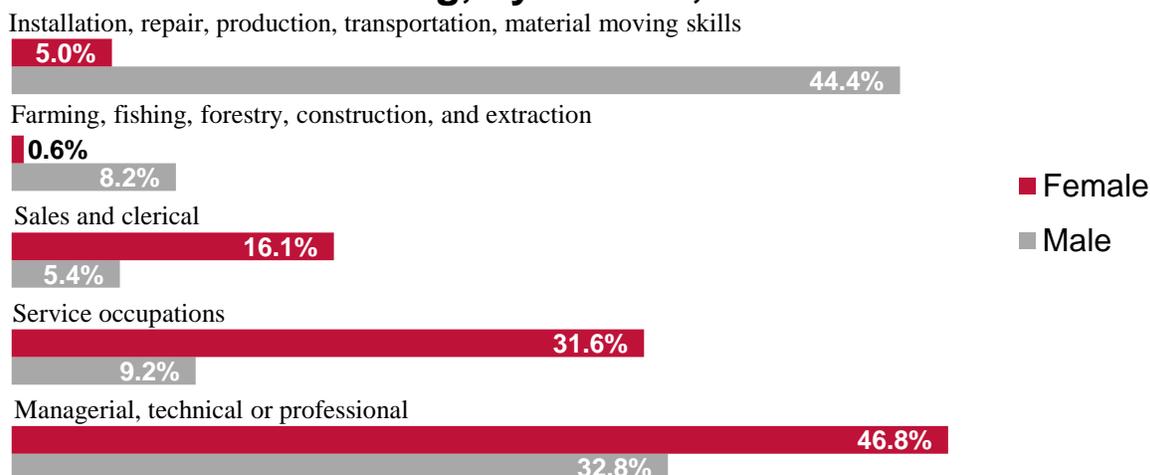


Workforce Investment System Reinforces Occupational Gender Segregation and the Gender Wage Gap

Over two million women and men annually receive services through the Workforce Investment System to help them find employment and reach economic self-sufficiency. The federal workforce system serves similar numbers of women and men, but the type of training services they receive differs. Data published by the U.S. Department of Labor show that women's quarterly earnings are substantially lower than men's once they exit federal workforce training services: in 2011, the gender wage gap in earnings between women and men four quarters after they received Workforce Investment Act (WIA)-funded services was 74.6 percent (a gap of \$1,789 per quarter) among the general population of WIA service recipients, and 76.4 percent (a gap of \$2,078 per quarter) for women and men who received services under the 'dislocated workers' programs.

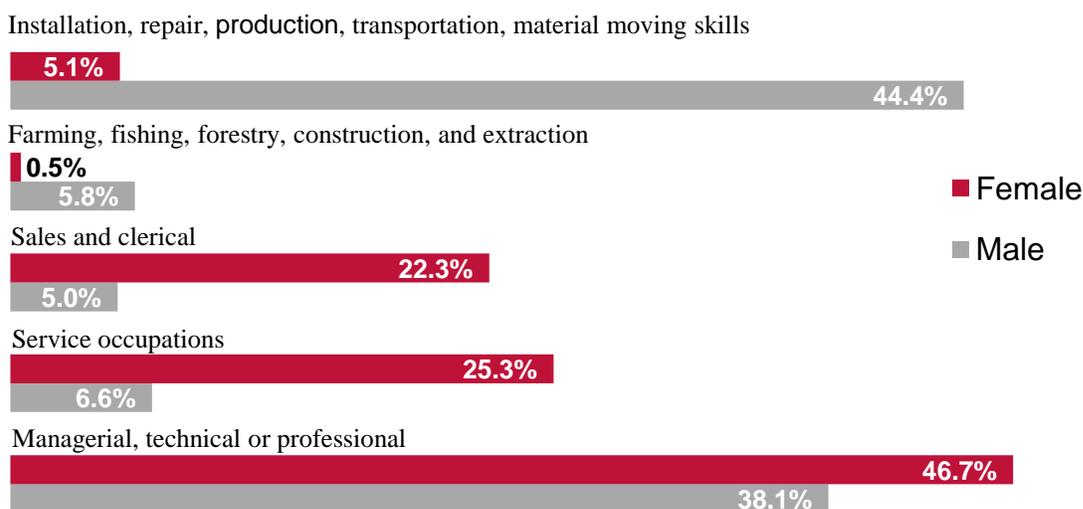
IWPR's analysis of training services received by WIA clients shows stark gender segregation in the jobs and careers for which women and men receive training. Close to half (47.7 percent) of women receive training services for 'sales and clerical' or 'service' jobs, compared to fewer than one in seven (14.6 percent) men. Fewer than one in 16 (6 percent of) women receive training in 'installation, repair, production, transportation, or material moving,' or 'farming, fishing, forestry, construction, and extraction' skills, compared to over half (52.6 percent) of men. Gender differences in training are as stark for dislocated workers who received WIA-funded training services. Median hourly earnings for a 'personal care aide,' a common service occupation predominantly done by women, were \$9.57 in 2012; median hourly earnings for a 'light truck or delivery van driver,' a common transportation occupation predominantly performed by men, were \$14.13. Both of these jobs require a high school diploma and some on-the-job training, yet one pays significantly less than the other. More proactive career counseling may encourage women's entry into higher earning, high-demand fields, and significantly enhance their chances of reaching economic self-sufficiency.

Occupational Breakdown of WIA Funded Training, by Gender, 2011



Note: Data for adults who 'exited' training programs in 2011; training services may have begun prior to 2011.
 Source: IWPR compilation data from Social Policy Research Associates 2011, Tables II-17, III-21. PY 2011 covers data from 4/1/11 to 3/31/12.

Occupational Breakdown of WIA Funded Training for Dislocated Workers, by Gender, 2011



Note: Data for dislocated workers who 'exited' training programs in 2011; training services may have begun prior to 2011. Source: IWPR compilation data from Social Policy Research Associates 2011, Tables II-17, III-21. PY 2011 covers data from 4/1/11 to 3/31/12.

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