



INVESTING IN CHANGE: TRENDS, CHALLENGES AND OPPORTUNITIES FOR WOMEN IN THE WASHINGTON REGION'S LABOR FORCE



Investing in Change: Trends, Challenges and Opportunities for Women in the Washington Region's Labor Force

Claudia Williams, Research and Evaluation Program Officer

With support from



Table of Contents

Introduction	1
Women’s Labor Force Participation	2
Women’s Labor Force Participation Trends at a Glance	2
Women’s Labor Force Participation by Local Jurisdiction	3
Women’s Labor Force Participation by Age	4
Women’s Labor Force Participation by Race and Ethnicity.....	4
Foreign-born Women in the Labor Force	4
Women with Disabilities in the Labor Force	5
Mothers in the Labor Force	5
Low-Income Women in the Labor Market	6
Low-Income Women are Less Likely than Other Women to Participate in the Labor Force	6
Low-Income Women Face Significant Barriers to Employment.....	6
Lack of Skills and Education	7
Dearth of Affordable Child Care Options	7
Lack of Reliable Transportation	8
Discrimination	8
Blemished Credit Reports	8
Other Barriers to Employment	8
Women Are the Majority of Low-Wage Workers	9
Immigrant Women and Women of Color are Overrepresented among Low-Income Women in the Labor Force.....	10
Occupational Segregation Negatively Impacts Women.....	10
Women Earn 84 Cents to Every Dollar Their Male Counterparts Earn.....	11
Low-Income Women are More Likely to be Underemployed	13
Unemployment is a Real and Persistent Threat for Women.....	14
Workforce Development Programs: Stepping Stones to a Better Life	15
Goodwill of Greater Washington: Training Programs Designed with a Gender Lens.....	16
Academy of Hope: Building Pathways to Careers, Not Just Jobs	17
Training Futures: Providing Holistic Services for Lasting Impact.....	18
Northern Virginia Community College: Expanding Opportunities for Low-Income Women.....	19
A Community-Wide Call to Action: What We Can Do	20
Summary Tables	21
Methodology	31
References	34

Figures

Figure 1. Labor Force Participation and Earnings, by Sex and Jurisdiction in the Washington Region, 2013.....	3
Figure 2. Women’s Labor Force Participation by Age in the Washington Region, 2013.....	4
Figure 3. Women’s Labor Force Participation Growth Rate Since 2006 by Race and Ethnicity in the Washington Region.....	4
Figure 4. Mothers’ Contribution to Family Earnings in the Washington Region, 2013.....	4
Figure 5. Breadwinner Mothers by Educational Attainment in the Washington Region, 2013.....	4
Figure 6. Low-Income Women’s Barriers to Employment.....	5
Figure 7. Distribution of Low-Wage Workers by Sex, and Earnings to Achieve Self-Sufficiency in the Washington Region, 2013.....	5
Figure 8. Low-Income Women in the Labor Force by Selected Characteristics in the Washington Region, 2013.....	6
Figure 9. Percent of Workers in Nontraditional Occupations by Sex in the Washington Region, 2013....	9
Figure 10. Median Annual Earnings by Educational Attainment and Sex, 25 years and older, in the Washington Region, 2013.....	10
Figure 11. Percent of Women and Men Usually Working Less than 35 Hours per Week in the Washington Region, 2013.....	10
Figure 12. Women’s Unemployment Rates by Jurisdiction in the Washington Region, 2013.....	11
Figure 13. Women’s Unemployment Rates by Ward in Washington, DC, 2005-2013.....	13
Figure 14. Successful Workforce Development Approaches for Low-Income Women.....	14

Summary Tables

Summary Table 1. Labor Force Participation by Sex in the Washington Region, 2013.....	22
Summary Table 2. Labor Force Participation by Sex, 16-24 years, in the Washington Region, 2010-2012.....	22
Summary Table 3. Labor Force Participation by Sex, 25-64 years, in the Washington Region, 2013.....	22
Summary Table 4. Labor Force Participation by Sex, 65 years and older, in the Washington Region, 2010-2012.....	23
Summary Table 5. Labor Force Participation by Sex of Asian non-Hispanics in the Washington Region, 2010-2012.....	23
Summary Table 6. Labor Force Participation by Sex of Black non-Hispanics in the Washington Region, 2010-2012.....	23
Summary Table 7. Labor Force Participation by Sex of Latino or Hispanics in the Washington Region, 2010-2012.....	24
Summary Table 8. Labor Force Participation by Sex of White non-Hispanics in the Washington Region, 2010-2012.....	24
Summary Table 9. Labor Force Participation by Sex of Foreign-Born in the Washington Region, 2010-2012.....	24
Summary Table 10. Labor Force Participation by Sex for People with Disabilities in the Washington Region, 2010-2012.....	25
Summary Table 11. Labor Force Participation of Mothers, 20 to 64 Years Old, and Marital Status in the Washington Region, 2010-2012	25
Summary Table 12. Labor Force Participation of Mothers, 20 to 64 Years Old, by Age of Children in the Washington Region, 2010-2012	25
Summary Table 13. Share of Mothers' Contributions to Family Earnings in the Washington Region, 2013.....	26
Summary Table 14. Labor Force Participation by Income in the Washington Region, 2013.....	26
Summary Table 15. Women's Educational Attainment in the Washington Region, 25 Years and Older, 2013.....	26
Summary Table 16. Educational Attainment of Low-Income Workers by Sex in the Washington Region, 25 Years and Older, 2013	27
Summary Table 17. Labor Force Composition of Low-Wage Workers by Sex in the Washington Region, 2013.....	27
Summary Table 18. Composition of the Labor Force by Race and Ethnicity, and Place of Birth in the Washington Region, 2013	27
Summary Table 19. Share of Workers by Occupation and Sex in the Washington Region, 2013	28
Summary Table 20. Unemployment Rates by Sex and Jurisdiction in the Washington Region, 2013.....	29

Summary Tables

Summary Table 21. Unemployment Rates by Sex and Jurisdiction for Asian non-Hispanics in the Washington Region, 2010-2012	29
Summary Table 22. Unemployment Rates by Sex and Jurisdiction for Black non-Hispanics in the Washington Region, 2010-2012	29
Summary Table 23. Unemployment Rates by Sex and Jurisdiction for Hispanics or Latinos in the Washington Region, 2010-2012	30
Summary Table 24. Unemployment Rates by Sex and Jurisdiction for White non-Hispanics in the Washington Region, 2010-2012	30



At Washington Area Women’s Foundation, we believe that every woman should be economically secure. Our goal is to build better opportunities for our region’s women and girls, so that they can become agents of change in their own families and communities. In this issue brief, we focus on promising approaches to building economic security for women through workforce development.

In the following pages, we share the latest employment and labor force participation trends for working women in the Washington region, with a particular focus on low-income women. We identify some of the strategies of successful workforce development programs that support these women, and conclude with concrete steps that funders, policymakers, advocates, employers, and individuals can take to provide women with the effective education and job training programs they need to build economic security and change the trajectory of their lives.

WOMEN'S LABOR FORCE PARTICIPATION

Labor force participation growth is one of the best indicators of future economic growth and vitality.

Nonetheless, rates across the country have been trending down since the early 2000s—and barely edging up in our region. Changes such as the aging of the Baby Boom cohort, increased educational attainment, cyclical effects in the business cycle, and technological innovation can partly explain labor force participation trends.¹ A thorough understanding of these trends is crucial to lay out policies that would help boost participation of groups of workers lagging behind or those most in need. Workforce development programs play a critical role in maintaining a robust labor force by preparing a pipeline of workers, continually enhancing workers' skills to keep them relevant for jobs available in the labor market, and ultimately contributing to the economic growth and vitality of our region.²



Women's Labor Force Participation Trends at a Glance

Women are an important part of our region's economy. About 68 percent of Washington region women age 16 and older participate in the labor force, a figure that has remained stable for almost a decade. Compared to the nation as a whole, these women are more likely to be actively working, employed in professional or managerial occupations, and to have higher earnings than their counterparts across the country.³ However, the Washington region is also home to more than 170,000 women employed in low-wage occupations, and nearly 80,000 unemployed women. Over half of these 250,000 women (59 percent) lack education beyond high school, and must compete in a regional labor market that increasingly requires postsecondary credentials or specialized training to obtain good jobs. For these women, workforce development and job training programs are critical stepping stones to economic security.

Proven workforce development methods build the skills and education that low-income women need to secure employment with family-sustaining wages, benefits, and career pathways—and these programs are only becoming more critical. Close to 44 percent of all jobs created by 2022 will require workers have some kind of postsecondary education or training.⁴ Not only are occupations that typically require postsecondary education the fastest growing, but there is a strong relationship between higher levels of education, annual earnings, and economic security for women.⁵

Women's Labor Force Participation by Local Jurisdiction¹

Women's workforce participation in the Washington region surpasses the national rate by 11 percent, but varies considerably across jurisdictions. In the city of Alexandria, close to 75 percent of women are employed or looking for work; next in our region is Arlington County with a rate of 72 percent. In the District of Columbia, only 65 percent of women are part of the workforce. Fairfax, Montgomery, and Prince George's counties are in between—with rates of 66, 68, and 70 percent respectively. However, high labor force participation rates do not always translate into higher earnings for women. For example, despite women's strong labor force participation in Prince George's County, women in that county have the lowest median earnings in the region at \$50,524.⁶

Since 2006, women's participation in the region's labor market has remained relatively flat, increasing only by one percent. Overall, participation rates increased in Arlington County and Montgomery County (by four percent), remained practically unchanged in Prince George's County, and edged down in Fairfax County (by one percent). It is likely participation rates will continue flat or trend down, as the Baby boomers continue growing older.⁷

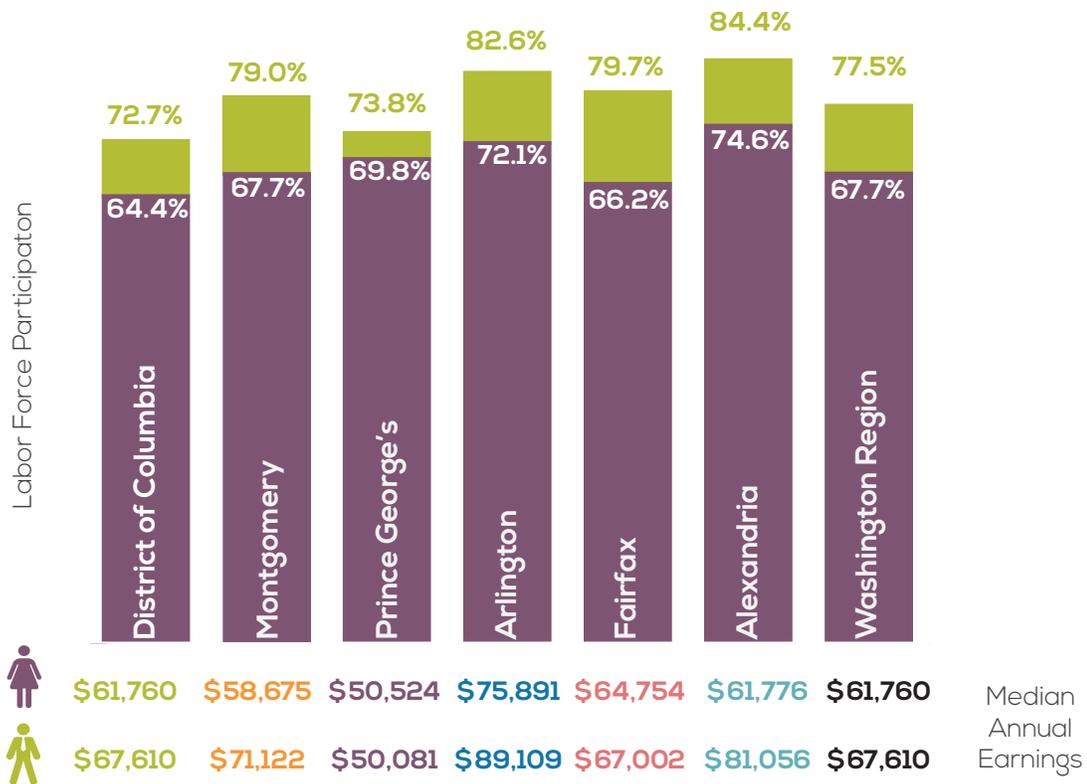


Fig 1. Labor Force Participation and Earnings, by Sex and Jurisdiction in the Washington Region, 2013.

¹The geographic composition of our region is diverse, consisting of cities and counties. Figures by jurisdiction in our region are not strictly comparable as there are vast structural differences among jurisdictions.

Women's Labor Force Participation by Age

Not surprisingly, women's participation in the labor market peaks during their prime working years—between 25 and 64 years old—with a rate of 80 percent. Even so, women of all ages are actively engaged in the workforce. Women lay the foundations of their economic independence and career paths early on, and continue working later in life to meet their financial responsibilities.⁸ Over half (57 percent) of young women (16 to 24 years), and close to 19 percent of older women (65 years and older) are part of the labor force in the region.

Young women's participation in the labor market has significantly decreased in recent years, compared to women in the same age range from previous generations. It is unclear what has driven this downward trend; however, a longer pursuit of education and a major lack of jobs for youth since the Great Recession are among the most common explanations.⁹ On the other hand, older women are more likely than ever to be working than their predecessors. Many older women have chosen to delay retirement because of improved health and longer life expectancy or because they could not afford to retire.¹⁰

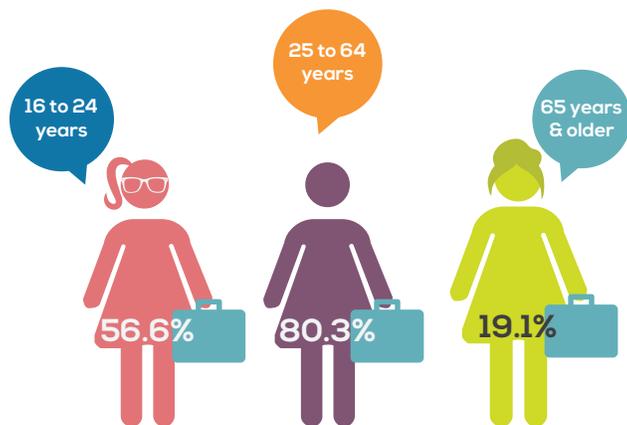


Fig 2. Women's Labor Force Participation by Age in the Washington Region, 2013

The Women's Foundation's Analysis of the American Community Survey, 2013

Women's Labor Force Participation by Race and Ethnicity

The composition of the region's female labor force is becoming more racially and ethnically diverse. Latinas are the tailwind behind these changes. Since 2006, the participation rate for Latina women has grown by almost six percent, unlike their counterparts whose participation rates hardly rose over one percent.

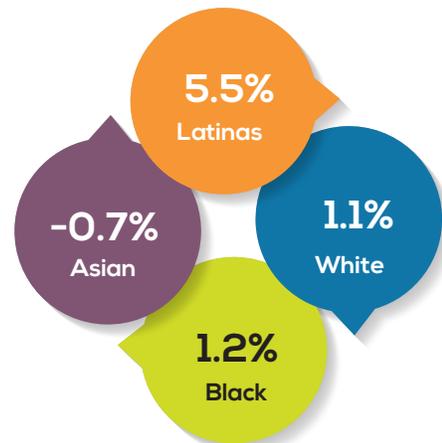


Fig 3. Women's Labor Force Participation Growth Rate Since 2006 by Race and Ethnicity in the Washington Region

The Women's Foundation's Analysis of the American Community Survey, 2006 and 2013

This demographic shift is happening to some extent because the White population is rapidly aging and its labor force is declining, and because Latinas have strong labor force participation rates—in part because they are younger.¹¹ Close to three of every four Latinas (74 percent) are part of the labor market, followed by Black (69 percent) White (66 percent) and Asian women (65 percent).

Foreign-born Women in the Labor Force

Foreign-born women are active in the labor market with a participation rate close to 70 percent, an 8 percent increase since 2006. While women born abroad work in occupations at the top and the bottom of the skills spectrum, close to a third (31 percent) hold low-wage occupations.

Women with Disabilities in the Labor Force

Women with disabilities, 20 to 64 years old, have labor force participation rates considerably lower than their counterparts—less than half (48 percent) are actively engaged in the labor force. It is not surprising that the participation rate for these women is so low, as they often face employment discrimination.¹²

Mothers in the Labor Force

The majority of women who are raising children are actively engaged in the labor force. Close to eight of every 10 mothers with children under 18 years old (78 percent) are employed or looking for work. Married mothers (74 percent) are not as likely to be part of the workforce as single mothers (87 percent); still, they have a significant presence in the regional labor market. Mothers with older children (6 to 17 years) have a 13 percent higher labor force participation rate than mothers of younger children and infants (5 years and under).

The share of mothers in the labor force has also remained relatively flat since 2006, growing less than two percent. Still, working mothers are more likely than ever before to be the sole or primary breadwinner for their families.¹³ In 2013, over a third (34 percent) of mothers with children under 18 in the Washington region brought home at least half of the family's earnings. Nearly another quarter (23 percent) were co-breadwinners, bringing home between 25 percent and 49 percent of the family's earnings.

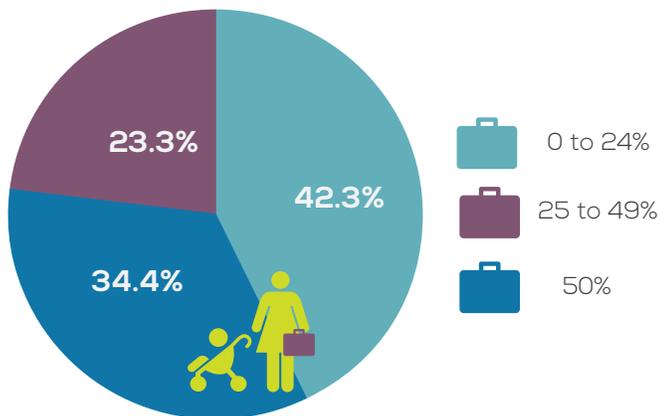


Fig 4. Mothers' Contribution to Family Earnings in the Washington Region, 2013

The Women's Foundation's Analysis of the American Community Survey, 2013

Among mothers contributing 50 percent or more of the family's earnings, a similar share are single heads of household and married mothers—47 and 53 percent respectively. Single heads of households, however, tend to be less educated and to be concentrated in lower paying jobs. Nearly 60 percent of breadwinner moms who are single heads of household did not complete a bachelor's degree and about half of those did not complete any education beyond high school and hold low-wage occupations.

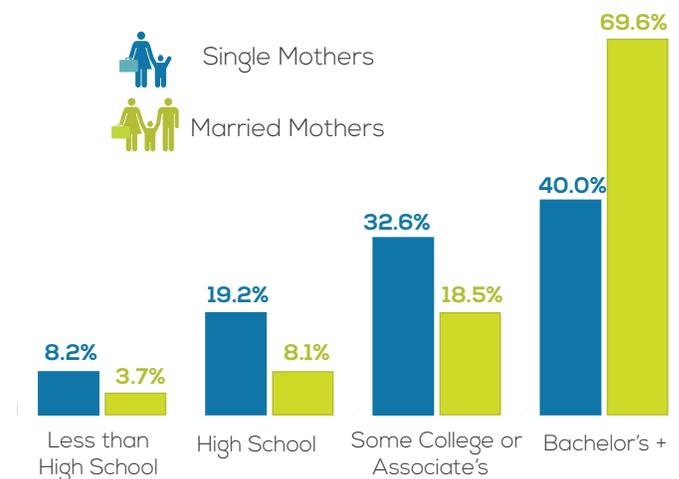


Fig 5. Breadwinner Mothers by Educational Attainment in the Washington Region, 2013

The Women's Foundation's Analysis of the American Community Survey, 2013

By comparison, seven out of ten married breadwinner mothers hold a bachelor's degree or higher. This means that, while single and married mothers are both providing the majority of the income in these families, single women are trying to support their families with lower paying jobs.

LOW-INCOME WOMEN IN THE LABOR MARKET

Traditional workforce development programs or higher education models are often ill-suited for many of the workers that need them most to obtain or advance to better jobs—especially women.

A first step to improve and invest in these programs is to thoroughly understand low-income women's characteristics, unique circumstances and opportunities—or lack thereof—to participate in the labor force.

Low-Income Women are Less Likely than Other Women to Participate in the Labor Force

Over half (54 percent) of low-income women living near poverty (at or below 200 percent of the poverty line) participate in the labor market in the Washington region. In comparison, women above the near-poverty threshold participate at a rate of 72 percent, and are more likely to be employed in professional or managerial occupations. This stark difference stems in part from the lower levels of educational attainment and barriers to employment of women living near poverty. Barriers to employment persist and become compounded over time if not addressed in a comprehensive manner.

Low-Income Women Face Significant Barriers to Employment

Low-wage positions lack the flexibility, employer-based benefits, and predictable working hours that women need to balance work with family and to achieve economic security.¹⁴ The cumulative impact of the challenges low-wage women workers navigate becomes a very heavy burden in daily life, and likewise limits their ability to engage in workforce development programs that can help them increase their skills and advance out of low-wage work.¹⁵

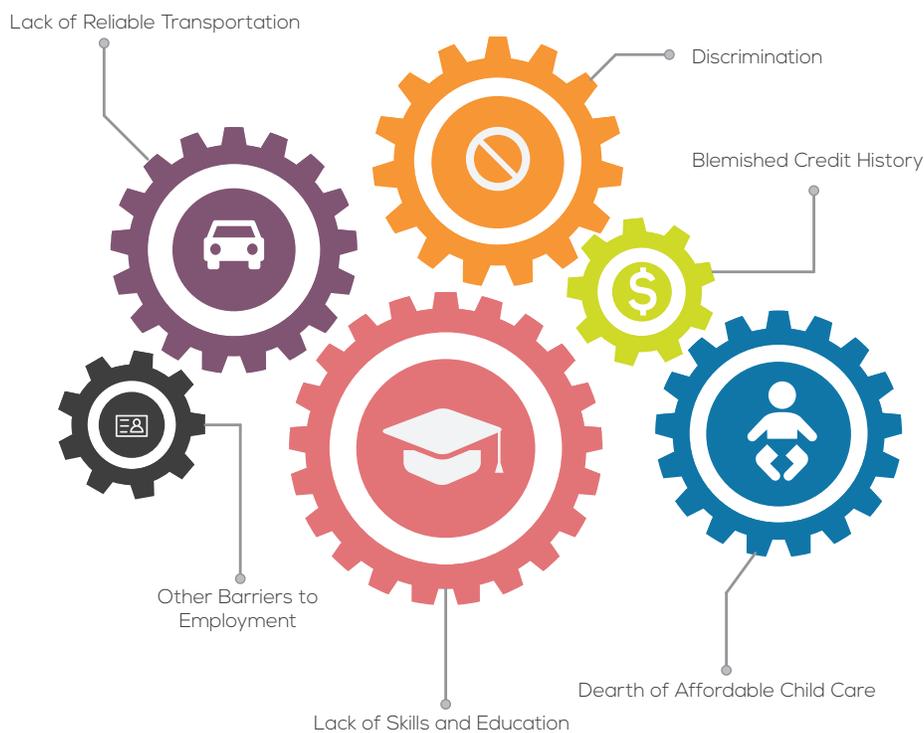


Fig 6. Low-Income Women's Barriers to Employment

- **Lack of Skills and Education:** Low-income women without secondary or postsecondary education are much more likely to experience barriers to good employment opportunities. Demand for workers with postsecondary education is expected to continue to grow in the next decade.¹⁶ This trend represents a significant challenge to close to seven percent of women in the region’s labor market, either because they lack a high school diploma or GED certificate, or because they interrupted their education right after completing high school. Poor academic preparation, poverty, early parenting, the high costs of financing education and lack of role models or guidance are some of the roadblocks women encounter to furthering their education.¹⁷ The responsibility to provide for their family is also a major obstacle to complete high school or to enroll in college. It is difficult to keep up with family, work, and school at the same time; even so, over a quarter (26 percent) of undergraduate students are raising dependent children in the U.S., most of them without any supportive services and experiencing many of these barriers.¹⁸



- **Dearth of Affordable Child Care Options:** It is difficult for low-income mothers to secure high quality, affordable and reliable child care that both allows them to work and helps their children succeed in school.¹⁹ The average cost of child care in our region is beyond what low-income families can afford, particularly for single-parent families. Parents can expect to pay up to \$22,000 per year in child care costs in the District of Columbia, and close to \$14,000 and \$10,000 respectively in Maryland and Virginia. To put it in perspective, the cost of center-based care for an infant in the District of Columbia is three times higher than the cost of a year’s tuition and fees at a four-year public college, according to 2013 data. In Maryland and Virginia, the cost is nearly twice as much.²⁰ Under these circumstances, lack of affordable child care might result in the decision to withdraw from the labor force altogether; or in some instances, taking time off from work to care for a sick child or family member might result in termination.



- **Lack of Reliable Transportation:** Safe, efficient and affordable transportation is necessary for women to access employment, training, and education programs.²¹ However, low-income neighborhoods are not well served by public transportation,²² and the majority of jobs available for low-income women are far away from where they live.ⁱⁱ The cost of commuting for low-income families in our region is also among the highest in the country. In relative terms, working poor households spend nearly three times more on transportation costs than other households.²³ For mothers, commuting to work can become a double burden if child care is not available within a close distance of their home or workplace, making coordination more complicated and expensive.²⁴
- **Discrimination:** The job search process can be particularly challenging for women who have been incarcerated; it remains lawful to discriminate against job-seekers with a criminal background regardless of the type of conviction or when it happened.²⁵ Furthermore, criminal records disproportionately affect women of color, already vulnerable to race and gender biases.²⁶ Women with disabilities report that their own disability is a barrier to employment, and that they are more vulnerable to experiencing discrimination in hiring, promotion, and access to on-the-job training opportunities compared to other women. Foreign-born women also face discrimination, and are more likely to struggle with limited English proficiency, or obtaining and renewing legal permits to reside and work in the United States.²⁷
- **Blemished Credit Reports:** Employers frequently look at an applicant’s personal credit history as a proxy to work habits before making hiring decisions. While this is more prevalent among senior executive positions and jobs with significant financial responsibility, it also affects low-income families, in particular Blacks and Latinos.²⁸
- **Other Barriers to Employment:** It is not uncommon for chronically unemployed women to have experienced abuse—sexual, emotional, mental, or physical—or periods of instability impacting their capacity to seek and retain employment.²⁹



ⁱⁱ A study of the Baltimore metropolitan region found that very few jobs in manufacturing, construction, logistics, business services or information technology are easily accessible to workers commuting from underserved urban neighborhoods. This is an important fact to consider as these sectors are more likely to pay family-sustaining wages.

Women Are the Majority of Low-Wage Workers

Nearly two-thirds (65 percent) of all low-wage workers in the Washington region—earning \$10.10 per hour or less—are women. The Basic Economic Security Tables (BEST)ⁱⁱⁱ analysis establishes that a family of three in the Washington metropolitan region would need at least an average income of \$77,604 (adjusted for inflation) to be self-sufficient.³⁰ That translates to an hourly wage of approximately \$37 for full-time, year-round workers—almost four times as much as what women employed in low-wage occupations earn.

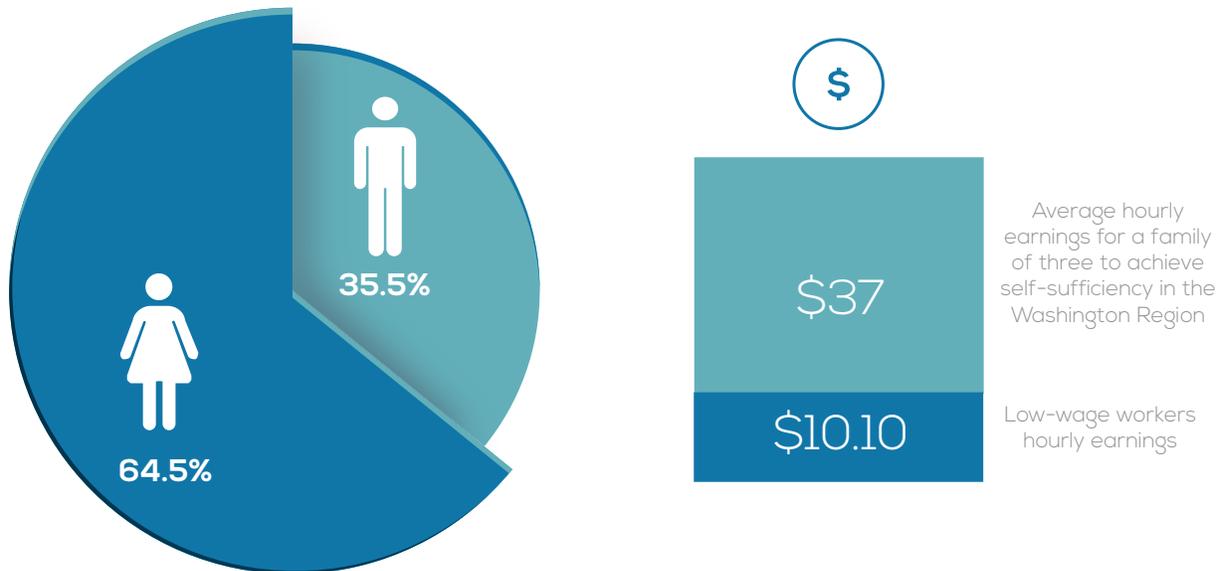


Fig 7. Distribution of Low-Wage Workers by Sex, and Earnings to Achieve Self-Sufficiency in the Washington Region, 2013

The Women's Foundation's Analysis of the American Community Survey, 2013

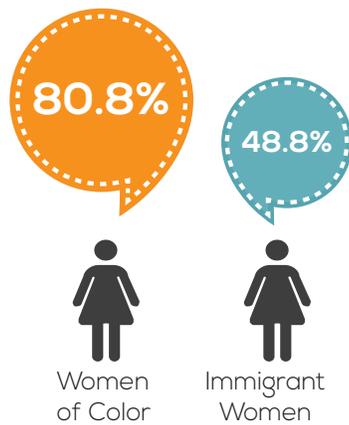
Women employed in low-wage occupations face harsh economic insecurity, and these jobs are becoming more and more common. The concentration of women in low-wage occupations has soared in recent years.³¹ Nationwide, more than one-third (35 percent) of women's net job gains after the Great Recession have been in occupations that pay an average of \$10.10 per hour or less.³² In the Washington region, the share of women in low-wage jobs grew 15 percent between 2008 and 2013.



ⁱⁱⁱ Wider Opportunities for Women (WOW) developed the Basic Economic Security Tables (BEST) that define the amount of income required to adequately meet basic needs and accumulate savings for emergencies and retirement. The tables take into consideration variances in living costs across the country and among a variety of family types. This income does not include any extras such as vacations, entertainment, electronics, gifts or meals out.

Immigrant Women and Women of Color are Overrepresented among Low-Income Women in the Labor Force

Almost every demographic of women is overrepresented in the low-income workforce. Regardless of a woman's race and ethnicity, marital status, educational attainment or place of birth, women are much more likely than men to be employed in low-wage occupations in the Washington region and across the country.³³ However, these women are disproportionately women of color (81 percent) and were born abroad (49 percent). Since 2006, the number of Latinas in the low-income labor force has increased by one third (34 percent).



Low-income women in the labor force are disproportionately women of color and immigrants.

Fig 8. Low-Income Women in the Labor Force by Selected Characteristics in the Washington Region, 2013
The Women's Foundation's Analysis of the American Community Survey, 2013

Occupational Segregation Negatively Impacts Women

Women's concentration in low-wage occupations results in part from marked occupational segregation.³⁴ One way of looking at occupational segregation is to measure the number of women and men employed in nontraditional occupations for their gender—occupations in which one gender comprises less than 25 percent of all workers in that occupation. Examples of nontraditional occupations for women include construction and building trades, transportation and material moving, and architecture and engineering. Nontraditional occupations for men include healthcare support, personal care and service occupations.



In the Washington region, women are minimally represented in nontraditional occupations for their gender; only four percent of all women in the region hold nontraditional occupations while nearly a quarter of men (22 percent) are employed in this same group of occupations (male dominated occupations).

These disparities matter and have real consequences for women’s economic security. Nontraditional occupations for women typically pay more than occupations that are female-dominated—often as much as 20 to 30 percent more—even with similar levels of educational attainment.³⁵ In addition to better wages, male-dominated occupations are more likely to offer well-defined career paths, good healthcare and other benefits, and thus a strong pathway to economic security.

Yet, opportunities for workforce development in women’s nontraditional employment and advancement are limited. Women are more likely to face workplace discrimination, they are not as likely to receive on the job training and access to skill-building tasks, and they lack mentors or role models to help them navigate their careers.³⁶ Women in nontraditional occupations are also likely to encounter negative attitudes from family members and therefore do not receive support in ways that may be critical to their success in the field.

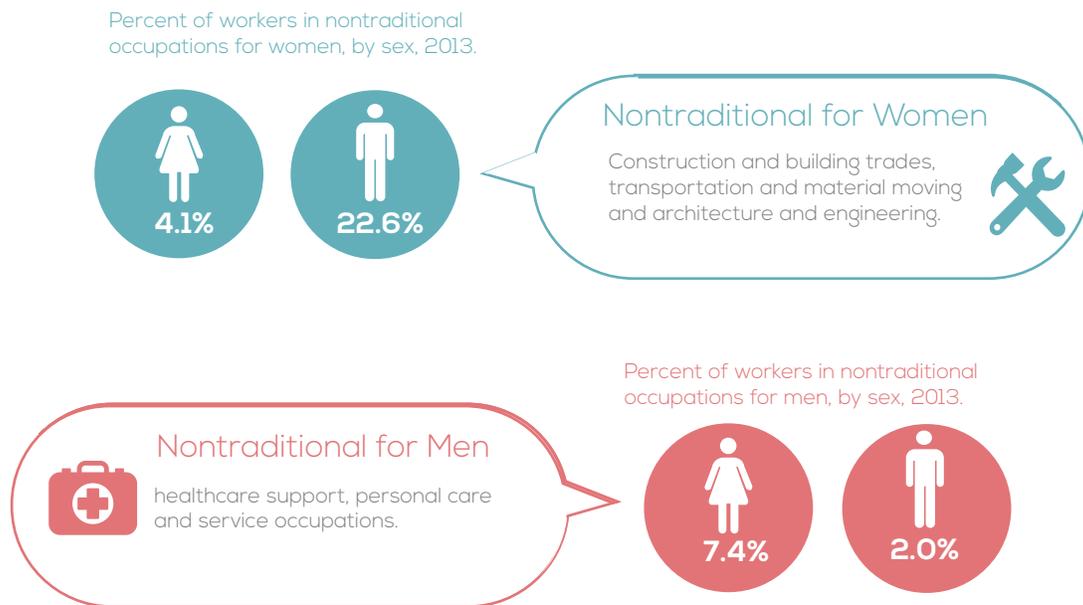


Fig 9. Percent of Workers in Nontraditional Occupations by Sex in the Washington Region, 2013
The Women’s Foundation’s Analysis of the American Community Survey, 2013

Nontraditional occupations for women typically pay more than occupations that are female-dominated—often as much as 20 to 30 percent more—even with similar levels of educational attainment.³⁵

Women Earn 84 Cents to Every Dollar Their Male Counterparts Earn

Employment is only one part of the economic security equation. Earning a salary or wage that is sufficient to support a family in the region is critical. In our region women earn, on average, about 84 cents for every dollar their male counterparts earn.

While there is no magic bullet to close the gender wage gap—it has hardly moved in more than a decade—certain policies can make a big difference to bolster low-income women’s earnings. The District of Columbia is leading our region when it comes to closing the gender wage gap. Some of the policies the District has implemented to reduce earnings disparities between women and men include a “comparable worth” statute, which addresses the undervaluation of work performed mainly by women, and requires equal pay for equal work, and at \$10.50 per hour, the minimum wage in the District of Columbia is one of the highest rates in the nation and above the federal minimum wage of \$7.25.³⁷

Workforce development programs that allow women to build skills and education are very important for low-income women to increase their earnings. In our region, women with a bachelor’s degree earn twice as much as women who graduated from high school only. Education is particularly important for women; they require more years of education than their male counterparts to achieve the same level of median annual earnings. Men with a bachelor’s degree earn nearly as much as women with a graduate or professional degree.³⁸

Women require more years of education than men to achieve the same level of earnings. Men with a bachelor’s degree earn nearly as much as women with a graduate or professional degree.

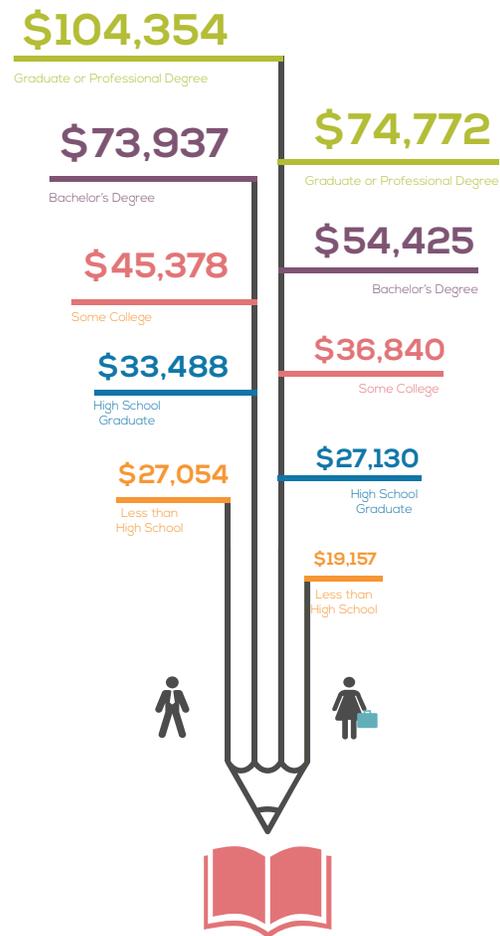


Fig 10. Median Annual Earnings by Educational Attainment and Sex, 25 years and older, in the Washington Region, 2013
The Women's Foundation's Analysis of the American Community Survey, 2013

Low-Income Women are More Likely to be Underemployed

Overall, women are more likely than men to work part-time. Nearly a quarter of all employed women, 20 to 64 years old, usually work less than 35 hours per week. There are many reasons why women work part-time. In some cases it is because women need to cut back their hours to meet other responsibilities, including taking care of children and pursuing education and training. In other cases, it is because women are underemployed and face an involuntary reduction of work hours.³⁹

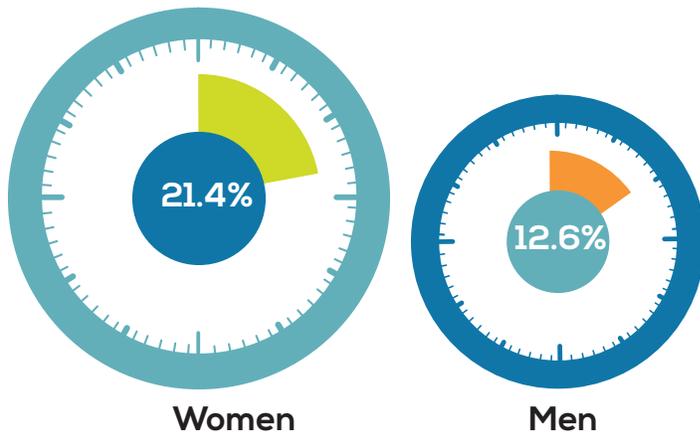


Fig 11. Percent of Women and Men Usually Working Less than 35 Hours per Week in the Washington Region, 2013

Many cashiers work part-time. With an average wage of \$9.12 per hour for a 30-hour work week, their annual earnings would be less than \$15,000—hardly enough to pay rent and child care, and well below the federal poverty line for a family of three (\$19,530).⁴²

Low-income women are more likely to be underemployed compared to other women.⁴⁰ With an increasing number of women financially responsible for their families, underemployment is a significant factor in family poverty. Underemployed women are at risk of unanticipated reductions in earnings, and they are not as likely to receive employer benefits that strengthen their economic security now and in the future, such as health insurance, paid time off and access to retirement savings accounts.⁴¹



Unemployment is a Real and Persistent Threat for Women

Despite a sound recovery from the Great Recession, unemployment remains a concern for many women in the Washington region. Unemployment averages close to seven percent (6.9 percent for women and 6.7 percent for men), still above the pre-recession levels of three percent in 2005. Prince George's County and the District of Columbia have the highest unemployment rates for women at 8.9 and 8.5 percent respectively. The unemployment rate in Alexandria, Fairfax County and Montgomery County fluctuates between 5.3 and 5.9 percent, and Arlington County has the lowest rate at about 3.5 percent. Yet, even disaggregated rates fail to capture pockets of unemployment across our region, particularly pronounced in the District of Columbia where there can be significant variation between wards. Women residing in Wards 7 and 8 are the most likely to be unemployed; these neighborhoods reach unemployment rates of nearly a quarter—23.8 and 21.9 percent respectively. On the contrary, only about four percent of women in Wards 2 and 3 are likely to be unemployed.

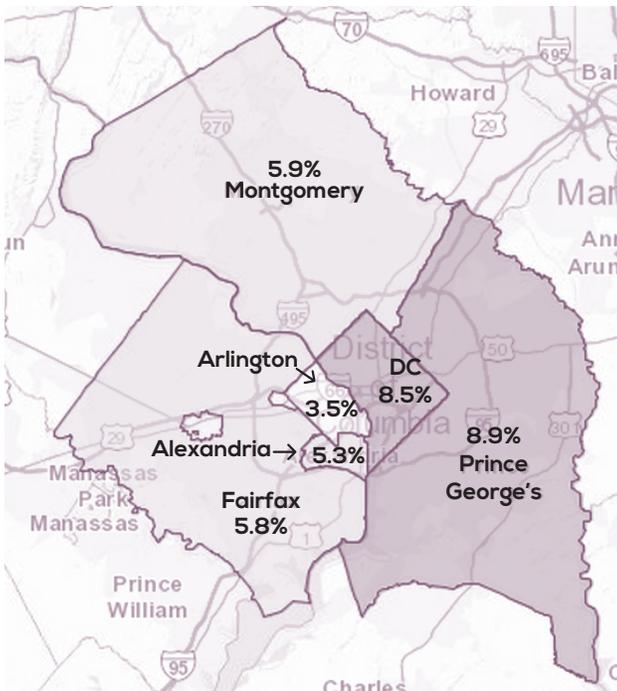


Fig 12. Women's Unemployment Rates by Jurisdiction in the Washington Region, 2013

The Women's Foundation's Analysis of the American Community Survey, 2013

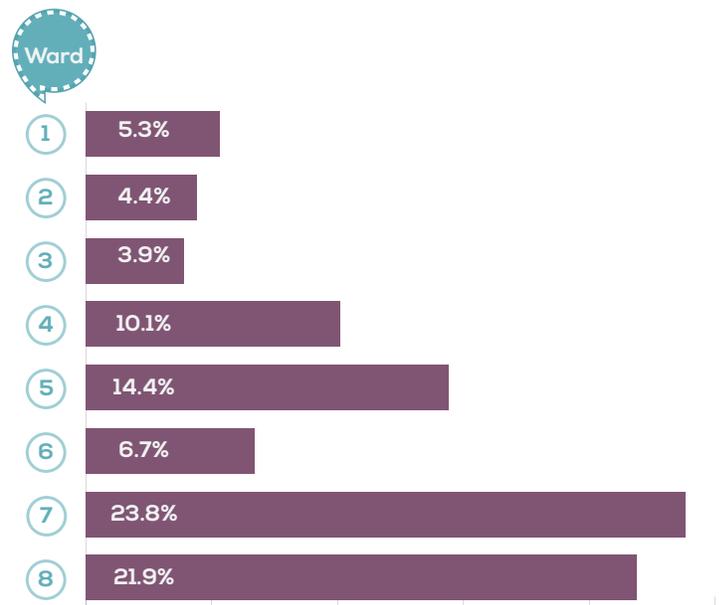


Fig 13. Women's Unemployment Rates by Ward in Washington, DC 2005-2013

The Women's Foundation's Analysis of the American Community Survey, 2005-2013

Unemployment rates vary by race and ethnicity across the region as well. Black women have the highest unemployment rate among women at 11.6 percent, followed by Latinas (9.6 percent), Asian women (4.9 percent) and White women (4.0 percent). Without a second set of hands to help with children, and without a second salary to supplement their earnings, single female heads of household with children under 18 experience joblessness at very high rates (11.0 percent) compared to married women with children in the same age range (5.9 percent).

WORKFORCE DEVELOPMENT PROGRAMS: STEPPING STONES TO A BETTER LIFE

Low-income women face a jobless rate much higher than other women: close to 19 percent are unemployed in the region. Still, employers have difficulty finding workers with the skills they need—by and large, jobs that require postsecondary education or technical training.⁴² The good news is that workforce development programs can be a bridge to jobs that offer solid wages and pathways to career advancement.

The Women's Foundation recognizes the critical importance of addressing the skills gap and investing in workforce development programs tailored specifically to women's unique circumstances. We have found that the most successful approaches prepare women for specific jobs by not just building basic skills, but also by prioritizing case management and supportive services, and strengthening partnerships with community colleges and local business. The following section highlights outstanding programs The Women's Foundation supports, and considers examples of best practices across the region.

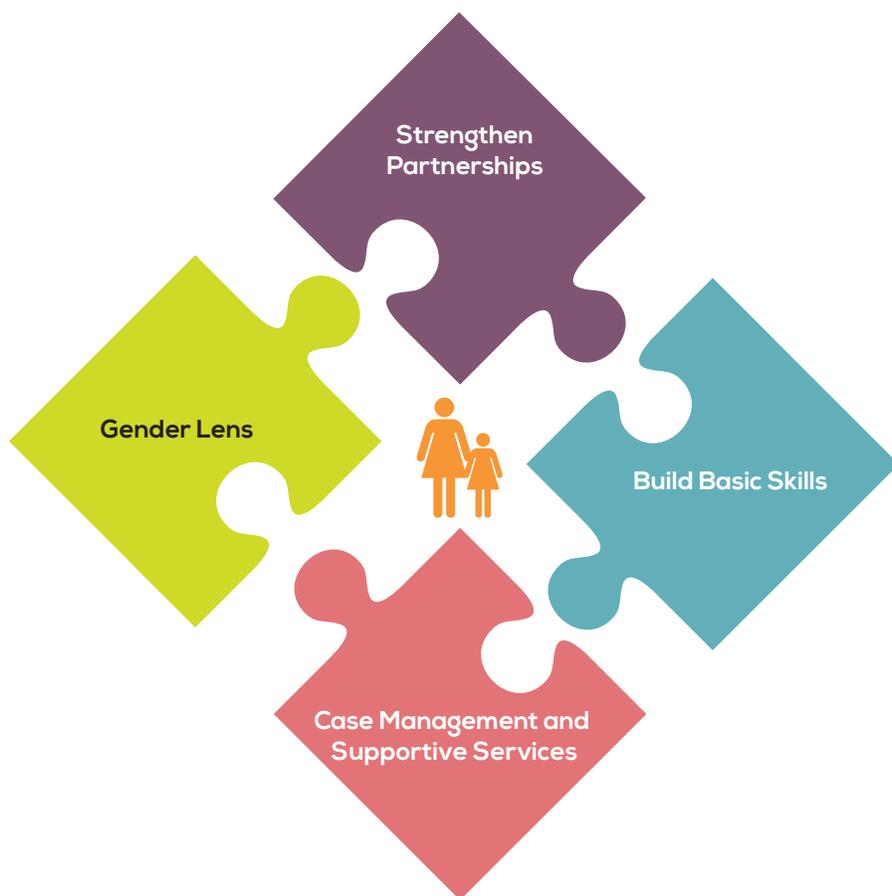


Fig 14. Successful Workforce Development Approaches for Low-Income Women

Goodwill of Greater Washington: Training Programs Designed with a Gender Lens

The Women's Foundation's emphasis on using a gender lens, which means focusing on women's unique barriers and circumstances, has led many of our Grantee Partners to deliver programs that specifically address many of the obstacles low-income women face, including caregiving responsibilities, lack of transportation and a dearth of mentors or role models. Goodwill of Greater Washington did not initially have a gender focus in their workforce development programs but, after an investment by The Women's Foundation years ago, expanded its internal capacity to provide "female-focused" services and case management. Since adopting this approach, Goodwill has seen remarkable results. Program participants are much more likely to remain enrolled, graduate from the program, and access and retain good-paying jobs.



These results prompted the organization to also adopt job retention and career advancement strategies for the low-income women who work in Goodwill's retail stores, changing the way they considered career pathways in their own organization.

Goodwill serves women who often face a variety of barriers to securing employment, such as chronic unemployment, disabilities, low educational attainment, inadequate transportation, child care concerns, housing, and food insecurity. Goodwill's expertise in tailoring programs to the unique needs of low-income women involves a comprehensive approach that teaches soft skills as well as industry-specific skills, builds work experiences, and connects participants with supportive services and mentors.

Goodwill's success illustrates the importance of using a gender lens in approaching workforce development programs, ensuring women receive the specific wraparound and supportive services that can help ameliorate barriers to education and training, and put them on a path to economic security.

Academy of Hope: Building Pathways to Careers, Not Just Jobs

Many women participating in job training programs are still struggling to master foundational academic skills—basic reading, writing, math and the English language—that they need to succeed in their training, and later on, in the workplace. To address this gap, The Women’s Foundation invests in adult basic education that helps adult learners to complete their high school requirements and pursue postsecondary education either before or alongside their job training.

Academy of Hope, a Grantee Partner of The Women’s Foundation, has embraced a Career Pathways model, combining occupational training, GED preparation, advanced academic courses (bridge to college) and career/college counseling for low-income women. They are unique in that they serve District residents at all literacy levels. Most clients require an average of two and a half years to prepare for the GED exam.

While it takes time for students to obtain their GED or complete remedial courses, teachers and counselors at Academy of Hope have seen time after time the success stories of low-income women defying the odds to further their education. Diana is one of them. She suffered abuse as a child and lived in a highly unstable family environment which impacted her academic performance. She was eventually placed in foster care, but was not able to obtain her high school degree. Without this credential, she was only able to secure low-wage jobs with unpredictable shifts and no benefits. She knew the first step to turning her life around was obtaining a high school credential, so she enrolled in Academy of Hope. Diana persisted through every obstacle and received her GED, and she is now working part-time as a peer mental health counselor. Her goal is to continue her studies beyond the GED and work full-time in this field.



Training Futures: Providing Holistic Services for Lasting Impact

The experience of The Women’s Foundation’s Grantee Partners has repeatedly shown that longer-term, on-going support that begins in education and job training and continues after job placement is critical to ensuring the ultimate success of program participants. Case managers must have a deep understanding of the complexities of participants’ lives in order to provide the specific type of support each participant needs including connecting them with external organizations that deliver services effectively.



Training Futures, a workforce development program at Northern Virginia Family Service (NVFS), helps women who are unemployed or underemployed in low-wage occupations secure new or better-paying jobs. A cornerstone of the program is the wrap-around supportive services and case management it provides to program participants.

Ana came to the United States from Rwanda seeking a better future for herself and her children. Being the sole breadwinner for her household, she usually worked two full-time, low-wage jobs to provide for her family. Despite having an accounting degree, she had not been able to hold down good, permanent employment, and it was difficult to make ends meet. Through training, and with the host of supportive services available through NVFS—including counseling, English language classes, and mentoring—Ana ultimately secured a full-time position at Prince William County Government. This position includes benefits such as health insurance and paid time off, allowing Ana to provide for her family while also saving for her retirement and her children’s education.

Northern Virginia Community College: Expanding Opportunities for Low-Income Women

Community colleges are key entry points to education and training opportunities for low-income women. These schools are relatively affordable, have a variety of credentialing programs and are located within the community. In addition, classes can easily accommodate a work and/or family schedule. As a result, community colleges often have a higher percentage of nontraditional students—such as parents or returning adults—compared to other postsecondary institutions. In an effort to successfully address the special needs of this population, community colleges are taking action to provide nontraditional students the support they need towards program completion. One promising intervention to help low-income women meet their career goals is to engage them and their children at the same time.

The Women's Foundation invests in Northern Virginia Community College (NVCC), a leader in fostering relationships with community-based partners to better connect with and support the educational attainment of low-income women. Recently, they designed an innovative two-generation program that engages low-income parents, their children and their child care providers (often low-income women themselves). Women work to achieve post-secondary credentials while simultaneously engaging in college readiness interventions for and with their children.

Last year, Amanda visited NVCC's Annandale campus with her five-year-old daughter. With welcoming signs and smiling faces, college staff greeted Amanda, her daughter and three busloads of four and five-year-olds, their childcare providers and other parents. The fieldtrip was organized by NVCC's Adult Career Pathways program, in collaboration with Amanda's daughter's child care center. The Adult Career Pathways program serves adult students with barriers to college access and success, including veterans, single mothers, low-wage workers, unemployed and underemployed individuals. The group learned about college majors, and visited various buildings and campus offices. Each stop allowed college staff to share a little bit about college and its purpose. During the visit, Amanda was introduced to the NVCC experience and left motivated to consider earning a college credential or degree to better her chances in the labor market. Last year alone, close to 200 women just like Amanda went through this program, enrolled, and earned post-secondary credits.



A COMMUNITY-WIDE CALL TO ACTION: WHAT WE CAN DO

Effective workforce development programs are essential to help low-income women build the education and skills they need to be economically secure and for our region to maintain a robust labor force. Even with the Great Recession behind us, findings from this issue brief highlight the continued urgency of investing in workforce development programs specifically tailored to address women's unique circumstances. Workforce development programs are particularly beneficial for women beleaguered by unemployment or underemployment, employed in low-wage occupations earning poverty wages, and to those without a high school diploma or postsecondary education. We all have an opportunity to strengthen our community by investing in the careers of our region's women. Here's what we can do:



Encourage good-paying jobs with benefits: Having a job is not sufficient. Work should provide for one's self and one's family, allow upward mobility, provide benefits like paid time off that allow the flexibility to care for loved ones, and enable families to save for the future.



Provide quality educational opportunities for women: Support workforce development programs, on the job training, and advancement opportunities for women. Invest to help close the basic skills gap, and then in post-secondary education to help women secure higher-paying jobs.



Apply a gender lens: Women face unique circumstances that affect their ability to complete training programs and then to successfully obtain and retain a job. With a "gender lens" approach, including connections to supportive services, workforce development programs can have a greater impact on women's success. Moreover, by collecting comprehensive data on outcomes that measure how women are faring, we have the baseline to build robust understanding and effective models for future programs.



Foster mentoring relationships: Mentoring is an essential component to career success, in particular for women in nontraditional occupations. Mentors can help women navigate their career options, increase their income, and grow in a path of upward mobility.



Raise awareness: Educate policymakers, employers, and funders about the unique challenges low-income women face in education, training, and employment. A better understanding of their challenges and opportunities leads to better designed programs and policy interventions.



Learn about our Grantee Partners: Visit our [website](http://thewomensfoundation.org/) (<http://thewomensfoundation.org/>) to learn about the organizations we invest in to help move the needle on employment and earnings for low-income women in our region.



Become a philanthropist: Join our community of everyday philanthropists who are committed to investing in the power and potential of women. Help ensure that every woman in the Washington region has access to the resources that will help them attain economic security and thrive. Visit our [website](http://thewomensfoundation.org/) (<http://thewomensfoundation.org/>) to learn how you can get involved.

Summary Tables



Summary Table 1. Labor Force Participation by Sex in the Washington Region, 2013

Jurisdictions	Women	Men	All
District of Columbia	64.4%	72.7%	68.3%
Montgomery	67.7%	79.0%	73.0%
Prince George's	69.8%	73.8%	71.7%
Arlington	72.1%	82.6%	77.3%
Fairfax	66.2%	79.7%	72.8%
Alexandria	74.6%	84.4%	79.3%
Washington Region	67.7%	77.5%	72.4%

Source: The Women's Foundation's Analysis of the American Community Survey, 2013

Summary Table 2. Labor Force Participation by Sex, 16-24 years, in the Washington Region, 2010-2012

Jurisdictions	Women	Men	All
District of Columbia	50.9%	54.1%	52.4%
Montgomery	55.0%	59.3%	57.2%
Prince George's	56.9%	55.3%	56.1%
Arlington	72.5%	72.2%	72.4%
Fairfax	58.6%	56.1%	57.4%
Alexandria	66.4%	65.1%	65.7%
Washington Region	56.6%	57.2%	56.9%

Source: The Women's Foundation's Analysis of the American Community Survey, 2010-2012

Summary Table 3. Labor Force Participation by Sex, 25-64 years, in the Washington Region, 2013

Jurisdictions	Women	Men	All
District of Columbia	78.6%	84.1%	81.2%
Montgomery	81.6%	91.8%	86.5%
Prince George	83.2%	87.5%	85.2%
Arlington	80.2%	90.4%	85.3%
Fairfax	77.5%	92.3%	84.8%
Alexandria	83.9%	91.4%	87.6%
Washington Region	80.3%	89.7%	84.9%

Source: The Women's Foundation's Analysis of the American Community Survey, 2013

Summary Table 4. Labor Force Participation by Sex, 65 years and older, in the Washington Region, 2010-2012

Jurisdictions	Women	Men	All
District of Columbia	17.5%	29.1%	22.2%
Montgomery	19.2%	33.6%	25.2%
Prince George	20.0%	26.4%	22.7%
Arlington	22.0%	33.3%	27.0%
Fairfax	18.0%	34.8%	25.6%
Alexandria	26.2%	34.9%	30.0%
Washington Region	19.1%	31.9%	24.6%

Source: The Women's Foundation's Analysis of the American Community Survey, 2010-2012

Summary Table 5. Labor Force Participation by Sex of Asian non-Hispanics in the Washington Region, 2010-2012

Jurisdictions	Women	Men	All
District of Columbia	73.2%	79.6%	75.8%
Montgomery	63.5%	76.1%	69.3%
Prince George	61.2%	70.4%	65.5%
Arlington	70.9%	79.9%	74.9%
Fairfax	64.9%	81.9%	72.8%
Alexandria	63.4%	85.7%	73.1%
Washington Region	64.9%	78.8%	71.3%

Source: The Women's Foundation's Analysis of the American Community Survey, 2010-2012

Summary Table 6. Labor Force Participation by Sex of Black non-Hispanics in the Washington Region, 2010-2012

Jurisdictions	Women	Men	All
District of Columbia	56.8%	59.7%	58.1%
Montgomery	73.5%	77.1%	75.1%
Prince George	73.1%	75.4%	74.1%
Arlington	64.1%	78.3%	70.6%
Fairfax	75.6%	83.2%	79.2%
Alexandria	74.8%	80.6%	77.5%
Washington Region	68.9%	72.3%	70.4%

Source: The Women's Foundation's Analysis of the American Community Survey, 2010-2012

Summary Table 7. Labor Force Participation by Sex of Latino or Hispanics in the Washington Region, 2010-2012

Jurisdictions	Women	Men	All
District of Columbia	71.3%	82.7%	77.2%
Montgomery	73.4%	89.1%	81.2%
Prince George	70.9%	90.3%	81.6%
Arlington	75.9%	87.1%	81.7%
Fairfax	74.6%	86.7%	80.8%
Alexandria	81.1%	87.8%	84.7%
Washington Region	73.5%	87.8%	80.9%

Source: The Women's Foundation's Analysis of the American Community Survey, 2010-2012

Summary Table 8. Labor Force Participation by Sex of White non-Hispanics in the Washington Region, 2010-2012

Jurisdictions	Women	Men	All
District of Columbia	74.5%	80.1%	77.3%
Montgomery	64.0%	76.8%	70.1%
Prince George	59.2%	67.0%	63.1%
Arlington	76.6%	85.6%	81.1%
Fairfax	63.0%	78.5%	70.7%
Alexandria	74.4%	85.2%	79.5%
Washington Region	66.3%	78.2%	72.1%

Source: The Women's Foundation's Analysis of the American Community Survey, 2010-2012

Summary Table 9. Labor Force Participation by Sex of Foreign-Born in the Washington Region, 2010-2012

Jurisdictions	Women	Men	All
District of Columbia	70.4%	81.1%	75.6%
Montgomery	68.6%	84.8%	76.2%
Prince George	73.1%	86.9%	80.4%
Arlington	69.2%	82.8%	75.5%
Fairfax	67.1%	84.8%	75.6%
Alexandria	71.2%	86.0%	78.4%
Washington Region	69.1%	84.8%	76.7%

Source: The Women's Foundation's Analysis of the American Community Survey, 2010-2012

Summary Table 10. Labor Force Participation by Sex for People with Disabilities in the Washington Region, 2010-2012

Jurisdictions	Women	Men	All
District of Columbia	38.7%	43.0%	40.9%
Montgomery	58.2%	62.1%	60.0%
Prince George	46.8%	51.5%	49.1%
Arlington	49.6%	52.1%	51.0%
Fairfax	48.5%	60.9%	54.7%
Alexandria	N/A	N/A	42.7%
Washington Region	47.5%	54.0%	50.7%

Source: The Women's Foundation's Analysis of the American Community Survey, 2010-2012

Summary Table 11. Labor Force Participation of Mothers, 20 to 64 Years Old, and Marital Status in the Washington Region, 2010-2012

Jurisdictions	Single Mothers	Married Mothers
District of Columbia	77.7%	78.4%
Montgomery	89.5%	75.1%
Prince George's	89.9%	82.6%
Arlington	93.3%	70.1%
Fairfax	86.7%	69.2%
Alexandria	93.8%	66.3%
Washington Region	87.1%	73.9%

Summary Table 12. Labor Force Participation of Mothers, 20 to 64 Years Old, by Age of Children in the Washington Region, 2010-2012

Jurisdictions	Children <18	Children 6-17	Children <6	Children <3	Infants
District of Columbia	78.2%	79.6%	75.7%	77.0%	74.5%
Montgomery	78.2%	80.1%	72.3%	69.1%	68.7%
Prince George's	85.1%	88.1%	79.5%	75.8%	77.4%
Arlington	74.9%	79.9%	67.8%	65.7%	60.0%
Fairfax	71.9%	74.9%	66.3%	65.4%	66.3%
Alexandria	76.2%	76.1%	74.2%	74.6%	72.7%
Washington Region	77.5%	80.0%	72.1%	70.2%	70.0%

Source: The Women's Foundation's Analysis of the American Community Survey, 2010-2012

Summary Table 13. Share of Mothers' Contributions to Family Earnings in the Washington Region, 2013

Jurisdictions	0 to 24%	25 to 49%	50% +
District of Columbia	37.5%	18.4%	44.1%
Montgomery	43.1%	24.0%	32.9%
Prince George's	33.5%	23.4%	43.1%
Arlington	41.3%	22.6%	36.1%
Fairfax	48.2%	24.3%	27.5%
Alexandria	50.2%	24.5%	25.3%
Washington Region	42.3%	23.3%	34.4%

Source: The Women's Foundation's Analysis of the American Community Survey, 2013

Summary Table 14. Labor Force Participation by Income in the Washington Region, 2013

Jurisdiction	Low-Income Women (1-199% Poverty)			200% Above Poverty		
	Women	Men	All	Women	Men	All
DC	45.4%	54.6%	49.3%	76.3%	84.4%	80.2%
Montgomery	56.2%	68.7%	61.5%	70.8%	81.1%	75.8%
Prince George's	58.6%	63.6%	60.8%	74.5%	78.4%	76.4%
Arlington	49.2%	60.2%	53.6%	78.3%	86.6%	82.6%
Fairfax	56.0%	70.6%	62.6%	68.4%	81.5%	74.9%
Alexandria	57.3%	71.0%	63.3%	80.5%	88.6%	84.5%
Washington Region	53.7%	64.0%	58.2%	72.4%	81.8%	77.0%

Source: The Women's Foundation's Analysis of the American Community Survey, 2013

Summary Table 15. Women's Educational Attainment in the Washington Region, 25 Years and Older, 2013

Jurisdiction	Less than high school	High school graduate	Some college or associate's	Bachelor's degree or more
District of Columbia	10.0%	18.9%	17.5%	53.5%
Montgomery	8.5%	16.0%	19.7%	55.8%
Prince George's	12.3%	24.8%	29.4%	33.5%
Arlington	4.9%	8.9%	13.2%	73.0%
Fairfax	7.9%	14.7%	20.0%	57.4%
Alexandria	9.0%	12.7%	17.5%	60.8%
Washington Region	9.2%	17.5%	21.0%	52.3%

Source: The Women's Foundation's Analysis of the American Community Survey, 2013

Summary Table 16. Educational Attainment of Low-Income Workers by Sex in the Washington Region, 25 Years and Older, 2013

Education	Women	Men	All
Less than high school	15.4%	21.9%	18.4%
High school graduate	33.3%	36.8%	35.0%
Some college	34.8%	25.2%	30.3%
Bachelor's degree or	16.6%	16.0%	16.3%
All	100.0%	100.0%	100.0%

Source: The Women's Foundation's Analysis of the American Community Survey, 2013

Summary Table 17. Labor Force Composition of Low-Wage Workers by Sex in the Washington Region, 2013

Jurisdiction	Low-Wage Workforce			Overall Workforce		
	Women	Men	All	Women	Men	All
DC	58.7%	41.3%	37,926	50.8%	49.2%	333,791
Montgomery	66.6%	33.4%	67,272	48.7%	51.3%	553,920
Prince George's	69.1%	30.9%	66,976	51.4%	48.6%	462,467
Arlington	60.3%	39.7%	11,323	46.9%	53.1%	142,646
Fairfax	65.0%	35.0%	13,391	45.8%	54.2%	636,193
Alexandria	61.8%	38.2%	71,464	48.2%	51.8%	93,592
Washington Region	64.5%	35.5%	268,352	48.6%	51.4%	2,222,609

Source: The Women's Foundation's Analysis of the American Community Survey, 2013

Summary Table 18. Composition of the Labor Force by Race and Ethnicity, and Place of Birth in the Washington Region, 2013

Race	Low-Income Women			Women 200% Above Poverty		
	Women	Men	All	Women	Men	All
Asian	8.7%	9.6%	9.1%	11.4%	11.0%	11.2%
Black	39.7%	32.2%	36.1%	28.7%	23.7%	26.1%
Hispanic	30.1%	37.9%	33.9%	11.5%	14.1%	12.8%
White	19.2%	18.6%	18.9%	45.7%	48.5%	47.1%

Place of Birth	Women	Men	All	Women	Men	All
Native Born	51.2%	45.3%	48.4%	73.1%	71.0%	72.0%
Foreign Born	48.8%	54.7%	51.6%	26.9%	29.0%	28.0%

Source: The Women's Foundation's Analysis of the American Community Survey, 2013

Summary Table 19. Share of Workers by Occupation and Sex in the Washington Region, 2013

Occupations	Women	Men
Construction and Extraction Occupations	1.7%	98.3%
Installation, Maintenance, and Repair Workers	5.0%	95.0%
Transportation and Material Moving Occupations	12.4%	87.6%
Farming, Fishing, and Forestry Occupations	15.0%	85.0%
Military Specific Occupations	18.0%	82.0%
Architecture and Engineering Occupations	20.4%	79.6%
Protective Service Occupations	27.4%	72.6%
Computer and Mathematical Occupations	30.2%	69.8%
Production Occupations	30.8%	69.2%
Food Preparation and Serving Occupations	41.5%	58.5%
Legal Occupations	42.7%	57.3%
Sales and Related Occupations	43.7%	56.3%
Management and Business Occupations	44.0%	56.0%
Building and Grounds Cleaning and Maintenance Occupations	44.5%	55.5%
Life, Physical, and Social Science Occupations	45.1%	54.9%
Arts, Design, Entertainment, Sports, and Media Occupations	49.0%	51.0%
Business Operations and Financial Specialists	54.5%	45.5%
Community and Social Services Occupations	64.0%	36.0%
Healthcare Practitioners and Technical Occupations	66.9%	33.1%
Education, Training, and Library Occupations	67.1%	32.9%
Office and Administrative Support Occupations	68.0%	32.0%
Personal Care and Service Occupations	75.3%	24.7%
Healthcare Support Occupations	81.0%	19.0%
All	45.6%	54.4%

Source: The Women's Foundation's Analysis of the American Community Survey, 2013

Summary Table 20. Unemployment Rates by Sex and Jurisdiction in the Washington Region, 2013

Jurisdictions	Women	Men	All
District of Columbia	8.5%	8.7%	10.4%
Montgomery	5.9%	5.7%	5.8%
Prince George's	8.9%	9.6%	9.2%
Arlington	3.5%	3.7%	3.6%
Fairfax	5.8%	4.1%	4.9%
Alexandria	5.3%	4.8%	5.1%
Washington Region	6.9%	6.7%	6.8%

Source: The Women's Foundation's Analysis of the American Community Survey, 2013

Summary Table 21. Unemployment Rates by Sex and Jurisdiction for Asian non-Hispanics in the Washington Region, 2010-2012

Jurisdictions	Women	Men	All
DC	3.2%	2.0%	2.7%
Montgomery	4.2%	5.3%	4.7%
Prince George's	3.4%	7.9%	5.7%
Arlington	4.6%	1.5%	3.1%
Fairfax	5.7%	5.9%	5.8%
Alexandria	8.9%	1.0%	4.9%
Washington Region	4.9%	5.3%	5.1%

Source: The Women's Foundation's Analysis of the American Community Survey, 2010-2012

Summary Table 22. Unemployment Rates by Sex and Jurisdiction for Black non-Hispanics in the Washington Region, 2010-2012

Jurisdictions	Women	Men	All
DC	18.6%	23.7%	20.9%
Montgomery	11.6%	11.3%	11.5%
Prince George's	9.2%	14.3%	11.5%
Arlington	10.2%	11.0%	10.6%
Fairfax	9.0%	8.6%	8.8%
Alexandria	8.6%	9.5%	9.0%
Washington Region	11.6%	15.1%	13.2%

Source: The Women's Foundation's Analysis of the American Community Survey, 2010-2012

Summary Table 23. Unemployment Rates by Sex and Jurisdiction for Hispanics or Latinos in the Washington Region, 2010-2012

Jurisdictions	Women	Men	All
DC	12.9%	8.3%	10.3%
Montgomery	9.4%	7.9%	8.6%
Prince George's	12.6%	8.0%	9.8%
Arlington	8.4%	7.6%	8.0%
Fairfax	7.8%	5.7%	6.7%
Alexandria	3.4%	5.9%	4.8%
Washington Region	9.6%	7.2%	8.3%

Source: The Women's Foundation's Analysis of the American Community Survey, 2010-2012

Summary Table 24. Unemployment Rates by Sex and Jurisdiction for White non-Hispanics in the Washington Region, 2010-2012

Jurisdictions	Women	Men	All
DC	3.6%	4.0%	3.8%
Montgomery	4.5%	4.9%	4.7%
Prince George's	6.6%	8.2%	7.4%
Arlington	2.7%	1.9%	2.3%
Fairfax	3.8%	4.0%	3.9%
Alexandria	3.1%	2.7%	2.9%
Washington Region	4.0%	4.3%	4.2%

METHODOLOGY

The data used to prepare this issue brief comes from multiple sources including the U.S. Census Bureau's 2006, 2010-2012, 2013 and 2009-2013 American Community Survey (ACS) accessed through [Social Explorer](#),⁴³ and the [Integrated Public Use Microdata Series](#) (IPUMS) of the University of Minnesota Population Center.⁴⁴ The Women's Foundation did not calculate or report measures of statistical significance for data presented in this issue brief. Program participant anecdotes were submitted by Grantee Partners on end-of-cycle evaluation reports and names have been changed to protect the identity of program participants.

American Community Survey

The ACS is an ongoing survey with a representative sample of the population of the United States. The survey includes information on a broad range of population characteristics including poverty status, labor force participation, occupational structure, education, race and ethnicity, and household composition.

The Women's Foundation's analysis of the IPUMS ACS file may differ slightly from published estimates that are available through American Fact Finder or Social Explorer. Differences arise primarily because the U.S. Census Bureau uses more sophisticated weights to derive estimates. These more sophisticated weights allow a single sample to simulate multiple samples, thus generating more informed standard error estimates that can be used to obtain more precise confidence intervals and significance tests. However, this difference is generally not large enough to alter the significance level of coefficients.

The Women's Foundation used multiple data files to present trend analyses, and to ensure data was large enough to be reliable, but that nonetheless presented the most updated picture of women in the Washington region. The list below summarizes which data files were used for the most relevant analyses in this issue brief.

- 2006: Labor force participation by selected characteristics.
- 2010-2012 data file: Labor force participation and unemployment by race and ethnicity, age, place of birth, disability status, and parental status.
- 2013 data file: Low-wage workforce, composition of the workforce, breadwinner mothers, labor force participation and unemployment by jurisdiction, work schedule (part-time versus full-time), and occupation.
- 2009-2013 data file: Unemployment by ward.

Estimates for the Washington region include data from: Washington, DC; Montgomery County, MD; Prince George's County, MD; Arlington County, VA; Alexandria City, VA; and Fairfax County, VA.

The paragraphs below contain descriptions of the subject definitions of data from the American Community Survey used in this issue brief. Some of the variables were created by The Women's Foundation.

Labor Force:

The labor force comprises people classified as employed or unemployed. The labor force participation rate represents the proportion of the population that is in the labor force.

Breadwinner Mothers:

Breadwinner mothers are defined as female heads of households irrespective of earnings or cohabitation, and as married mothers who contribute at least 50 percent of the family's earnings. All households with children under 18 are included in the denominator for the analysis of the share of households with breadwinner mothers.

Part-Time Workers:

Part-time workers are defined as those who usually work between 1 and 34 hours per week. Data on women's share of part-time workers by main reason for part-time is not from the ACS, but from the Geographic Profile of Employment and Unemployment.

Unemployment:

People 16 years old and over are classified as unemployed if they do not have a job, were actively looking for work during the last 4 weeks, and were available to start a job. The unemployment rate represents the number of unemployed as a percentage of the labor force.

The Local Area Unemployment Statistics program produces employment and unemployment estimates for states, counties, metropolitan areas and cities in the United States. This program, however, does not include demographic information. The ACS is useful to analyze employment trends in small geographic areas—such as the jurisdictions in the Washington region—by demographic characteristics. It is important to note that employment and unemployment estimates from the ACS and LAUS/Geographic Profile of Employment and Unemployment can differ because each survey use different questions, samples, and collection methods.

Due to small sample sizes, The Women's Foundation used ACS multi-year files to analyze unemployment by race and ethnicity, age, place of birth, disability status, parental status, and by ward in the case of the District of Columbia.

Unemployment figures should be interpreted with caution. While the trend presented here is most likely to be accurate, the reader should bear in mind that compiling several years of data to ensure sample reliability can result in overestimating or underestimating the figures.

Disability Status:

For adults 20 to 64 years old. Survey respondents who report any one of the following six disability types are considered to have a disability:

1. Hearing difficulty: deaf or having serious difficulty hearing;
2. Vision difficulty: blind or having serious difficulty seeing, even when wearing glasses;
3. Cognitive difficulty: because of a physical, mental, or emotional problem; having difficulty remembering, concentrating, or making decisions;
4. Ambulatory difficulty: having serious difficulty walking or climbing stairs;
5. Self-care difficulty: having difficulty bathing or dressing; and
6. Independent living difficulty: difficulty doing errands alone such as visiting a doctor's office or shopping.

Educational Attainment:

For adults 25 years and older. High school also includes those that obtained the GED or an alternative credential. Some college includes those that obtained some college credits, but less than one year of college credit, and those who completed one or more years of college credit, but did not obtain a degree.

Place of Birth:

Native born includes anyone who is a U.S. citizen at birth, such as: those born in the United States, Puerto Rico, in a U.S. Island Area (e.g., Guam), or abroad of U.S. citizen parent(s). Foreign-born is defined as anyone who is not a U.S. citizen at birth such as: naturalized U.S. citizens, legal permanent residents, temporary migrants, humanitarian migrants, or unauthorized migrants.

Race and Ethnicity:

Persons whose ethnicity is defined as Latina/Latino may be of any race. To prevent double counting, Latinas/Latinos are always separated from Whites, and from other racial categories when possible. Sample size was not large enough to provide separate analyses for American Indian or Alaskan Native.

Low-Wage Workforce:

In this analysis, the low-wage workforce comprises workers in occupations with national median hourly wages of \$10.10 or less based on the Bureau of Labor Statistics (BLS) Occupational Employment Statistics data from May 2013 (http://www.bls.gov/oes/current/oes_nat.htm). The Women's Foundation selected 2013 median hourly wages from the OES—instead of 2015—to be consistent with the year of data available from the ACS for the rest of the analysis. A list of occupations and median hourly wages included in the analysis are listed in the following page. All figures are for employed workers.

For more information, refer to the ACS subject definition manual.⁴⁵

All icons designed by FreePik (freepik.com)

Photographs provided by April Greer, Lisa Helfert, and Michael Colella

Low-Wage Occupations Included in the Analysis (Median Hourly Wages of \$10.10 or less)

Occupation	Median Hourly Wage
Amusement and Recreation Attendants	\$9.05
Automotive and Watercraft Service Attendants	\$9.84
Baggage Porters and Bellhops	\$9.77
Bartenders	\$9.09
Cashiers	\$9.12
Childcare Workers	\$9.42
Cleaners of Vehicles and Equipment	\$9.72
Combined Food Preparation and Serving Workers, Including Fast Food	\$8.81
Cooks, Fast Food	\$8.88
Cooks, Short Order	\$9.51
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	\$8.99
Dining Room and Cafeteria Attendants and Bartender Helpers	\$8.95
Dishwashers	\$8.95
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	\$9.82
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$9.00
Food Preparation and Serving Related Workers, All Other	\$9.94
Food Preparation Workers	\$9.35
Food Servers, Nonrestaurant	\$9.58
Gaming Dealers	\$8.88
Graders and Sorters, Agricultural Products	\$9.24
Home Health Aides	\$10.10
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$8.96
Hotel, Motel, and Resort Desk Clerks	\$9.81
Laundry and Dry-Cleaning Workers	\$9.66
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	\$9.16
Locker Room, Coatroom, and Dressing Room Attendants	\$9.42
Maids and Housekeeping Cleaners	\$9.51
Manicurists and Pedicurists	\$9.30
Models	\$9.15
Motion Picture Projectionists	\$9.73
Nonfarm Animal Caretakers	\$9.57
Packers and Packers, Hand	\$9.60
Parking Lot Attendants	\$9.38
Personal Care Aides	\$9.67
Personal Care and Service Workers, All Other	\$10.04
Pressers, Textile, Garment, and Related Materials	\$9.55
Shampooers	\$8.90
Ushers, Lobby Attendants, and Ticket Takers	\$8.98
Waiters and Waitresses	\$8.94

REFERENCES

- 1 Aaronson, S., Fallick, B., Figura, A., Pingle, J., & Wascher., W. (2006). The Recent Decline in the Labor Force Participation Rate and Its Implications for Potential Labor Supply. Washington, DC: Brookings Papers on Economic Activity, Board of Governors of the Federal Reserve System. Retrieved July 28, 2015 from http://www.brookings.edu/~media/Files/Programs/ES/BPEA/2006_1_bpea_papers/2006a_bpea_aaronson.pdf
- 2 Pack, A. (2014). How the Shrinking of the Labor Force Might Impact Your Community. St. Louis, MO: Federal Reserve Bank of St. Louis. Retrieved July 28, 2015 from <https://www.stlouisfed.org/publications/bridges/fall-2014/how-the-shrinking-of-the-labor-force-might-impact-your-community>
- 3 Hess, C., Milli, J., Hayes, J., & Hegewisch, A. (2015). The Status of Women in the States 2015. Washington, DC: Institute for Women's Policy Research. Retrieved June 15, 2015 from <http://www.iwpr.org/publications/pubs/the-status-of-women-in-the-states-2015-full-report>
- 4 Richards, E., & Terkanian, D. (2013). Occupational Employment Projections to 2022. Monthly Labor Review. Washington, DC: U.S. Bureau of Labor Statistics. Retrieved May 13, 2015 from <http://www.bls.gov/pub/mlr/2013/article/pdf/occupational-employment-projections-to-2022.pdf>
- 5 Achieve, Inc. (2012). The Future of the U.S. Workforce: Middle Skills Jobs and the Growing Importance of Postsecondary Education. Washington, DC: Achieve, Inc. Retrieved July 5, 2015 from <http://www.achieve.org/files/MiddleSkillsJobs.pdf>
- 6 Williams, C. (2015). Women's Earnings and the Gender Wage Gap in the Washington Region. Washington, DC: Washington Area Women's Foundation. Retrieved May 13, 2015 from <http://thewomensfoundation.org/wp-content/uploads/2015/04/EqualPay-2015-04-06.pdf>
- 7 Aaronson, S., Fallick, B., Figura, A., Pingle, J., & Wascher., W. (2006). The Recent Decline in the Labor Force Participation Rate and Its Implications for Potential Labor Supply. Washington, DC: Brookings Papers on Economic Activity, Board of Governors of the Federal Reserve System. Retrieved July 28, 2015 from http://www.brookings.edu/~media/Files/Programs/ES/BPEA/2006_1_bpea_papers/2006a_bpea_aaronson.pdf
- 8 Kromer, B., & Howard, D. (2013). Labor Force Participation and Work Status of People 65 Years and Older. Washington, DC: United States Census Bureau. Retrieved July 5, 2015 from <https://www.census.gov/prod/2013pubs/acsbr11-09.pdf>
- 9 Aaronson, S., Fallick, B., Figura, A., Pingle, J., & Wascher., W. (2006). The Recent Decline in the Labor Force Participation Rate and Its Implications for Potential Labor Supply. Washington, DC: Brookings Papers on Economic Activity, Board of Governors of the Federal Reserve System. Retrieved July 28, 2015 from http://www.brookings.edu/~media/Files/Programs/ES/BPEA/2006_1_bpea_papers/2006a_bpea_aaronson.pdf
- 10 Kromer, B., & Howard, D. (2013). Labor Force Participation and Work Status of People 65 Years and Older. Washington, DC: United States Census Bureau. Retrieved July 5, 2015 from <https://www.census.gov/prod/2013pubs/acsbr11-09>
- 11 Kochhar, R. (2012). Labor Force Growth Slows, Hispanic Share Grows. Washington, DC: Pew Research Center. Retrieved July 28, 2015 from <http://www.pewsocialtrends.org/2012/02/13/labor-force-growth-slows-hispanic-share-grows-2/>
- 12 Bureau of Labor Statistics. (2013). Persons with a Disability: Barriers to Employment, Types of Assistance, and Other Labor-Related Issues—May 2012. Retrieved June 16, 2015 from http://www.bls.gov/news.release/archives/dissup_04242013.pdf; and O'Reilly, A. (2007). The Right to Decent Work of Persons with Disabilities. Geneva, Switzerland: International Labour Office. Retrieved May 13, 2015 from <http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1177&context=gladnetcollect>
- 13 Wang, W., Parker, K., & Taylor, P. (2013). Breadwinner Moms: Mothers Are the Sole or Primary Provider in Four-in-Ten Households with Children; Public Conflicted about the Growing Trend. Washington, DC: Pew Research Center. Retrieved May 14, 2015 from http://www.pewsocialtrends.org/files/2013/05/Breadwinner_moms_final.pdf
- 14 Watson, L., Frohlich, L., & Johnston, E. (2014). Scheduling Challenges for Workers in Low-Wage Jobs and Their Consequences. Washington: DC, National Women's Law Center. Retrieved May 13, 2015 from http://www.nwlc.org/sites/default/files/pdfs/collateral_damage_scheduling_fact_sheet.pdf; and Oxfam America. (2013). Hard Work, Hard Lives: Survey Exposes Harsh Reality Faced by Low-Wage Workers in the US. Boston, MA: Oxfam America. Retrieved May 13, 2015 from <http://www.oxfamamerica.org/static/oa4/low-wage-worker-report-oxfam-america.pdf>.
- 15 Bureau of Labor Statistics. (2013). Persons with a Disability: Barriers to Employment, Types of Assistance, and Other Labor-Related Issues—May 2012. Retrieved June 16, 2015 from http://www.bls.gov/news.release/archives/dissup_04242013.pdf; and O'Reilly, A. (2007). The Right to Decent Work of Persons with Disabilities. Geneva, Switzerland: International Labour Office. Retrieved May 13, 2015 from <http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1177&context=gladnetcollect>
- 16 Achieve, Inc. (2012). The Future of the U.S. Workforce: Middle Skills Jobs and the Growing Importance of Postsecondary Education. Washington, DC: Achieve, Inc. Retrieved July 5, 2015 from <http://www.achieve.org/files/MiddleSkillsJobs.pdf>
- 17 Williams, C., & Stillwell, L. (2015). Girls' Economic Security in the Washington Region. Washington, DC: Washington Area Women's Foundation. Retrieved July 14, 2015 from <http://thewomensfoundation.org/wp-content/uploads/2015/04/2015-04-19-GirlsIssueBrief-final-online.pdf>

- 18 Gault, B., Reichlin, L., Reynolds, E., & Froehner, M. (2014). 4.8 Million College Students are Raising Children. Washington, DC: Institute for Women's Policy Research. Retrieved July 7, 2015 from <http://www.iwpr.org/initiatives/student-parent-success-initiative/resources-publications>
- 19 Stillwell, L. (2013). Lessons Learned & Recommendations for the Field: A Case Study of Nontraditional Job Training Programs for Women. Washington, DC: Washington Area Women's Foundation. Retrieved July 1, 2015 from http://thewomensfoundation.org/wp-content/uploads/2015/04/2013-Case-Study-on-Nontraditional-Job-Training-for-Women_Online.pdf; Danziger, S., & Seefeldt, K. (2002). Barriers to Employment and the 'Hard to Serve': Implications for Services, Sanctions and Time Limits. *Social Policy and Society*, 2(2), 151-160. doi:10.1017/S1474746403001210; and Kimmel, J. (1998). Child Care Costs as a Barrier to Employment for Single and Married Mothers. *The Review of Economic and Statistics*. 2(May), 287-299. doi: 10.1162/003465398557384
- 20 Williams, C., & Stillwell, L. (2015). Early Care and Education in the Washington Region. Washington, DC: Washington Area Women's Foundation. Retrieved July 14, 2015 from <http://thewomensfoundation.org/wp-content/uploads/2015/04/ECE-Fact-SheetFINAL.pdf>
- 21 Puentes, R., & Roberto, E. (2008). *Commuting to Opportunity: The Working Poor and Commuting in the United States*. Washington, DC: Brookings Institution. Retrieved July 14, 2015 from <http://www.brookings.edu/research/reports/2008/03/14-transportation-puentes>
- 22 Ross, M., & Svajlenka, N. (2012). *Connecting to Opportunity: Access to Jobs via Transit in the Washington, D.C. Region*. Washington, DC: Brookings Institution. Retrieved July 14, 2015 from <http://www.brookings.edu/research/papers/2012/11/~media/D3589634EEC94C09B895AB17D126DC1F.ashx>
- 23 Puentes, R., & Roberto, E. (2008). *Commuting to Opportunity: The Working Poor and Commuting in the United States*. Washington, DC: Brookings Institution. Retrieved July 14, 2015 from <http://www.brookings.edu/research/reports/2008/03/14-transportation-puentes>
- 24 Opportunity Collaborative. (2014). *Barriers to Employment Opportunities in the Baltimore Region*. Baltimore, MD: Baltimore Metropolitan Council. Retrieved July 14, 2015 from http://www.opportunitycollaborative.org/assets/Barriers_Study_Final_052714.pdf?18cd4b
- 25 Morris, M., Sumner, M., & Borja, J. (2008). *A Higher Hurdle: Barriers to Employment for Formerly Incarcerated Women*. Berkeley, CA: Thelton E. Henderson Center for Social Justice, University of California. Retrieved July 7, 2015 from <http://digitalcommons.law.ggu.edu/cgi/viewcontent.cgi?article=1001&context=werc>
- 26 Sewell, S. (n.d.). *Employment Barriers Facing Women of Color Upon Re-entry from Incarceration*. Lexington, VA: Washington & Lee University Library. Retrieved July 7, 2015 from <https://repository.wlu.edu/handle/11021/26048>
- 27 Hess, C., Henrici, J., & Williams, C. (2011). *Organizations Working with Latina Immigrants: Resources and Strategies for Change*. Washington, DC: Institute for Women's Policy Research. Retrieved May 30, 2015 from <http://www.iwpr.org/publications/pubs/organizations-working-with-latina-immigrants-resources-and-strategies-for-change>
- 28 Traub, A. (2012). *Discredited: How Employment Credit Checks Keep Qualified Workers Out of A Job*. New York, NY: Demos. Retrieved July 30, 2015 from <http://www.demos.org/sites/default/files/publications/Discredited-Demos.pdf>
- 29 Bureau of Labor Statistics. (2013). *Persons with a Disability: Barriers to Employment, Types of Assistance, and Other Labor-Related Issues—May 2012*. Retrieved June 16, 2015 from http://www.bls.gov/news.release/archives/dissup_04242013.pdf; and O'Reilly, A. (2007). *The Right to Decent Work of Persons with Disabilities*. Geneva, Switzerland: International Labour Office. Retrieved May 13, 2015 from <http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1177&context=gladnetcollect>
- 30 *Wider Opportunities for Women*. (2015). *The Economic Security Database*. Washington, DC: Wider Opportunities for Women. Retrieved December 18, 2014 from <http://www.basiceconomicsecurity.org/best/budget.aspx>
- 31 Entmacher, J., Frohlich, L., Gallagher Robbins, K., Martin, E., & Watson, L. (2014). *Underpaid & Overloaded: Women in Low-Wage Jobs*. Washington, DC: National Women's Law Center. Retrieved May 14, 2015 from http://www.nwlc.org/sites/default/files/pdfs/final_nwlc_lowwagereport2014.pdf
- 32 Entmacher, J., Frohlich, L., Gallagher Robbins, K., Martin, E., & Watson, L. (2014). *Underpaid & Overloaded: Women in Low-Wage Jobs*. Washington, DC: National Women's Law Center. Retrieved May 14, 2015 from http://www.nwlc.org/sites/default/files/pdfs/final_nwlc_lowwagereport2014.pdf
- 33 Ibid
- 34 Hartmann, H., & Hegewisch, A. (2014). *Occupational Segregation and the Gender Wage Gap: A Job Half Done*. Washington, DC: Institute for Women's Policy Research. Retrieved May 13, 2015 from <http://www.iwpr.org/publications/pubs/occupational-segregation-and-the-gender-wage-gap-a-job-half-done>
- 35 Stillwell, L. (2013). *Lessons Learned & Recommendations for the Field: A Case Study of Nontraditional Job Training Programs for Women*. Washington, DC: Washington Area Women's Foundation. Retrieved July 1, 2015 from http://thewomensfoundation.org/wp-content/uploads/2015/04/2013-Case-Study-on-Nontraditional-Job-Training-for-Women_Online.pdf
- 36 Ibid
- 37 Hess, C., Millii, J., Hayes, J., & Hegewisch, A. (2015). *The Status of Women in the States 2015*. Washington, DC: Institute for Women's Policy Research. Retrieved June 15, 2015 from <http://www.iwpr.org/publications/pubs/the-status-of-women-in-the-states-2015-full-report>

- 38 Williams, C. (2015). Women's Earnings and the Gender Wage Gap in the Washington Region. Washington, DC: Washington Area Women's Foundation. Retrieved May 13, 2015 from <http://thewomensfoundation.org/wp-content/uploads/2015/04/EqualPay-2015-04-06.pdf>
- 39 Shaefer, L. (2009). Part-Time Workers: Some Key Differences Between Primary and Secondary Earners. Monthly Labor Review. Washington, DC: U.S. Bureau of Labor Statistics. Retrieved May 13, 2015 <http://www.bls.gov/opub/mlr/2009/10/art1full.pdf>
- 40 Watson, L., Frohlich, L., & Johnston, E. (2014). Scheduling Challenges for Workers in Low-Wage Jobs and Their Consequences. Washington: DC, National Women's Law Center. Retrieved May 13, 2015 from http://www.nwlc.org/sites/default/files/pdfs/collateral_damage_scheduling_fact_sheet.pdf
- 41 Sum, A. & Khatiwada. (2010). The Nation's Underemployed in the "Great Recession" of 2007-09. Monthly Labor Review. Washington, DC: U.S. Bureau of Labor Statistics. Retrieved July 14, 2015 from <http://www.bls.gov/opub/mlr/2010/11/art1full.pdf>
- 42 Achieve, Inc. (2012). The Future of the U.S. Workforce: Middle Skills Jobs and the Growing Importance of Postsecondary Education. Washington, DC: Achieve, Inc. Retrieved July 5, 2015 from <http://www.achieve.org/files/MiddleSkillsJobs.pdf>
- 43 Social Explorer. (n.d.). Retrieved July 8, 2015 from <https://www.socialexplorer.com/>
- 44 Ruggles, S., Alexander, J.T., Genadek, K., Goeken, R., Schroeder, M., & Sobek, M. (2010). Integrated Public Use Microdata Series: Version 5.0 [Machine-readable database]. Minnesota Population Center, University of Minnesota. Retrieved November 20, 2014 from <https://usa.ipums.org/usa/>
- 45 U.S. Department of Commerce. (2013). American Community Survey and Puerto Rico Community Survey 2013 Subject Definitions. Washington, DC: United Census Bureau. Retrieved November 5, 2014 from http://www.census.gov/acs/www/Downloads/data_documentation/SubjectDefinitions/2013_ACSSubjectDefinitions.pdf

About the foundation

Since 1998, The Women's Foundation has worked to transform the lives of women and girls in the Washington region and the nation.

Drawing on our deep expertise and insight into the needs of women and girls in the Washington region, we direct and leverage financial resources to support the most effective organizations and solutions working toward increasing economic security.



Mission

We mobilize our community to ensure that economically vulnerable women and girls in the Washington region have the resources they need to thrive.



Vision

The Washington region is a model community that ensures women and girls are on a path to prosperity.



Values

Washington Area Women's Foundation is an influential, respected, visionary national leader of community strategies that enrich the lives of women and girls.



1331 H Street, NW, Suite 1000 | Washington, DC 20005 | 202.347.7737 | info@wawf.org | thewomensfoundation.org



thewomensfndtn



TheWomensFoundation



WomensFoundation



washington-area-women's-foundation