



BUILDING SUCCESSFUL CAREERS THAT WORK

MISSION

SRBX continues to celebrate women as a visible component of the construction industry and seeks to encourage California lawmakers, at all levels of government, to adopt policies that will successfully increase women in construction and apprenticeship programs.

PURPOSE & GOALS

While there are more than 1 million women employed in the construction industry, women comprise less than 10 percent of the construction workforce. *We are changing that!*

CHALLENGES

Women face severe under-representation in construction, with just 8.9 percent share of the total U.S. construction industry alone. Only 1.3 percent of operating engineers and construction equipment operators are women.

Like many industries who are struggling to close the skilled labor gap, the construction industry has been especially hit hard by the last economic downturn when tens of thousands of construction workers left the state or industry.

5:1

Today, for every five (5) construction workers who are preparing for retirement, there is only one (1) to in the pipeline to replace them. SRBX WIC Council supports policies that recognize women as an untapped resource to help close this skilled labor gap so that California can continue to keep pace with building affordable housing and infrastructural needs.

ECONOMIC GROWTH

Construction grew by 3% in 2019 and remained an essential industry during the pandemic in 2020. That includes an additional \$52 billion in construction spending, with 323,000 newly created jobs, a number that could grow to almost two million by 2022.

GROWTH & COMPENSATION

Not only are increased job openings readily available for women, but also the average compensation for construction jobs is better and more equal compared to many other industries. Across all industries and markets, women in the U.S. earn an average of 81.1% of what their male counterparts make. However, in the construction industry, women in construction earn an average of **95.7%** of what men make—an 18% pay bump compared to other industries.

While the academic benefits of career technical programs are clear —increased graduation rates and higher-grade point averages—it's the quicker routes to employment and higher incomes that cannot be overstated. The mean hourly wage in construction exceeds \$27, providing for solid working-class careers.

SUPPORT SCR 16

SRBX WIC is the proud sponsor of **SCR 16** that helps to better position California to increase women's participation in high-wage, high-skill nontraditional fields, such as construction, for economic security and prosperity.