

LABOR FORCE PARTICIPATION: IMPACT RECOMMENDATION REPORT

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Categories	Current Resources/Strengths	Gaps/Challenges	Potential Interventions
1. Financial incentives and support	<ul style="list-style-type: none"> SBA funds for organizations to train business owners. Micro-enterprise loans to start businesses. 	<ul style="list-style-type: none"> Many women are stuck because of childcare and transportation challenges. There are structured gaps with paid leave policies. 	<ul style="list-style-type: none"> Incentivize paid leave and other interventions that support work and family. Explore incentives, if any, from GOED; for example, if companies provide support/benefits, are there incentives through GOED/state?
2. Technology Infrastructure	<ul style="list-style-type: none"> Utah Futures portal/website: great potential but many challenges 	<ul style="list-style-type: none"> Utah Futures helps students map out interests, but the practical steps are missing. Resources for women that focus on re-entering the workforce. Most Utah women do not understand the various educational paths that lead to various types of jobs and careers. 	<ul style="list-style-type: none"> Transportation (see below). Explore incentives with affordable housing; for example, is there transit-oriented development close to childcare or elder care?
3. Creation of economic opportunity	<ul style="list-style-type: none"> Ethnic chambers: intentionality behind their work (Hispanic, Pacific Islanders, African Americans, Asian, etc.) Women’s Business Center ElevateHER SBAs/BRC’s at universities Other events that focus on starting businesses or professional development (UWLP, UWHEN, other). 	<ul style="list-style-type: none"> There is conflict with creating economic impact when women are forced to work. Tension between values of work and those of family are common. Many women are working but feel forced to change jobs often because of life complexities; we need to understand this dynamic more. Utah is lacking in work-family supports in workplaces. There are risky dynamics with MLMs recruiting women in Utah—pros/cons. 	<ul style="list-style-type: none"> Explore intergenerational communal living. Support the expansion of existing programs and resources. Partner most closely with nonprofits who engage in this space.
4. Capacity building	<ul style="list-style-type: none"> Momentum and energy behind STEM for girls DWS employment counselors—help women promote themselves, re-enter the workforce, etc. YWCA partners with DWS 	<ul style="list-style-type: none"> Women disconnect in the workforce as jobs are not connected to a career. There is a narrow focus on women and career (lots of STEM). Lack of resources to help women re-enter the workforce; current resources are 	<ul style="list-style-type: none"> Provide support for job retention; understand reasons for instability more deeply and provide workshops for employers/employees on these issues. Provide more workshops for women looking for jobs and re-entering the

	<ul style="list-style-type: none"> • SBA and BRC's at universities • Ethnic Chambers, women in business groups, and others do help and may do more • Training, development, and educational programs at colleges and universities • Professional development through various entities in the state. 	<p>mainly for the lowest earners and there is not a lot of support for mid-earners.</p> <ul style="list-style-type: none"> • Lack of career training and opportunities for women not getting to college. • Childcare/transportation issues for women to get to campuses for certificate and degree programs. • Not enough trade field apprenticeships. • There is a lack of acknowledgement that women are working, when they are part-time. 	<p>workforce.</p> <ul style="list-style-type: none"> • Provide a broader focus of women's career options. • Create more resources to help women re-enter the workforce at various levels. • More trade field apprenticeships needed. • Need more career training and opportunities for women not getting to college. For example, letting them know there are high paying job in male-dominated careers that take only certificates.
<p>5. Advocacy and shaping attitudes</p>	<ul style="list-style-type: none"> • Legislation passed last session (Aren't) on school counselor training • HECHO: helping young Hispanic women explore outdoors, science, etc. (potential career exploration) • ElevateHER • YWCA now has Policy Director • UWLP releasing research snapshots on a set of related societal issues 	<ul style="list-style-type: none"> • Misperceptions abound: most women in Utah who work are married; women can have a job but not a career. • Women shame other women for working or going to school if they have children. • Not enough school counselor training on expanding pathways for girls; counselors are already overloaded so career counseling is low priority. • Not enough programing for girls/YW that discusses careers that can pay well; they currently focus on what they would enjoy. • Occupation segregation is strong in Utah; women don't know all of their options. • There are complex attitudes about encouraging preparation for careers, working outside the home, and seeking non-traditional occupations. • The worth of paid employment is elevated above the worth of unpaid work in the home or the worth of professional careers that pay less (e.g., teacher, social worker). • Mixed messages are sent to girls and women about careers; conflicts with Utah culture abound. • There is a perception that working mothers are not engaged with their children and families. 	<ul style="list-style-type: none"> • Provide outreach to girls and young women to see possibilities, expand thinking, and help them understand conflicting messages. • Challenge LDS myths regarding women and careers (difference between doctrine and culture). • Offer training on unconscious bias. • Continue to provide messaging specifically for women about the importance of attending and completing college.

<p>6. Laws, policies, and regulations</p>	<ul style="list-style-type: none"> • WIEC has no sunset clause now, so it will continue. • DWS Office of Childcare; benefits, federal match, drawdown? • Laws have changed regarding interior design, birthing centers, etc. 	<ul style="list-style-type: none"> • There are still childcare and transportation challenges; transportation issues more of a challenge in rural areas and tribal lands. • There are still gaps with the childcare match with having to spend enough to get full match. • There are still issues with industry specific laws, but WIEC wants to study other professions to see if there are other blocks. • Options for work-family support are still very limited. • Still issues with comparable pay in state agencies; need research; may be a pilot study though. 	<ul style="list-style-type: none"> • Explore renters’ rights as they impact staying in the same job for many women. • Explore issues around wages/salary for having and keeping benefits. • Consider legislation around leave and other support policies. • Strengthen child care policies like simplifying DWS vouchers and seeing if UESP funds be used for childcare while going to college. • Audit state jobs; how can they be restructured for optimal work-family or work-life results. • Consider elder care as part of work-family support. • Explore comparable pay in state agencies (pilot study). • WIEC can explore options related to continuing to decrease barriers in female dominated professions (e.g., interior design). • Consider transportation access for all who are challenged to get them to work, physicians, childcare, etc. • Consider state support for some of the solutions.
<p>7. Research and data</p>	<ul style="list-style-type: none"> • Current WIEC research with focus groups and hopefully phone surveys. • Some quantitative data on workforce participation for women. • New UWLP snapshots on labor force participation, poverty, and other elements related to strengthening the impact of women. Also briefs on women’s leadership in four sectors. 	<ul style="list-style-type: none"> • Lack of data on many aspects of women’s labor force participation. • Lack of qualitative data on workforce participation for women. • No research yet on what drives job changes for women in Utah. • Lack of research on the economic value and contributions of work not normally included in other studies. 	<ul style="list-style-type: none"> • Study reasons for job stability more deeply. • Study the effect of access to transportation, healthcare, and housing on workforce: what are the barriers, who is struggling, and why? • Study Utah data on the effect of no family planning. • Study the multiple dimensions of opportunity to employment and education. • Study the recession recovery and how it is not equal across populations and communities within Utah. • Study more broadly the complexity of women’s labor force participation,

			<p>including qualitative studies.</p> <ul style="list-style-type: none">• Because of the complexity, for all future research context is critical; we need to understand the full picture. Utah women have such different experiences, and understanding perceptions and complexity is critical.
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This Impact Recommendation Report was compiled, drafted, and refined by Erin Jemison (Director of Public Policy, YWCA Utah) and Dr. Susan R. Madsen (Orin R. Woodbury Professor of Leadership & Ethics, Woodbury School of Business, Utah Valley University). For questions, contact Dr. Madsen at uwlp@usu.edu. For additional information, see the following websites: Utah Women & Leadership Project (www.utwomen.org) and YWCA Utah (<https://www.ywcautah.org/>).