

CHANGE THE STORY

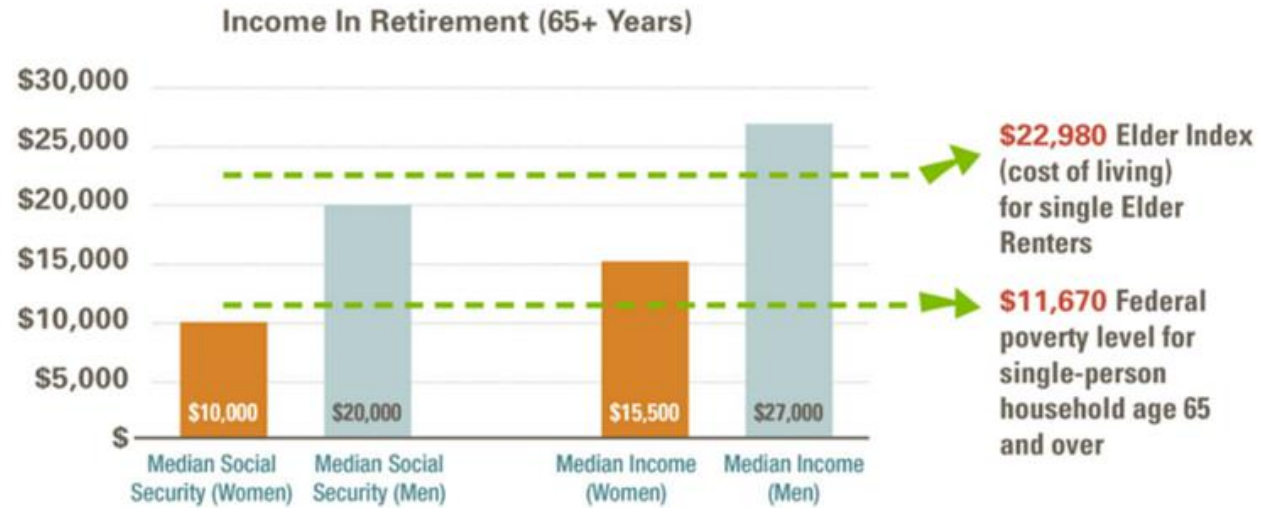
**ADVANCING WOMEN
POWERING THE ECONOMY**

Cary Brown
Executive Director, Vermont Commission on Women



Women's low wages put them at risk as they age.

VT women's median Social Security draw **is half** (\$10,000) that of men (\$20,000).



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

Get your facts at: changethestoryvt.org

The gender wage gap in VT is 16 cents.

Median annual income for women working full-time is **\$37,000**
\$7,000 less than the median annual salary of men.

The gap **narrows by 14%** when a woman has a **college degree**.
If a woman has **dependent children**, the wage gap **increases to 23%**.



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

Get your facts at: changethestoryvt.org

Many VT working women can't meet basic expenses.

43% of VT women who work full-time **do not earn enough** to meet basic expenses as defined by VT's Joint Fiscal Office.

17% make hourly wages of **less than \$10.10 an hour.**



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

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Wages are lower in "female" fields.

Median annual wages in occupations where VT women and men constitute significant majorities (75% or higher) are strikingly different.



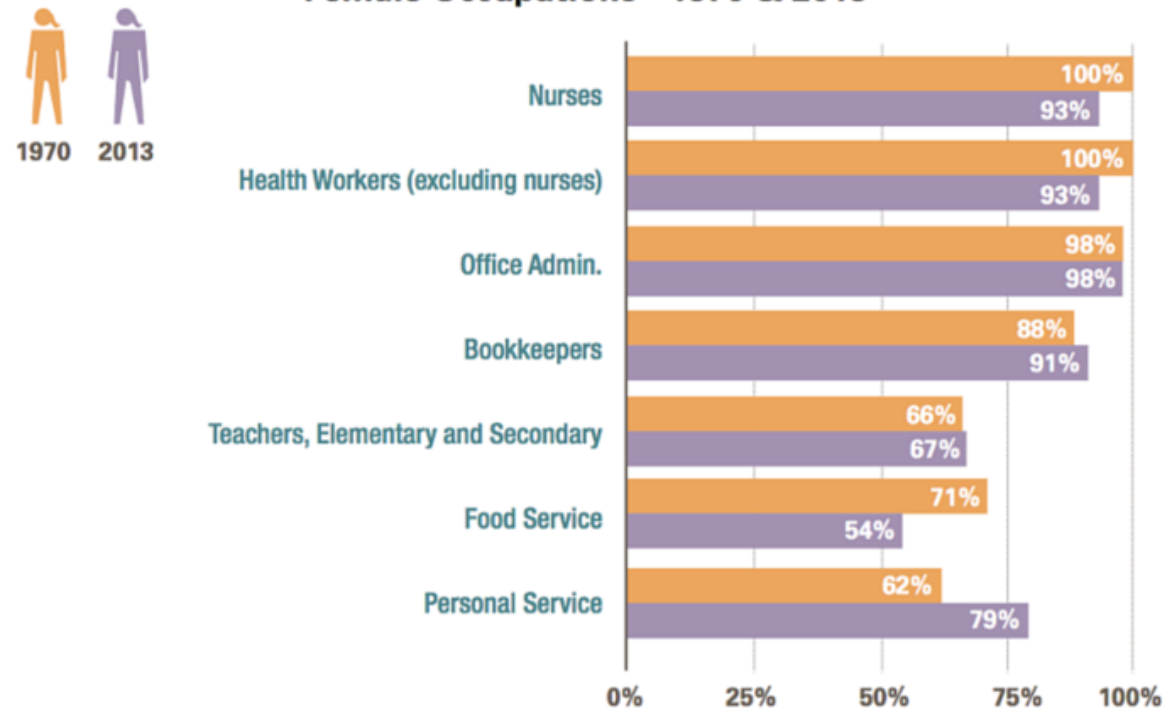
U.S. Census Bureau, Public Use Microdata Sample; American Community Survey 5 Year Data Release (2009-2013).

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Women's Jobs: 1976 vs. TODAY

Nearly half of VT women working full-time continue to be employed in the **same occupations** in which they worked forty years ago.

Women as % of Full-Time Workers in Traditionally Female Occupations - 1970 & 2013



Vermont data. Comparison uses 1970 Census of the Population, part 47 Vermont. US Department of Commerce, Bureau of the Census. Issued January 1973 and U.S. Census Bureau, 2011-2013 3-Year American Community Survey. Ages 16 and older.

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Where are the jobs in VT?

58% of high-wage, high-growth occupations that do not require a 4-year degree are those in which women have a very limited presence.

High-Wage, High Growth Careers Requiring a High School Diploma, Associate's Degree or Equivalent Training	Projected Openings for the Total Period 2012-2022	Median VT Wage, Yearly (2013)
✓ General and Operations Managers	870	\$85,070
Managers, Other Industries	800	\$92,740
✓ Manufacturing Sales Representatives	790	\$53,230
First-Line Supervisors of Administrative Support Workers	730	\$49,830
✓ Construction Managers	640	\$78,960
✓ First-Line Supervisors of Construction Workers	530	n/a*
✓ Computer Support Specialists	460	\$44,360
Properties and Real Estate Managers	420	\$61,250
✓ First-Line Supervisors of Mechanics	340	n/a
Insurance Sales Agents	340	\$53,780
✓ Plumbers, Pipefitters, and Steamfitters	300	n/a
✓ First-Line Supervisors of Production and Operating Workers	280	\$54,000
Sales Reps. for Associated Services	270	\$43,680
✓ Industrial Machinery Mechanics	260	\$46,630
Self-Enrichment Education Teachers	250	\$43,610
✓ Web Developers	240	\$81,820
✓ Heating, Air Conditioning and Refrigeration Mechanics and Installers	200	n/a
✓ First-Line Supervisors of Transportation Operators	170	\$55,120
Paralegals and Legal Assistants	160	\$43,170
Chefs and Head Cooks	160	\$41,540
Massage Therapists	150	\$49,090
✓ Manufacturing Purchasing Agents	150	\$54,600
Wholesale and Retail Merchandise Buyers	150	\$43,200
✓ Electrical Power-Line Installers and Repairers	150	n/a

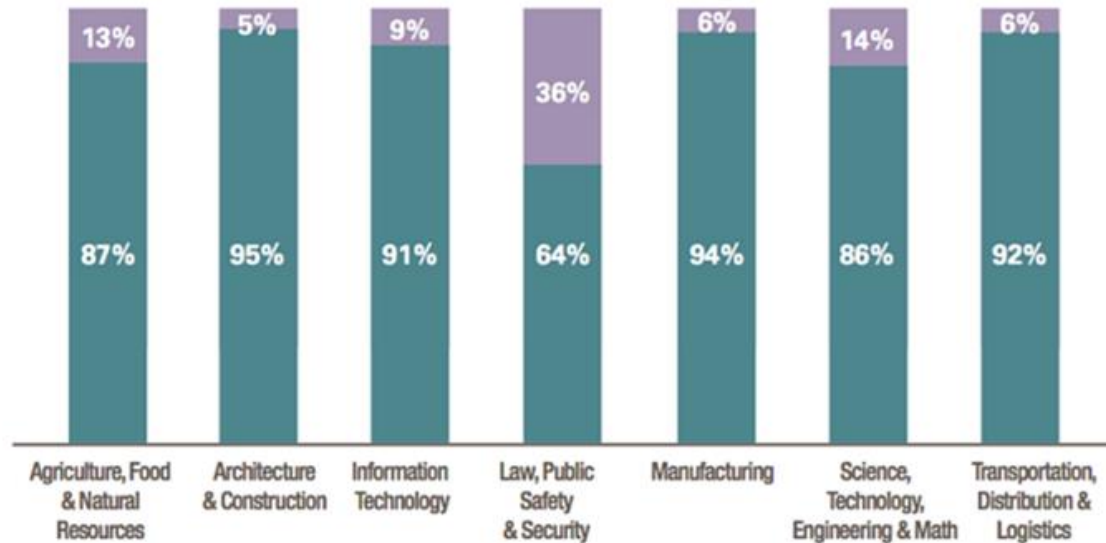
Pathways to Promising Careers: Vermont's High-Pay, High-Growth Jobs - Career Forecasts Through 2022. McClure Foundation and VT Department of Labor, 2014.

Get your facts at: changethestoryvt.org

Nontrad CTE Program Completion

Young women in VT are a **small percentage** in every category of students who completed nontraditional high school career and technical education programs.

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



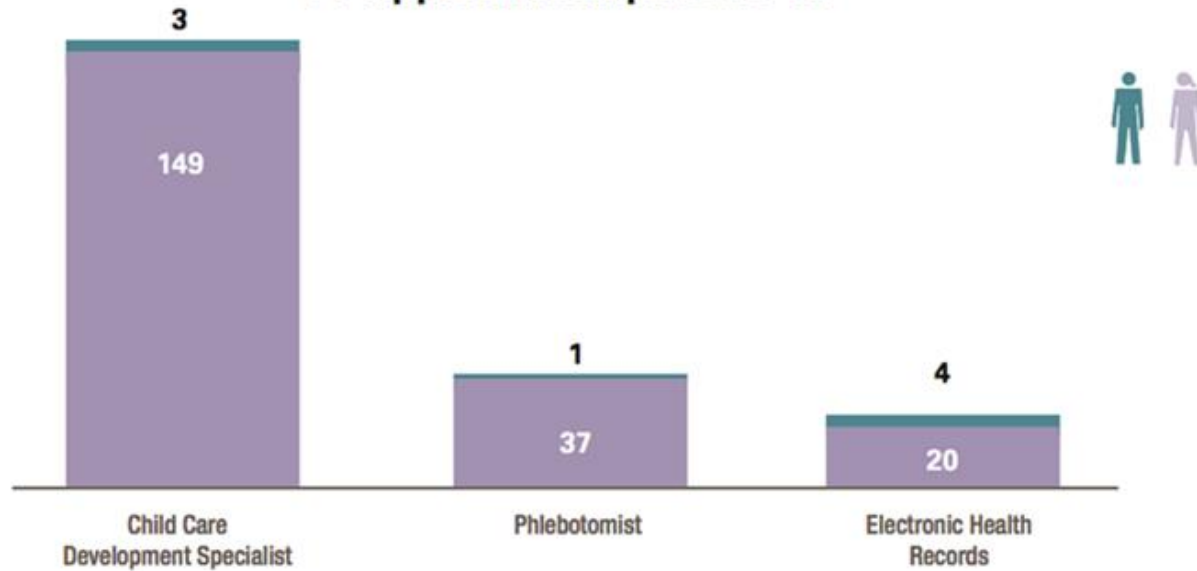
VT Agency of Education, Career and Technical Education Program Enrollment and Completion Data 2009-2015.

Get your facts at: changethestoryvt.org

State Apprenticeships

The **majority** of VT's female apprentices are clustered in **childcare** and **health occupations**.

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

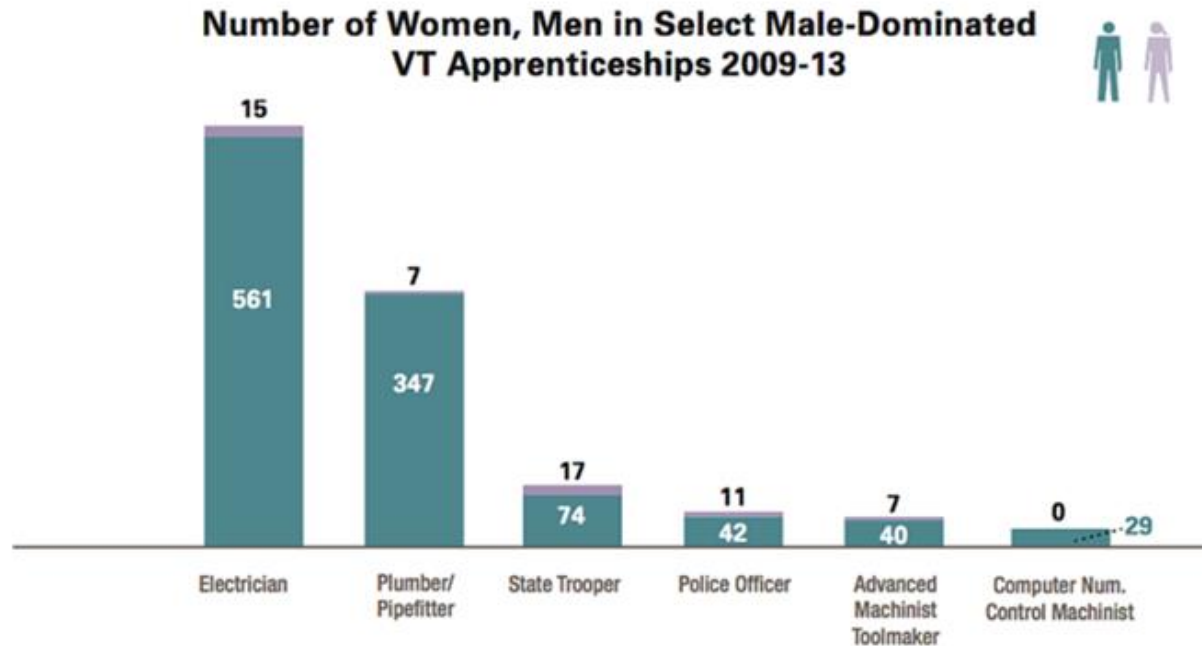


Vermont Department of Labor, Office of Apprenticeship.

Get your facts at: changethestoryvt.org

VT Lacks Female Plumbers, Electricians, Machinists

Among 1,600 state apprentices, women were only **3%** of those training to become plumbers, **2%** of electrical apprentices, and **0%** of Computer Numeric Control Machinists.



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Bachelor's Degrees

VT women are **only a handful** of those earning bachelor's degrees in the physical sciences, computer science, economics and engineering.

Bachelor's Degrees Awarded by UVM and VSC in Biological Sciences by Gender (2011-14)

Biochemistry:	42	vs.	45	 
Biology:	158	vs.	131	
Biological Science:	78	vs.	70	
Neuroscience:	36	vs.	22	

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

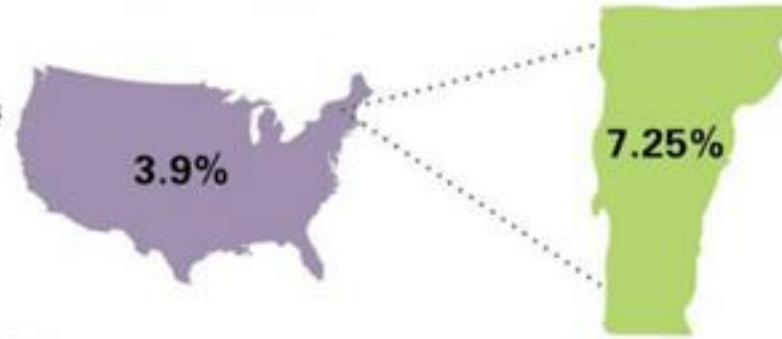
Chemistry:	12	vs.	22	 
Computer Science:	18	vs.	128	
Physics:	4	vs.	21	
Economics:	4	vs.	21	
Engineering (All):	132	vs.	684	

Sources: UVM Request for Data on Master's and Bachelor's Degrees Awarded by Major 2011-2014 (provided to Change the Story by the University of Vermont's Office of Institutional Research, November 2013) and Vermont State Colleges Sourcebook of Institutional Data.

Get your facts at: changethestoryvt.org

Vermont women are choosing entrepreneurship **2x more often** than the national average.

7.25% of all working age women in Vermont own a business as a primary occupation—a rate **nearly twice the national average** of 3.9%.



Vermont's **23,417** women-owned businesses represent **nearly 1/3** of all privately held firms in Vermont.

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Between 2007-2012, the number of women-owned businesses in VT increased by 15% – 9% more than male-owned businesses.

**% Growth in Number, Male-, Female-Owned Businesses
VT vs. U.S., 2007-2012**

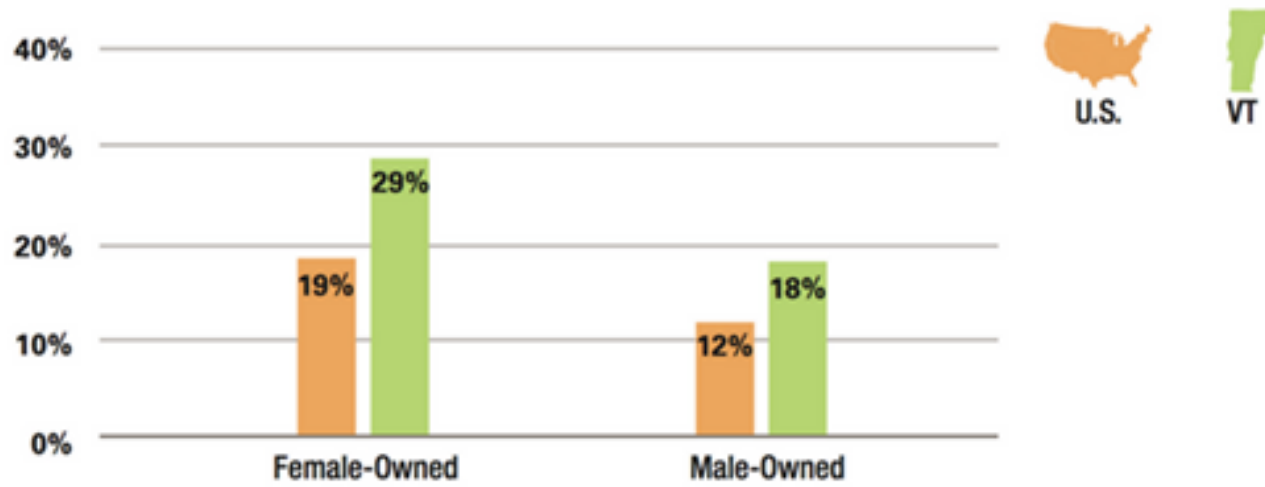


Source: U.S. Census Bureau, Survey of Business Owners, 2012.

Get your facts at: changethestoryvt.org

Revenue growth for VT women-owned businesses **is on the rise.**

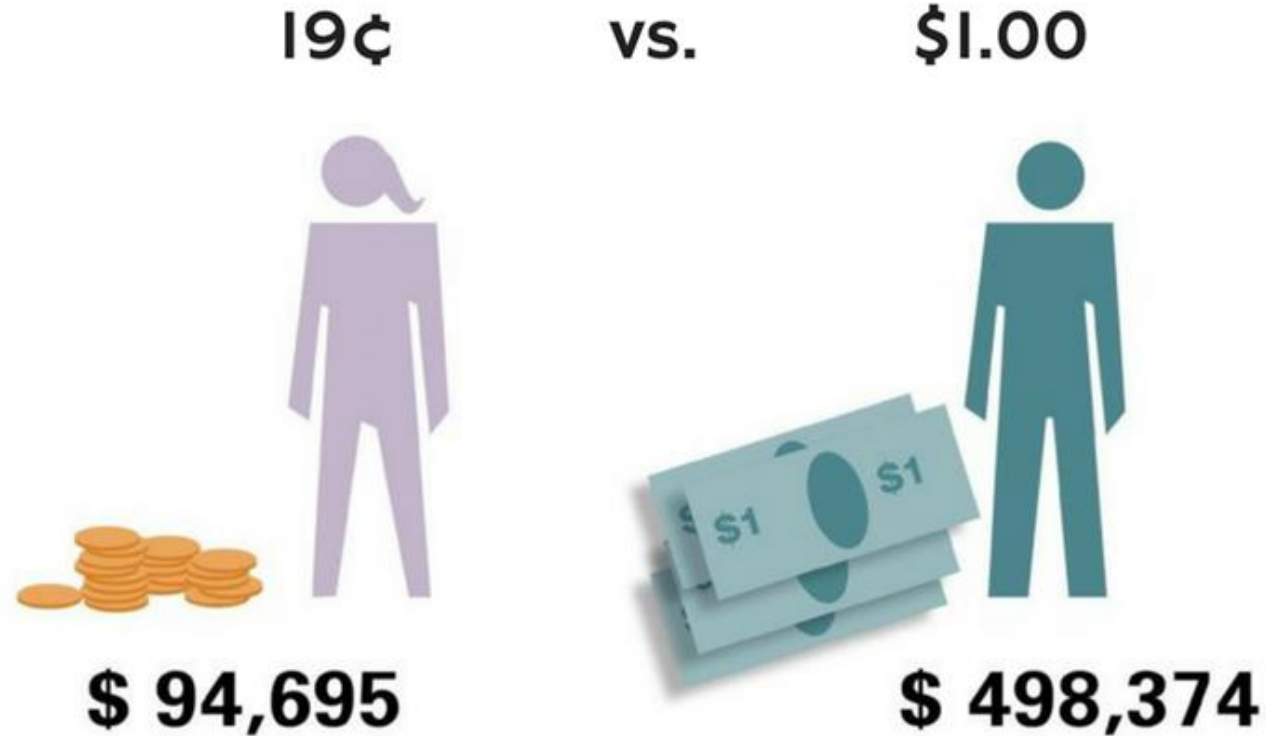
**% Growth in Revenues, Female- & Male-Owned Businesses
U.S. vs VT, 2007-2012**



Source: U.S. Census Bureau, Survey of Business Owners, 2012.

Get your facts at: changethestoryvt.org

The Revenue Gap: Female-owned firms in VT generate **19 cents** to every dollar generated by male-owned businesses.



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VT women business owners are significantly underrepresented in 9 of the 10 highest grossing sectors.

VT Business Sectors By Highest Average Annual Revenues¹⁷

	Sector	% Firms Owned By Women		Average Annual Revenue	
		F	M	F	M
TOP TEN	Wholesale Trade	22%		\$371,863	\$5,717,390
	Manufacturing	27%		\$283,089	\$1,408,309
	Retail Trade	36%		\$252,312	\$1,547,659
	Information	33%		\$236,874	\$806,991
	Accommodation and Food Services	26%		\$139,900	\$743,937
	Transportation and Warehousing	14%		\$136,749	\$392,166
	Finance and Insurance	19%		\$73,220	\$305,151
	Construction	6%		\$219,156	\$224,405
	Health Care and Social Assistance	69%		\$60,553	\$488,459
	Professional, Scientific, and Technical Services	36%		\$62,949	\$194,274
	Real Estate and Rental and Leasing	22%		\$108,947	\$182,900
	Administrative and Support and Waste Management	38%		\$35,016	\$118,731
	Other Services (Except Public Administration)	47%		\$32,872	\$99,182
	Arts, Entertainment, and Recreation	33%		\$24,001	\$77,124
	Agriculture, Forestry, Fishing and Hunting	16%		\$24,018	\$59,885
	Educational Services	53%		\$24,900	\$40,347

Source: U.S. Census Bureau, Survey of Business Owners, 2012.

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Women-owned businesses can play a much bigger role in VT's economic development.



If the percent of women-owned businesses that are employers matched that of male-owned businesses, and those firms had the same average receipts, it would add **\$3.8 billion** to Vermont's economy.

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Women-owned businesses in VT have the potential to create many more jobs.



If 1 in 4 of the existing 20,786 women-owned businesses without employees hired just one worker, it would result in an **additional 5,200 new jobs.**

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STRATEGIES TO ADVANCE WOMEN AND VERMONT'S ECONOMIC FUTURE

- 1) Require all state agencies and departments to report annually to ACCD data related to participants enrolled and trained through workforce development programs they have authorized or funded, including but not limited to: state apprenticeship programs; career and technical high school programs; training funded through the VT Workforce Education and Training Fund, WIOA, VT Training Program, Reach Up, VSAC, and Vocational Rehabilitation. Data collected and reported to include: demographic information of participants (including gender, race, and age); enrollment and completion number; occupational fields; projected earnings.
- 2) Require state-funded economic development investments that promise job creation or preservation to report employment outcomes by demographic information of participants (including gender, race, and age); occupational fields; projected earnings.
- 3) Direct the Secretary of State to identify through the business registration and renewal processes the gender and minority status of the business owner(s), using the definitions used by the U.S. Census Bureau Survey of Business Owners, thereby increasing the state's capacity to encourage bids from Minority/Women Business Enterprises.
- 4) Direct the Agency of Administration to track the number and percentage of all state contracts with Minority/Women Owned Enterprises, and report this information annually online and to the House Commerce/ Senate Economic Development Committees.
- 5) Direct state agencies that conduct business outreach efforts to include specific outreach to Vermont Minority/Women Business Enterprises and to evaluate the results of such outreach activities to the General Assembly