

WANTO Talking Points for Meetings with or Calls to your Members:

1. **Women need access to good (nontraditional) jobs.** While women make up 47 percent of our nation's workforce, they hold less than 4 percent of the high-wage, high-skill jobs traditionally dominated by men and are less than 3% of construction workers. These occupations are critical in addressing wage inequity for women and provide pathways into the middle class, as they pay higher wages, often with excellent benefits, than those occupations historically considered "women's work". Women, who make up 70 percent of all low wage workers, will continue to lag far behind in their ability to access and thrive in high-wage, nontraditional occupations without the support of programs like WANTO.

2. **WANTO funded programming leads to good jobs.** Over her lifetime, a woman working as an electrician will earn \$1.2 million more in wages than if she worked as a childcare provider or waitress. Despite being consistently underfunded, with total annual grants of less than \$1 million, WANTO grantees have succeeded in helping overcome these barriers. In apprenticeship, for example, WANTO programs raise the percentage of women in their areas to more than double the national average. Apprenticeship programs in WANTO grantee areas boast of percentages that range from 7% to over 30%. The national average percentage of women in non-traditional apprenticeship programs is less than 3%.

3. **WANTO programming is based on sector and industry partnerships - meaning it works for employers.** WANTO grantees work directly with employers and unions in their regions to implement effective, proven strategies that they have developed in partnership. WANTO grantees have developed best practices gleaned over years of experience and research. These best practices help support employers and unions in successfully integrating women's entry and success in non-traditional occupations and meeting their legal equal opportunity obligations.

4. **WANTO helped *me* succeed in my career.** Tell your story, it's the most powerful way to advocate for WANTO!

5. **WANTO is vital and funding should be expanded in FY 2016.** There are no other programs at the Department of Labor that efficiently and effectively address the barriers that women face in entering and thriving in apprenticeship and non-traditional occupations. Policy makers should expand upon the successes of the WANTO program and increase funding.