



GRIT



GIRLS REPRESENTING IN TRADES

WHY GRIT?

POOR ENROLLMENT

Fewer than 5% of all students enrolled in high school technical programs are girls.

UNDERREPRESENTED

In 2014, women made up 46.9% of workforce. Of that:

- 0.5% were roofers
- 1.4% were automotive service technicians and mechanics
- 1.7% were carpenters
- 2.4% were electricians
- 4.8% were welders
- 5.7% were firefighters

WOMEN'S WAGES

The wage gap in the construction industry is surprisingly small.

Women earn 91% of men's wages compared to the overall average of 82% across all professions.

Jobs traditionally employed by men pay 20-30% more than jobs traditionally held by women.

THE CULPRITS

- **Widely-accepted stereotypes about women's physical inabilities.**
- **A tolerance for sexual innuendo, homophobia and outright sexual harassment in the workplace.**
- **Inadequate access to employment and training**

WIDESPREAD TRADE SHORTAGES

Montana is facing an impending economic calamity if something isn't done to address an expected critical shortfall of workers.

An estimated 16 million middle-skill jobs (jobs that require post-secondary education or certification that is not a bachelor's, or higher degree) will be created through 2024.

THE FUTURE IS FEMALE. AND TRADES,

"One solution to increasing labor participation is to get people in certain demographics - **women**, veterans and the disabled - to enter the workforce", Barb Wagner, the chief economist at the Montana Department of Labor and Industry.

GRIT GOALS

- GRIT aims to engage, educate and empower girls to explore trade and skill based work as attainable and feasible careers.
- Use skilled trades to help girls identify strength and develop their confidence and leadership skills.
- Connect young girls with positive mentors in trade based fields.
- Connect adult women in the trades with one another and create a supportive network.
- Challenge stereotypes and catalyze change in the trades cultures.