



the
**WOMEN'S
FUND**

OF THE GREATER CINCINNATI FOUNDATION

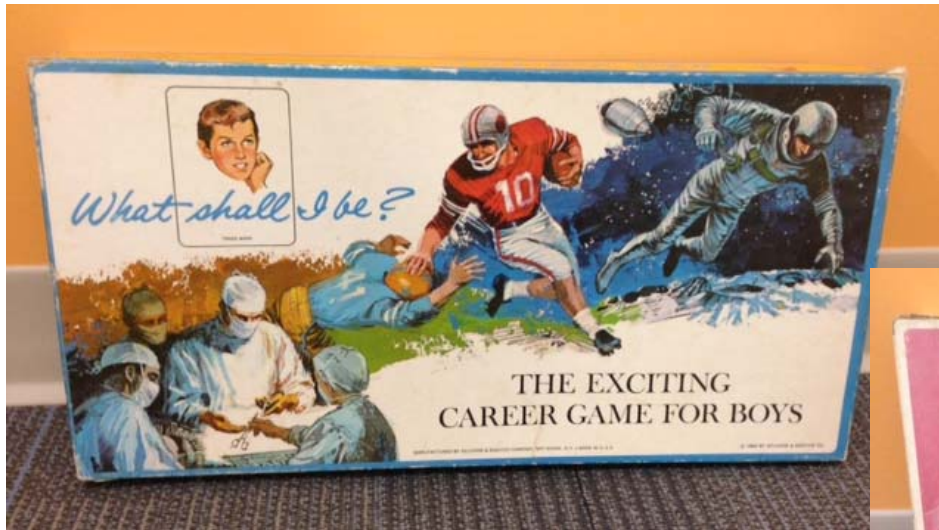




The Women's Fund of
The Greater Cincinnati Foundation leads our
community in ensuring the economic
self-sufficiency of women in our region and
ignites a shared desire to improve it.



What shall I be?



Exciting Career Games
for Boys and Girls



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Makers of PARCHEESI[®], A Backgammon Game of India

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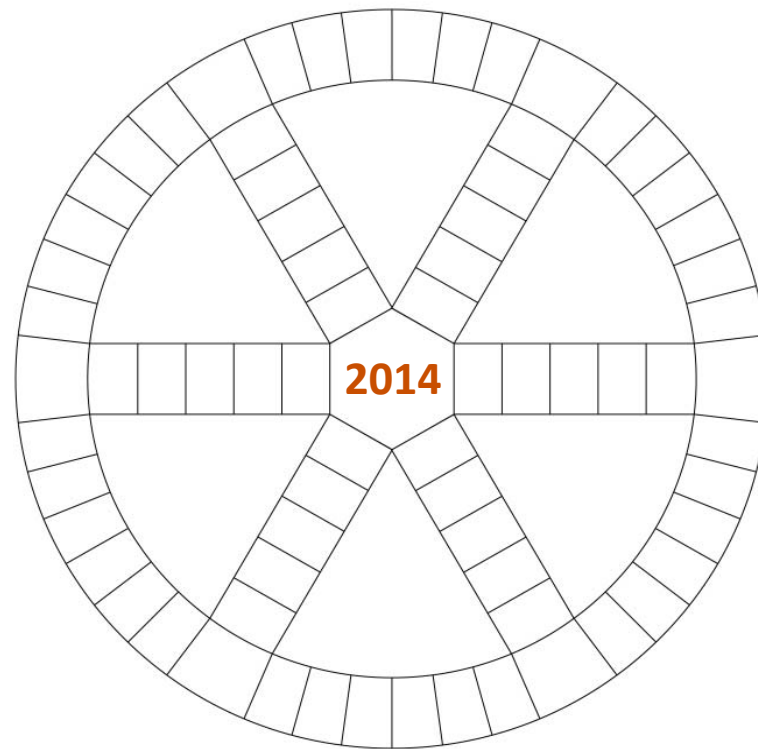



Careers for Girls

What do you hope to be in the future? A nurse? A stewardess? An actress? A teacher? A model? A dancer? These important and popular career choices represent only a fraction of the job opportunities open to you. Today, women can be found doing anything from performing surgery to designing spaceships. Maybe you would make a better pilot than a stewardess or a better photographer than a model. Be sure and look into all the possibilities before you decide. Remember that what you will be in the future depends only on what you want to be.




Forty-six years later, you've come a long way baby?





Five out of six occupation groups that currently are the most female-dominated have 2012 median wages of **\$40,000 or less**, which is insufficient to provide the basics for a woman who is the single parent of two children.



In 2020, **4 of every 7 women** are projected to work in occupations with a median wage that is inadequate to support a woman with one child without public assistance.

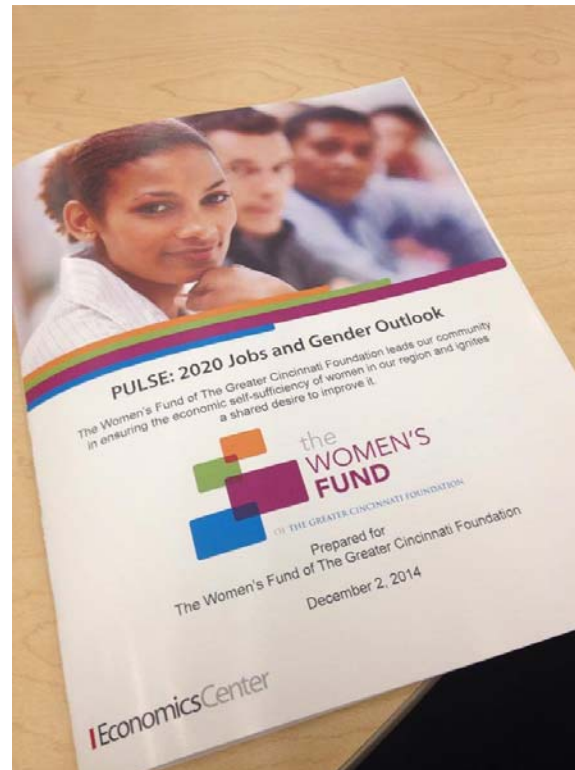
Children in Poverty



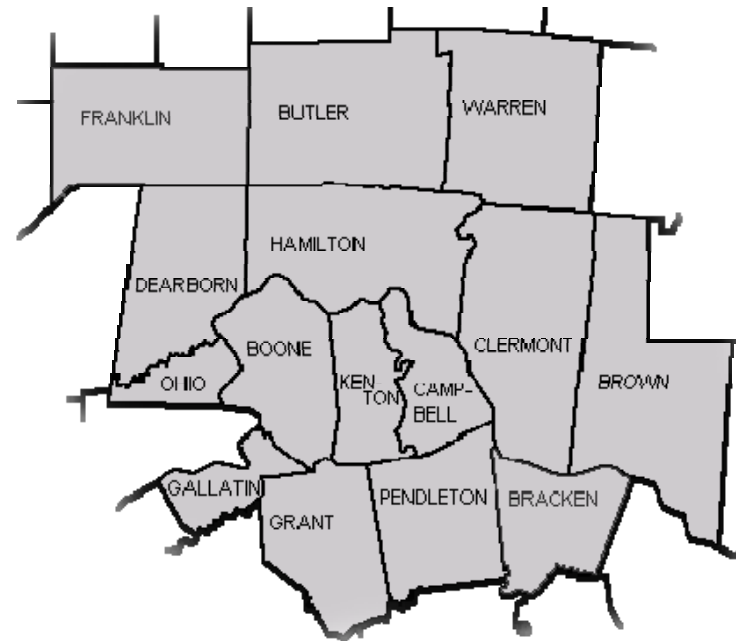
Two out of three children in poverty in our region live in female-headed households.

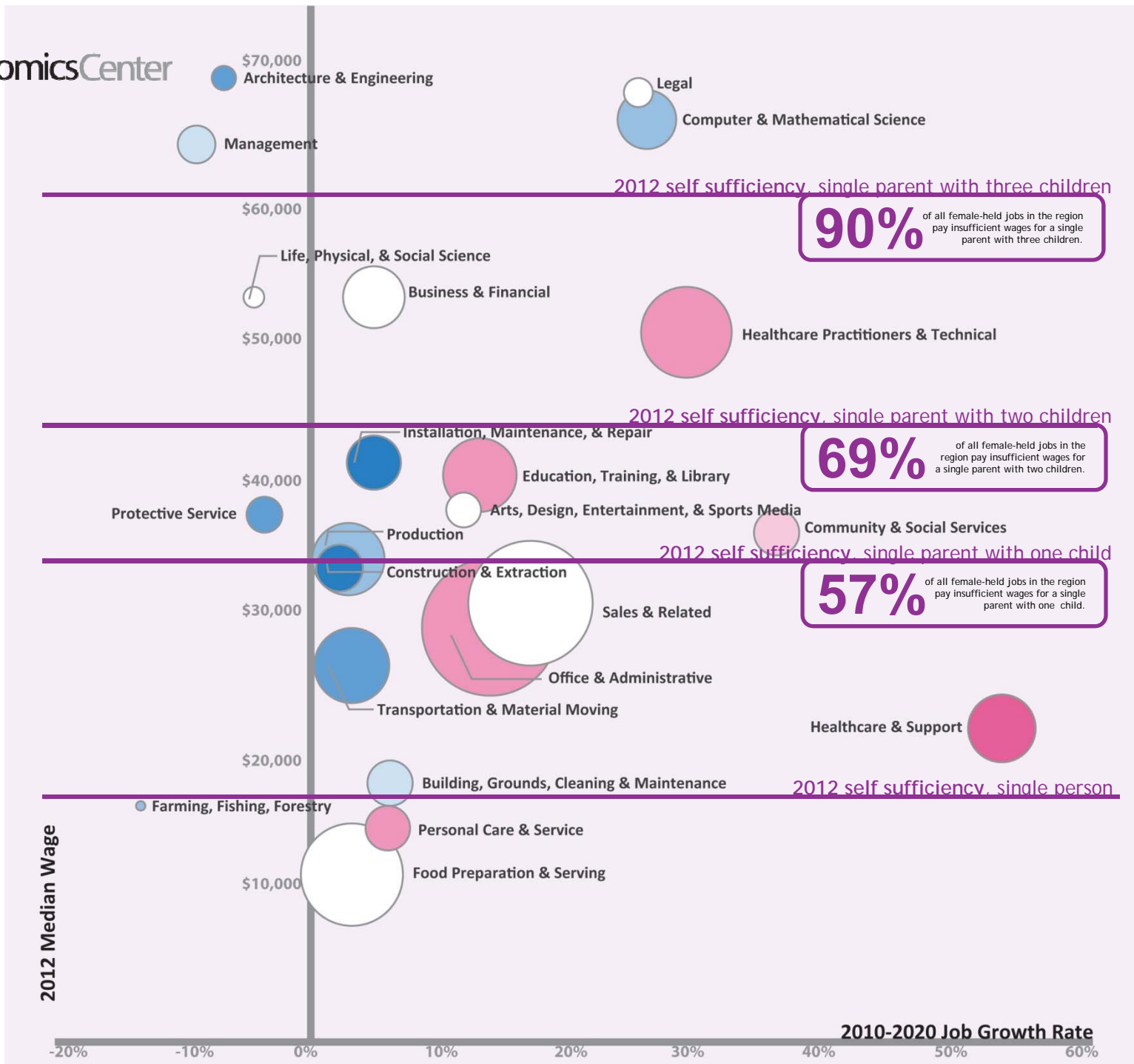


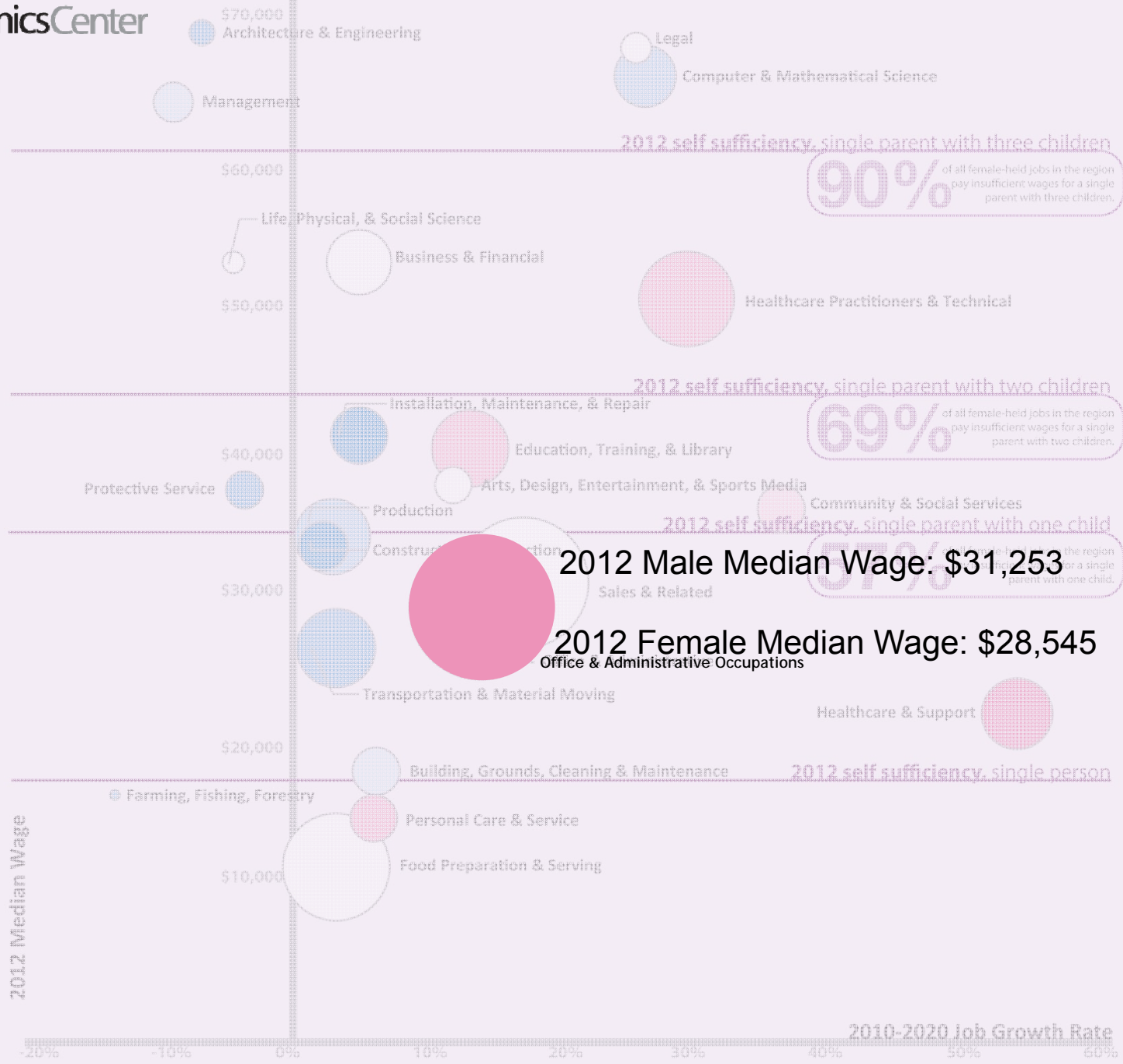
EconomicsCenter



2012 Cincinnati Metropolitan Statistical Area:







2012 self sufficiency, single parent with three children
90% of all female-held jobs in the region pay insufficient wages for a single parent with three children.

2012 self sufficiency, single parent with two children
69% of all female-held jobs in the region pay insufficient wages for a single parent with two children.

2012 self sufficiency, single parent with one child
57% of all female-held jobs in the region pay insufficient wages for a single parent with one child.

2012 self sufficiency, single person

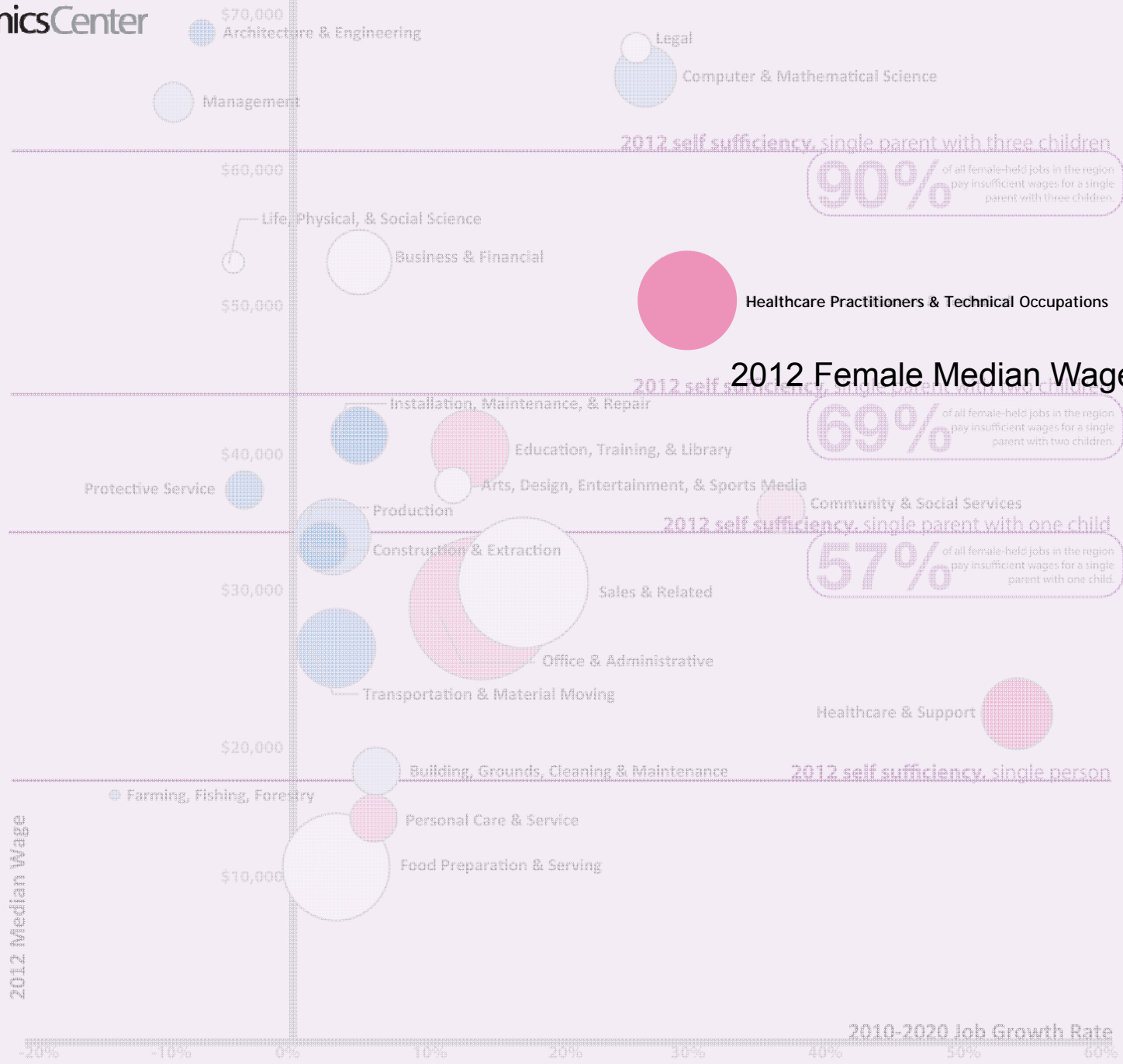
2012 Male Median Wage: \$31,253

2012 Female Median Wage: \$28,545
 Office & Administrative Occupations

2010-2020 Job Growth Rate

2012 Median Wage

2012 Male Median Wage: \$75,182



2012 self sufficiency, single parent with three children
90%
 of all female-held jobs in the region pay insufficient wages for a single parent with three children.

2012 Female Median Wage: \$46,390

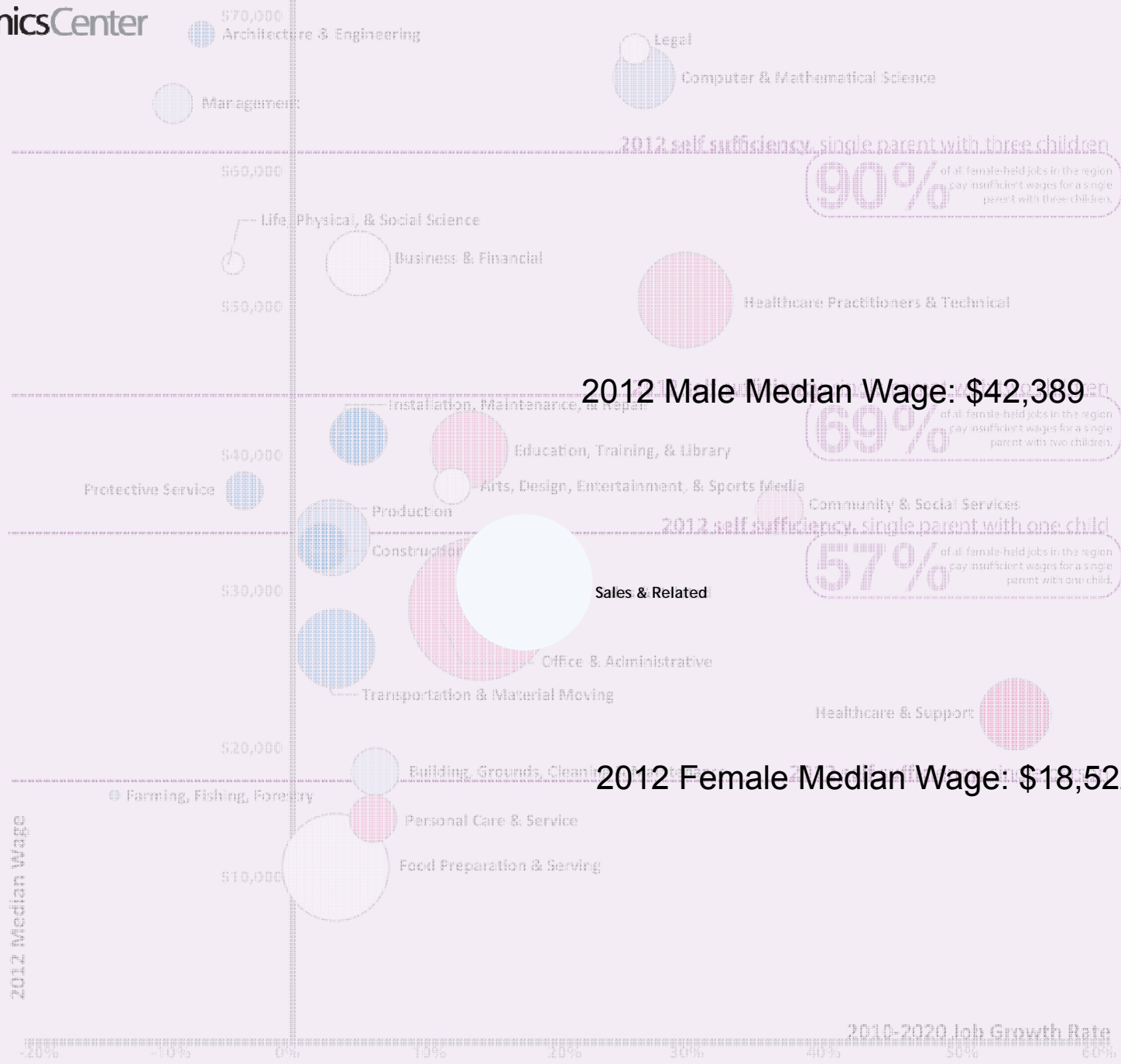
2012 self sufficiency, single parent with two children
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 of all female-held jobs in the region pay insufficient wages for a single parent with two children.

2012 self sufficiency, single parent with one child
57%
 of all female-held jobs in the region pay insufficient wages for a single parent with one child.

2012 self sufficiency, single person

2012 Median Wage

2010-2020 Job Growth Rate



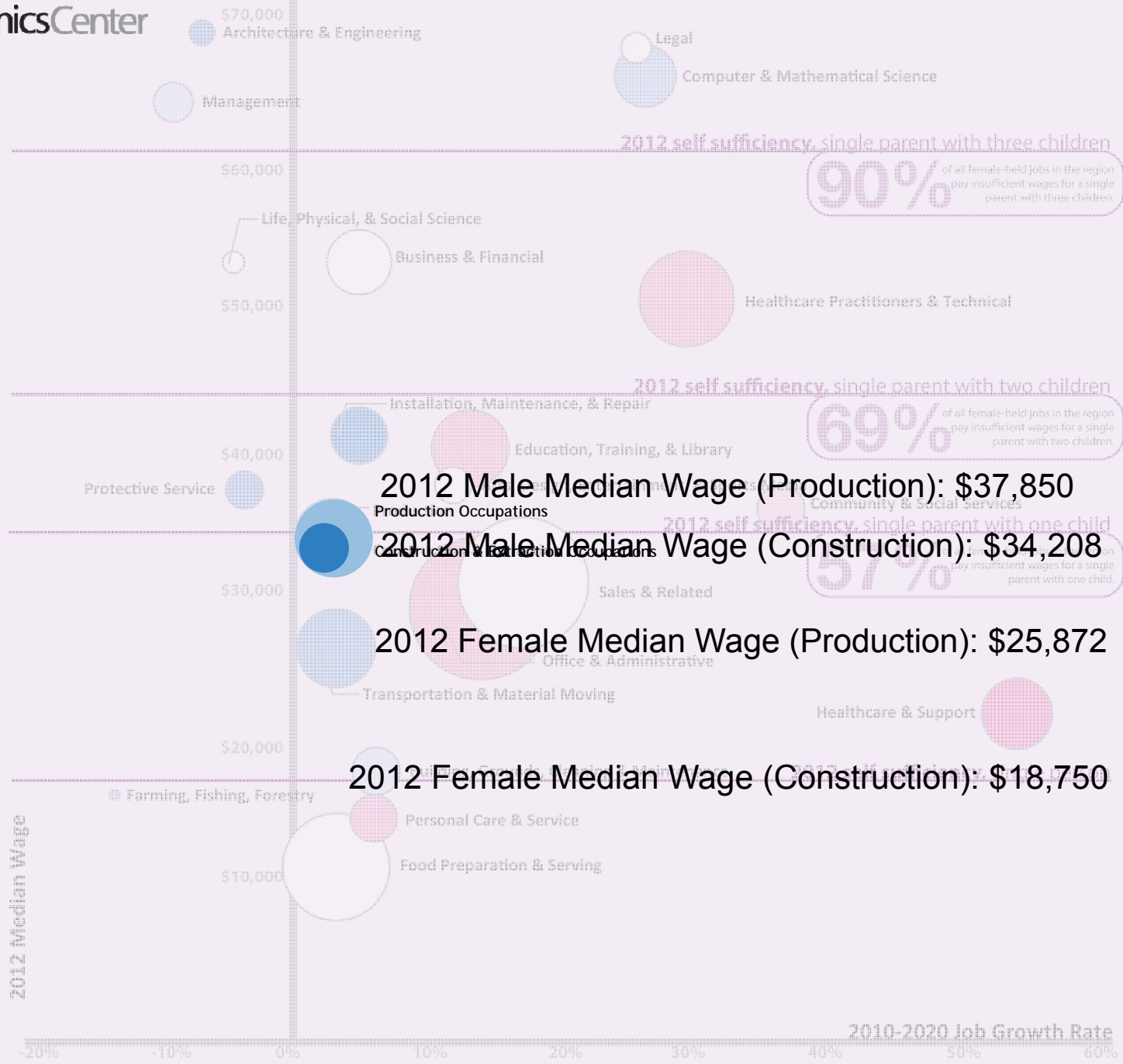
2012 Male Median Wage: \$42,389

2012 Female Median Wage: \$18,522

2012 self-sufficiency, single parent with three children
90% of all female-held jobs in the region pay insufficient wages for a single parent with three children.

2012 self-sufficiency, single parent with two children
69% of all female-held jobs in the region pay insufficient wages for a single parent with two children.

2012 self-sufficiency, single parent with one child
57% of all female-held jobs in the region pay insufficient wages for a single parent with one child.



2012 Male Median Wage (Production): \$37,850

2012 Male Median Wage (Construction): \$34,208

2012 Female Median Wage (Production): \$25,872

2012 Female Median Wage (Construction): \$18,750

2012 self sufficiency, single parent with three children
90% of all female-held jobs in the region pay insufficient wages for a single parent with three children.

2012 self sufficiency, single parent with two children
69% of all female-held jobs in the region pay insufficient wages for a single parent with two children.

2012 self sufficiency, single parent with one child
57% of all female-held jobs in the region pay insufficient wages for a single parent with one child.

Barriers to Entry

- Educational
- Childcare
- Occupational Characteristics



Recommendations - Employers

Goals for apprenticeships, recruitment and retention

Support services internally

Messaging changes for recruitment

Livable wage case

Recommendations – NPs and Funders



Boot camps

Gender lens in measurements

Gender specific strategies

Gender specific investments

Gender specific research

Recommendations – Public Policy



Invest in more in skill building

Invest in new approaches

Invest in gender specialists



Download the report at:
cincinnatiwomensfund.org