

## **Women Work! Talking Points For the BOD**

### **What is Women Work!?**

- Women Work! The National Network for Women's Employment is a nonprofit, nonpartisan organization that advances economic justice and equality for women.
- It is the nation's largest network of education and job training programs for women. Since 1978, Women Work! member organizations have assisted more than 10 million women to successfully enter, re-enter and advance in the workforce.

### **What problems does Women Work! address?**

Too many women in the United States are living paycheck to paycheck.

- One out of every 14 *working* women and one out of every five *working* single mothers is poor.
- Though they are working extraordinarily hard to build a better life for themselves, these women live on the brink, one unexpected misfortune -- a sick child, a broken-down car or a leaky roof - away from total disaster.
- The majority are working in low-paying jobs without benefits and with few prospects for advancement. Without real job skills, they have little hope of attaining economic security for their families.

### **What does Women Work! do?**

Women Work! invests in America's future through training and supporting women.

- Women Work! is recognized as a national leader in the effort to shape public policies and employer practices that support women's entry, re-entry and advancement in the workforce.
- Women Work! takes a holistic approach to helping women gain economic security for themselves and their families. The network provides the education and job training women need to launch their careers, as well as the support service that enable women to complete training and succeed at work.
- Each year, the Women Work! network helps 300,000 women take control of their lives and gain skills necessary for a successful future - *In addition to teaching jobs skills, the network teaches life skills including financial literacy, time management, problem solving, teamwork, effective communications, goal setting, presenting a professional appearance and conflict resolution.*
- The Women Work! national office develops cutting-edge resources and forms unique partnerships to enhance the job training and education being provided throughout the network.

### **Why should I support Women Work!?**

Women Work! expands opportunities for women to succeed in occupations which offer family-supporting wages, good benefits, job stability and prospects for advancement.

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- Women Work! works in the public and private sectors to create an adequately funded workforce development system that supports women in or entering the workforce - *This system must include programs which provide job training, education, job readiness, career counseling and life skills, development as well as access to dependent care and transportation.*
- Women Work! helps its member organizations to form partnerships with business on the local level to ensure that women are gaining skills in demand by employers in their communities.
- Women Work! educates employers about workplace policies that support women in the workforce by enabling them to balance professional and family responsibilities - *These policies include paid family leave, workplace flexibility, job sharing, telecommuting and on-ramps for women returning to work after time away to attend to other family-care responsibilities.*

Women Work! creates public awareness of the workplace inequalities women continue to face, and the ways these inequalities hurt American families and communities.

- Women are more likely than men to be segregated into low-wage service industry jobs - jobs that can't pay the bills and won't support a family - *2% of Fortune 500 CEOs are women, 75% of office/administrative support staff are women.*
- Women are paid only 77 cents for every dollar men are paid. Over a lifetime the "wage gap" between women and men adds up to astonishing financial losses for women - *A high school graduate loses \$700,000, a professional school graduate loses \$2 million.*
- Women have to work twice as hard as men to raise to the top of America's corporations - *Women are excluded from informal networks and face stereotypes and preconceptions of women's roles and abilities.*
- The majority of families in the United States rely on women's wages to make ends meet – *nearly 30% of working women earn all of their families' income and 60% of working women earn about half or more of their families income.*

By supporting education and job training programs for women, you are supporting a proven strategy for helping women leave poverty, gain stability and move towards a better life.

- With nearly 30 years of experience helping women attain self-sufficiency, Women Work! knows that when you give women access to job training and education they get the jobs they need to pull themselves and their families out of poverty.
- Job training and education are key in helping women overcome factors that the General Accounting office of the United States say contribute to this "wage gap" - *Women often have lower levels of education, fewer skills and less work experience than men do, due to time away from work to attend to family care responsibilities*
- Job training and education have a measurable impact on women's earnings - *Women who have completed an associate's degree earn nearly twice as much as women who have not graduated from high school.*

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