



# **Navigating the New Normal: Women in Today's Workforce**

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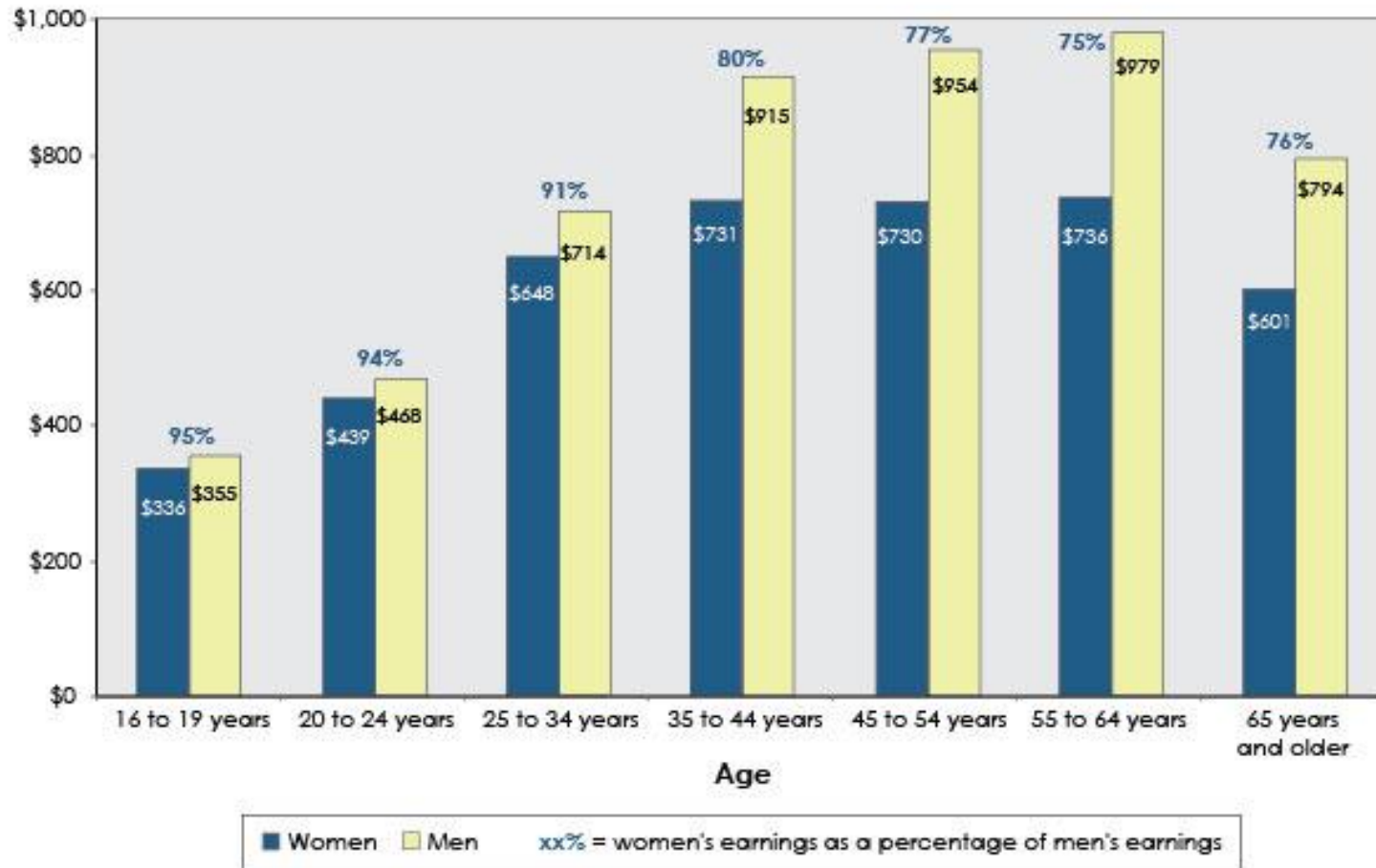
## Women in today's workforce

- Increasing representation in the workforce
- Increasing number of women with college degrees
- Opening doors in some fields
- Trends moving towards work supports and work-life discussions

# Workforce Challenges for Women Over 25

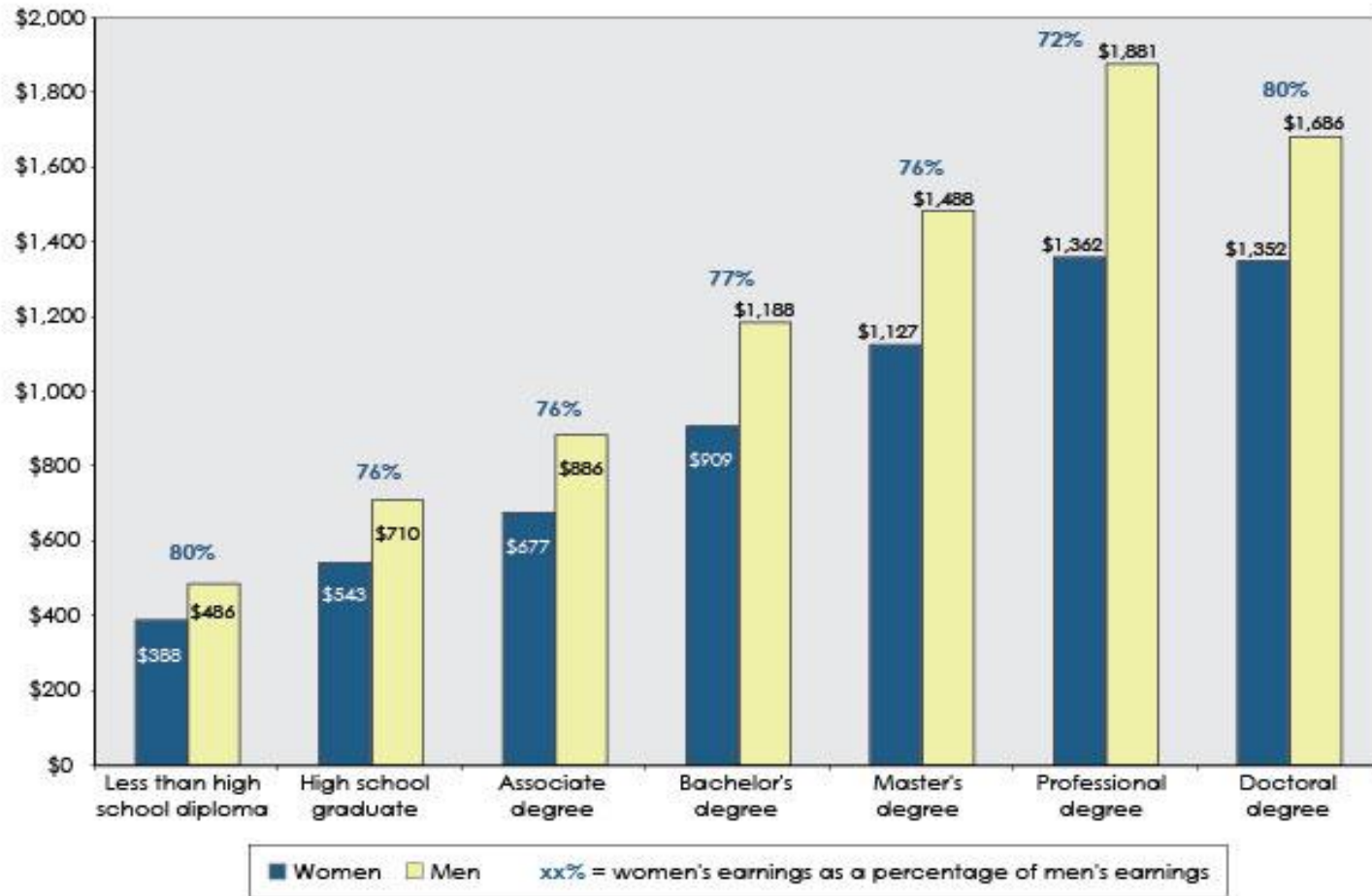
- Occupational Segregation
- Advancement Issues
- Securing Retirement
- Pay gap

# The Pay Gap and Age: Weekly Median Earnings of Full-time Workers, by Gender and Age, 2010



Source: AAUW- Simple Truth About The Pay Gap, March 2013

# The Pay Gap and Education: Weekly Median Earnings of Full-time Workers, by Gender and Education Level, 2010



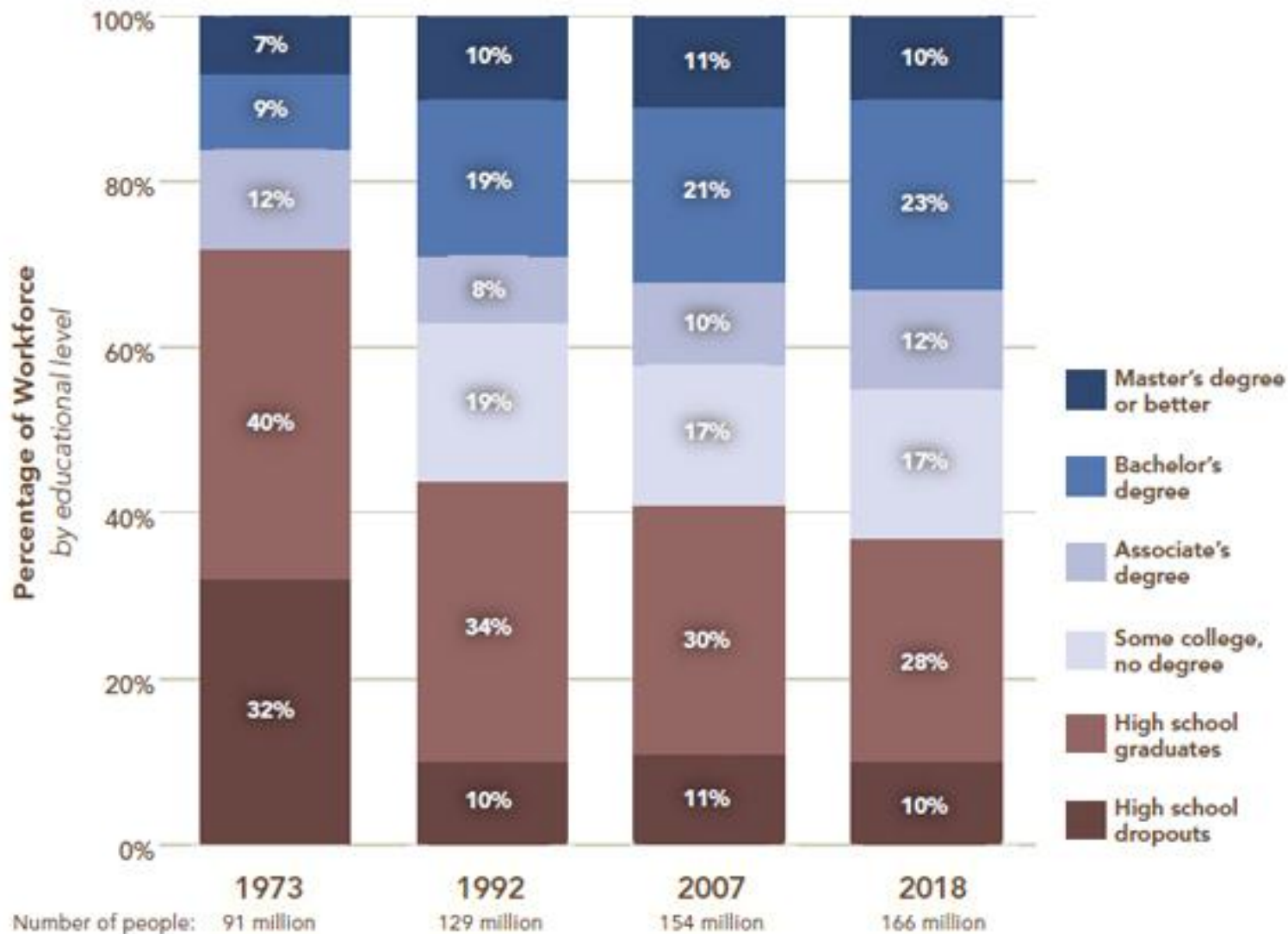
Source: AAUW- Simple Truth About The Pay Gap, March 2013

# Value of the college degree in the workforce, and more...

- Health and parenting benefits
- Career Satisfaction
- Compensation
- Better access to advancement opportunities
- Sustainable employability

Between 1973 and 2018, our projections show that jobs available for workers with postsecondary education are projected to increase from 28 percent to 63 percent of all occupations.

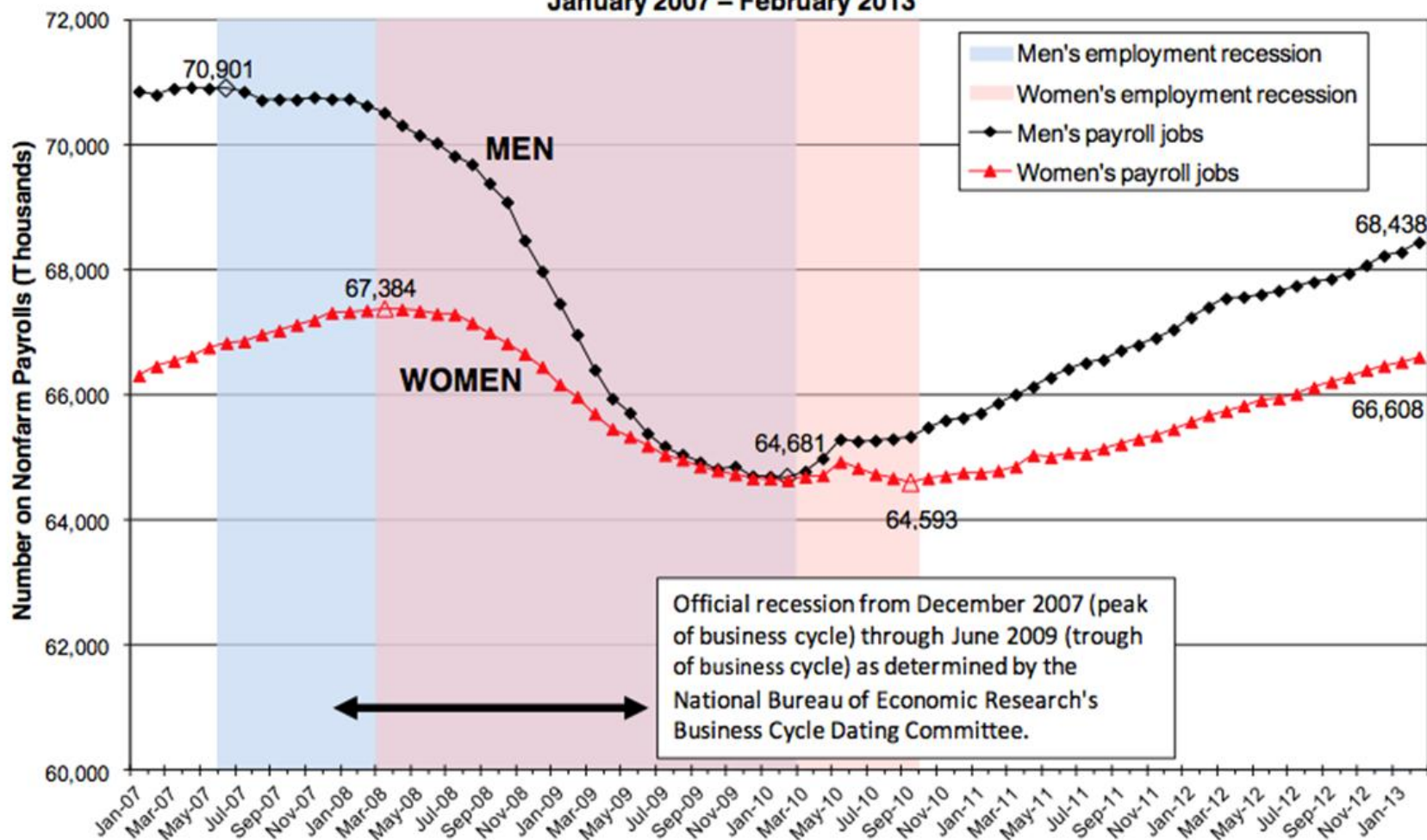
Source: Authors' analysis of March CPS data, various years; Center on Education and the Workforce forecast of educational demand to 2018



Source: Georgetown Center on Education and the Workforce

# Job Growth Improves for Women and Men

Monthly Number of Women and Men on Payrolls (Seasonally Adjusted),  
January 2007 – February 2013



Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (March 8, 2013)



# Impact of the recent recession

- Competition for jobs
- Greater emphasis on the degree

Unemployment Rates by Educational Attainment, and Sex, 2010  
(In Percent)

	Less than H.S. diploma	H.S. diploma	Some college, no degree	Bachelor's degree or higher
Total	14.9%	10.3%	9.2%	4.7%
Women	14.6	9.0	8.7	4.7
Men	15.0	11.3	9.7	4.8

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment and Earnings*, January 2011, Annual Averages.

- Sector-based recession and growth
- Growth of part time employment

Center for Women and Work – “*Connecting Communities, Changing Lives*”

# Navigating lattices and ladders

- Women's advancement requires that they know of the pathways to do so, and be able to access them
  - Access to career information—AND better career information
  - Better career advisement and development
  - Understanding of typical barriers to women's advancement, and how they can navigate them

# Helping women transition from unpaid work to the paid workforce

- Understanding transferable skills—confidence building
  - Help students understand the skills they may have used, as well as how to speak articulately about them.
- Technological literacy
  - Provide opportunities for assessment of technological skills, and workshops for development—including social media for career advancement.
- Opportunities for on-the-job learning experience

## How can policy help?

- Structural supports that are needed to move individual outcomes forward.
  - Public debates and policy proposals
- Focus on work supports
  - Degree completion connected to workforce training
  - Paid sick days, paid family leave
  - Lilly Ledbetter Fair Pay Act
- Help your students know their rights and what to look for in their workplaces