

Income Security

Key Community Health Needs Assessment Findings:

- Wages for frontline and essential workers rarely meet the California Self-Sufficiency Standard
- Despite low unemployment locally, annual wage increases are not meeting inflation
- Local minimum wages in each county are less than half of the California Self-Sufficiency Standard minimum wage requirements

Goal	Reduce barriers to employment/careers that provide community members with a living wage
Income Security Strategies	Anticipated Impact
Support efforts to increase workforce-related educational attainment and/or job training. ^{69, 70, 71, 72, 73, 74, 75, 76, 78, 79, 80}	<ul style="list-style-type: none"> • Reduced unemployment rates • Improved health insurance rates • Reduced poverty rates in San Mateo and Santa Clara counties • Reduced California Self-Sufficiency Standard disparity • Reduction of pay disparities
Support Guaranteed Basic Income pilots. ^{81, 82}	<ul style="list-style-type: none"> • Reduced poverty rates in San Mateo and Santa Clara counties • Reduced unemployment rates • More people earning a living wage • Reduced economic insecurity • Improved associated health outcomes
Support anchor institution-informed interventions to address economic security issues (e.g., targeted hiring and workforce development pipelines, incentivizing local and minority-owned procurement, policy change to improve economic security for vulnerable populations). ^{83, 84, 85, 86, 87, 88}	<ul style="list-style-type: none"> • Reduced unemployment rates • More people earning a living wage • Reduced economic insecurity

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