

Economic Trends & Impacts

Women in the Workforce

Effective Regional Collaboration



Alignment of
Workforce Investments
with Economic
Development &
Economic Opportunity



Leverage the Value of
Learning & Skill
Development to Spur
Regional Growth &
Economic Mobility



Guide Regional
Collaboration to Close
Gaps, Create Stronger
Systems & Increase
Economic Health

We All Want

Access and Mobility

Connection to Resources

New and Better Jobs

Skilled Workforce

Satisfied Businesses

Increased Quality of Life

Prosperous and Healthy Communities

Components of a Healthy and Prosperous Community



Are we in a “She-cession”?

- January Jobs Report from BLS
 - 275K women left the workforce compared to 71K men
 - Since Feb '20 ~2.4M women left the workforce compared to <1.8M men
- Profound differences for women of color
 - Unemployment Rates from Pre-pandemic to Current State

Ages 25 - 54	Q4 '19	Q4 '20
All Women	3.0%	5.7%
Black Women	4.6%	8.3%
Hispanic Women	3.8%	8.2%

Pandemic exacerbated uneven outcomes for gender women in the labor market.

- Racial and historical contributions to undervaluing care work and women historically performing care work unpaid.
- Research on time inequalities show that women's work is often undervalued.
- Lack of compensation information hinders women, particularly among freelancers who must negotiate based on their perception of occupational pay.

High work-from-home (WFH) exposure industries experienced worse outcomes.

- WFH exposure is more strongly predictive of job losses for women vs. men, especially lower skilled women with children.
- Loss of childcare due to remote schooling likely to exacerbate these issues.

While telework is a strategy for managing work and family, both tend to be negatively affected.

- Prior to pandemic, telecommuting particularly worsens mothers' work environments, with telecommuting mothers more frequently working with children present.
- During the pandemic, telecommuting mothers are less likely to reduce work hours because of family

Raised awareness of disparities for independent workers, essential workers, and women exposes an opportunity for policy and social change.

- Opportunity to support part-time workers by changing benefits structure (i.e., access to healthcare).
- Opportunity to support childcare.
 - U.S. does not subsidize childcare like other countries. During pandemic, high-income Americans experienced loss of childcare - often for first time.
 - Employers should push for subsidized childcare - Telecommuting worsens parent's working environment.

COVID has exacerbated the labor market disparities caused by occupational segmentation and segregation.

- People of color are overrepresented in the essential workforce for both healthcare and non-healthcare jobs.
 - Women, especially Black women, are overrepresented in healthcare.
 - Hispanic men overrepresented in the nonhealthcare essential workforce.
- The most essential and dangerous jobs during the pandemic, such as cleaners and healthcare workers, are often lowest paid.

Issues Leading the Day

Balancing
childcare
and work

Accessing
affordable
childcare –
will that
sector come
back?

Addressing
occupational
segregation

Targeted
policies to
get women
back to
work,
especially
working
mothers

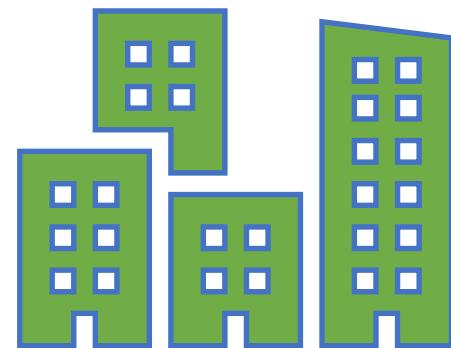
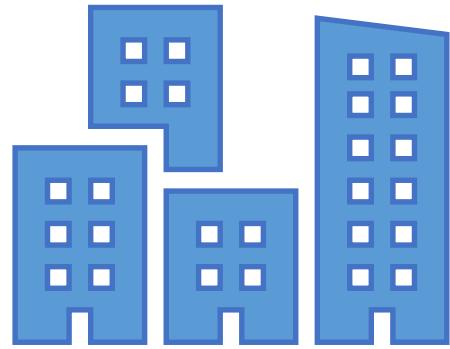
Gender
parity in
leadership
roles

Women in the Profession

Driving Toward Gender Parity

Gender Parity in the Field

- Workforce Feeder Fields – ***All Female Dominant***
 - Education, Social Service, Community Based Organizations
- Workforce System – Anecdotally Female Dominant
 - NAWB – **36%** Female Representation on Board
 - IEDC – **48%** Female Representation on Board
 - ACCE – **43%** Female Representation on Board
- ACCE's Education and Talent Development Fellowship – 6 cohorts of 20 Leaders
 - Cohort 1 – **60%** Women
 - Cohort 2 – **80%** Women
 - Cohort 3 – **65%** Women
 - Cohort 4 – **65%** Women
 - Cohort 5 – **80%** Women
 - Cohort 6 – **70%** Women



Coordinating an
Inclusive Recovery

Operationalizing Coordination for Economic Impact

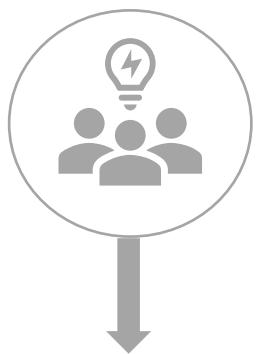
Shared Labor
Market Data &
Analysis



Clear Career
Pathways, Focused
Career Awareness



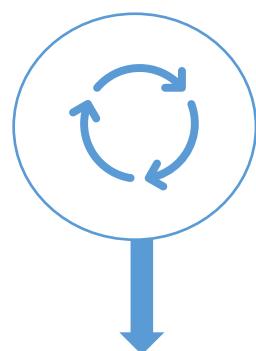
Business and
Industry are
Engaged Partners



Inclusive Access &
Support for All
Learners / Workers



Systems and
Funding Sources
are Coordinated



Collaboration is
Connected &
Comprehensive



Alignment of
Education Programs,
Talent Output &
Drives Growth

Stronger ROI on
Education, Better
Career Choices Made

Create Investors, Not
Consumers of Talent,
Incentivize Workforce
Upskilling

New Models of
Relevant & Valuable
Learning, Work-Learn
Models for Upskilling

Elimination of Silos,
Smart Investments,
Long-term
Sustainability

Eliminate Redundancy,
Stronger Societal Net,
Greater Economic
Growth

Guiding Principles for Communities

Success Somewhere ≠ Success Everywhere

Urban vs. Suburban vs. Rural

Leadership, Personalities, History Matter

Culture > Strategy

Coalition of the *Willing* Drives Change and Impact

Sarah Miller Senior Adviser

Center for Workforce and Economic Opportunity
Federal Reserve Bank of Atlanta

Sarah.miller@atl.frb.org