

☆ Iowa women make **68¢ for every \$1 a man makes**, even though during the 1993-94 academic year women earned **54.5% of all higher education degrees**.

☆ In 1989 48.9% of all men in Iowa employed full-time **earned less than \$25,000** a year compared to **80.1% of women**. 27% of male full-time employees earned \$35,000 or more, compared to 5.9% of female full-time employees.

☆ Jobs traditionally held by women **pay significantly less** than those held by men. In 1995, **carpenters** (98.6% of whom were male) made an average hourly wage of **\$9.99**. **Family child care providers** (99.5% of whom were female) made **\$5.23 an hour**.

☆ **Women's right** to work according to their abilities is **protected** by both **federal and state law**.

Where to start . . .

You can talk to counselors, instructors, labor unions, or your local community college. Pick up information from your local workforce development office, or talk to people you know in nontraditional careers.

Some specific places you can start include . . .

Iowa Commission on the Status of Women
Iowa Department of Human Rights
Lucas State Office Building
Des Moines, IA 50319
(515) 281-4461
1-800-558-4427
dhc.icsw@dhc.state.ia.us

Iowa Workforce Development Center
1000 E. Grand Avenue
Des Moines, IA 50319
(515) 281-5387
1-800-562-4692

A 12-minute video tape, *Exploring Nontraditional Occupations for Women: Is This Job For You?*, is available from the Iowa Commission on the Status of Women.



brochure developed by Boddy Media Group

why?
not
women

Why not nontraditional employment?

Enjoy higher pay...

Receive greater benefits...

Find challenging, enjoyable work...

Join a growing force of women...

Access more promotion possibilities...

More and more women are discovering they have the abilities and interest to excel in jobs which have traditionally been considered for men only. **Why?** For several reasons . . .

The pay and job benefits offered in traditional women's jobs do not meet their **economic needs**. Traditional women's jobs pay about two-thirds of what traditional men's jobs pay, provide little on-the-job training, and offer fewer **opportunities for promotion** compared to traditional men's jobs.

The #1 reason some women turn to these careers is **financial rewards**. In addition to **challenging and enjoyable** work—these jobs pay well! Many women find these traditionally male careers pay much better than those traditionally held by females. The salary and benefits offer a degree of **independence**.

Entering these fields is **easier today**. In the past women may have found themselves alone in careers such as carpentry, plumbing, or automotive repair. Now they **join a growing force of women**. The same is true in classes or other training needed for these jobs.

Instead of asking why, **ask why not. Find out the facts**. Why not?

Carpenters Airline pilots
Attorneys Electricians
Auto mechanics Plumbers
Computer programmers
Engineers Doctors Die
cast makers Architects
Contractors Truck drivers



Police officers Glaziers
Lathers Boilermakers
Roofers Actuaries
Iron workers Machinists
Floor layers Surveyors
Welders Drafters Fire
fighters Brick masons
Chemists Printers Jewel-
ers Butchers Taxider-
mists Paramedics

Watching a woman electrician supervise a crew gave Trissa Bohrn ideas for her own future. She called the local union hall and asked about apprenticeship. After completing the interview process, she went to work for \$8 an hour, doing repairs and remodeling. Halfway through the five-year apprenticeship, Trissa looks forward to \$16 an hour.



Seeking out training for fields she likes has taken Suzett Kleppe into two \$20,000-a-year careers—with better prospects. One program led to a carpentry job with free night-course training for advancement. Then a car accident left her unable to work in construction. With a two-year degree in computer-assisted drafting, she now works for a firm that designs and builds industrial machines.



A one-time science teacher, Sandra Larson now supervises highway construction work—and loves it! Sandra went back to school for a civil engineering degree, designed bridges for six years and then shifted to overseeing the work of contractors. The payoff? Starting rates for civil engineers are around \$30,000; supervisors can go well above \$50,000.