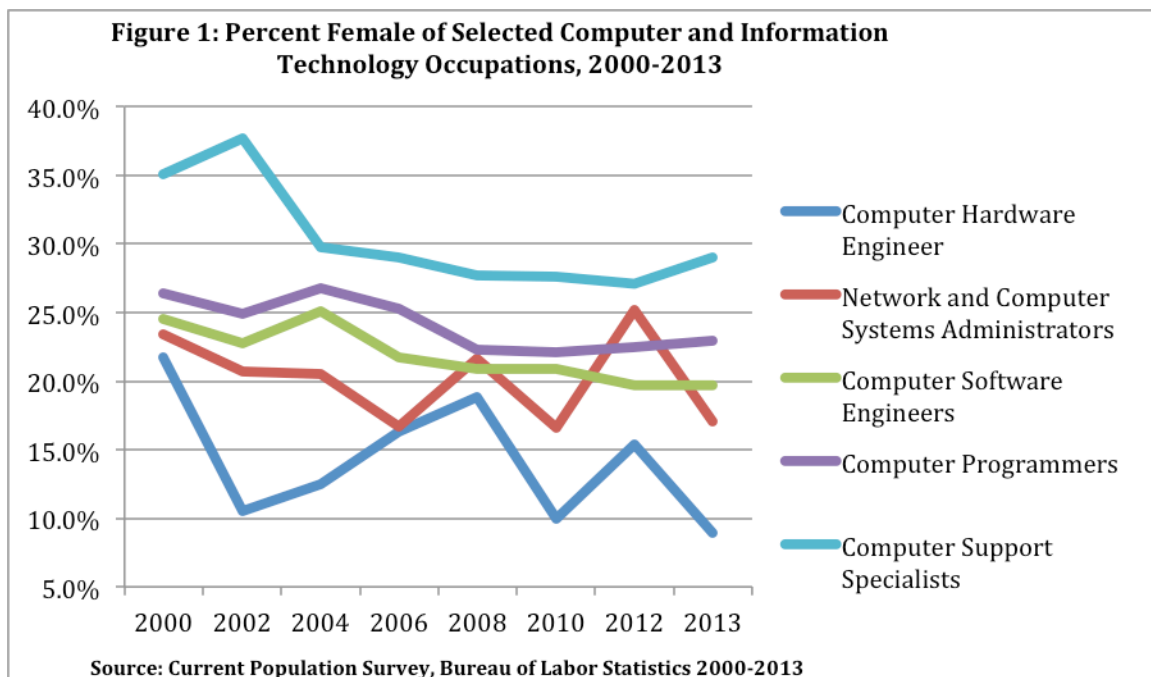


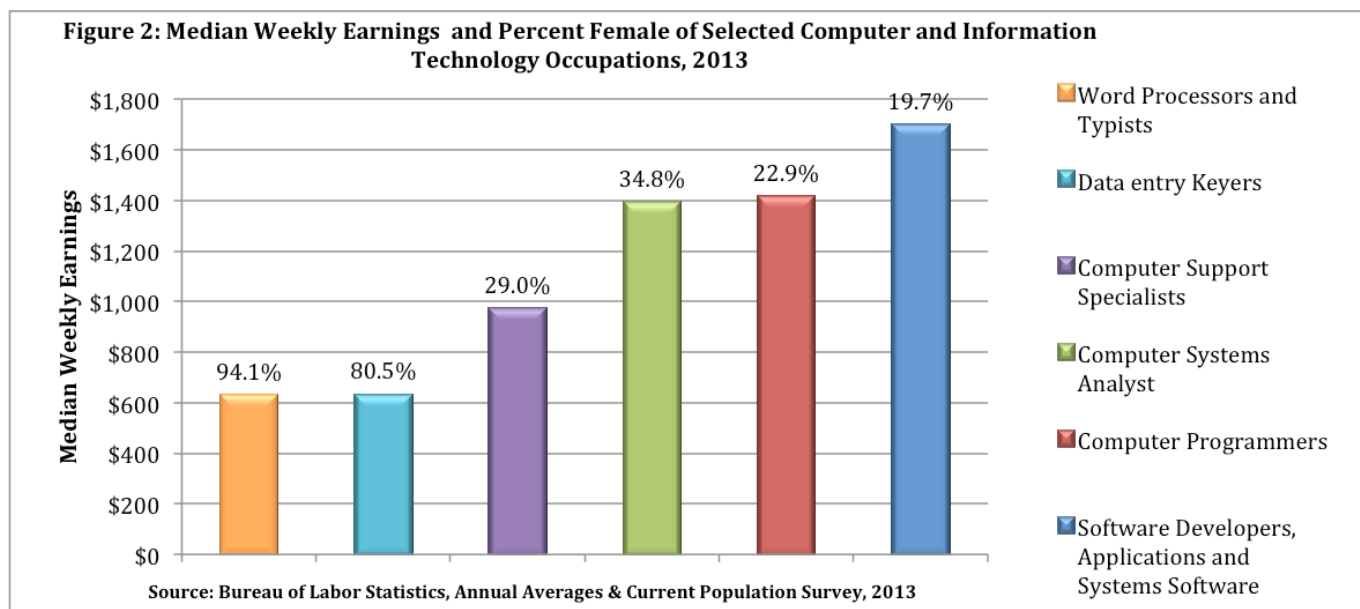
Computer and information technology (IT) jobs are in demand in our labor market, yet women’s participation in these growing fields remains quite low. Recruiting women to college degree and credential programs provides a way to meet this growing demand and also provides routes to economic security for women and their families.

How has women’s representation in computer and IT occupations changed over the last 13 years?



Over the past 13 years, we have seen very little change in the gender composition of many computer and IT occupations—with most occupations either stable or actually experiencing a decline in the percent female. For instance, computer hardware engineers saw the greatest decline of women, falling from 21.7% in 2000 to 8.9% in 2013. Network and computer systems administrators were 23.4% female in 2000 and fell to 17.1% by 2013. Other occupations that experienced a decline in the percent of women over the past 13 years include: computer software engineers; computer programmers and computer support specialists.

Where are women in the computer and IT workforce? What are they earning?



The occupations with the highest percent female have the lowest earnings, relative to other computer and IT occupations. Data entry keyers, word processors and typists – all of which are over 80% female – pay substantially less than other computer and IT occupations, and fail to provide economic security. In contrast, occupations that have a predominately male labor force pay significant higher wages.

How can we increase women’s participation in nontraditional computer and IT jobs?

- Provide concerted technical assistance to college instructors, faculty and administrators.
- Implement gender targeted recruitment strategies.
- Develop STEM enrichment programs to prepare women for the IT workforce.
- Ensure visible and diverse role models are part of an educational program.
- Provide intensive counseling, advising and academic support to female students.
- Ensure teaching methods are gender and culturally responsive.
- Provide community college faculty and staff with professional development training on the importance of instructing with a gender lens.

For a detailed discussion of these practices, see WOW’s Report, “A Review of the Current Research on Women in Community College STEM Programs.”