



Vermont Works for Women

Building Confidence
Teaching Skills
Changing Lives





Our mission

helping **women & girls**
recognize their **potential**
explore, pursue & excel in **work**
that leads to **economic**
independence





Our core work

- **training women** for successful employment
- economic **self-sufficiency**
- fostering **grit, resiliency & connection**
- broad **career exposure**





Overview of VWW Programs



Women We Serve...

**50–100 women/year
ages 18 - 60+**



- Unemployed
- Underemployed
- Stuck in entry-level
- Gaps in work history
- Incarcerated
- Post-incarceration
- New Americans
- Career-changers
- Livable-wage seekers



Chittenden Regional (CRCF)

- Enrichment Nights



- Opening Doors to Work



Step In to Work

Step In to Work: launching women into successful employment

- Holistic work-readiness system designed for women to overcome employment barriers
- Deep skill-building program to achieve meaningful, livable-wage work
- Customized to each woman's needs with long-term, post-program support by VWW Team



- Addressing employment barriers
- Supervised, on-the-job experience
- Long-term, post program mentoring
- **GOAL:** (re)entering the workforce

FRESH Food Social Enterprise



- 8-week professional culinary and job skills training
- In transition phase
- Expect to relaunch Feb. 2017



Step Up to...

- Intro training to new career
- Exposure to nontraditional fields (i.e. I.T., law enforcement)
- Connect women to employers hiring
- Long-term, post program mentoring
- **GOAL:** meaningful, livable wage work



**ARE YOU
LOOKING TO
STEP UP
TO A NEW JOB
OR CAREER
PATH?**

COME EXPLORE:

- Information technology
- Electrical
- Construction
- Manufacturing
- Law enforcement

FOR MORE INFO:

802.655.8900, ext. 150
stepup@vtworksforwomen.org
vtworksforwomen.org/stepup





girls need: grit, connection, expanded possibilities



We build skills:

- Problem-solving
- Decision-making
- Self-advocacy
- Perseverance
- Communication
- Collaboration
- Conflict resolution
- Critical thinking
- Goal setting
- Reflection





Camp for Middle-schoolers


**ROSIE'S
GIRLS**


**DIRT
DIVAS**





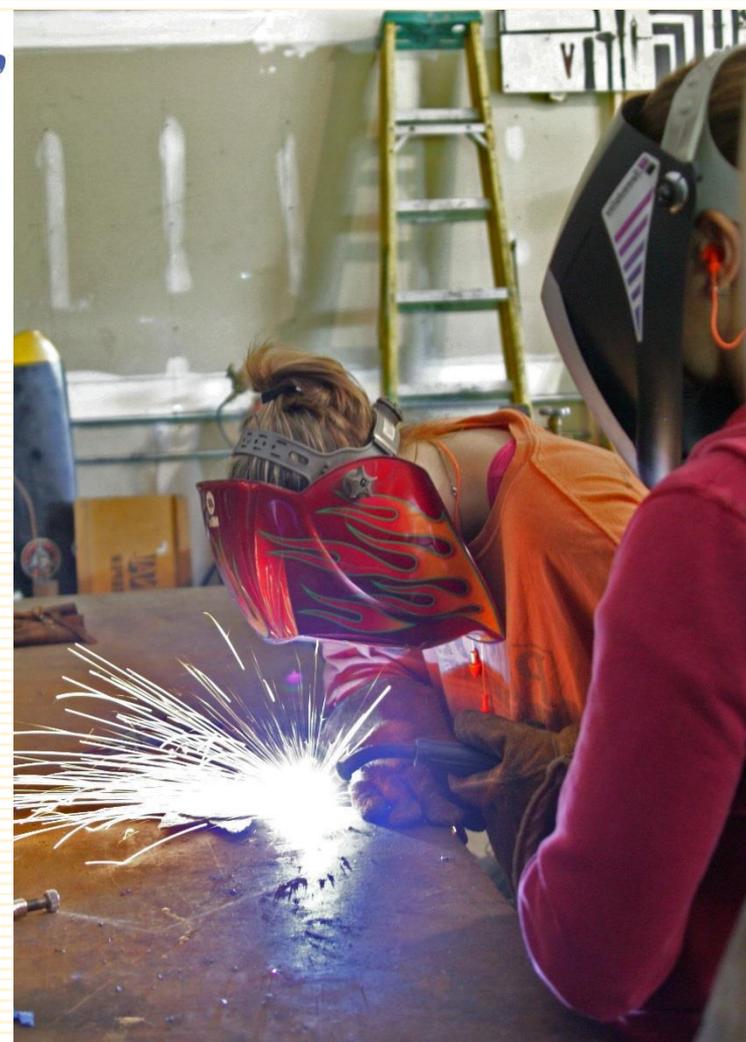
Young Women & STEM



WOMEN CAN DO!

a conference promoting
STEM & Trades careers

- 500 high schoolers
- hands-on career immersion
- VT Tech campus



Robust VT economy =



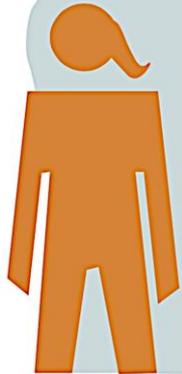
- Developing entire workforce of Vermonters
- Advocating for policies that equalize pay and keep women with children in workforce
- Training women in fields that pay more



TELLING THE STORY TO CHANGE THE STORY

**CHANGE
THE STORY**

ADVANCING WOMEN
POWERING THE ECONOMY



2016 Status Report:

**WOMEN,
WORK
AND
WAGES IN
VERMONT**

**CHANGE
THE STORY**

ADVANCING WOMEN
POWERING THE ECONOMY



2016 Status Report:

**Where
Vermont
Women
Work...
and Why
It Matters**

**CHANGE
THE STORY**

ADVANCING WOMEN
POWERING THE ECONOMY



2016 Status Report:

**Women
and
Business
Ownership
in Vermont**

Women and The Economy



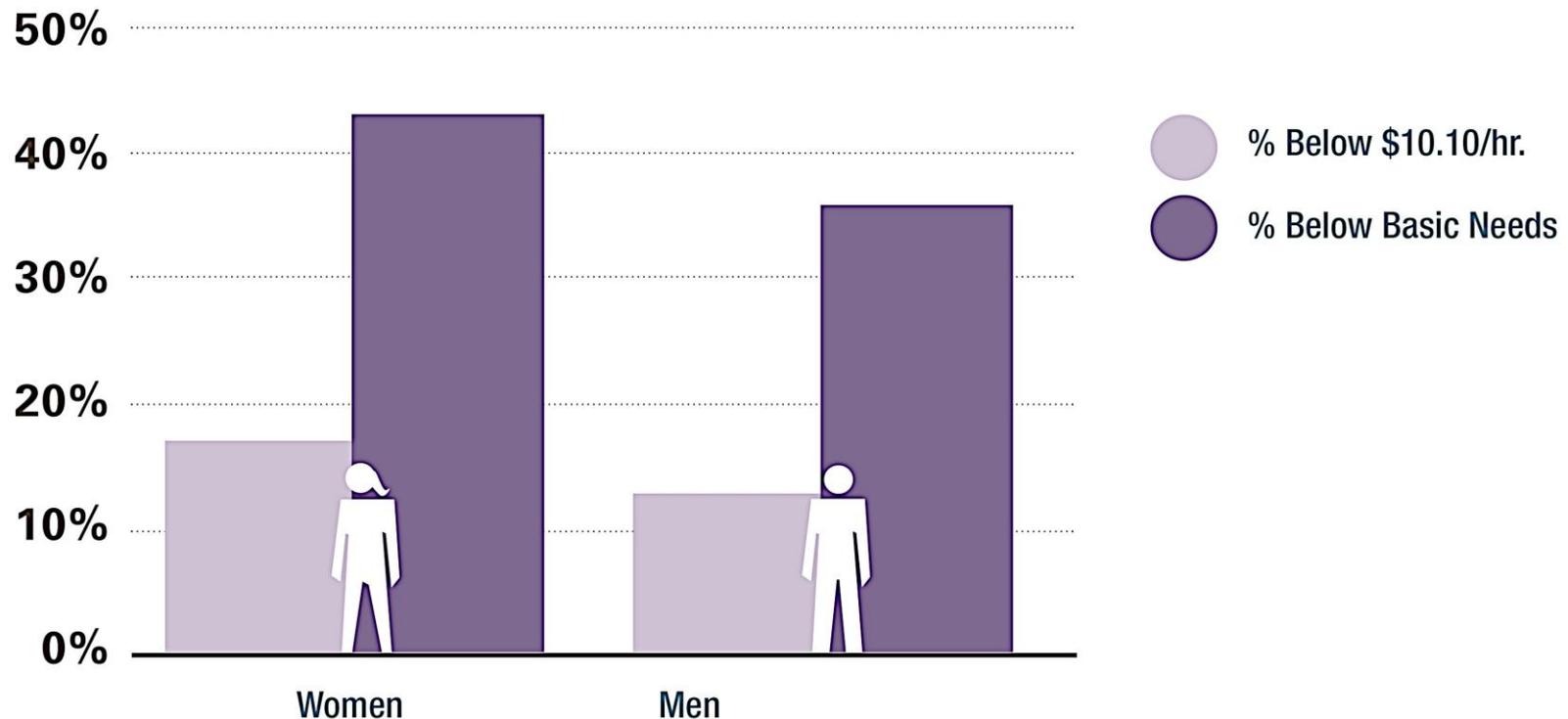
THE WAGE GAP



84 CENTS/\$1

ABILITY TO MEET BASIC LIVING EXPENSES

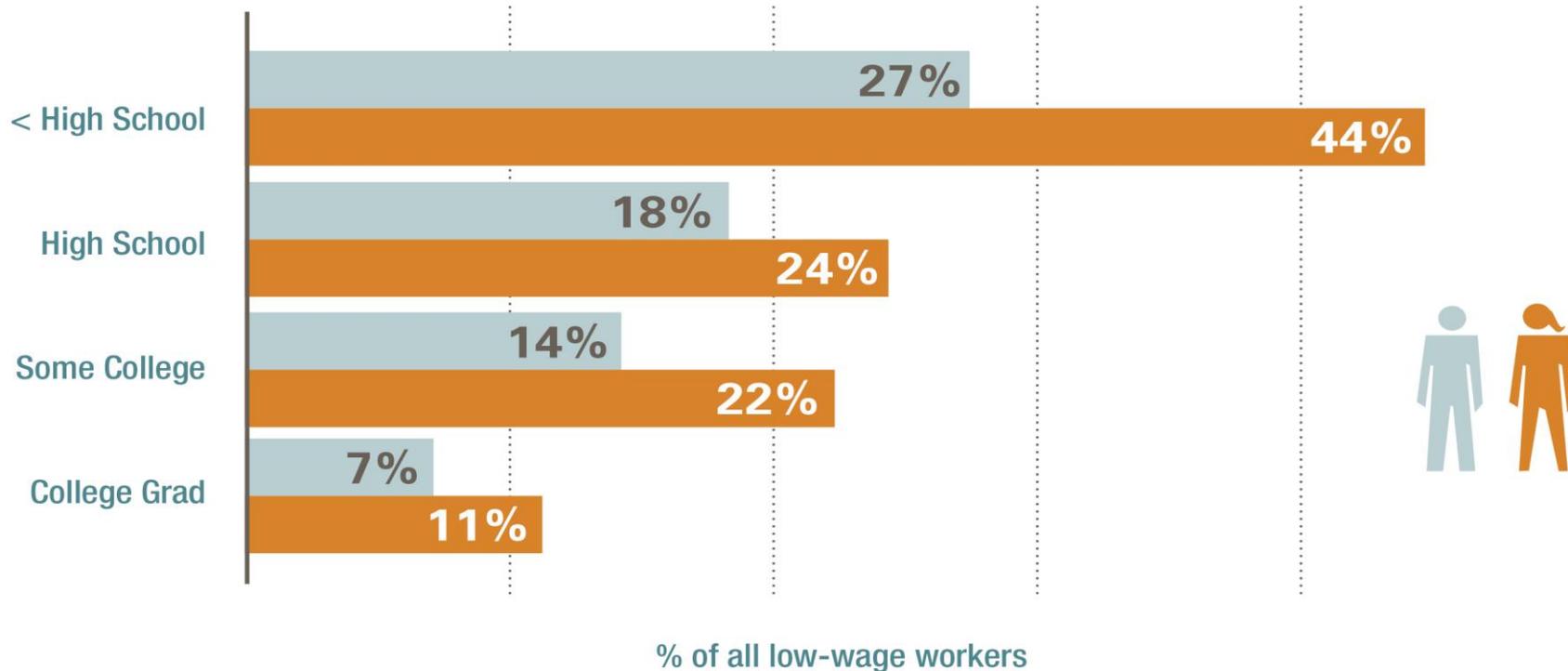
% Women, Men Full-Time Workers Earning Below \$10.10/hr And Below Basic Needs Budget



U.S. Census Bureau, Public Use Microdata Sample; American Community Survey 5 Year Data Release (2009-2013).



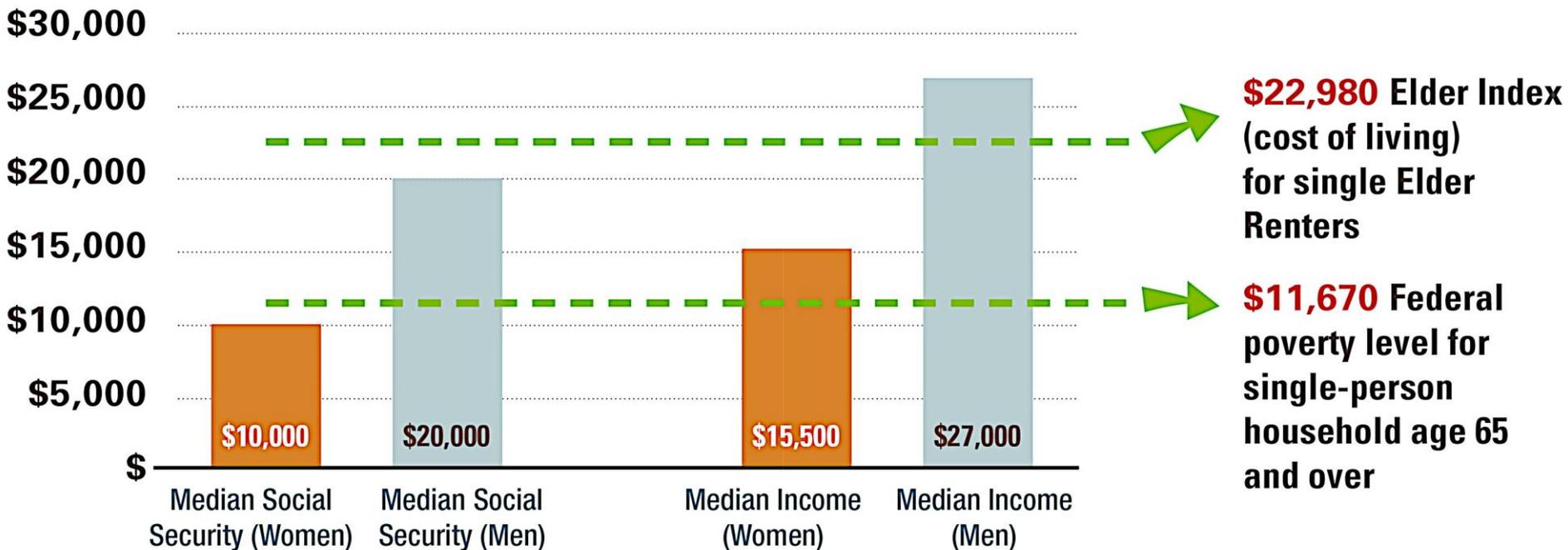
% Individuals Working Full Time Earning <\$10.10/hr. By Highest Degree





Gender Matters for women and...

Income In Retirement (65+ Years)

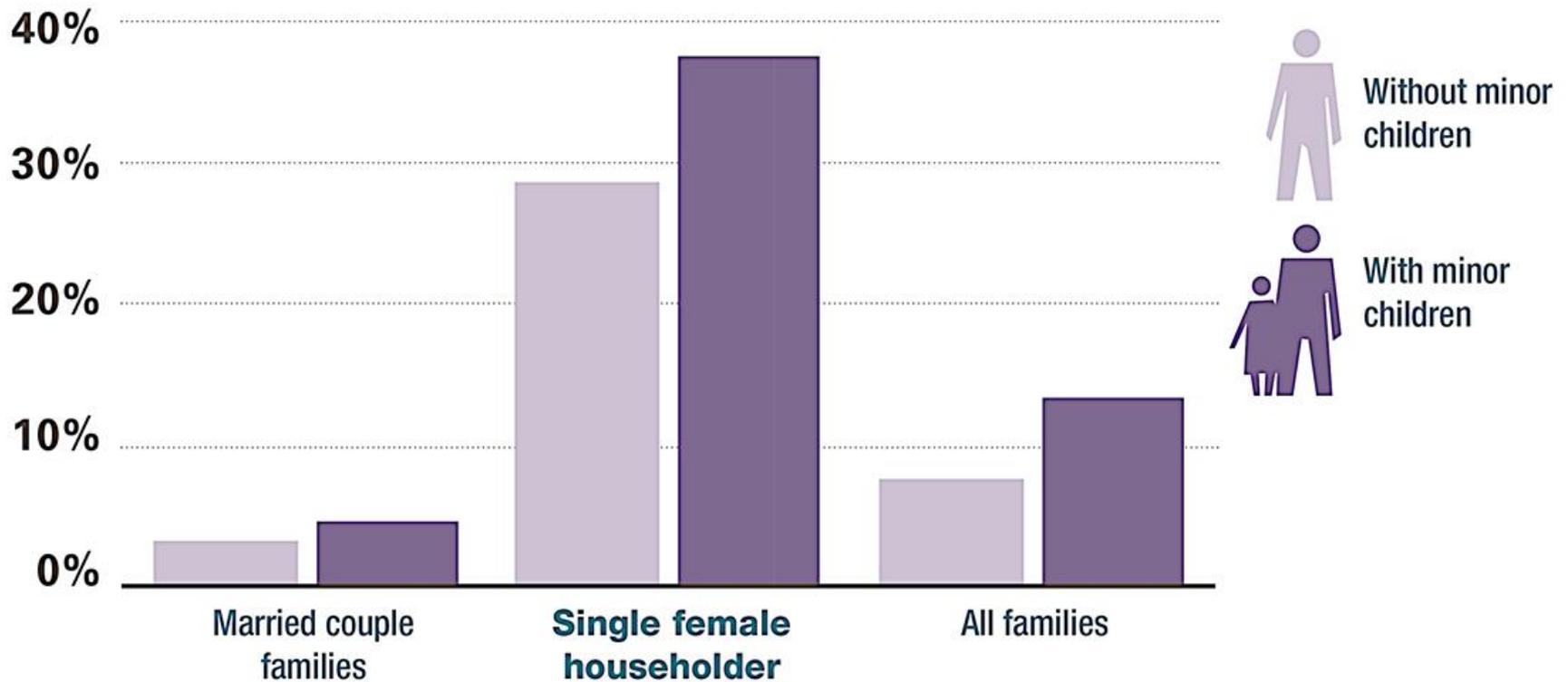


U.S. Census Current Population Survey 5 Year Average (2009-2013); restricted to persons 65 years and older.



IMPACT ON MARITAL STATUS AND CHILDREN

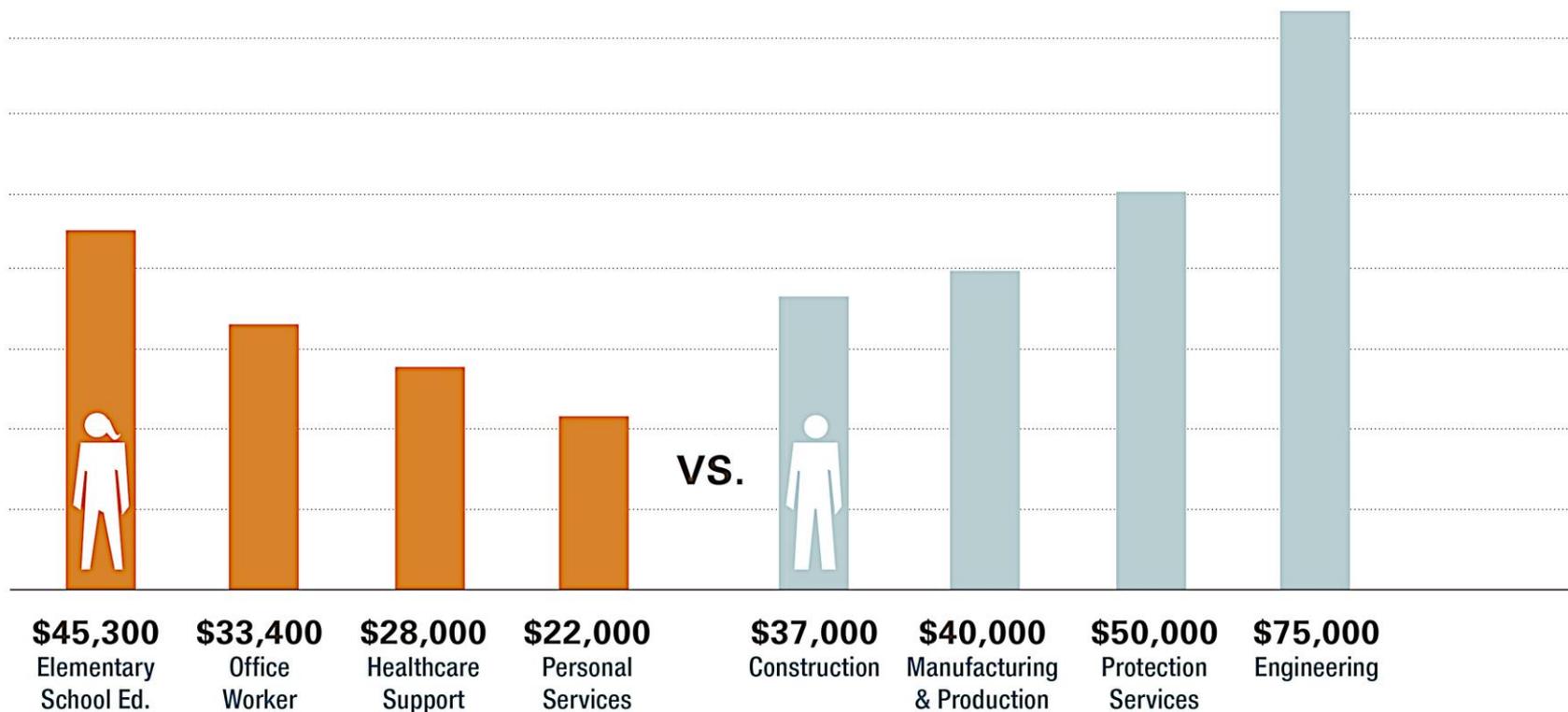
Family Poverty Rate Comparison - By Marital Status



U.S. Census Bureau, 2009-2013 5-Year American Community Survey.

The Impact on Wages

Median Annual Earnings In Predominantly Female/Male Occupations



U.S. Census Bureau, Public Use Microdata Sample; American Community Survey 5 Year Data Release (2009-2013).



WAGE GAP EXISTS IN HIGH WAGE FIELDS

| | % Women in Occupation | Salaries | | Wage Gap |
|--|-----------------------|-----------------|------------------|------------|
| | | Women | Men | |
| Chief Executives | 28% | \$62,000 | \$90,000 | 31% |
| Management Analysts | 21% | \$49,000 | \$80,000 | 39% |
| Lawyers, Judges, other Judicial Workers | 38% | \$53,000 | \$108,000 | 51% |

U.S. Census Bureau, Public Use Microdata Sample; American Community Survey 5 Year Data Release (2009-2013).



Wage Gap: Lowest in Nontraditional Fields

| | % Women in Occupation | Salaries | | Wage Gap |
|---|-----------------------|-----------------|-----------------|-----------|
| | | Women | Men | |
| Construction & Extraction | 3% | \$40,917 | \$40,571 | 0% |
| Computers & Mathematics | 26% | \$69,453 | \$72,638 | 4% |
| Life, Physical & Soc. Sciences | 39% | \$53,269 | \$56,227 | 5% |
| Engineering | 11% | \$70,000 | \$75,000 | 5% |
| Protective Services | 18% | \$51,250 | \$55,140 | 7% |

U.S. Census Bureau, Public Use Microdata Sample; American Community Survey 5 Year Data Release (2009-2013).

The Cost of Women's Work

Occupations in Which Median Salaries for Women are above \$35,000

| Occupation | % Female | # Women Employed | Women's Median Annual Salary |
|---|----------|------------------|------------------------------|
| ✓ Computer and mathematical occupations | 26% | 1,425 | \$68,919 |
| Health diagnosing and treating practitioners and other technical occupation | 73% | 6,207 | \$64,519 |
| ✓ Law enforcement workers including supervisors | 16% | 288 | \$60,051 |
| ✓ Architecture and engineering occupations | 18% | 1,055 | \$56,000 |
| Management occupations | 40% | 11,554 | \$54,336 |
| Legal occupations | 57% | 1,552 | \$52,483 |
| Life, physical, and social science occupations | 35% | 980 | \$48,245 |
| Business and financial operations occupations | 59% | 6,297 | \$47,728 |
| ✓ Installation, maintenance, and repair occupations | 3% | 203 | \$45,174 |
| Education, training, and library occupations | 69% | 10,442 | \$44,265 |
| Health technologists and technicians | 81% | 2,759 | \$41,446 |
| ✓ Construction and extraction occupations | 3% | 370 | \$40,670 |
| Community and social services occupations | 66% | 3,375 | \$40,553 |
| ✓ Fire fighting and prevention, and other | 19% | 256 | \$40,000 |
| ✓ Transportation occupations | 7% | 416 | \$36,603 |

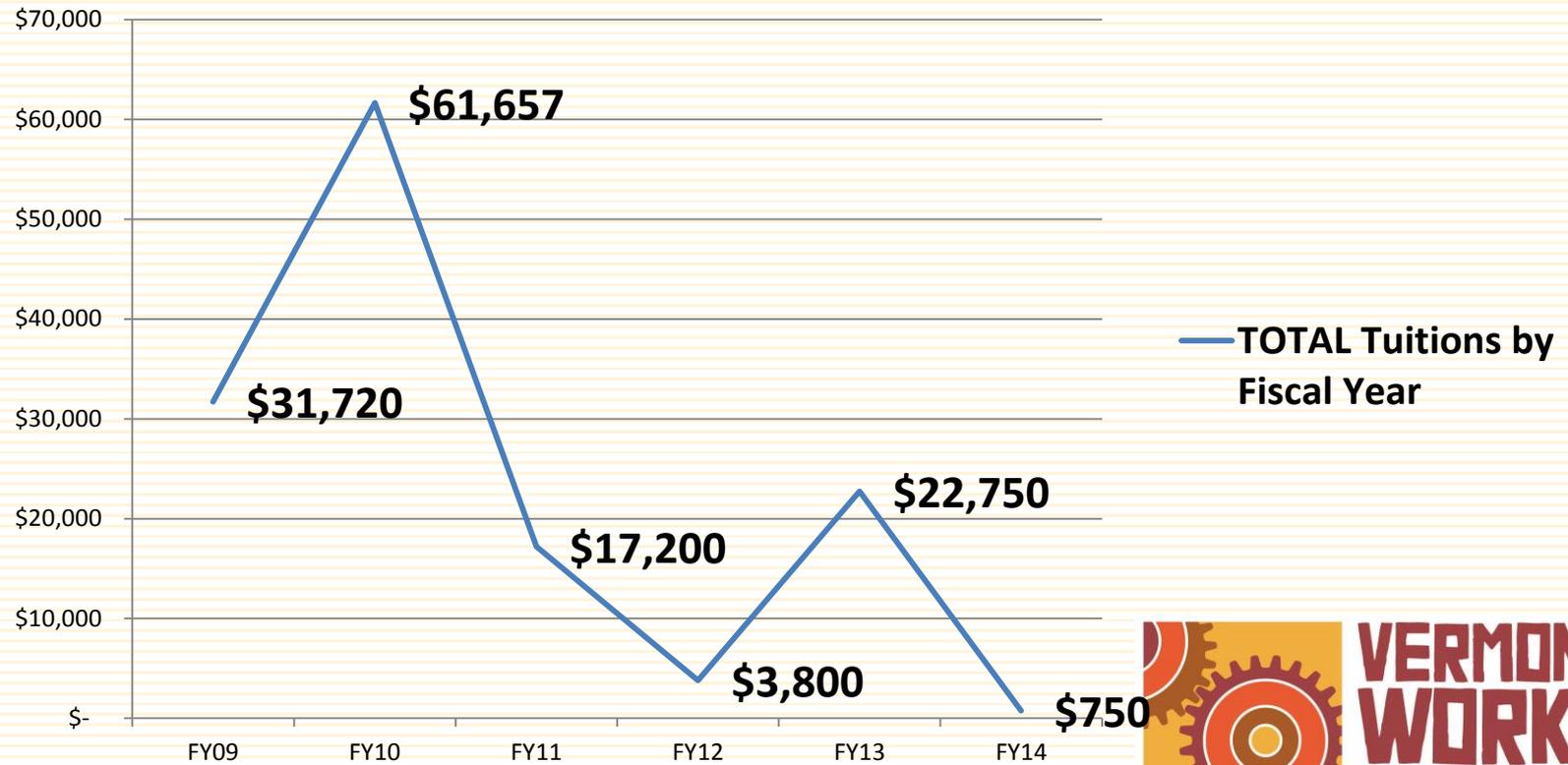
Vermont data from U.S. Census Bureau, 2011-2013 3-Year American Community Survey. Ages 16 and older.





Public Commitment To Training

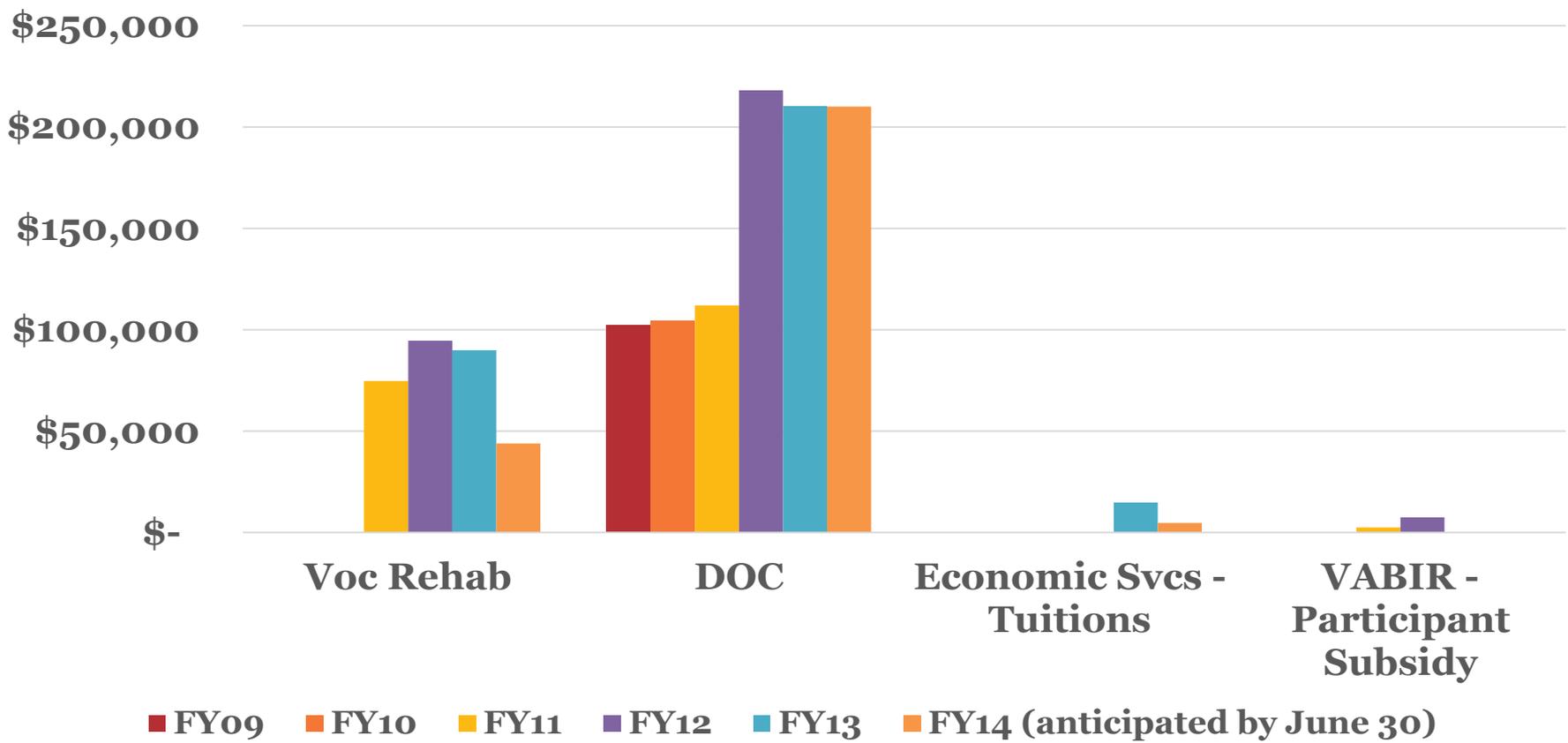
TOTAL DOL Tuitions by Fiscal Year





Public Commitment to Training

Government Sources of Funding by AHS Department to Women's Programs at VWW

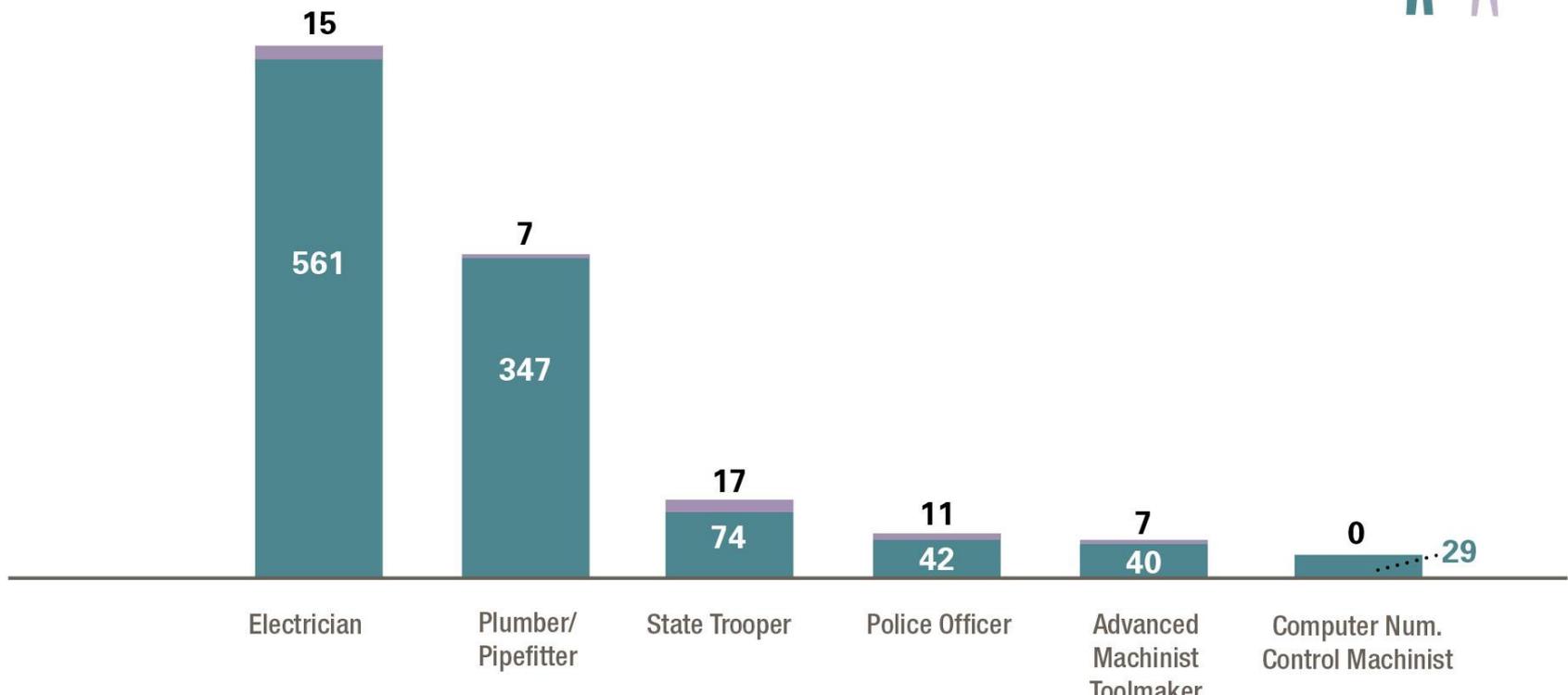




The Pipeline, Small with Leaks

In State Apprenticeships

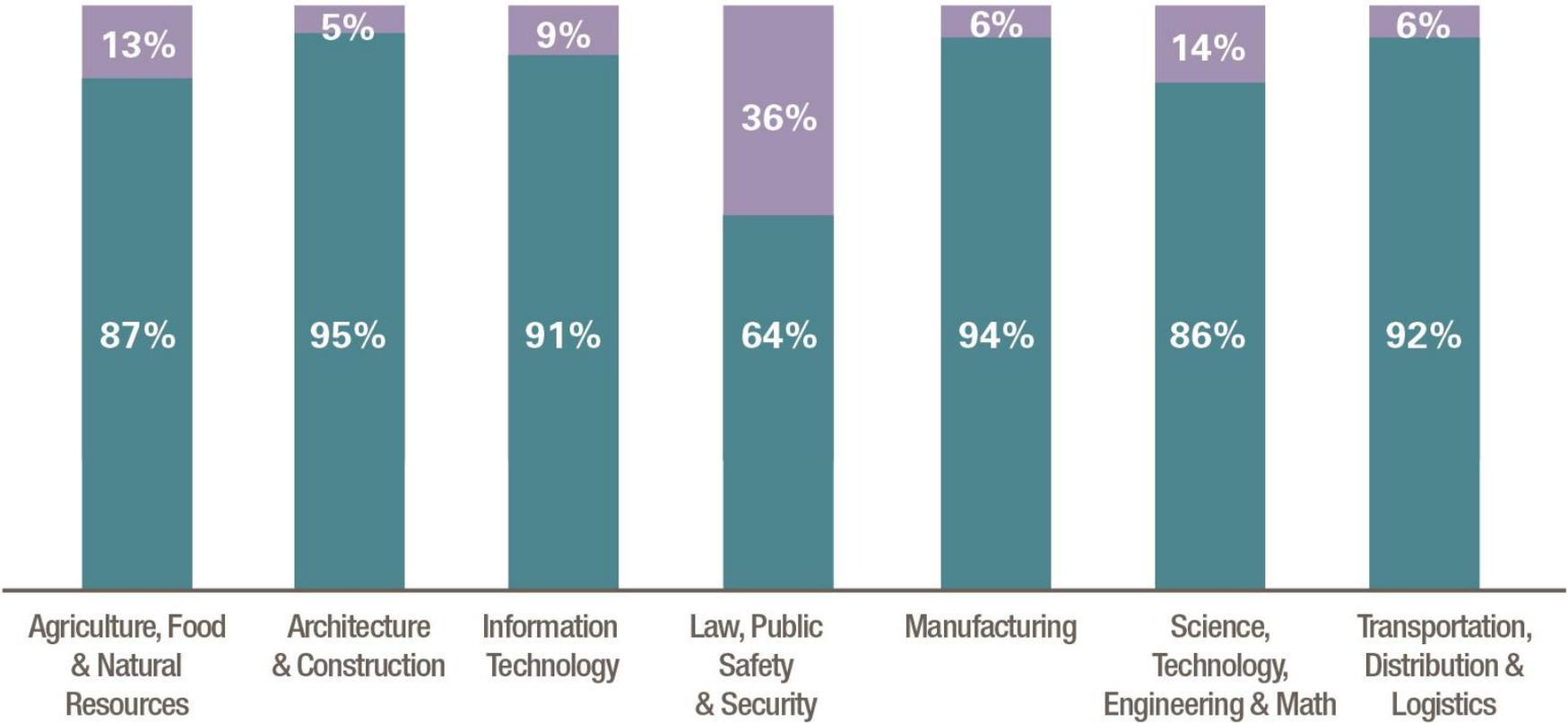
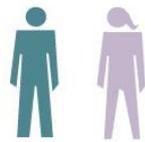
Number of Women, Men in Select Male-Dominated VT Apprenticeships 2009-13





In High School and Career Technical Program

Male & Female Completion Rates in VT High School Trades & Technical Programs (2009-2015)





In College Degree Programs

Bachelor's Degrees Awarded by UVM & VSC in Engineering, Computer Science, Chemistry & Physics by Gender (2011-14)

