.2%
Men	721,000	135,000	18.8%	121,000	16.7%	256,000	35.5%	47.8%
Age								
Age 20 or older	1,255,000	272,000	21.7%	213,000	16.9%	485,000	38.6%	90.6%
Teenager	55,000	42,000	76.3%	8,000	15.1%	50,000	91.4%	9.4%
16 to 24	192,000	105,000	54.9%	39,000	20.5%	145,000	75.4%	27.1%
25 to 39	462,000	102,000	22.0%	78,000	16.9%	180,000	39.0%	33.6%
40 to 54	408,000	68,000	16.6%	66,000	16.2%	134,000	32.8%	25.1%
55+	248,000	39,000	15.7%	37,000	15.0%	76,000	30.7%	14.2%
Race/ethnicity								
White	583,000	102,000	17.5%	75,000	12.9%	177,000	30.5%	33.2%
Black	100,000	29,000	28.5%	16,000	16.0%	45,000	44.6%	8.3%
Hispanic	425,000	134,000	31.6%	82,000	19.4%	217,000	50.9%	40.5%
Asian or other race/ethnicity	203,000	49,000	24.3%	47,000	23.3%	96,000	47.6%	18.0%
Family status								
Married parent	306,000	55,000	17.8%	48,000	15.8%	103,000	33.6%	19.2%
Single parent	111,000	30,000	26.9%	19,000	17.3%	49,000	44.2%	9.2%
Married, no children	344,000	61,000	17.8%	53,000	15.4%	114,000	33.2%	21.4%
Unmarried, no children	549,000	168,000	30.6%	100,000	18.3%	269,000	48.9%	50.2%
Family income								
Less than \$14,999	96,000	41,000	42.7%	23,000	24.0%	64,000	66.7%	12.0%
\$15,000 – \$24,999	93,000	32,000	34.6%	28,000	30.4%	60,000	65.0%	11.3%
\$25,000 – \$34,999	165,000	59,000	35.7%	37,000	22.7%	96,000	58.4%	18.0%
\$35,000 – \$49,999	170,000	47,000	27.5%	31,000	18.1%	78,000	45.6%	14.5%
\$50,000 – \$74,999	325,000	64,000	19.6%	52,000	16.1%	116,000	35.7%	21.7%
\$75,000 – \$99,999	160,000	30,000	18.9%	21,000	13.3%	51,000	32.2%	9.6%
\$100,000 – \$149,999	187,000	27,000	14.5%	19,000	10.3%	47,000	24.8%	8.7%
\$150,000 or more	114,000	14,000	12.4%	8,000	7.4%	23,000	19.8%	4.2%
Industry								
Construction	89,000	6,000	6.9%	13,000	14.5%	19,000	21.4%	3.6%
Manufacturing	54,000	11,000	19.6%	6,000	10.5%	16,000	30.2%	3.0%
Retail trade	151,000	61,000	40.4%	22,000	14.3%	83,000	54.8%	15.5%
Agriculture, forestry, fishing								
Wholesale trade	32,000	5,000	16.9%	3,000	10.7%	9,000	27.6%	1.7%
Transportation and utilities	60,000	7,000	11.0%	7,000	12.0%	14,000	23.0%	2.6%
Information	16,000	1,000	8.6%	2,000	12.5%	3,000	21.1%	0.6%
Financial activities	68,000	10,000	15.0%	6,000	8.5%	16,000	23.5%	3.0%
Administrative and waste management services	76,000	25,000	33.6%	17,000	22.2%	42,000	55.7%	7.9%
Professional, science, management consulting	69,000	5,000	7.0%	9,000	12.5%	13,000	19.6%	2.5%
Education	92,000	16,000	17.5%	9,000	10.1%	25,000	27.6%	4.7%
Health care	109,000	17,000	15.3%	11,000	10.0%	28,000	25.3%	5.2%
Social assistance	16,000	7,000	44.4%	3,000	16.1%	10,000	60.5%	1.8%
Arts, entertainment, recreation, accommodation	245,000	60,000	24.4%	62,000	25.5%	122,000	49.9%	22.8%
Food and drink service	103,000	54,000	52.2%	32,000	31.4%	86,000	83.6%	16.1%
Public administration	60,000	11,000	19.0%	6,000	9.3%	17,000	28.3%	3.2%
Other industries	72,000	18,000	24.8%	14,000	19.6%	32,000	44.4%	5.9%
Work hours								
Part time (< 20 hours)	55,000	29,000	52.8%	9,000	16.8%	38,000	69.6%	7.1%
Mid time (20–34 hours)	181,000	99,000	54.6%	36,000	20.0%	135,000	74.6%	25.3%
Full time (35+ hours)	1,074,000	186,000	17.3%	176,000	16.4%	362,000	33.7%	67.6%
Education								
Less than high school	136,000	68,000	50.5%	22,000	16.4%	91,000	66.9%	17.0%
High school	433,000	126,000	29.1%	88,000	20.4%	214,000	49.5%	40.1%
Some college, no degree	283,000	66,000	23.5%	54,000	19.2%	120,000	42.6%	22.5%
Associate degree	144,000	22,000	15.4%	24,000	17.0%	47,000	32.4%	8.7%
Bachelor's degree or higher	315,000	31,000	9.8%	32,000	10.1%	63,000	19.9%	11.7%
Children with at least one affected parent	758,000	135,000	17.8%	111,000	14.6%	246,000	32.4%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

New Hampshire

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	662,000	108,000	16.4%	80,000	12.1%	189,000	28.5%	100.0%
Gender								
Women	322,000	60,000	18.7%	46,000	14.4%	107,000	33.1%	56.6%
Men	339,000	48,000	14.2%	34,000	10.0%	82,000	24.1%	43.4%
Age								
Age 20 or older	634,000	88,000	13.9%	76,000	11.9%	164,000	25.8%	86.9%
Teenager	27,000	20,000	73.7%	5,000	16.6%	25,000	90.3%	13.1%
16 to 24	94,000	47,000	49.6%	22,000	23.1%	69,000	72.7%	36.3%
25 to 39	191,000	22,000	11.5%	29,000	15.1%	51,000	26.6%	26.9%
40 to 54	201,000	16,000	8.0%	16,000	8.1%	32,000	16.1%	17.2%
55+	175,000	24,000	13.5%	13,000	7.6%	37,000	21.1%	19.6%
Race/ethnicity								
White	605,000	97,000	16.1%	71,000	11.7%	168,000	27.8%	89.1%
Black	9,000	1,000	16.2%	1,000	15.5%	3,000	31.6%	1.5%
Hispanic	19,000	5,000	25.3%	3,000	15.1%	8,000	40.5%	4.1%
Asian or other race/ethnicity	29,000	5,000	17.3%	5,000	17.3%	10,000	34.6%	5.3%
Family status								
Married parent	153,000	12,000	8.2%	14,000	9.0%	26,000	17.2%	13.9%
Single parent	40,000	7,000	16.1%	7,000	18.3%	14,000	34.5%	7.4%
Married, no children	208,000	23,000	11.1%	17,000	8.1%	40,000	19.2%	21.2%
Unmarried, no children	260,000	66,000	25.5%	42,000	16.2%	109,000	41.7%	57.5%
Family income								
Less than \$14,999	20,000	5,000	28.0%	5,000	25.2%	10,000	53.2%	5.5%
\$15,000 – \$24,999	27,000	11,000	41.9%	6,000	20.9%	17,000	62.8%	9.1%
\$25,000 – \$34,999	44,000	8,000	19.4%	10,000	21.9%	18,000	41.4%	9.5%
\$35,000 – \$49,999	74,000	15,000	20.7%	14,000	19.0%	29,000	39.8%	15.6%
\$50,000 – \$74,999	126,000	19,000	15.3%	14,000	11.1%	33,000	26.4%	17.7%
\$75,000 – \$99,999	108,000	17,000	15.8%	11,000	10.1%	28,000	25.9%	14.8%
\$100,000 – \$149,999	134,000	16,000	12.1%	11,000	8.4%	27,000	20.6%	14.6%
\$150,000 or more	129,000	15,000	11.7%	10,000	7.6%	25,000	19.3%	13.2%
Industry								
Construction	35,000	3,000	7.3%	4,000	12.4%	7,000	19.6%	3.6%
Manufacturing	93,000	7,000	7.5%	9,000	9.8%	16,000	17.3%	8.5%
Retail trade	88,000	32,000	36.4%	12,000	14.0%	44,000	50.4%	23.4%
Agriculture, forestry, fishing								
Wholesale trade	19,000	3,000	14.1%	1,000	6.3%	4,000	20.5%	2.1%
Transportation and utilities	31,000	5,000	17.8%	3,000	11.1%	9,000	28.9%	4.7%
Information	12,000	1,000	11.3%	1,000	4.8%	2,000	16.2%	1.0%
Financial activities	41,000	2,000	6.0%	3,000	6.4%	5,000	12.4%	2.7%
Administrative and waste management services	20,000	5,000	26.6%	3,000	15.9%	9,000	42.5%	4.6%
Professional, science, management consulting	50,000	2,000	3.0%	2,000	3.3%	3,000	6.3%	1.7%
Education	68,000	7,000	10.6%	6,000	8.2%	13,000	18.8%	6.8%
Health care	85,000	8,000	9.6%	9,000	10.5%	17,000	20.0%	9.0%
Social assistance	12,000	2,000	16.8%	4,000	30.7%	6,000	47.5%	3.0%
Arts, entertainment, recreation, accommodation	16,000	5,000	34.4%	2,000	10.6%	7,000	45.0%	3.8%
Food and drink service	40,000	16,000	40.7%	14,000	35.1%	30,000	75.8%	16.1%
Public administration	27,000	3,000	12.7%	2,000	8.5%	6,000	21.2%	3.1%
Other industries	25,000	6,000	22.4%	6,000	23.1%	11,000	45.5%	5.9%
Work hours								
Part time (< 20 hours)	50,000	28,000	55.4%	7,000	14.8%	35,000	70.2%	18.5%
Mid time (20–34 hours)	98,000	35,000	36.0%	19,000	19.0%	54,000	55.0%	28.4%
Full time (35+ hours)	514,000	46,000	8.9%	54,000	10.6%	100,000	19.5%	53.0%
Education								
Less than high school	39,000	20,000	52.8%	7,000	17.0%	27,000	69.8%	14.3%
High school	182,000	35,000	19.5%	31,000	17.2%	67,000	36.7%	35.4%
Some college, no degree	114,000	30,000	26.1%	18,000	16.0%	48,000	42.1%	25.4%
Associate degree	72,000	8,000	10.9%	10,000	14.1%	18,000	25.0%	9.6%
Bachelor's degree or higher	255,000	15,000	5.9%	14,000	5.5%	29,000	11.4%	15.4%
Children with at least one affected parent	267,000	29,000	10.8%	35,000	12.9%	63,000	23.7%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

New Jersey

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	4,208,000	688,000	16.3%	481,000	11.4%	1,169,000	27.8%	100.0%
Gender								
Women	1,995,000	374,000	18.8%	260,000	13.0%	634,000	31.8%	54.3%
Men	2,213,000	314,000	14.2%	221,000	10.0%	535,000	24.2%	45.7%
Age								
Age 20 or older	4,090,000	597,000	14.6%	465,000	11.4%	1,062,000	26.0%	90.8%
Teenager	118,000	91,000	77.0%	16,000	13.6%	107,000	90.6%	9.2%
16 to 24	449,000	222,000	49.6%	77,000	17.1%	299,000	66.7%	25.6%
25 to 39	1,354,000	199,000	14.7%	175,000	12.9%	374,000	27.6%	32.0%
40 to 54	1,460,000	157,000	10.7%	140,000	9.6%	297,000	20.3%	25.4%
55+	945,000	110,000	11.6%	89,000	9.4%	199,000	21.1%	17.0%
Race/ethnicity								
White	2,291,000	296,000	12.9%	215,000	9.4%	511,000	22.3%	43.7%
Black	553,000	120,000	21.8%	65,000	11.7%	185,000	33.4%	15.8%
Hispanic	868,000	223,000	25.7%	166,000	19.1%	389,000	44.8%	33.3%
Asian or other race/ethnicity	496,000	49,000	9.9%	35,000	7.1%	84,000	16.9%	7.2%
Family status								
Married parent	1,198,000	105,000	8.8%	94,000	7.8%	199,000	16.6%	17.0%
Single parent	241,000	60,000	25.0%	39,000	16.3%	100,000	41.3%	8.5%
Married, no children	1,181,000	117,000	9.9%	106,000	9.0%	223,000	18.9%	19.1%
Unmarried, no children	1,587,000	405,000	25.5%	241,000	15.2%	646,000	40.7%	55.3%
Family income								
Less than \$14,999	191,000	74,000	38.8%	30,000	15.4%	104,000	54.2%	8.9%
\$15,000 – \$24,999	200,000	69,000	34.3%	46,000	23.0%	114,000	57.3%	9.8%
\$25,000 – \$34,999	282,000	82,000	28.9%	48,000	17.0%	130,000	45.9%	11.1%
\$35,000 – \$49,999	376,000	86,000	22.8%	67,000	17.7%	152,000	40.5%	13.0%
\$50,000 – \$74,999	730,000	109,000	14.9%	95,000	13.0%	204,000	28.0%	17.5%
\$75,000 – \$99,999	582,000	82,000	14.0%	67,000	11.6%	149,000	25.6%	12.7%
\$100,000 – \$149,999	857,000	101,000	11.8%	67,000	7.9%	169,000	19.7%	14.4%
\$150,000 or more	989,000	86,000	8.7%	61,000	6.2%	147,000	14.8%	12.6%
Industry								
Construction	199,000	25,000	12.3%	15,000	7.7%	40,000	20.1%	3.4%
Manufacturing	366,000	45,000	12.2%	32,000	8.9%	77,000	21.1%	6.6%
Retail trade	464,000	146,000	31.5%	74,000	16.0%	221,000	47.6%	18.9%
Agriculture, forestry, fishing								
Wholesale trade	124,000	19,000	15.4%	11,000	8.6%	30,000	23.9%	2.5%
Transportation and utilities	246,000	20,000	8.2%	30,000	12.4%	51,000	20.6%	4.3%
Information	112,000	10,000	9.3%	6,000	5.4%	16,000	14.6%	1.4%
Financial activities	376,000	12,000	3.2%	10,000	2.8%	22,000	5.9%	1.9%
Administrative and waste management services	195,000	65,000	33.5%	26,000	13.3%	91,000	46.9%	7.8%
Professional, science, management consulting	379,000	17,000	4.4%	10,000	2.5%	26,000	6.9%	2.2%
Education	480,000	60,000	12.5%	38,000	7.8%	98,000	20.4%	8.4%
Health care	442,000	65,000	14.7%	49,000	11.1%	114,000	25.8%	9.8%
Social assistance	109,000	26,000	23.7%	10,000	9.6%	36,000	33.3%	3.1%
Arts, entertainment, recreation, accommodation	125,000	38,000	30.5%	22,000	17.4%	60,000	47.9%	5.1%
Food and drink service	229,000	98,000	42.7%	81,000	35.6%	179,000	78.3%	15.3%
Public administration	197,000	8,000	3.9%	17,000	8.8%	25,000	12.7%	2.1%
Other industries	165,000	34,000	20.8%	48,000	29.0%	82,000	49.8%	7.0%
Work hours								
Part time (< 20 hours)	215,000	115,000	53.4%	39,000	18.0%	153,000	71.3%	13.1%
Mid time (20–34 hours)	496,000	208,000	41.9%	93,000	18.7%	301,000	60.6%	25.7%
Full time (35+ hours)	3,497,000	365,000	10.4%	349,000	10.0%	715,000	20.4%	61.2%
Education								
Less than high school	293,000	137,000	46.7%	65,000	22.3%	202,000	68.9%	17.3%
High school	1,075,000	224,000	20.8%	187,000	17.4%	411,000	38.2%	35.2%
Some college, no degree	652,000	163,000	25.0%	100,000	15.3%	263,000	40.3%	22.5%
Associate degree	333,000	50,000	15.2%	38,000	11.5%	89,000	26.7%	7.6%
Bachelor's degree or higher	1,855,000	114,000	6.2%	90,000	4.9%	204,000	11.0%	17.5%
Children with at least one affected parent	2,139,000	258,000	12.1%	189,000	8.8%	447,000	20.9%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

New Mexico

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	875,000	234,000	26.7%	136,000	15.5%	370,000	42.2%	100.0%
Gender								
Women	423,000	125,000	29.5%	74,000	17.4%	198,000	46.9%	53.7%
Men	452,000	109,000	24.1%	62,000	13.8%	171,000	37.9%	46.3%
Age								
Age 20 or older	841,000	209,000	24.8%	130,000	15.5%	339,000	40.3%	91.7%
Teenager	34,000	25,000	73.3%	5,000	15.7%	31,000	89.0%	8.3%
16 to 24	130,000	80,000	61.1%	30,000	22.8%	109,000	83.9%	29.6%
25 to 39	284,000	71,000	25.0%	46,000	16.3%	117,000	41.3%	31.7%
40 to 54	276,000	50,000	18.1%	39,000	14.0%	89,000	32.2%	24.0%
55+	185,000	34,000	18.1%	21,000	11.3%	55,000	29.4%	14.8%
Race/ethnicity								
White	285,000	55,000	19.4%	31,000	10.8%	86,000	30.2%	23.3%
Black	20,000	6,000	28.3%	5,000	25.3%	10,000	53.6%	2.8%
Hispanic	431,000	129,000	29.9%	70,000	16.2%	199,000	46.1%	53.8%
Asian or other race/ethnicity	140,000	44,000	31.6%	30,000	21.6%	74,000	53.2%	20.1%
Family status								
Married parent	213,000	36,000	16.9%	31,000	14.5%	67,000	31.4%	18.0%
Single parent	98,000	33,000	34.0%	16,000	16.2%	49,000	50.2%	13.3%
Married, no children	216,000	39,000	18.0%	30,000	13.8%	69,000	31.8%	18.6%
Unmarried, no children	349,000	126,000	36.1%	59,000	17.0%	185,000	53.1%	50.1%
Family income								
Less than \$14,999	86,000	50,000	58.3%	17,000	20.1%	67,000	78.3%	18.1%
\$15,000 – \$24,999	91,000	46,000	50.3%	16,000	17.8%	62,000	68.1%	16.8%
\$25,000 – \$34,999	117,000	40,000	34.5%	28,000	24.3%	69,000	58.9%	18.6%
\$35,000 – \$49,999	128,000	29,000	22.9%	27,000	20.8%	56,000	43.7%	15.1%
\$50,000 – \$74,999	173,000	34,000	19.4%	22,000	12.6%	55,000	32.0%	15.0%
\$75,000 – \$99,999	109,000	16,000	14.4%	12,000	10.6%	27,000	24.9%	7.4%
\$100,000 – \$149,999	108,000	11,000	10.0%	9,000	8.0%	19,000	18.0%	5.2%
\$150,000 or more	64,000	8,000	13.4%	5,000	8.1%	14,000	21.5%	3.7%
Industry								
Construction	56,000	13,000	22.7%	7,000	12.6%	20,000	35.3%	5.4%
Manufacturing	41,000	10,000	23.0%	6,000	13.4%	15,000	36.4%	4.1%
Retail trade	112,000	45,000	40.5%	17,000	15.4%	63,000	55.8%	16.9%
Agriculture, forestry, fishing								
Wholesale trade	14,000	3,000	22.5%	1,000	7.9%	4,000	30.4%	1.2%
Transportation and utilities	35,000	5,000	14.2%	3,000	8.3%	8,000	22.4%	2.1%
Information	17,000	3,000	14.4%	2,000	12.0%	5,000	26.4%	1.2%
Financial activities	46,000	10,000	21.5%	7,000	16.2%	17,000	37.6%	4.7%
Administrative and waste management services	31,000	12,000	37.1%	6,000	18.4%	17,000	55.5%	4.7%
Professional, science, management consulting	54,000	3,000	5.8%	5,000	9.3%	8,000	15.1%	2.2%
Education	89,000	16,000	18.2%	12,000	13.9%	29,000	32.2%	7.7%
Health care	117,000	34,000	29.2%	16,000	13.7%	50,000	42.9%	13.5%
Social assistance	21,000	10,000	45.6%	3,000	12.3%	12,000	57.9%	3.3%
Arts, entertainment, recreation, accommodation	32,000	12,000	37.7%	7,000	20.4%	19,000	58.1%	5.1%
Food and drink service	68,000	37,000	54.9%	22,000	32.9%	59,000	87.8%	16.0%
Public administration	70,000	3,000	4.9%	5,000	7.1%	8,000	11.9%	2.3%
Other industries	72,000	18,000	25.8%	17,000	23.6%	35,000	49.4%	9.6%
Work hours								
Part time (< 20 hours)	46,000	28,000	60.0%	8,000	18.1%	36,000	78.1%	9.7%
Mid time (20–34 hours)	140,000	75,000	53.8%	29,000	20.5%	104,000	74.3%	28.2%
Full time (35+ hours)	689,000	131,000	19.0%	99,000	14.3%	230,000	33.3%	62.1%
Education								
Less than high school	112,000	58,000	51.7%	20,000	18.3%	78,000	70.0%	21.2%
High school	258,000	80,000	31.1%	52,000	20.3%	132,000	51.3%	35.8%
Some college, no degree	185,000	59,000	31.9%	32,000	17.1%	91,000	49.0%	24.5%
Associate degree	98,000	21,000	21.6%	15,000	15.8%	37,000	37.4%	9.9%
Bachelor's degree or higher	223,000	16,000	7.1%	16,000	7.2%	32,000	14.3%	8.6%
Children with at least one affected parent	583,000	114,000	19.5%	70,000	12.1%	184,000	31.6%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

New York

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	8,646,000	31,000	0.4%	1,026,000	11.9%	1,057,000	12.2%	100.0%
Gender								
Women	4,247,000	21,000	0.5%	558,000	13.1%	579,000	13.6%	54.8%
Men	4,399,000	10,000	0.2%	468,000	10.6%	478,000	10.9%	45.2%
Age								
Age 20 or older	8,400,000	29,000	0.3%	906,000	10.8%	934,000	11.1%	88.4%
Teenager	246,000	3,000	1.0%	120,000	48.9%	123,000	49.9%	11.6%
16 to 24	1,044,000	6,000	0.6%	350,000	33.6%	356,000	34.1%	33.7%
25 to 39	2,982,000	11,000	0.4%	329,000	11.0%	339,000	11.4%	32.1%
40 to 54	2,797,000	12,000	0.4%	188,000	6.7%	201,000	7.2%	19.0%
55+	1,823,000	2,000	0.1%	159,000	8.7%	161,000	8.8%	15.2%
Race/ethnicity								
White	4,729,000	18,000	0.4%	717,000	15.2%	736,000	15.6%	69.6%
Black	1,254,000	1,000	0.1%	111,000	8.9%	112,000	9.0%	10.6%
Hispanic	1,690,000	10,000	0.6%	106,000	6.3%	117,000	6.9%	11.0%
Asian or other race/ethnicity	973,000	2,000	0.2%	91,000	9.3%	92,000	9.5%	8.7%
Family status								
Married parent	2,053,000	4,000	0.2%	152,000	7.4%	156,000	7.6%	14.8%
Single parent	626,000	4,000	0.7%	89,000	14.2%	93,000	14.8%	8.8%
Married, no children	2,191,000	4,000	0.2%	182,000	8.3%	186,000	8.5%	17.6%
Unmarried, no children	3,777,000	19,000	0.5%	603,000	16.0%	622,000	16.5%	58.8%
Family income								
Less than \$14,999	502,000	7,000	1.4%	95,000	18.9%	102,000	20.3%	9.6%
\$15,000 – \$24,999	543,000	6,000	1.1%	138,000	25.4%	144,000	26.5%	13.6%
\$25,000 – \$34,999	698,000	5,000	0.7%	138,000	19.7%	143,000	20.4%	13.5%
\$35,000 – \$49,999	958,000	3,000	0.3%	132,000	13.8%	135,000	14.0%	12.7%
\$50,000 – \$74,999	1,633,000	6,000	0.3%	209,000	12.8%	215,000	13.2%	20.3%
\$75,000 – \$99,999	1,207,000	3,000	0.2%	122,000	10.1%	125,000	10.4%	11.8%
\$100,000 – \$149,999	1,635,000	1,000	0.1%	130,000	7.9%	131,000	8.0%	12.4%
\$150,000 or more	1,469,000	1,000	0.1%	62,000	4.2%	63,000	4.3%	6.0%
Industry								
Construction	447,000	-	0.0%	21,000	4.7%	21,000	4.7%	2.0%
Manufacturing	564,000	-	0.0%	72,000	12.8%	72,000	12.8%	6.8%
Retail trade	868,000	1,000	0.2%	183,000	21.0%	184,000	21.2%	17.4%
Agriculture, forestry, fishing								
Wholesale trade	171,000	-	0.0%	3,000	2.0%	3,000	2.0%	0.3%
Transportation and utilities	531,000	-	0.0%	23,000	4.3%	23,000	4.3%	2.2%
Information	236,000	-	0.0%	12,000	5.2%	12,000	5.2%	1.2%
Financial activities	801,000	1,000	0.2%	33,000	4.1%	34,000	4.3%	3.3%
Administrative and waste management services	330,000	-	0.0%	40,000	12.0%	40,000	12.0%	3.8%
Professional, science, management consulting	650,000	-	0.0%	14,000	2.1%	14,000	2.1%	1.3%
Education	963,000	-	0.0%	60,000	6.2%	60,000	6.2%	5.7%
Health care	1,178,000	-	0.0%	89,000	7.5%	89,000	7.5%	8.4%
Social assistance	260,000	-	0.0%	34,000	12.9%	34,000	12.9%	3.2%
Arts, entertainment, recreation, accommodation	293,000	2,000	0.5%	58,000	19.9%	60,000	20.4%	5.7%
Food and drink service	540,000	20,000	3.7%	238,000	44.1%	258,000	47.8%	24.4%
Public administration	404,000	-	0.0%	21,000	5.2%	21,000	5.2%	2.0%
Other industries	410,000	7,000	1.7%	126,000	30.7%	133,000	32.5%	12.6%
Work hours								
Part time (< 20 hours)	423,000	4,000	1.0%	147,000	34.7%	151,000	35.7%	14.3%
Mid time (20–34 hours)	1,085,000	9,000	0.8%	302,000	27.9%	311,000	28.6%	29.4%
Full time (35+ hours)	7,138,000	19,000	0.3%	577,000	8.1%	595,000	8.3%	56.3%
Education								
Less than high school	764,000	8,000	1.1%	149,000	19.5%	157,000	20.5%	14.8%
High school	2,040,000	17,000	0.8%	377,000	18.5%	394,000	19.3%	37.3%
Some college, no degree	1,240,000	3,000	0.2%	234,000	18.9%	237,000	19.1%	22.4%
Associate degree	856,000	3,000	0.4%	114,000	13.3%	117,000	13.7%	11.1%
Bachelor's degree or higher	3,745,000	-	0.0%	152,000	4.1%	152,000	4.1%	14.3%
Children with at least one affected parent	4,544,000	13,000	0.3%	408,000	9.0%	421,000	9.3%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

North Carolina

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	4,379,000	1,084,000	24.8%	605,000	13.8%	1,689,000	38.6%	100.0%
Gender								
Women	2,117,000	609,000	28.8%	311,000	14.7%	919,000	43.4%	54.4%
Men	2,262,000	475,000	21.0%	295,000	13.0%	770,000	34.0%	45.6%
Age								
Age 20 or older	4,223,000	965,000	22.8%	581,000	13.8%	1,546,000	36.6%	91.5%
Teenager	156,000	119,000	76.8%	24,000	15.6%	144,000	92.3%	8.5%
16 to 24	603,000	350,000	58.1%	131,000	21.7%	481,000	79.9%	28.5%
25 to 39	1,442,000	338,000	23.4%	214,000	14.9%	552,000	38.3%	32.7%
40 to 54	1,497,000	241,000	16.1%	168,000	11.3%	409,000	27.3%	24.2%
55+	838,000	155,000	18.5%	92,000	10.9%	247,000	29.4%	14.6%
Race/ethnicity								
White	2,527,000	507,000	20.1%	328,000	13.0%	835,000	33.0%	49.4%
Black	1,003,000	319,000	31.8%	128,000	12.8%	447,000	44.5%	26.4%
Hispanic	532,000	190,000	35.7%	105,000	19.7%	295,000	55.4%	17.5%
Asian or other race/ethnicity	316,000	68,000	21.7%	44,000	13.9%	112,000	35.6%	6.7%
Family status								
Married parent	1,151,000	167,000	14.5%	134,000	11.6%	301,000	26.1%	17.8%
Single parent	400,000	150,000	37.4%	74,000	18.4%	223,000	55.8%	13.2%
Married, no children	1,184,000	204,000	17.2%	132,000	11.1%	336,000	28.4%	19.9%
Unmarried, no children	1,644,000	564,000	34.3%	266,000	16.2%	830,000	50.5%	49.1%
Family income								
Less than \$14,999	366,000	199,000	54.4%	56,000	15.3%	255,000	69.7%	15.1%
\$15,000 – \$24,999	333,000	152,000	45.7%	70,000	21.0%	223,000	66.7%	13.2%
\$25,000 – \$34,999	486,000	155,000	31.9%	120,000	24.7%	275,000	56.7%	16.3%
\$35,000 – \$49,999	701,000	175,000	25.0%	118,000	16.9%	293,000	41.8%	17.4%
\$50,000 – \$74,999	919,000	199,000	21.6%	120,000	13.0%	319,000	34.7%	18.9%
\$75,000 – \$99,999	557,000	74,000	13.3%	45,000	8.0%	119,000	21.3%	7.0%
\$100,000 – \$149,999	578,000	84,000	14.6%	49,000	8.5%	134,000	23.1%	7.9%
\$150,000 or more	439,000	45,000	10.2%	27,000	6.2%	72,000	16.5%	4.3%
Industry								
Construction	271,000	57,000	21.0%	33,000	12.2%	90,000	33.2%	5.3%
Manufacturing	608,000	112,000	18.4%	94,000	15.5%	206,000	33.8%	12.2%
Retail trade	506,000	225,000	44.5%	57,000	11.4%	282,000	55.8%	16.7%
Agriculture, forestry, fishing								
Wholesale trade	96,000	15,000	16.1%	9,000	9.2%	24,000	25.3%	1.4%
Transportation and utilities	220,000	44,000	19.9%	26,000	11.9%	70,000	31.8%	4.1%
Information	65,000	12,000	18.5%	9,000	13.6%	21,000	32.0%	1.2%
Financial activities	254,000	26,000	10.4%	14,000	5.4%	40,000	15.8%	2.4%
Administrative and waste management services	176,000	62,000	35.4%	40,000	22.6%	102,000	58.0%	6.0%
Professional, science, management consulting	289,000	25,000	8.6%	14,000	4.8%	39,000	13.3%	2.3%
Education	375,000	49,000	13.1%	32,000	8.5%	81,000	21.7%	4.8%
Health care	548,000	104,000	19.0%	71,000	12.9%	175,000	31.9%	10.3%
Social assistance	90,000	32,000	35.8%	11,000	12.8%	44,000	48.5%	2.6%
Arts, entertainment, recreation, accommodation	87,000	43,000	49.2%	9,000	9.9%	52,000	59.0%	3.1%
Food and drink service	352,000	186,000	52.7%	108,000	30.6%	294,000	83.3%	17.4%
Public administration	195,000	20,000	10.1%	16,000	8.0%	35,000	18.1%	2.1%
Other industries	249,000	72,000	29.2%	63,000	25.5%	136,000	54.6%	8.0%
Work hours								
Part time (< 20 hours)	219,000	125,000	56.9%	37,000	17.0%	162,000	73.9%	9.6%
Mid time (20–34 hours)	529,000	306,000	57.9%	104,000	19.7%	410,000	77.5%	24.3%
Full time (35+ hours)	3,631,000	653,000	18.0%	464,000	12.8%	1,117,000	30.8%	66.1%
Education								
Less than high school	438,000	235,000	53.6%	82,000	18.8%	317,000	72.3%	18.8%
High school	1,097,000	328,000	29.9%	210,000	19.2%	539,000	49.1%	31.9%
Some college, no degree	804,000	261,000	32.5%	144,000	17.9%	405,000	50.3%	24.0%
Associate degree	548,000	133,000	24.4%	83,000	15.2%	217,000	39.6%	12.8%
Bachelor's degree or higher	1,492,000	127,000	8.5%	86,000	5.7%	212,000	14.2%	12.6%
Children with at least one affected parent	2,446,000	525,000	21.5%	307,000	12.5%	831,000	34.0%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

North Dakota

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	361,000	53,000	14.8%	50,000	14.0%	104,000	28.8%	100.0%
Gender								
Women	170,000	29,000	16.8%	29,000	16.8%	57,000	33.6%	55.0%
Men	191,000	25,000	13.0%	22,000	11.5%	47,000	24.4%	45.0%
Age								
Age 20 or older	345,000	44,000	12.8%	47,000	13.5%	91,000	26.4%	87.8%
Teenager	16,000	9,000	57.0%	4,000	23.8%	13,000	80.8%	12.2%
16 to 24	60,000	22,000	36.2%	15,000	25.6%	37,000	61.9%	35.6%
25 to 39	132,000	13,000	9.7%	16,000	12.3%	29,000	22.0%	28.1%
40 to 54	94,000	7,000	7.7%	9,000	9.6%	16,000	17.3%	15.7%
55+	74,000	12,000	15.5%	10,000	13.3%	21,000	28.7%	20.6%
Race/ethnicity								
White	313,000	41,000	13.2%	42,000	13.5%	84,000	26.8%	80.8%
Black	10,000	3,000	30.7%	2,000	17.9%	5,000	48.6%	4.6%
Hispanic	12,000	1,000	10.1%	3,000	21.2%	4,000	31.3%	3.6%
Asian or other race/ethnicity	26,000	8,000	29.4%	4,000	14.8%	11,000	44.1%	11.0%
Family status								
Married parent	91,000	7,000	7.1%	7,000	8.1%	14,000	15.2%	13.4%
Single parent	21,000	3,000	15.6%	4,000	17.8%	7,000	33.4%	6.9%
Married, no children	102,000	11,000	11.0%	11,000	11.3%	23,000	22.2%	21.8%
Unmarried, no children	146,000	32,000	22.1%	28,000	19.0%	60,000	41.1%	57.9%
Family income								
Less than \$14,999	27,000	10,000	37.9%	6,000	23.4%	17,000	61.4%	16.2%
\$15,000 – \$24,999	24,000	7,000	30.5%	7,000	27.9%	14,000	58.4%	13.6%
\$25,000 – \$34,999	31,000	5,000	17.8%	9,000	30.0%	15,000	47.8%	14.1%
\$35,000 – \$49,999	48,000	8,000	17.4%	7,000	13.6%	15,000	31.0%	14.4%
\$50,000 – \$74,999	77,000	8,000	10.8%	9,000	11.1%	17,000	21.8%	16.3%
\$75,000 – \$99,999	60,000	7,000	11.8%	6,000	10.6%	14,000	22.4%	13.0%
\$100,000 – \$149,999	60,000	4,000	6.4%	5,000	7.5%	8,000	13.9%	8.0%
\$150,000 or more	33,000	2,000	7.3%	2,000	6.4%	5,000	13.7%	4.4%
Industry								
Construction	26,000	2,000	5.9%	1,000	5.7%	3,000	11.6%	2.9%
Manufacturing	23,000	2,000	8.6%	3,000	11.1%	5,000	19.6%	4.4%
Retail trade	46,000	12,000	25.6%	8,000	17.2%	20,000	42.9%	19.1%
Agriculture, forestry, fishing								
Wholesale trade	12,000	1,000	6.2%	1,000	6.7%	2,000	12.9%	1.5%
Transportation and utilities	18,000	1,000	5.7%	2,000	11.2%	3,000	16.8%	2.9%
Information	7,000	1,000	11.3%	1,000	13.4%	2,000	24.7%	1.6%
Financial activities	24,000	1,000	5.2%	1,000	5.5%	3,000	10.7%	2.5%
Administrative and waste management services	8,000	1,000	19.1%	2,000	31.1%	4,000	50.2%	3.7%
Professional, science, management consulting	16,000	1,000	4.2%	1,000	8.7%	2,000	12.9%	2.0%
Education	35,000	5,000	14.1%	5,000	13.1%	9,000	27.2%	9.1%
Health care	47,000	5,000	10.8%	6,000	11.9%	11,000	22.7%	10.2%
Social assistance	13,000	4,000	30.6%	2,000	16.0%	6,000	46.7%	5.9%
Arts, entertainment, recreation, accommodation	10,000	4,000	37.9%	2,000	24.5%	6,000	62.4%	6.0%
Food and drink service	19,000	6,000	33.1%	8,000	41.4%	14,000	74.5%	13.6%
Public administration	21,000	2,000	8.9%	1,000	6.6%	3,000	15.4%	3.1%
Other industries	36,000	6,000	16.8%	6,000	15.8%	12,000	32.6%	11.5%
Work hours								
Part time (< 20 hours)	22,000	11,000	49.5%	4,000	20.3%	15,000	69.9%	14.6%
Mid time (20–34 hours)	47,000	18,000	38.4%	11,000	23.5%	29,000	61.9%	28.1%
Full time (35+ hours)	292,000	24,000	8.4%	35,000	12.0%	59,000	20.4%	57.3%
Education								
Less than high school	19,000	9,000	46.3%	4,000	21.0%	13,000	67.2%	12.6%
High school	95,000	18,000	18.9%	15,000	16.3%	33,000	35.3%	32.2%
Some college, no degree	70,000	14,000	20.5%	16,000	22.6%	30,000	43.1%	29.1%
Associate degree	57,000	6,000	10.3%	7,000	12.8%	13,000	23.1%	12.7%
Bachelor's degree or higher	119,000	6,000	5.1%	8,000	6.5%	14,000	11.6%	13.4%
Children with at least one affected parent	184,000	15,000	8.2%	18,000	9.8%	33,000	18.0%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

								Ohio
Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	4,993,000	1,116,000	22.4%	672,000	13.5%	1,788,000	35.8%	100.0%
Gender								
Women	2,420,000	644,000	26.6%	393,000	16.2%	1,037,000	42.9%	58.0%
Men	2,573,000	472,000	18.3%	279,000	10.8%	751,000	29.2%	42.0%
Age								
Age 20 or older	4,773,000	954,000	20.0%	633,000	13.3%	1,587,000	33.3%	88.8%
Teenager	220,000	163,000	73.9%	38,000	17.4%	201,000	91.3%	11.2%
16 to 24	747,000	434,000	58.1%	133,000	17.9%	567,000	75.9%	31.7%
25 to 39	1,626,000	289,000	17.8%	248,000	15.2%	536,000	33.0%	30.0%
40 to 54	1,507,000	197,000	13.1%	149,000	9.9%	346,000	22.9%	19.3%
55+	1,114,000	197,000	17.7%	142,000	12.8%	339,000	30.5%	19.0%
Race/ethnicity								
White	3,959,000	809,000	20.4%	503,000	12.7%	1,312,000	33.1%	73.4%
Black	557,000	174,000	31.1%	85,000	15.2%	258,000	46.3%	14.5%
Hispanic	206,000	72,000	35.0%	40,000	19.5%	113,000	54.5%	6.3%
Asian or other race/ethnicity	269,000	61,000	22.7%	43,000	16.1%	105,000	38.8%	5.9%
Family status								
Married parent	1,242,000	136,000	11.0%	137,000	11.1%	274,000	22.0%	15.3%
Single parent	404,000	124,000	30.6%	76,000	18.8%	200,000	49.4%	11.2%
Married, no children	1,461,000	201,000	13.8%	159,000	10.9%	360,000	24.7%	20.2%
Unmarried, no children	1,886,000	655,000	34.8%	299,000	15.8%	954,000	50.6%	53.4%
Family income								
Less than \$14,999	299,000	154,000	51.6%	64,000	21.3%	218,000	72.9%	12.2%
\$15,000 – \$24,999	310,000	155,000	50.2%	62,000	20.0%	217,000	70.1%	12.1%
\$25,000 – \$34,999	456,000	132,000	28.9%	95,000	20.8%	227,000	49.8%	12.7%
\$35,000 – \$49,999	693,000	179,000	25.9%	119,000	17.1%	298,000	43.0%	16.7%
\$50,000 – \$74,999	1,115,000	199,000	17.8%	157,000	14.1%	356,000	31.9%	19.9%
\$75,000 – \$99,999	816,000	144,000	17.7%	77,000	9.5%	221,000	27.1%	12.4%
\$100,000 – \$149,999	833,000	105,000	12.6%	65,000	7.8%	170,000	20.4%	9.5%
\$150,000 or more	471,000	47,000	10.1%	33,000	7.0%	80,000	17.0%	4.5%
Industry								
Construction	243,000	23,000	9.5%	16,000	6.7%	39,000	16.2%	2.2%
Manufacturing	883,000	108,000	12.3%	93,000	10.6%	201,000	22.8%	11.3%
Retail trade	576,000	265,000	46.1%	76,000	13.2%	342,000	59.3%	19.1%
Agriculture, forestry, fishing								
Wholesale trade	104,000	13,000	12.5%	12,000	11.5%	25,000	24.1%	1.4%
Transportation and utilities	265,000	36,000	13.7%	30,000	11.3%	66,000	25.0%	3.7%
Information	64,000	11,000	17.5%	5,000	7.1%	16,000	24.7%	0.9%
Financial activities	306,000	26,000	8.5%	39,000	12.8%	65,000	21.3%	3.6%
Administrative and waste management services	161,000	53,000	33.3%	26,000	16.3%	80,000	49.6%	4.5%
Professional, science, management consulting	260,000	24,000	9.1%	13,000	5.1%	37,000	14.2%	2.1%
Education	467,000	79,000	17.0%	47,000	10.1%	126,000	27.1%	7.1%
Health care	710,000	131,000	18.4%	109,000	15.4%	240,000	33.7%	13.4%
Social assistance	104,000	44,000	42.1%	12,000	11.4%	56,000	53.5%	3.1%
Arts, entertainment, recreation, accommodation	98,000	47,000	48.2%	15,000	15.8%	63,000	63.9%	3.5%
Food and drink service	335,000	179,000	53.4%	117,000	35.0%	296,000	88.4%	16.6%
Public administration	158,000	11,000	7.0%	16,000	10.4%	28,000	17.4%	1.5%
Other industries	258,000	65,000	25.2%	43,000	16.8%	108,000	41.9%	6.1%
Work hours								
Part time (< 20 hours)	308,000	192,000	62.5%	48,000	15.5%	240,000	78.0%	13.4%
Mid time (20–34 hours)	762,000	401,000	52.7%	144,000	18.9%	545,000	71.6%	30.5%
Full time (35+ hours)	3,923,000	523,000	13.3%	480,000	12.2%	1,002,000	25.6%	56.1%
Education								
Less than high school	334,000	184,000	55.1%	59,000	17.6%	242,000	72.7%	13.6%
High school	1,613,000	459,000	28.4%	272,000	16.8%	730,000	45.3%	40.8%
Some college, no degree	945,000	288,000	30.5%	166,000	17.6%	454,000	48.1%	25.4%
Associate degree	514,000	66,000	12.9%	76,000	14.7%	142,000	27.6%	7.9%
Bachelor's degree or higher	1,587,000	120,000	7.6%	100,000	6.3%	219,000	13.8%	12.3%
Children with at least one affected parent	2,688,000	417,000	15.5%	330,000	12.3%	747,000	27.8%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Oklahoma

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	1,539,000	362,000	23.5%	234,000	15.2%	595,000	38.7%	100.0%
Gender								
Women	710,000	196,000	27.6%	121,000	17.0%	317,000	44.6%	53.2%
Men	829,000	166,000	20.0%	113,000	13.6%	278,000	33.6%	46.8%
Age								
Age 20 or older	1,485,000	324,000	21.8%	226,000	15.2%	550,000	37.0%	92.3%
Teenager	54,000	38,000	69.4%	8,000	14.4%	46,000	83.8%	7.7%
16 to 24	206,000	105,000	50.9%	38,000	18.5%	143,000	69.4%	24.0%
25 to 39	562,000	131,000	23.2%	96,000	17.2%	227,000	40.4%	38.2%
40 to 54	453,000	68,000	15.0%	57,000	12.7%	126,000	27.7%	21.1%
55+	318,000	58,000	18.2%	42,000	13.1%	100,000	31.3%	16.7%
Race/ethnicity								
White	963,000	188,000	19.5%	124,000	12.9%	312,000	32.4%	52.4%
Black	117,000	30,000	25.4%	18,000	15.1%	47,000	40.5%	7.9%
Hispanic	221,000	75,000	34.2%	48,000	21.6%	123,000	55.8%	20.7%
Asian or other race/ethnicity	239,000	68,000	28.6%	45,000	18.6%	113,000	47.2%	19.0%
Family status								
Married parent	430,000	70,000	16.3%	53,000	12.4%	123,000	28.7%	20.7%
Single parent	130,000	40,000	30.8%	19,000	14.2%	59,000	45.1%	9.9%
Married, no children	422,000	74,000	17.5%	53,000	12.5%	126,000	30.0%	21.2%
Unmarried, no children	557,000	177,000	31.9%	109,000	19.6%	287,000	51.4%	48.2%
Family income								
Less than \$14,999	117,000	49,000	42.3%	19,000	15.8%	68,000	58.1%	11.4%
\$15,000 – \$24,999	140,000	64,000	45.9%	37,000	26.4%	102,000	72.3%	17.1%
\$25,000 – \$34,999	211,000	69,000	32.9%	53,000	24.9%	122,000	57.8%	20.5%
\$35,000 – \$49,999	268,000	68,000	25.4%	46,000	17.1%	114,000	42.4%	19.1%
\$50,000 – \$74,999	305,000	55,000	18.2%	40,000	13.1%	95,000	31.2%	16.0%
\$75,000 – \$99,999	168,000	17,000	9.8%	19,000	11.4%	36,000	21.3%	6.0%
\$100,000 – \$149,999	198,000	28,000	14.1%	13,000	6.4%	41,000	20.5%	6.8%
\$150,000 or more	131,000	10,000	7.8%	8,000	6.0%	18,000	13.8%	3.0%
Industry								
Construction	98,000	15,000	14.9%	17,000	17.1%	31,000	31.9%	5.2%
Manufacturing	135,000	15,000	11.0%	19,000	14.1%	34,000	25.0%	5.7%
Retail trade	194,000	85,000	43.6%	28,000	14.6%	113,000	58.2%	19.0%
Agriculture, forestry, fishing								
Wholesale trade	45,000	9,000	19.8%	3,000	7.1%	12,000	27.0%	2.0%
Transportation and utilities	79,000	8,000	10.1%	15,000	19.4%	23,000	29.5%	3.9%
Information	32,000	5,000	15.4%	2,000	5.8%	7,000	21.2%	1.1%
Financial activities	86,000	11,000	12.6%	11,000	12.8%	22,000	25.4%	3.7%
Administrative and waste management services	50,000	14,000	28.0%	8,000	16.1%	22,000	44.1%	3.7%
Professional, science, management consulting	61,000	7,000	12.3%	6,000	9.5%	13,000	21.8%	2.2%
Education	156,000	44,000	28.0%	16,000	10.1%	59,000	38.0%	10.0%
Health care	187,000	43,000	23.3%	30,000	15.8%	73,000	39.1%	12.3%
Social assistance	27,000	11,000	40.0%	4,000	14.5%	15,000	54.5%	2.5%
Arts, entertainment, recreation, accommodation	40,000	17,000	42.9%	4,000	11.0%	22,000	53.9%	3.6%
Food and drink service	98,000	40,000	40.5%	39,000	39.9%	79,000	80.4%	13.3%
Public administration	102,000	9,000	8.5%	12,000	12.0%	21,000	20.5%	3.5%
Other industries	149,000	30,000	20.0%	19,000	12.9%	49,000	32.9%	8.2%
Work hours								
Part time (< 20 hours)	78,000	43,000	55.0%	11,000	13.6%	53,000	68.5%	9.0%
Mid time (20–34 hours)	174,000	98,000	56.4%	29,000	16.8%	127,000	73.2%	21.4%
Full time (35+ hours)	1,287,000	221,000	17.1%	194,000	15.1%	415,000	32.2%	69.7%
Education								
Less than high school	160,000	80,000	50.1%	34,000	21.4%	114,000	71.5%	19.2%
High school	468,000	138,000	29.5%	87,000	18.5%	224,000	47.9%	37.7%
Some college, no degree	298,000	88,000	29.4%	48,000	16.1%	136,000	45.4%	22.8%
Associate degree	146,000	23,000	15.9%	30,000	20.4%	53,000	36.3%	8.9%
Bachelor's degree or higher	466,000	33,000	7.0%	35,000	7.5%	68,000	14.6%	11.4%
Children with at least one affected parent	1,041,000	193,000	18.5%	104,000	10.0%	297,000	28.5%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Oregon

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	1,737,000	3,000	0.1%	512,000	29.5%	515,000	29.6%	100.0%
Gender								
Women	804,000	1,000	0.1%	251,000	31.2%	252,000	31.3%	49.0%
Men	933,000	1,000	0.2%	261,000	28.0%	263,000	28.1%	51.0%
Age								
Age 20 or older	1,687,000	3,000	0.2%	470,000	27.8%	472,000	28.0%	91.7%
Teenager	51,000	-	0.0%	42,000	84.1%	42,000	84.1%	8.3%
16 to 24	224,000	-	0.0%	157,000	70.4%	157,000	70.4%	30.6%
25 to 39	626,000	1,000	0.2%	175,000	28.0%	177,000	28.3%	34.4%
40 to 54	539,000	1,000	0.2%	108,000	20.0%	109,000	20.2%	21.2%
55+	348,000	-	0.0%	71,000	20.5%	71,000	20.5%	13.8%
Race/ethnicity								
White	1,250,000	2,000	0.1%	313,000	25.0%	314,000	25.2%	61.1%
Black	31,000	-	0.0%	9,000	27.7%	9,000	27.7%	1.7%
Hispanic	298,000	1,000	0.3%	139,000	46.7%	140,000	47.0%	27.2%
Asian or other race/ethnicity	158,000	-	0.0%	52,000	32.7%	52,000	32.7%	10.1%
Family status								
Married parent	454,000	-	0.0%	85,000	18.8%	85,000	18.8%	16.6%
Single parent	133,000	1,000	0.5%	54,000	40.5%	55,000	41.0%	10.6%
Married, no children	472,000	1,000	0.2%	94,000	20.0%	96,000	20.3%	18.6%
Unmarried, no children	678,000	1,000	0.1%	278,000	41.0%	279,000	41.2%	54.3%
Family income								
Less than \$14,999	115,000	-	0.0%	66,000	57.3%	66,000	57.3%	12.8%
\$15,000 – \$24,999	123,000	-	0.0%	78,000	63.7%	78,000	63.7%	15.2%
\$25,000 – \$34,999	174,000	-	0.0%	85,000	48.8%	85,000	48.8%	16.6%
\$35,000 – \$49,999	242,000	1,000	0.3%	87,000	36.0%	88,000	36.2%	17.1%
\$50,000 – \$74,999	358,000	1,000	0.2%	88,000	24.6%	89,000	24.8%	17.2%
\$75,000 – \$99,999	251,000	1,000	0.2%	42,000	16.6%	42,000	16.8%	8.2%
\$100,000 – \$149,999	270,000	1,000	0.3%	46,000	17.0%	47,000	17.3%	9.1%
\$150,000 or more	203,000	-	0.0%	20,000	9.7%	20,000	9.7%	3.8%
Industry								
Construction	91,000	-	0.0%	16,000	17.1%	16,000	17.1%	3.0%
Manufacturing	231,000	-	0.0%	46,000	19.9%	46,000	19.9%	9.0%
Retail trade	189,000	1,000	0.3%	109,000	57.7%	109,000	58.0%	21.3%
Agriculture, forestry, fishing								
Wholesale trade	45,000	-	0.0%	8,000	17.0%	8,000	17.0%	1.5%
Transportation and utilities	68,000	1,000	0.9%	16,000	23.1%	16,000	24.0%	3.2%
Information	31,000	-	0.0%	7,000	22.6%	7,000	22.6%	1.3%
Financial activities	109,000	-	0.0%	18,000	16.5%	18,000	16.5%	3.5%
Administrative and waste management services	65,000	-	0.0%	30,000	46.7%	30,000	46.7%	5.9%
Professional, science, management consulting	104,000	-	0.0%	11,000	10.3%	11,000	10.3%	2.1%
Education	156,000	-	0.0%	29,000	18.9%	29,000	18.9%	5.7%
Health care	218,000	-	0.0%	48,000	21.9%	48,000	21.9%	9.3%
Social assistance	45,000	-	0.0%	16,000	36.1%	16,000	36.1%	3.1%
Arts, entertainment, recreation, accommodation	46,000	-	0.0%	28,000	60.5%	28,000	60.5%	5.4%
Food and drink service	145,000	-	0.0%	79,000	54.6%	79,000	54.6%	15.4%
Public administration	87,000	-	0.0%	8,000	9.2%	8,000	9.2%	1.6%
Other industries	110,000	1,000	1.2%	44,000	40.2%	45,000	41.5%	8.8%
Work hours								
Part time (< 20 hours)	112,000	1,000	0.5%	67,000	59.3%	67,000	59.8%	13.1%
Mid time (20–34 hours)	276,000	1,000	0.5%	139,000	50.5%	141,000	51.0%	27.3%
Full time (35+ hours)	1,349,000	1,000	0.0%	306,000	22.7%	307,000	22.7%	59.6%
Education								
Less than high school	157,000	1,000	0.4%	103,000	65.8%	104,000	66.1%	20.2%
High school	435,000	1,000	0.3%	175,000	40.2%	177,000	40.6%	34.3%
Some college, no degree	367,000	-	0.0%	129,000	35.2%	129,000	35.2%	25.1%
Associate degree	157,000	-	0.0%	32,000	20.7%	32,000	20.7%	6.3%
Bachelor's degree or higher	621,000	1,000	0.1%	72,000	11.6%	72,000	11.6%	14.1%
Children with at least one affected parent	925,000	-	0.0%	235,000	25.4%	235,000	25.4%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Pennsylvania

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	5,731,000	1,217,000	21.2%	814,000	14.2%	2,031,000	35.4%	100.0%
Gender								
Women	2,852,000	708,000	24.8%	487,000	17.1%	1,195,000	41.9%	58.9%
Men	2,880,000	509,000	17.7%	327,000	11.3%	836,000	29.0%	41.1%
Age								
Age 20 or older	5,497,000	1,030,000	18.7%	779,000	14.2%	1,809,000	32.9%	89.1%
Teenager	234,000	187,000	79.8%	35,000	14.9%	222,000	94.7%	10.9%
16 to 24	845,000	474,000	56.1%	182,000	21.5%	656,000	77.6%	32.3%
25 to 39	1,796,000	303,000	16.9%	261,000	14.5%	564,000	31.4%	27.8%
40 to 54	1,699,000	225,000	13.2%	189,000	11.1%	413,000	24.3%	20.3%
55+	1,392,000	216,000	15.5%	182,000	13.1%	398,000	28.6%	19.6%
Race/ethnicity								
White	4,489,000	821,000	18.3%	619,000	13.8%	1,441,000	32.1%	70.9%
Black	524,000	169,000	32.3%	85,000	16.3%	255,000	48.6%	12.5%
Hispanic	402,000	150,000	37.2%	64,000	15.9%	213,000	53.1%	10.5%
Asian or other race/ethnicity	316,000	76,000	24.1%	46,000	14.5%	122,000	38.6%	6.0%
Family status								
Married parent	1,356,000	157,000	11.6%	143,000	10.5%	300,000	22.1%	14.8%
Single parent	412,000	101,000	24.6%	86,000	20.9%	187,000	45.5%	9.2%
Married, no children	1,642,000	230,000	14.0%	174,000	10.6%	403,000	24.6%	19.9%
Unmarried, no children	2,322,000	728,000	31.4%	411,000	17.7%	1,140,000	49.1%	56.1%
Family income								
Less than \$14,999	313,000	154,000	49.3%	67,000	21.5%	222,000	70.8%	10.9%
\$15,000 – \$24,999	310,000	127,000	41.0%	88,000	28.3%	215,000	69.3%	10.6%
\$25,000 – \$34,999	478,000	152,000	31.8%	118,000	24.7%	270,000	56.5%	13.3%
\$35,000 – \$49,999	678,000	166,000	24.4%	114,000	16.8%	279,000	41.2%	13.8%
\$50,000 – \$74,999	1,199,000	233,000	19.4%	175,000	14.6%	408,000	34.1%	20.1%
\$75,000 – \$99,999	1,121,000	183,000	16.3%	132,000	11.8%	315,000	28.1%	15.5%
\$100,000 – \$149,999	970,000	134,000	13.9%	78,000	8.0%	212,000	21.9%	10.4%
\$150,000 or more	662,000	67,000	10.1%	42,000	6.3%	109,000	16.4%	5.4%
Industry								
Construction	295,000	33,000	11.2%	26,000	8.9%	59,000	20.2%	2.9%
Manufacturing	723,000	111,000	15.4%	68,000	9.5%	180,000	24.9%	8.9%
Retail trade	665,000	283,000	42.5%	114,000	17.2%	397,000	59.7%	19.5%
Agriculture, forestry, fishing								
Wholesale trade	135,000	23,000	16.8%	19,000	13.8%	41,000	30.6%	2.0%
Transportation and utilities	308,000	45,000	14.5%	42,000	13.5%	86,000	28.0%	4.2%
Information	72,000	7,000	9.2%	7,000	9.5%	14,000	18.7%	0.7%
Financial activities	377,000	27,000	7.2%	49,000	13.0%	76,000	20.3%	3.8%
Administrative and waste management services	228,000	69,000	30.3%	25,000	11.0%	94,000	41.3%	4.6%
Professional, science, management consulting	353,000	16,000	4.5%	18,000	5.1%	34,000	9.6%	1.7%
Education	510,000	78,000	15.2%	39,000	7.7%	117,000	22.9%	5.8%
Health care	880,000	159,000	18.0%	124,000	14.0%	282,000	32.1%	13.9%
Social assistance	162,000	63,000	38.8%	22,000	13.4%	85,000	52.2%	4.2%
Arts, entertainment, recreation, accommodation	173,000	81,000	46.8%	42,000	24.5%	123,000	71.3%	6.1%
Food and drink service	333,000	145,000	43.5%	127,000	38.1%	271,000	81.6%	13.4%
Public administration	219,000	18,000	8.1%	21,000	9.5%	39,000	17.7%	1.9%
Other industries	299,000	61,000	20.3%	71,000	23.8%	132,000	44.1%	6.5%
Work hours								
Part time (< 20 hours)	439,000	249,000	56.8%	79,000	17.9%	328,000	74.7%	16.2%
Mid time (20–34 hours)	833,000	385,000	46.2%	154,000	18.5%	539,000	64.7%	26.5%
Full time (35+ hours)	4,459,000	583,000	13.1%	581,000	13.0%	1,164,000	26.1%	57.3%
Education								
Less than high school	387,000	202,000	52.3%	68,000	17.5%	270,000	69.7%	13.3%
High school	1,837,000	488,000	26.6%	361,000	19.7%	850,000	46.3%	41.8%
Some college, no degree	868,000	273,000	31.4%	163,000	18.8%	436,000	50.2%	21.5%
Associate degree	636,000	106,000	16.6%	87,000	13.6%	193,000	30.3%	9.5%
Bachelor's degree or higher	2,003,000	148,000	7.4%	135,000	6.7%	283,000	14.1%	13.9%
Children with at least one affected parent	2,802,000	427,000	15.2%	342,000	12.2%	769,000	27.4%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Rhode Island

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	495,000	89,000	18.0%	76,000	15.4%	165,000	33.4%	100.0%
Gender								
Women	250,000	50,000	20.2%	44,000	17.4%	94,000	37.7%	56.9%
Men	245,000	38,000	15.7%	33,000	13.4%	71,000	29.0%	43.1%
Age								
Age 20 or older	474,000	74,000	15.7%	72,000	15.2%	146,000	30.9%	88.6%
Teenager	21,000	15,000	70.4%	4,000	21.2%	19,000	91.6%	11.4%
16 to 24	66,000	30,000	45.2%	17,000	25.0%	47,000	70.3%	28.2%
25 to 39	168,000	28,000	16.9%	31,000	18.6%	60,000	35.5%	36.1%
40 to 54	154,000	14,000	9.2%	17,000	11.0%	31,000	20.2%	18.8%
55+	107,000	16,000	15.2%	12,000	10.9%	28,000	26.2%	16.9%
Race/ethnicity								
White	349,000	52,000	14.8%	47,000	13.3%	98,000	28.1%	59.4%
Black	31,000	8,000	26.4%	7,000	21.8%	15,000	48.3%	9.1%
Hispanic	82,000	24,000	29.4%	17,000	20.6%	41,000	50.1%	24.9%
Asian or other race/ethnicity	32,000	5,000	14.7%	6,000	19.0%	11,000	33.7%	6.5%
Family status								
Married parent	111,000	11,000	10.0%	14,000	12.3%	25,000	22.4%	15.0%
Single parent	43,000	9,000	21.5%	10,000	24.3%	20,000	45.8%	11.9%
Married, no children	128,000	13,000	10.3%	14,000	10.7%	27,000	21.0%	16.3%
Unmarried, no children	213,000	55,000	26.0%	39,000	18.1%	94,000	44.1%	56.8%
Family income								
Less than \$14,999	36,000	13,000	35.3%	8,000	23.2%	21,000	58.5%	12.6%
\$15,000 – \$24,999	33,000	12,000	37.0%	7,000	20.1%	19,000	57.1%	11.3%
\$25,000 – \$34,999	46,000	11,000	24.4%	9,000	20.5%	21,000	44.9%	12.5%
\$35,000 – \$49,999	56,000	11,000	19.5%	10,000	18.0%	21,000	37.5%	12.6%
\$50,000 – \$74,999	118,000	19,000	16.2%	19,000	16.5%	39,000	32.7%	23.3%
\$75,000 – \$99,999	68,000	7,000	9.6%	8,000	12.0%	15,000	21.6%	8.8%
\$100,000 – \$149,999	78,000	10,000	12.2%	8,000	10.4%	18,000	22.6%	10.7%
\$150,000 or more	61,000	7,000	11.3%	6,000	10.6%	13,000	21.9%	8.1%
Industry								
Construction	21,000	1,000	7.1%	2,000	10.2%	4,000	17.2%	2.2%
Manufacturing	59,000	7,000	11.7%	7,000	11.3%	14,000	23.0%	8.2%
Retail trade	62,000	24,000	38.2%	10,000	16.6%	34,000	54.8%	20.7%
Agriculture, forestry, fishing								
Wholesale trade	10,000	1,000	9.2%	1,000	13.8%	2,000	23.0%	1.3%
Transportation and utilities	22,000	3,000	13.4%	3,000	16.2%	6,000	29.6%	3.9%
Information	6,000	-	0.0%	1,000	10.1%	1,000	10.1%	0.4%
Financial activities	36,000	1,000	4.1%	2,000	6.0%	4,000	10.2%	2.2%
Administrative and waste management services	19,000	6,000	30.6%	2,000	12.7%	8,000	43.3%	4.9%
Professional, science, management consulting	24,000	1,000	2.4%	1,000	4.8%	2,000	7.1%	1.0%
Education	55,000	7,000	12.1%	5,000	8.3%	11,000	20.4%	6.8%
Health care	73,000	10,000	13.4%	14,000	18.9%	24,000	32.3%	14.3%
Social assistance	10,000	2,000	24.0%	2,000	25.4%	5,000	49.4%	2.9%
Arts, entertainment, recreation, accommodation	17,000	8,000	46.1%	3,000	15.4%	10,000	61.4%	6.4%
Food and drink service	37,000	14,000	36.8%	14,000	38.1%	28,000	74.9%	16.7%
Public administration	22,000	1,000	3.5%	1,000	3.7%	2,000	7.2%	1.0%
Other industries	24,000	4,000	17.5%	8,000	33.1%	12,000	50.6%	7.3%
Work hours								
Part time (< 20 hours)	34,000	17,000	49.7%	8,000	22.4%	24,000	72.1%	14.7%
Mid time (20–34 hours)	68,000	28,000	40.9%	14,000	20.8%	42,000	61.7%	25.5%
Full time (35+ hours)	393,000	44,000	11.3%	55,000	13.9%	99,000	25.2%	59.8%
Education								
Less than high school	49,000	22,000	44.1%	10,000	20.6%	32,000	64.8%	19.2%
High school	134,000	30,000	22.6%	24,000	18.3%	55,000	40.9%	33.2%
Some college, no degree	82,000	21,000	26.1%	21,000	25.5%	42,000	51.6%	25.4%
Associate degree	53,000	8,000	15.6%	6,000	11.9%	14,000	27.5%	8.8%
Bachelor's degree or higher	178,000	7,000	4.2%	15,000	8.3%	22,000	12.5%	13.4%
Children with at least one affected parent	220,000	28,000	12.9%	36,000	16.5%	65,000	29.4%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

South Carolina

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	2,023,000	477,000	23.6%	285,000	14.1%	762,000	37.7%	100.0%
Gender								
Women	1,029,000	287,000	27.9%	169,000	16.4%	457,000	44.4%	59.9%
Men	993,000	189,000	19.1%	116,000	11.7%	305,000	30.7%	40.1%
Age								
Age 20 or older	1,960,000	431,000	22.0%	271,000	13.8%	701,000	35.8%	92.1%
Teenager	63,000	46,000	73.2%	14,000	23.0%	60,000	96.2%	7.9%
16 to 24	252,000	145,000	57.4%	53,000	21.1%	198,000	78.5%	26.0%
25 to 39	706,000	152,000	21.6%	107,000	15.2%	260,000	36.8%	34.1%
40 to 54	646,000	96,000	14.9%	79,000	12.2%	175,000	27.1%	23.0%
55+	418,000	83,000	20.0%	45,000	10.9%	129,000	30.8%	16.9%
Race/ethnicity								
White	1,269,000	209,000	16.5%	156,000	12.3%	366,000	28.8%	48.0%
Black	537,000	201,000	37.4%	84,000	15.6%	285,000	53.0%	37.4%
Hispanic	144,000	54,000	37.4%	26,000	18.0%	80,000	55.4%	10.5%
Asian or other race/ethnicity	72,000	13,000	17.6%	19,000	26.0%	32,000	43.6%	4.1%
Family status								
Married parent	481,000	70,000	14.6%	45,000	9.4%	115,000	24.0%	15.1%
Single parent	201,000	67,000	33.0%	34,000	16.9%	101,000	49.9%	13.2%
Married, no children	580,000	82,000	14.1%	76,000	13.2%	158,000	27.2%	20.7%
Unmarried, no children	761,000	259,000	34.0%	129,000	17.0%	388,000	51.0%	50.9%
Family income								
Less than \$14,999	131,000	67,000	50.7%	19,000	14.3%	86,000	65.1%	11.2%
\$15,000 – \$24,999	167,000	75,000	44.7%	42,000	24.8%	116,000	69.4%	15.3%
\$25,000 – \$34,999	253,000	85,000	33.5%	49,000	19.3%	134,000	52.8%	17.5%
\$35,000 – \$49,999	316,000	79,000	24.9%	47,000	14.7%	125,000	39.7%	16.5%
\$50,000 – \$74,999	415,000	87,000	20.9%	68,000	16.3%	155,000	37.2%	20.3%
\$75,000 – \$99,999	292,000	41,000	14.1%	32,000	10.9%	73,000	25.0%	9.6%
\$100,000 – \$149,999	304,000	29,000	9.6%	22,000	7.3%	51,000	16.9%	6.7%
\$150,000 or more	143,000	14,000	10.0%	7,000	5.2%	22,000	15.2%	2.8%
Industry								
Construction	118,000	25,000	21.1%	15,000	12.6%	40,000	33.7%	5.2%
Manufacturing	285,000	46,000	16.1%	32,000	11.4%	78,000	27.4%	10.3%
Retail trade	244,000	114,000	46.9%	30,000	12.2%	144,000	59.1%	18.9%
Agriculture, forestry, fishing								
Wholesale trade	44,000	4,000	9.2%	6,000	14.3%	10,000	23.5%	1.3%
Transportation and utilities	112,000	13,000	12.0%	18,000	16.5%	32,000	28.5%	4.2%
Information	35,000	4,000	10.2%	4,000	12.5%	8,000	22.7%	1.1%
Financial activities	117,000	11,000	9.7%	12,000	10.4%	23,000	20.0%	3.1%
Administrative and waste management services	102,000	29,000	28.5%	17,000	16.7%	46,000	45.1%	6.1%
Professional, science, management consulting	98,000	2,000	1.7%	9,000	9.0%	10,000	10.7%	1.4%
Education	203,000	32,000	15.7%	17,000	8.6%	49,000	24.3%	6.5%
Health care	222,000	52,000	23.4%	23,000	10.5%	75,000	33.8%	9.8%
Social assistance	39,000	18,000	45.6%	5,000	12.7%	22,000	58.3%	2.9%
Arts, entertainment, recreation, accommodation	57,000	21,000	37.6%	12,000	21.9%	34,000	59.5%	4.4%
Food and drink service	154,000	75,000	49.1%	55,000	35.8%	130,000	84.9%	17.1%
Public administration	93,000	13,000	14.6%	7,000	7.8%	21,000	22.4%	2.7%
Other industries	102,000	17,000	16.7%	21,000	20.3%	38,000	37.0%	5.0%
Work hours								
Part time (< 20 hours)	100,000	50,000	50.5%	17,000	17.5%	68,000	67.9%	8.9%
Mid time (20–34 hours)	272,000	155,000	57.0%	48,000	17.6%	203,000	74.5%	26.6%
Full time (35+ hours)	1,651,000	271,000	16.4%	220,000	13.3%	491,000	29.8%	64.5%
Education								
Less than high school	187,000	102,000	54.7%	40,000	21.2%	142,000	75.9%	18.7%
High school	574,000	165,000	28.7%	104,000	18.1%	268,000	46.8%	35.2%
Some college, no degree	380,000	119,000	31.3%	63,000	16.6%	182,000	47.8%	23.9%
Associate degree	234,000	47,000	20.0%	33,000	14.1%	80,000	34.1%	10.5%
Bachelor's degree or higher	648,000	44,000	6.8%	45,000	7.0%	90,000	13.8%	11.8%
Children with at least one affected parent	1,141,000	209,000	18.3%	138,000	12.1%	346,000	30.4%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

South Dakota

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	379,000	71,000	18.8%	57,000	15.2%	129,000	34.0%	100.0%
Gender								
Women	183,000	43,000	23.6%	33,000	18.1%	76,000	41.8%	59.3%
Men	196,000	28,000	14.3%	24,000	12.4%	52,000	26.7%	40.7%
Age								
Age 20 or older	360,000	57,000	15.7%	55,000	15.3%	112,000	31.1%	86.7%
Teenager	20,000	15,000	75.2%	2,000	12.2%	17,000	87.4%	13.3%
16 to 24	61,000	31,000	51.0%	14,000	23.2%	46,000	74.3%	35.4%
25 to 39	124,000	17,000	14.1%	18,000	14.4%	35,000	28.5%	27.3%
40 to 54	103,000	11,000	10.6%	11,000	10.7%	22,000	21.3%	17.1%
55+	91,000	12,000	12.8%	14,000	15.8%	26,000	28.6%	20.1%
Race/ethnicity								
White	318,000	53,000	16.7%	45,000	14.2%	98,000	30.9%	76.2%
Black	7,000	3,000	47.7%	-	0.0%	3,000	47.7%	2.5%
Hispanic	18,000	6,000	30.2%	4,000	23.4%	10,000	53.6%	7.6%
Asian or other race/ethnicity	36,000	10,000	26.3%	8,000	22.0%	18,000	48.3%	13.7%
Family status								
Married parent	101,000	8,000	8.3%	11,000	11.2%	20,000	19.5%	15.3%
Single parent	28,000	7,000	25.7%	6,000	21.6%	13,000	47.4%	10.3%
Married, no children	110,000	11,000	10.4%	15,000	13.8%	27,000	24.2%	20.6%
Unmarried, no children	140,000	44,000	31.7%	25,000	17.8%	69,000	49.4%	53.7%
Family income								
Less than \$14,999	29,000	13,000	45.4%	4,000	15.2%	17,000	60.7%	13.5%
\$15,000 – \$24,999	21,000	6,000	30.7%	5,000	26.0%	12,000	56.7%	9.1%
\$25,000 – \$34,999	38,000	11,000	28.5%	10,000	27.3%	21,000	55.9%	16.6%
\$35,000 – \$49,999	53,000	9,000	17.8%	9,000	17.8%	19,000	35.6%	14.7%
\$50,000 – \$74,999	93,000	14,000	15.5%	15,000	16.0%	29,000	31.6%	22.7%
\$75,000 – \$99,999	76,000	11,000	14.2%	7,000	8.8%	17,000	23.0%	13.6%
\$100,000 – \$149,999	44,000	3,000	6.7%	4,000	9.3%	7,000	16.0%	5.4%
\$150,000 or more	26,000	3,000	13.4%	2,000	8.5%	6,000	21.8%	4.4%
Industry								
Construction	20,000	1,000	3.7%	4,000	19.6%	5,000	23.3%	3.6%
Manufacturing	54,000	5,000	9.9%	10,000	18.7%	15,000	28.6%	12.0%
Retail trade	44,000	19,000	43.9%	7,000	14.9%	26,000	58.7%	20.2%
Agriculture, forestry, fishing								
Wholesale trade	13,000	1,000	6.0%	1,000	11.0%	2,000	17.1%	1.7%
Transportation and utilities	15,000	1,000	7.0%	1,000	8.3%	2,000	15.3%	1.8%
Information	5,000	1,000	16.2%	1,000	18.4%	2,000	34.6%	1.3%
Financial activities	26,000	2,000	6.6%	3,000	11.3%	5,000	17.9%	3.6%
Administrative and waste management services	13,000	3,000	23.2%	2,000	15.9%	5,000	39.1%	3.8%
Professional, science, management consulting	9,000	1,000	6.5%	1,000	14.3%	2,000	20.8%	1.5%
Education	40,000	7,000	16.5%	5,000	11.9%	11,000	28.5%	8.9%
Health care	58,000	7,000	12.4%	8,000	14.4%	16,000	26.8%	12.1%
Social assistance	7,000	2,000	29.3%	1,000	15.6%	3,000	44.9%	2.4%
Arts, entertainment, recreation, accommodation	9,000	4,000	45.5%	1,000	14.4%	5,000	59.9%	4.3%
Food and drink service	21,000	10,000	49.7%	6,000	27.7%	16,000	77.4%	12.5%
Public administration	20,000	1,000	5.7%	1,000	5.8%	2,000	11.5%	1.8%
Other industries	26,000	6,000	24.8%	5,000	18.0%	11,000	42.7%	8.7%
Work hours								
Part time (< 20 hours)	27,000	16,000	57.4%	5,000	18.4%	21,000	75.8%	16.1%
Mid time (20–34 hours)	43,000	22,000	51.1%	8,000	19.3%	31,000	70.4%	23.8%
Full time (35+ hours)	308,000	33,000	10.8%	44,000	14.3%	78,000	25.1%	60.2%
Education								
Less than high school	30,000	18,000	62.0%	4,000	14.1%	23,000	76.2%	17.6%
High school	107,000	23,000	21.0%	22,000	20.8%	45,000	41.8%	34.8%
Some college, no degree	68,000	18,000	26.2%	13,000	19.4%	31,000	45.5%	23.9%
Associate degree	61,000	5,000	8.6%	9,000	14.9%	14,000	23.6%	11.2%
Bachelor's degree or higher	113,000	7,000	6.5%	9,000	7.7%	16,000	14.2%	12.5%
Children with at least one affected parent	222,000	26,000	11.8%	33,000	14.8%	59,000	26.6%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Tennessee

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	2,772,000	663,000	23.9%	420,000	15.2%	1,083,000	39.1%	100.0%
Gender								
Women	1,318,000	392,000	29.8%	225,000	17.1%	617,000	46.8%	57.0%
Men	1,455,000	270,000	18.6%	195,000	13.4%	466,000	32.0%	43.0%
Age								
Age 20 or older	2,669,000	585,000	21.9%	404,000	15.1%	989,000	37.1%	91.3%
Teenager	104,000	77,000	74.6%	16,000	15.8%	94,000	90.4%	8.7%
16 to 24	391,000	223,000	57.1%	92,000	23.5%	315,000	80.5%	29.0%
25 to 39	988,000	197,000	19.9%	168,000	17.0%	365,000	37.0%	33.7%
40 to 54	814,000	135,000	16.6%	90,000	11.0%	224,000	27.6%	20.7%
55+	580,000	108,000	18.7%	71,000	12.2%	179,000	30.9%	16.5%
Race/ethnicity								
White	1,952,000	413,000	21.2%	265,000	13.6%	678,000	34.7%	62.6%
Black	507,000	159,000	31.4%	94,000	18.5%	253,000	49.9%	23.4%
Hispanic	173,000	61,000	35.4%	35,000	20.3%	96,000	55.7%	8.9%
Asian or other race/ethnicity	140,000	30,000	21.1%	26,000	18.9%	56,000	39.9%	5.2%
Family status								
Married parent	654,000	100,000	15.3%	86,000	13.2%	186,000	28.5%	17.2%
Single parent	187,000	63,000	33.7%	40,000	21.5%	103,000	55.2%	9.5%
Married, no children	814,000	139,000	17.0%	83,000	10.2%	222,000	27.2%	20.5%
Unmarried, no children	1,117,000	361,000	32.3%	211,000	18.9%	572,000	51.2%	52.8%
Family income								
Less than \$14,999	218,000	108,000	49.6%	31,000	14.3%	139,000	63.9%	12.8%
\$15,000 – \$24,999	238,000	100,000	41.8%	57,000	24.0%	157,000	65.9%	14.5%
\$25,000 – \$34,999	330,000	103,000	31.1%	75,000	22.8%	178,000	53.9%	16.4%
\$35,000 – \$49,999	462,000	110,000	23.8%	78,000	16.8%	188,000	40.7%	17.4%
\$50,000 – \$74,999	613,000	116,000	19.0%	83,000	13.5%	199,000	32.5%	18.4%
\$75,000 – \$99,999	372,000	52,000	13.9%	57,000	15.2%	109,000	29.1%	10.0%
\$100,000 – \$149,999	288,000	38,000	13.1%	22,000	7.5%	59,000	20.6%	5.5%
\$150,000 or more	250,000	37,000	14.6%	18,000	7.1%	54,000	21.7%	5.0%
Industry								
Construction	154,000	18,000	11.9%	23,000	15.0%	41,000	26.9%	3.8%
Manufacturing	366,000	52,000	14.3%	43,000	11.7%	95,000	26.0%	8.8%
Retail trade	351,000	140,000	39.9%	54,000	15.4%	194,000	55.3%	17.9%
Agriculture, forestry, fishing								
Wholesale trade	54,000	10,000	18.6%	7,000	12.2%	17,000	30.7%	1.5%
Transportation and utilities	201,000	44,000	21.8%	25,000	12.5%	69,000	34.3%	6.4%
Information	43,000	7,000	15.6%	3,000	8.1%	10,000	23.6%	0.9%
Financial activities	178,000	27,000	15.3%	21,000	11.8%	48,000	27.1%	4.5%
Administrative and waste management services	112,000	34,000	30.4%	23,000	20.7%	57,000	51.2%	5.3%
Professional, science, management consulting	130,000	10,000	7.4%	10,000	7.3%	19,000	14.8%	1.8%
Education	255,000	45,000	17.7%	28,000	10.8%	73,000	28.5%	6.7%
Health care	339,000	52,000	15.4%	53,000	15.5%	105,000	31.0%	9.7%
Social assistance	49,000	22,000	44.5%	11,000	23.6%	33,000	68.1%	3.1%
Arts, entertainment, recreation, accommodation	71,000	36,000	50.2%	8,000	11.7%	44,000	61.8%	4.1%
Food and drink service	220,000	114,000	51.7%	66,000	30.1%	180,000	81.8%	16.6%
Public administration	113,000	15,000	13.0%	15,000	12.9%	29,000	25.9%	2.7%
Other industries	135,000	37,000	27.2%	30,000	22.4%	67,000	49.6%	6.2%
Work hours								
Part time (< 20 hours)	125,000	75,000	60.4%	16,000	13.2%	92,000	73.6%	8.5%
Mid time (20–34 hours)	392,000	214,000	54.7%	75,000	19.2%	289,000	73.9%	26.7%
Full time (35+ hours)	2,256,000	373,000	16.5%	329,000	14.6%	702,000	31.1%	64.8%
Education								
Less than high school	251,000	140,000	55.8%	46,000	18.5%	186,000	74.3%	17.2%
High school	820,000	233,000	28.4%	163,000	19.8%	395,000	48.2%	36.5%
Some college, no degree	497,000	146,000	29.4%	82,000	16.5%	228,000	45.9%	21.1%
Associate degree	314,000	62,000	19.7%	49,000	15.6%	111,000	35.2%	10.2%
Bachelor's degree or higher	890,000	82,000	9.2%	80,000	9.0%	163,000	18.3%	15.0%
Children with at least one affected parent	1,535,000	293,000	19.1%	209,000	13.6%	502,000	32.7%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

								Texas
Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	12,475,000	2,914,000	23.4%	1,773,000	14.2%	4,687,000	37.6%	100.0%
Gender								
Women	5,686,000	1,578,000	27.8%	878,000	15.4%	2,456,000	43.2%	52.4%
Men	6,789,000	1,336,000	19.7%	894,000	13.2%	2,230,000	32.9%	47.6%
Age								
Age 20 or older	12,033,000	2,575,000	21.4%	1,705,000	14.2%	4,280,000	35.6%	91.3%
Teenager	442,000	339,000	76.7%	68,000	15.4%	407,000	92.1%	8.7%
16 to 24	1,768,000	946,000	53.5%	367,000	20.8%	1,314,000	74.3%	28.0%
25 to 39	4,644,000	917,000	19.8%	762,000	16.4%	1,679,000	36.2%	35.8%
40 to 54	3,784,000	641,000	16.9%	406,000	10.7%	1,048,000	27.7%	22.4%
55+	2,280,000	409,000	18.0%	237,000	10.4%	646,000	28.3%	13.8%
Race/ethnicity								
White	4,991,000	757,000	15.2%	577,000	11.6%	1,333,000	26.7%	28.5%
Black	1,491,000	418,000	28.1%	199,000	13.4%	618,000	41.4%	13.2%
Hispanic	5,145,000	1,600,000	31.1%	889,000	17.3%	2,489,000	48.4%	53.1%
Asian or other race/ethnicity	849,000	139,000	16.4%	107,000	12.7%	247,000	29.1%	5.3%
Family status								
Married parent	3,514,000	554,000	15.8%	392,000	11.2%	947,000	26.9%	20.2%
Single parent	1,047,000	325,000	31.0%	218,000	20.8%	543,000	51.9%	11.6%
Married, no children	3,330,000	566,000	17.0%	380,000	11.4%	945,000	28.4%	20.2%
Unmarried, no children	4,584,000	1,469,000	32.0%	782,000	17.1%	2,251,000	49.1%	48.0%
Family income								
Less than \$14,999	871,000	438,000	50.2%	162,000	18.6%	600,000	68.8%	12.8%
\$15,000 – \$24,999	957,000	442,000	46.1%	206,000	21.5%	648,000	67.7%	13.8%
\$25,000 – \$34,999	1,430,000	512,000	35.8%	299,000	20.9%	811,000	56.7%	17.3%
\$35,000 – \$49,999	1,786,000	460,000	25.8%	314,000	17.6%	775,000	43.4%	16.5%
\$50,000 – \$74,999	2,461,000	472,000	19.2%	365,000	14.8%	836,000	34.0%	17.8%
\$75,000 – \$99,999	1,707,000	233,000	13.7%	199,000	11.6%	432,000	25.3%	9.2%
\$100,000 – \$149,999	1,815,000	231,000	12.7%	140,000	7.7%	371,000	20.4%	7.9%
\$150,000 or more	1,448,000	127,000	8.7%	88,000	6.1%	215,000	14.8%	4.6%
Industry								
Construction	1,079,000	209,000	19.4%	156,000	14.5%	365,000	33.9%	7.8%
Manufacturing	1,084,000	183,000	16.9%	158,000	14.6%	341,000	31.4%	7.3%
Retail trade	1,408,000	576,000	40.9%	225,000	16.0%	802,000	56.9%	17.1%
Agriculture, forestry, fishing								
Wholesale trade	338,000	54,000	15.9%	34,000	10.2%	88,000	26.0%	1.9%
Transportation and utilities	729,000	115,000	15.8%	99,000	13.6%	214,000	29.4%	4.6%
Information	255,000	33,000	13.0%	17,000	6.6%	50,000	19.6%	1.1%
Financial activities	860,000	84,000	9.8%	106,000	12.3%	190,000	22.1%	4.1%
Administrative and waste management services	544,000	217,000	39.8%	71,000	13.0%	287,000	52.8%	6.1%
Professional, science, management consulting	786,000	70,000	8.9%	41,000	5.2%	111,000	14.1%	2.4%
Education	1,220,000	227,000	18.6%	131,000	10.8%	358,000	29.4%	7.6%
Health care	1,317,000	271,000	20.5%	148,000	11.2%	419,000	31.8%	8.9%
Social assistance	170,000	77,000	45.3%	26,000	15.2%	103,000	60.5%	2.2%
Arts, entertainment, recreation, accommodation	267,000	106,000	39.8%	53,000	19.9%	160,000	59.7%	3.4%
Food and drink service	937,000	420,000	44.9%	330,000	35.3%	751,000	80.1%	16.0%
Public administration	578,000	62,000	10.7%	41,000	7.0%	102,000	17.7%	2.2%
Other industries	904,000	210,000	23.3%	136,000	15.0%	346,000	38.3%	7.4%
Work hours								
Part time (< 20 hours)	452,000	270,000	59.7%	53,000	11.8%	323,000	71.4%	6.9%
Mid time (20–34 hours)	1,428,000	780,000	54.6%	277,000	19.4%	1,057,000	74.0%	22.5%
Full time (35+ hours)	10,595,000	1,864,000	17.6%	1,443,000	13.6%	3,307,000	31.2%	70.6%
Education								
Less than high school	1,659,000	852,000	51.4%	306,000	18.5%	1,158,000	69.8%	24.7%
High school	3,158,000	915,000	29.0%	615,000	19.5%	1,530,000	48.4%	32.6%
Some college, no degree	2,481,000	692,000	27.9%	467,000	18.8%	1,159,000	46.7%	24.7%
Associate degree	1,183,000	222,000	18.7%	187,000	15.8%	409,000	34.6%	8.7%
Bachelor's degree or higher	3,993,000	233,000	5.8%	197,000	4.9%	431,000	10.8%	9.2%
Children with at least one affected parent	8,181,000	1,518,000	18.6%	985,000	12.0%	2,503,000	30.6%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

								Utah
Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	1,346,000	286,000	21.3%	183,000	13.6%	469,000	34.9%	100.0%
Gender								
Women	583,000	168,000	28.8%	103,000	17.7%	271,000	46.5%	57.8%
Men	762,000	118,000	15.5%	80,000	10.5%	198,000	26.0%	42.2%
Age								
Age 20 or older	1,259,000	217,000	17.2%	174,000	13.8%	391,000	31.0%	83.3%
Teenager	87,000	69,000	80.0%	9,000	10.6%	78,000	90.6%	16.7%
16 to 24	269,000	150,000	55.9%	60,000	22.3%	210,000	78.2%	44.8%
25 to 39	509,000	66,000	13.0%	67,000	13.1%	133,000	26.2%	28.3%
40 to 54	358,000	39,000	10.9%	38,000	10.7%	77,000	21.6%	16.5%
55+	210,000	31,000	14.6%	18,000	8.6%	49,000	23.2%	10.4%
Race/ethnicity								
White	1,027,000	194,000	18.9%	121,000	11.8%	315,000	30.7%	67.2%
Black	17,000	4,000	21.5%	3,000	20.6%	7,000	42.1%	1.5%
Hispanic	215,000	66,000	30.8%	45,000	20.8%	111,000	51.6%	23.6%
Asian or other race/ethnicity	87,000	23,000	26.0%	14,000	15.6%	36,000	41.7%	7.7%
Family status								
Married parent	483,000	55,000	11.4%	56,000	11.5%	111,000	23.0%	23.6%
Single parent	67,000	21,000	31.6%	9,000	13.4%	30,000	44.9%	6.4%
Married, no children	351,000	53,000	15.0%	42,000	12.1%	95,000	27.1%	20.3%
Unmarried, no children	444,000	157,000	35.4%	76,000	17.1%	233,000	52.5%	49.7%
Family income								
Less than \$14,999	59,000	23,000	39.2%	16,000	26.7%	39,000	65.9%	8.3%
\$15,000 – \$24,999	67,000	26,000	37.9%	15,000	22.0%	40,000	59.9%	8.6%
\$25,000 – \$34,999	133,000	42,000	31.5%	28,000	21.2%	70,000	52.7%	14.9%
\$35,000 – \$49,999	215,000	52,000	24.1%	35,000	16.3%	87,000	40.3%	18.5%
\$50,000 – \$74,999	306,000	59,000	19.4%	43,000	14.1%	103,000	33.5%	21.9%
\$75,000 – \$99,999	241,000	39,000	16.2%	22,000	9.3%	61,000	25.4%	13.1%
\$100,000 – \$149,999	205,000	31,000	15.1%	16,000	7.8%	47,000	22.9%	10.0%
\$150,000 or more	118,000	14,000	12.2%	8,000	6.6%	22,000	18.8%	4.7%
Industry								
Construction	92,000	4,000	4.2%	9,000	9.9%	13,000	14.1%	2.8%
Manufacturing	183,000	30,000	16.7%	23,000	12.4%	53,000	29.1%	11.3%
Retail trade	146,000	51,000	34.9%	28,000	19.3%	79,000	54.2%	16.9%
Agriculture, forestry, fishing								
Wholesale trade	34,000	4,000	10.5%	4,000	11.1%	7,000	21.6%	1.6%
Transportation and utilities	57,000	9,000	16.4%	7,000	11.9%	16,000	28.4%	3.4%
Information	24,000	5,000	22.9%	2,000	8.9%	8,000	31.8%	1.6%
Financial activities	101,000	12,000	11.4%	10,000	10.3%	22,000	21.6%	4.7%
Administrative and waste management services	59,000	21,000	35.3%	10,000	16.6%	31,000	51.8%	6.6%
Professional, science, management consulting	104,000	8,000	8.1%	6,000	6.2%	15,000	14.3%	3.2%
Education	150,000	28,000	18.7%	17,000	11.1%	45,000	29.8%	9.5%
Health care	117,000	18,000	15.5%	15,000	12.7%	33,000	28.3%	7.1%
Social assistance	19,000	5,000	23.9%	3,000	13.1%	7,000	37.1%	1.5%
Arts, entertainment, recreation, accommodation	40,000	20,000	49.1%	9,000	22.5%	29,000	71.5%	6.1%
Food and drink service	83,000	51,000	61.8%	19,000	22.7%	70,000	84.5%	14.9%
Public administration	61,000	4,000	7.2%	7,000	11.2%	11,000	18.4%	2.4%
Other industries	74,000	15,000	20.7%	15,000	20.1%	30,000	40.7%	6.4%
Work hours								
Part time (< 20 hours)	118,000	64,000	53.7%	17,000	14.7%	81,000	68.5%	17.3%
Mid time (20–34 hours)	217,000	102,000	47.2%	36,000	16.8%	139,000	64.0%	29.6%
Full time (35+ hours)	1,010,000	120,000	11.9%	129,000	12.8%	250,000	24.7%	53.2%
Education								
Less than high school	128,000	72,000	55.9%	25,000	19.5%	97,000	75.3%	20.6%
High school	336,000	85,000	25.3%	63,000	18.6%	148,000	43.9%	31.5%
Some college, no degree	303,000	73,000	24.2%	50,000	16.3%	123,000	40.5%	26.2%
Associate degree	158,000	33,000	20.7%	26,000	16.7%	59,000	37.3%	12.6%
Bachelor's degree or higher	420,000	23,000	5.6%	20,000	4.7%	43,000	10.3%	9.2%
Children with at least one affected parent	949,000	149,000	15.7%	111,000	11.7%	260,000	27.4%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Vermont

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	286,000	22,000	7.6%	65,000	22.9%	87,000	30.6%	100.0%
Gender								
Women	143,000	13,000	9.2%	36,000	24.9%	49,000	34.1%	55.9%
Men	142,000	9,000	6.1%	30,000	20.9%	38,000	27.0%	44.1%
Age								
Age 20 or older	272,000	17,000	6.1%	58,000	21.4%	75,000	27.5%	85.8%
Teenager	13,000	5,000	40.1%	7,000	52.9%	12,000	93.0%	14.2%
16 to 24	41,000	10,000	25.1%	20,000	48.4%	30,000	73.5%	34.8%
25 to 39	83,000	4,000	5.2%	17,000	20.0%	21,000	25.2%	24.1%
40 to 54	83,000	3,000	3.2%	13,000	15.9%	16,000	19.1%	18.2%
55+	78,000	4,000	5.7%	16,000	20.0%	20,000	25.7%	23.0%
Race/ethnicity								
White	265,000	19,000	7.3%	60,000	22.5%	79,000	29.8%	90.4%
Black	3,000	1,000	40.0%	1,000	23.3%	2,000	63.3%	2.3%
Hispanic	5,000	-	3.0%	1,000	24.5%	1,000	27.5%	1.7%
Asian or other race/ethnicity	12,000	1,000	9.3%	4,000	30.5%	5,000	39.8%	5.6%
Family status								
Married parent	62,000	2,000	2.9%	9,000	15.1%	11,000	17.9%	12.8%
Single parent	20,000	1,000	6.9%	5,000	25.3%	6,000	32.2%	7.4%
Married, no children	89,000	4,000	5.1%	16,000	18.0%	21,000	23.1%	23.5%
Unmarried, no children	114,000	14,000	12.4%	35,000	30.6%	49,000	43.0%	56.3%
Family income								
Less than \$14,999	17,000	3,000	17.2%	6,000	34.5%	9,000	51.8%	10.2%
\$15,000 – \$24,999	13,000	1,000	11.0%	6,000	47.4%	7,000	58.5%	8.4%
\$25,000 – \$34,999	25,000	3,000	11.2%	9,000	38.5%	12,000	49.6%	14.0%
\$35,000 – \$49,999	40,000	3,000	6.8%	13,000	31.8%	15,000	38.6%	17.6%
\$50,000 – \$74,999	70,000	6,000	9.0%	14,000	20.0%	20,000	29.0%	23.1%
\$75,000 – \$99,999	51,000	2,000	4.8%	8,000	16.1%	11,000	21.0%	12.3%
\$100,000 – \$149,999	47,000	2,000	5.1%	6,000	13.6%	9,000	18.7%	10.0%
\$150,000 or more	24,000	1,000	3.7%	3,000	12.2%	4,000	15.9%	4.3%
Industry								
Construction	14,000	-	0.7%	3,000	21.3%	3,000	22.0%	3.4%
Manufacturing	36,000	1,000	3.6%	6,000	16.9%	7,000	20.5%	8.5%
Retail trade	36,000	5,000	14.2%	14,000	37.7%	19,000	51.9%	21.6%
Agriculture, forestry, fishing								
Wholesale trade	6,000	-	5.3%	1,000	25.7%	2,000	31.0%	2.0%
Transportation and utilities	9,000	-	1.1%	1,000	14.7%	1,000	15.9%	1.7%
Information	7,000	1,000	14.8%	1,000	15.9%	2,000	30.7%	2.5%
Financial activities	12,000	1,000	4.2%	2,000	16.3%	3,000	20.5%	2.9%
Administrative and waste management services	8,000	1,000	14.6%	2,000	27.7%	3,000	42.3%	4.0%
Professional, science, management consulting	14,000	-	1.8%	1,000	8.1%	1,000	9.8%	1.6%
Education	37,000	1,000	3.5%	5,000	13.2%	6,000	16.7%	7.1%
Health care	37,000	2,000	5.2%	7,000	18.7%	9,000	23.9%	10.2%
Social assistance	8,000	1,000	9.3%	2,000	25.8%	3,000	35.0%	3.2%
Arts, entertainment, recreation, accommodation	11,000	1,000	11.2%	4,000	36.3%	5,000	47.5%	6.2%
Food and drink service	17,000	4,000	23.2%	9,000	53.9%	13,000	77.1%	15.3%
Public administration	15,000	1,000	3.4%	1,000	6.1%	1,000	9.5%	1.6%
Other industries	17,000	2,000	12.6%	5,000	30.7%	7,000	43.3%	8.2%
Work hours								
Part time (< 20 hours)	24,000	6,000	24.9%	11,000	45.8%	17,000	70.6%	19.4%
Mid time (20–34 hours)	37,000	6,000	15.8%	13,000	35.3%	19,000	51.1%	21.8%
Full time (35+ hours)	224,000	10,000	4.5%	41,000	18.4%	51,000	22.9%	58.8%
Education								
Less than high school	16,000	5,000	29.0%	7,000	44.2%	12,000	73.2%	13.7%
High school	85,000	7,000	8.2%	30,000	34.9%	37,000	43.0%	42.0%
Some college, no degree	41,000	6,000	14.2%	13,000	30.4%	18,000	44.6%	21.1%
Associate degree	27,000	1,000	4.1%	5,000	17.5%	6,000	21.6%	6.8%
Bachelor's degree or higher	115,000	3,000	2.7%	11,000	9.7%	14,000	12.4%	16.4%
Children with at least one affected parent	121,000	5,000	3.8%	22,000	18.3%	27,000	22.1%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Virginia

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	3,887,000	786,000	20.2%	524,000	13.5%	1,310,000	33.7%	100.0%
Gender								
Women	1,888,000	422,000	22.3%	316,000	16.7%	737,000	39.0%	56.3%
Men	1,999,000	364,000	18.2%	209,000	10.4%	573,000	28.7%	43.7%
Age								
Age 20 or older	3,752,000	690,000	18.4%	497,000	13.3%	1,187,000	31.6%	90.6%
Teenager	136,000	97,000	71.2%	27,000	19.8%	123,000	91.0%	9.4%
16 to 24	531,000	274,000	51.7%	131,000	24.7%	405,000	76.3%	30.9%
25 to 39	1,363,000	237,000	17.4%	175,000	12.8%	412,000	30.2%	31.4%
40 to 54	1,219,000	139,000	11.4%	136,000	11.1%	274,000	22.5%	20.9%
55+	774,000	137,000	17.6%	83,000	10.7%	219,000	28.3%	16.7%
Race/ethnicity								
White	2,279,000	376,000	16.5%	267,000	11.7%	643,000	28.2%	49.0%
Black	765,000	243,000	31.7%	120,000	15.7%	363,000	47.5%	27.7%
Hispanic	449,000	121,000	27.0%	78,000	17.3%	199,000	44.3%	15.2%
Asian or other race/ethnicity	394,000	46,000	11.7%	59,000	15.1%	105,000	26.8%	8.0%
Family status								
Married parent	1,033,000	108,000	10.5%	109,000	10.6%	217,000	21.0%	16.6%
Single parent	295,000	86,000	29.2%	58,000	19.8%	145,000	49.0%	11.0%
Married, no children	1,035,000	148,000	14.3%	106,000	10.2%	254,000	24.6%	19.4%
Unmarried, no children	1,524,000	444,000	29.1%	251,000	16.4%	694,000	45.5%	53.0%
Family income								
Less than \$14,999	182,000	99,000	54.2%	31,000	16.9%	130,000	71.1%	9.9%
\$15,000 – \$24,999	205,000	92,000	45.1%	49,000	23.9%	141,000	69.0%	10.8%
\$25,000 – \$34,999	309,000	93,000	30.1%	69,000	22.4%	162,000	52.4%	12.4%
\$35,000 – \$49,999	468,000	118,000	25.1%	83,000	17.7%	201,000	42.9%	15.3%
\$50,000 – \$74,999	680,000	122,000	18.0%	105,000	15.4%	227,000	33.4%	17.3%
\$75,000 – \$99,999	602,000	104,000	17.3%	79,000	13.1%	183,000	30.4%	14.0%
\$100,000 – \$149,999	639,000	70,000	10.9%	66,000	10.3%	136,000	21.2%	10.3%
\$150,000 or more	801,000	87,000	10.9%	43,000	5.4%	131,000	16.3%	10.0%
Industry								
Construction	225,000	30,000	13.3%	23,000	10.2%	53,000	23.5%	4.0%
Manufacturing	276,000	41,000	14.8%	34,000	12.3%	75,000	27.1%	5.7%
Retail trade	384,000	164,000	42.7%	58,000	15.2%	222,000	58.0%	17.0%
Agriculture, forestry, fishing								
Wholesale trade	66,000	8,000	12.7%	7,000	10.2%	15,000	23.0%	1.2%
Transportation and utilities	171,000	22,000	13.0%	18,000	10.4%	40,000	23.3%	3.0%
Information	80,000	5,000	6.2%	7,000	8.4%	12,000	14.5%	0.9%
Financial activities	208,000	19,000	9.0%	21,000	10.3%	40,000	19.3%	3.1%
Administrative and waste management services	146,000	51,000	35.1%	20,000	14.0%	72,000	49.1%	5.5%
Professional, science, management consulting	449,000	21,000	4.7%	22,000	4.8%	42,000	9.5%	3.2%
Education	418,000	69,000	16.5%	33,000	8.0%	102,000	24.5%	7.8%
Health care	432,000	86,000	19.9%	60,000	14.0%	146,000	33.9%	11.2%
Social assistance	91,000	28,000	31.2%	18,000	19.5%	46,000	50.7%	3.5%
Arts, entertainment, recreation, accommodation	119,000	48,000	40.7%	22,000	18.6%	71,000	59.3%	5.4%
Food and drink service	266,000	116,000	43.5%	94,000	35.3%	210,000	78.8%	16.0%
Public administration	340,000	18,000	5.2%	26,000	7.8%	44,000	13.0%	3.4%
Other industries	217,000	59,000	27.4%	60,000	27.8%	120,000	55.3%	9.1%
Work hours								
Part time (< 20 hours)	254,000	123,000	48.5%	40,000	15.9%	164,000	64.4%	12.5%
Mid time (20–34 hours)	514,000	268,000	52.1%	95,000	18.5%	363,000	70.6%	27.7%
Full time (35+ hours)	3,119,000	395,000	12.7%	389,000	12.5%	784,000	25.1%	59.8%
Education								
Less than high school	318,000	164,000	51.6%	47,000	14.9%	212,000	66.6%	16.1%
High school	889,000	259,000	29.2%	199,000	22.4%	458,000	51.5%	35.0%
Some college, no degree	683,000	198,000	29.0%	128,000	18.7%	326,000	47.7%	24.8%
Associate degree	366,000	76,000	20.9%	59,000	16.1%	136,000	37.0%	10.3%
Bachelor's degree or higher	1,632,000	88,000	5.4%	91,000	5.6%	179,000	11.0%	13.7%
Children with at least one affected parent	1,992,000	306,000	15.3%	228,000	11.5%	534,000	26.8%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Washington

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	3,209,000	35,000	1.1%	742,000	23.1%	778,000	24.2%	100.0%
Gender								
Women	1,527,000	24,000	1.5%	395,000	25.8%	418,000	27.4%	53.8%
Men	1,682,000	12,000	0.7%	347,000	20.7%	359,000	21.4%	46.2%
Age								
Age 20 or older	3,088,000	29,000	0.9%	654,000	21.2%	683,000	22.1%	87.9%
Teenager	121,000	6,000	5.1%	88,000	72.7%	94,000	77.8%	12.1%
16 to 24	452,000	12,000	2.6%	246,000	54.5%	258,000	57.1%	33.2%
25 to 39	1,139,000	11,000	0.9%	251,000	22.0%	262,000	23.0%	33.6%
40 to 54	970,000	4,000	0.4%	143,000	14.8%	147,000	15.1%	18.9%
55+	648,000	9,000	1.4%	102,000	15.8%	111,000	17.2%	14.3%
Race/ethnicity								
White	2,082,000	21,000	1.0%	424,000	20.4%	445,000	21.4%	57.3%
Black	128,000	1,000	0.9%	28,000	22.1%	30,000	23.1%	3.8%
Hispanic	462,000	6,000	1.3%	193,000	41.7%	198,000	42.9%	25.5%
Asian or other race/ethnicity	537,000	8,000	1.4%	97,000	18.0%	104,000	19.4%	13.4%
Family status								
Married parent	827,000	7,000	0.8%	133,000	16.0%	139,000	16.8%	17.9%
Single parent	224,000	1,000	0.4%	79,000	35.2%	80,000	35.6%	10.3%
Married, no children	882,000	8,000	0.9%	131,000	14.9%	139,000	15.8%	17.9%
Unmarried, no children	1,276,000	20,000	1.6%	399,000	31.3%	419,000	32.9%	53.9%
Family income								
Less than \$14,999	136,000	5,000	3.5%	68,000	50.0%	73,000	53.6%	9.4%
\$15,000 – \$24,999	127,000	1,000	0.7%	68,000	53.2%	69,000	53.9%	8.8%
\$25,000 – \$34,999	339,000	5,000	1.5%	140,000	41.2%	145,000	42.6%	18.6%
\$35,000 – \$49,999	339,000	5,000	1.4%	96,000	28.3%	101,000	29.7%	12.9%
\$50,000 – \$74,999	626,000	3,000	0.4%	163,000	26.0%	166,000	26.5%	21.3%
\$75,000 – \$99,999	493,000	11,000	2.2%	83,000	16.9%	94,000	19.2%	12.1%
\$100,000 – \$149,999	610,000	5,000	0.9%	73,000	11.9%	78,000	12.8%	10.0%
\$150,000 or more	539,000	1,000	0.2%	51,000	9.5%	52,000	9.7%	6.7%
Industry								
Construction	173,000	2,000	1.4%	21,000	12.4%	24,000	13.8%	3.1%
Manufacturing	357,000	-	0.0%	64,000	17.8%	64,000	17.8%	8.2%
Retail trade	415,000	6,000	1.4%	168,000	40.4%	174,000	41.8%	22.3%
Agriculture, forestry, fishing								
Wholesale trade	80,000	1,000	1.5%	16,000	19.8%	17,000	21.2%	2.2%
Transportation and utilities	159,000	1,000	0.5%	24,000	15.4%	25,000	15.9%	3.2%
Information	70,000	1,000	1.4%	8,000	11.2%	9,000	12.6%	1.1%
Financial activities	162,000	3,000	1.8%	25,000	15.4%	28,000	17.2%	3.6%
Administrative and waste management services	105,000	-	0.0%	48,000	45.2%	48,000	45.2%	6.1%
Professional, science, management consulting	286,000	3,000	1.0%	20,000	7.0%	23,000	8.0%	3.0%
Education	281,000	4,000	1.3%	38,000	13.6%	42,000	14.9%	5.4%
Health care	356,000	5,000	1.3%	63,000	17.8%	68,000	19.1%	8.7%
Social assistance	68,000	-	0.0%	29,000	42.9%	29,000	42.9%	3.8%
Arts, entertainment, recreation, accommodation	103,000	-	0.0%	37,000	35.8%	37,000	35.8%	4.7%
Food and drink service	191,000	1,000	0.6%	71,000	37.1%	72,000	37.7%	9.3%
Public administration	155,000	1,000	0.7%	19,000	12.1%	20,000	12.8%	2.5%
Other industries	248,000	8,000	3.3%	91,000	36.7%	99,000	40.0%	12.7%
Work hours								
Part time (< 20 hours)	181,000	2,000	1.0%	90,000	49.5%	91,000	50.5%	11.8%
Mid time (20–34 hours)	442,000	15,000	3.5%	196,000	44.3%	211,000	47.8%	27.1%
Full time (35+ hours)	2,586,000	18,000	0.7%	457,000	17.7%	475,000	18.4%	61.1%
Education								
Less than high school	298,000	6,000	2.1%	177,000	59.4%	183,000	61.5%	23.6%
High school	710,000	9,000	1.3%	233,000	32.8%	242,000	34.0%	31.1%
Some college, no degree	578,000	9,000	1.6%	164,000	28.4%	174,000	30.0%	22.3%
Associate degree	378,000	1,000	0.3%	84,000	22.3%	85,000	22.5%	10.9%
Bachelor's degree or higher	1,245,000	10,000	0.8%	84,000	6.8%	94,000	7.5%	12.1%
Children with at least one affected parent	1,769,000	18,000	1.0%	374,000	21.1%	392,000	22.1%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

West Virginia

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	659,000	145,000	22.1%	99,000	15.0%	244,000	37.1%	100.0%
Gender								
Women	313,000	83,000	26.5%	57,000	18.1%	140,000	44.6%	57.2%
Men	346,000	63,000	18.1%	42,000	12.2%	105,000	30.3%	42.8%
Age								
Age 20 or older	639,000	132,000	20.7%	94,000	14.8%	227,000	35.5%	92.8%
Teenager	20,000	13,000	65.3%	5,000	23.1%	18,000	88.4%	7.2%
16 to 24	81,000	43,000	52.9%	21,000	25.6%	64,000	78.5%	26.2%
25 to 39	212,000	41,000	19.2%	34,000	16.1%	75,000	35.3%	30.7%
40 to 54	210,000	32,000	15.1%	23,000	11.0%	55,000	26.0%	22.3%
55+	155,000	30,000	19.3%	21,000	13.4%	51,000	32.8%	20.8%
Race/ethnicity								
White	603,000	127,000	21.1%	88,000	14.6%	216,000	35.7%	88.3%
Black	26,000	10,000	37.8%	5,000	17.9%	15,000	55.7%	6.0%
Hispanic	11,000	2,000	20.2%	4,000	34.7%	6,000	54.9%	2.5%
Asian or other race/ethnicity	18,000	6,000	32.4%	2,000	11.0%	8,000	43.4%	3.1%
Family status								
Married parent	160,000	20,000	12.4%	19,000	11.6%	38,000	23.9%	15.7%
Single parent	46,000	12,000	25.4%	7,000	15.8%	19,000	41.1%	7.8%
Married, no children	205,000	33,000	15.9%	27,000	13.2%	60,000	29.2%	24.5%
Unmarried, no children	247,000	81,000	32.8%	46,000	18.6%	127,000	51.4%	52.0%
Family income								
Less than \$14,999	53,000	27,000	50.3%	8,000	14.5%	34,000	64.7%	14.1%
\$15,000 – \$24,999	57,000	26,000	45.3%	11,000	19.5%	37,000	64.8%	15.1%
\$25,000 – \$34,999	68,000	20,000	28.9%	17,000	25.4%	37,000	54.3%	15.2%
\$35,000 – \$49,999	89,000	19,000	21.0%	17,000	19.4%	36,000	40.4%	14.7%
\$50,000 – \$74,999	162,000	26,000	16.2%	26,000	15.8%	52,000	31.9%	21.2%
\$75,000 – \$99,999	90,000	10,000	11.0%	10,000	10.9%	20,000	21.9%	8.1%
\$100,000 – \$149,999	86,000	13,000	15.4%	6,000	7.3%	20,000	22.8%	8.0%
\$150,000 or more	53,000	5,000	9.4%	4,000	7.2%	9,000	16.6%	3.6%
Industry								
Construction	33,000	3,000	10.4%	4,000	12.4%	7,000	22.8%	3.1%
Manufacturing	79,000	11,000	14.5%	11,000	14.3%	23,000	28.8%	9.3%
Retail trade	72,000	32,000	44.3%	12,000	16.9%	44,000	61.2%	18.1%
Agriculture, forestry, fishing								
Wholesale trade	13,000	1,000	10.0%	2,000	15.3%	3,000	25.3%	1.3%
Transportation and utilities	41,000	5,000	12.7%	6,000	13.6%	11,000	26.3%	4.4%
Information	10,000	3,000	25.8%	2,000	18.9%	5,000	44.7%	1.9%
Financial activities	30,000	4,000	13.9%	4,000	13.3%	8,000	27.2%	3.3%
Administrative and waste management services	18,000	5,000	29.6%	3,000	14.4%	8,000	44.0%	3.3%
Professional, science, management consulting	30,000	3,000	9.7%	3,000	10.1%	6,000	19.7%	2.4%
Education	76,000	9,000	12.3%	8,000	10.0%	17,000	22.2%	7.0%
Health care	88,000	22,000	25.4%	12,000	14.0%	34,000	39.3%	14.1%
Social assistance	13,000	6,000	48.1%	2,000	17.9%	9,000	66.0%	3.5%
Arts, entertainment, recreation, accommodation	22,000	7,000	31.0%	5,000	21.8%	12,000	52.8%	4.8%
Food and drink service	38,000	20,000	53.0%	12,000	32.7%	33,000	85.7%	13.4%
Public administration	47,000	4,000	8.2%	6,000	13.1%	10,000	21.3%	4.1%
Other industries	49,000	8,000	16.7%	7,000	13.6%	15,000	30.4%	6.1%
Work hours								
Part time (< 20 hours)	29,000	18,000	61.4%	6,000	19.8%	24,000	81.2%	9.7%
Mid time (20–34 hours)	82,000	42,000	50.5%	15,000	18.4%	57,000	68.9%	23.2%
Full time (35+ hours)	547,000	86,000	15.7%	78,000	14.3%	164,000	29.9%	67.1%
Education								
Less than high school	44,000	22,000	50.0%	8,000	18.3%	30,000	68.3%	12.4%
High school	233,000	58,000	25.1%	41,000	17.5%	99,000	42.5%	40.6%
Some college, no degree	112,000	32,000	28.3%	21,000	18.3%	52,000	46.5%	21.4%
Associate degree	78,000	16,000	20.4%	14,000	18.2%	30,000	38.5%	12.4%
Bachelor's degree or higher	191,000	17,000	9.0%	15,000	8.0%	32,000	17.0%	13.3%
Children with at least one affected parent	382,000	54,000	14.2%	46,000	12.1%	100,000	26.3%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Wisconsin

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	2,715,000	519,000	19.1%	364,000	13.4%	883,000	32.5%	100.0%
Gender								
Women	1,352,000	289,000	21.4%	226,000	16.7%	515,000	38.1%	58.3%
Men	1,362,000	229,000	16.8%	139,000	10.2%	368,000	27.0%	41.7%
Age								
Age 20 or older	2,574,000	399,000	15.5%	350,000	13.6%	749,000	29.1%	84.9%
Teenager	141,000	120,000	85.0%	14,000	10.0%	134,000	94.9%	15.1%
16 to 24	409,000	226,000	55.3%	80,000	19.6%	306,000	74.9%	34.7%
25 to 39	896,000	125,000	14.0%	146,000	16.3%	271,000	30.3%	30.7%
40 to 54	823,000	70,000	8.5%	81,000	9.9%	151,000	18.4%	17.2%
55+	587,000	97,000	16.6%	57,000	9.6%	154,000	26.2%	17.4%
Race/ethnicity								
White	2,181,000	384,000	17.6%	261,000	12.0%	645,000	29.6%	73.1%
Black	132,000	34,000	26.1%	17,000	12.8%	51,000	38.9%	5.8%
Hispanic	244,000	67,000	27.6%	47,000	19.3%	115,000	46.9%	13.0%
Asian or other race/ethnicity	157,000	33,000	20.7%	39,000	24.8%	72,000	45.5%	8.1%
Family status								
Married parent	688,000	50,000	7.2%	85,000	12.3%	134,000	19.5%	15.2%
Single parent	206,000	41,000	19.9%	35,000	16.8%	76,000	36.7%	8.6%
Married, no children	762,000	91,000	12.0%	67,000	8.8%	158,000	20.8%	17.9%
Unmarried, no children	1,058,000	337,000	31.8%	178,000	16.8%	514,000	48.6%	58.3%
Family income								
Less than \$14,999	147,000	68,000	46.4%	30,000	20.4%	98,000	66.8%	11.1%
\$15,000 – \$24,999	162,000	59,000	36.3%	43,000	26.2%	101,000	62.5%	11.5%
\$25,000 – \$34,999	232,000	69,000	29.7%	48,000	20.8%	117,000	50.5%	13.3%
\$35,000 – \$49,999	324,000	67,000	20.6%	57,000	17.5%	124,000	38.2%	14.0%
\$50,000 – \$74,999	669,000	109,000	16.3%	61,000	9.2%	170,000	25.5%	19.3%
\$75,000 – \$99,999	424,000	53,000	12.6%	51,000	12.1%	105,000	24.7%	11.9%
\$100,000 – \$149,999	507,000	65,000	12.8%	53,000	10.5%	118,000	23.3%	13.4%
\$150,000 or more	249,000	29,000	11.6%	20,000	8.2%	49,000	19.7%	5.6%
Industry								
Construction	117,000	8,000	6.4%	7,000	6.0%	15,000	12.4%	1.6%
Manufacturing	491,000	39,000	7.9%	59,000	12.0%	98,000	19.9%	11.0%
Retail trade	307,000	138,000	44.8%	49,000	15.8%	186,000	60.6%	21.1%
Agriculture, forestry, fishing								
Wholesale trade	81,000	7,000	8.1%	8,000	9.2%	14,000	17.4%	1.6%
Transportation and utilities	134,000	9,000	6.7%	8,000	5.9%	17,000	12.6%	1.9%
Information	28,000	3,000	8.9%	4,000	13.6%	6,000	22.5%	0.7%
Financial activities	177,000	7,000	3.7%	19,000	10.5%	25,000	14.2%	2.9%
Administrative and waste management services	103,000	32,000	30.8%	21,000	19.9%	52,000	50.6%	5.9%
Professional, science, management consulting	124,000	5,000	4.2%	5,000	4.0%	10,000	8.1%	1.1%
Education	265,000	36,000	13.6%	24,000	8.9%	60,000	22.5%	6.8%
Health care	346,000	63,000	18.1%	43,000	12.5%	106,000	30.7%	12.0%
Social assistance	70,000	33,000	47.2%	8,000	12.1%	42,000	59.3%	4.7%
Arts, entertainment, recreation, accommodation	69,000	27,000	38.9%	16,000	23.4%	43,000	62.3%	4.9%
Food and drink service	130,000	68,000	52.6%	42,000	32.6%	111,000	85.2%	12.6%
Public administration	97,000	10,000	10.2%	7,000	6.9%	17,000	17.1%	1.9%
Other industries	173,000	36,000	20.6%	46,000	26.5%	82,000	47.1%	9.2%
Work hours								
Part time (< 20 hours)	200,000	115,000	57.8%	37,000	18.4%	152,000	76.2%	17.2%
Mid time (20–34 hours)	419,000	199,000	47.4%	63,000	14.9%	261,000	62.3%	29.6%
Full time (35+ hours)	2,096,000	205,000	9.8%	265,000	12.6%	470,000	22.4%	53.2%
Education								
Less than high school	199,000	125,000	62.5%	39,000	19.7%	164,000	82.2%	18.6%
High school	734,000	159,000	21.7%	131,000	17.8%	290,000	39.5%	32.9%
Some college, no degree	561,000	141,000	25.1%	99,000	17.6%	240,000	42.7%	27.2%
Associate degree	356,000	43,000	12.2%	47,000	13.2%	90,000	25.3%	10.2%
Bachelor's degree or higher	865,000	51,000	5.9%	48,000	5.6%	99,000	11.5%	11.2%
Children with at least one affected parent	1,365,000	163,000	12.0%	197,000	14.4%	360,000	26.4%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

Economic Policy Institute

Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Wyoming

Group	Estimated workforce	Directly affected	Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group who are affected	Group's share of total affected
All workers	250,000	49,000	19.8%	32,000	12.8%	81,000	32.5%	100.0%
Gender								
Women	115,000	29,000	25.4%	21,000	17.9%	50,000	43.3%	61.3%
Men	135,000	20,000	14.9%	11,000	8.4%	31,000	23.3%	38.7%
Age								
Age 20 or older	238,000	41,000	17.1%	30,000	12.6%	71,000	29.7%	87.2%
Teenager	11,000	8,000	76.0%	2,000	17.7%	10,000	93.6%	12.8%
16 to 24	38,000	22,000	56.8%	8,000	21.9%	30,000	78.6%	37.2%
25 to 39	84,000	15,000	17.4%	11,000	12.5%	25,000	29.9%	31.0%
40 to 54	72,000	6,000	8.1%	8,000	10.7%	14,000	18.8%	16.7%
55+	55,000	7,000	12.8%	5,000	9.6%	12,000	22.4%	15.1%
Race/ethnicity								
White	204,000	37,000	18.2%	26,000	12.6%	63,000	30.8%	77.5%
Black	4,000	1,000	32.3%	-	8.1%	2,000	40.4%	2.1%
Hispanic	28,000	7,000	23.5%	4,000	14.7%	11,000	38.2%	13.2%
Asian or other race/ethnicity	13,000	4,000	31.7%	2,000	13.7%	6,000	45.4%	7.2%
Family status								
Married parent	69,000	7,000	10.3%	7,000	10.0%	14,000	20.3%	17.3%
Single parent	20,000	5,000	25.6%	4,000	19.4%	9,000	45.0%	10.9%
Married, no children	70,000	9,000	12.5%	7,000	10.5%	16,000	23.0%	19.9%
Unmarried, no children	91,000	28,000	31.4%	14,000	15.2%	42,000	46.6%	52.0%
Family income								
Less than \$14,999	18,000	9,000	50.4%	3,000	17.6%	12,000	68.0%	14.8%
\$15,000 – \$24,999	16,000	6,000	34.1%	4,000	27.3%	10,000	61.4%	12.3%
\$25,000 – \$34,999	22,000	7,000	29.9%	5,000	21.0%	11,000	50.8%	13.8%
\$35,000 – \$49,999	34,000	6,000	18.7%	5,000	14.6%	11,000	33.4%	14.0%
\$50,000 – \$74,999	55,000	10,000	17.5%	5,000	9.5%	15,000	27.0%	18.4%
\$75,000 – \$99,999	41,000	5,000	11.7%	5,000	12.1%	10,000	23.8%	12.1%
\$100,000 – \$149,999	44,000	5,000	12.1%	3,000	6.6%	8,000	18.7%	10.2%
\$150,000 or more	18,000	2,000	10.8%	2,000	8.2%	4,000	19.0%	4.3%
Industry								
Construction	21,000	1,000	6.8%	1,000	4.2%	2,000	11.1%	2.8%
Manufacturing	11,000	1,000	6.1%	2,000	14.1%	2,000	20.2%	2.7%
Retail trade	24,000	10,000	41.1%	4,000	15.4%	14,000	56.5%	16.8%
Agriculture, forestry, fishing								
Wholesale trade	5,000	1,000	23.1%	-	5.7%	1,000	28.8%	1.7%
Transportation and utilities	16,000	1,000	8.5%	1,000	5.8%	2,000	14.2%	2.8%
Information	4,000	-	13.2%	-	10.9%	1,000	24.1%	1.0%
Financial activities	11,000	2,000	14.7%	2,000	18.9%	4,000	33.6%	4.4%
Administrative and waste management services	5,000	1,000	28.2%	1,000	9.9%	2,000	38.2%	2.5%
Professional, science, management consulting	8,000	1,000	10.7%	1,000	9.7%	2,000	20.4%	2.0%
Education	36,000	6,000	17.9%	4,000	11.8%	11,000	29.7%	13.2%
Health care	26,000	3,000	12.2%	4,000	15.6%	7,000	27.8%	9.0%
Social assistance	5,000	3,000	48.8%	1,000	15.4%	3,000	64.3%	4.3%
Arts, entertainment, recreation, accommodation	8,000	5,000	60.2%	1,000	12.2%	6,000	72.3%	7.5%
Food and drink service	16,000	7,000	46.7%	6,000	38.2%	13,000	84.9%	16.5%
Public administration	18,000	1,000	6.3%	2,000	10.0%	3,000	16.3%	3.6%
Other industries	36,000	5,000	12.9%	3,000	8.1%	8,000	20.9%	9.2%
Work hours								
Part time (< 20 hours)	18,000	10,000	54.7%	3,000	15.6%	12,000	70.3%	15.4%
Mid time (20–34 hours)	32,000	14,000	43.2%	7,000	22.5%	21,000	65.7%	26.0%
Full time (35+ hours)	200,000	26,000	12.9%	22,000	11.0%	48,000	23.9%	58.6%
Education								
Less than high school	17,000	8,000	46.0%	3,000	20.1%	11,000	66.2%	13.9%
High school	78,000	19,000	24.4%	12,000	14.9%	30,000	39.3%	37.5%
Some college, no degree	52,000	12,000	23.6%	8,000	14.8%	20,000	38.4%	24.4%
Associate degree	36,000	4,000	12.4%	4,000	10.9%	8,000	23.3%	10.3%
Bachelor's degree or higher	67,000	6,000	8.8%	5,000	7.9%	11,000	16.7%	13.9%
Children with at least one affected parent	145,000	23,000	15.9%	19,000	13.0%	42,000	28.9%	

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

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