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(Original Signature of Member)

112TH CONGRESS  
1ST SESSION

# H. R.

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To promote the economic self-sufficiency of low-income women through their increased participation in high-wage, high-demand occupations where they currently represent 25 percent or less of the workforce.

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## IN THE HOUSE OF REPRESENTATIVES

Mr. POLIS introduced the following bill; which was referred to the Committee  
on \_\_\_\_\_

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# A BILL

To promote the economic self-sufficiency of low-income women through their increased participation in high-wage, high-demand occupations where they currently represent 25 percent or less of the workforce.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Women and Workforce  
5 Investment for Nontraditional Jobs” or “Women WIN  
6 Jobs”.

1 **SEC. 2. FINDINGS.**

2 Congress finds the following:

3 (1) According to the Council of Economic Advi-  
4 sors, “occupations requiring higher educational at-  
5 tainment are projected to grow much faster than  
6 those with lower education requirements between  
7 2006 and 2016, with the fastest growth among occu-  
8 pations that require an associate’s degree or a post-  
9 secondary vocational award.” Some of the occupa-  
10 tions cited in the report include electricians, plumb-  
11 ers, aircraft mechanics and service technicians, elec-  
12 trical power line installers and repairers, and envi-  
13 ronmental engineering technicians, all of which are  
14 nontraditional occupations for women, as defined  
15 under the Carl T. Perkins Career and Technical  
16 Education Act of 2006.

17 (2) Only 6.2 percent of employed women  
18 worked in nontraditional occupations in 2008.

19 (3) More than one-half of all working women  
20 are clustered in 25 of 504 job categories tracked by  
21 the Bureau of Labor Statistics. Excluding teachers  
22 and nurses, most of these categories are among the  
23 lowest-paid occupations. In general, women working  
24 in nontraditional fields earn 20 to 30 percent more  
25 than women in traditionally female fields.

1           (4) The National Association of Manufacturers  
2 estimates a need for 10 million new workers by 2020  
3 due to the aging of the current work force. More-  
4 over, 90 percent of manufacturers are experiencing  
5 a shortage of qualified employees including machin-  
6 ists, operators, craft workers, distributors, and tech-  
7 nicians. Women hold only 4.7 percent of welding,  
8 soldering, and brazing jobs.

9           (5) Women make up 73.7 percent of cashiers,  
10 whose hourly wage averages \$9.52, but only 0.4 per-  
11 cent of electrical power-line installers and repairers,  
12 who earn an average hourly wage of \$27.65, and  
13 only 7.5 percent of telecommunications line installers  
14 and repairers, who earn an average hourly wage of  
15 \$24.08.

16           (6) Women comprise 71.1 percent of wait staff,  
17 whose hourly wage averages \$9.99, but only 0.6 per-  
18 cent of HVAC mechanics and installers, who make  
19 an average hourly wage of \$21.57.

20           (7) Women make up 94.7 percent of child care  
21 workers, whose hourly wage averages \$10.15, but  
22 only 1.5 percent of electricians, who make an aver-  
23 age hourly wage of \$24.91.

24           (8) Women comprise 92.7 percent of reception-  
25 ists and information clerks, whose hourly wage aver-

1       ages \$12.63, but only 10.9 percent of surveying and  
2       mapping technicians who make an average hourly  
3       wage of \$19.41.

4           (9) Women make up 84.2 percent of office  
5       clerks, whose hourly wage averages \$13.58, but only  
6       11 percent of computer, ATM, and office machine  
7       repairers, who make an average hourly wage of  
8       \$18.79, and only 2.3 percent of aircraft mechanics  
9       who earn an average hourly wage of \$25.62.

10          (10) Girls comprise only 15 percent of students  
11       enrolled in high school courses leading to nontradi-  
12       tional occupations. This proportion has stayed rel-  
13       atively constant for the past 30 years.

14          (11) An independent study conducted in 2001  
15       found that when programs, such as those under the  
16       Women in Apprenticeship and Nontraditional Occu-  
17       pations (WANTO) Act of 1992, were implemented  
18       in an area, local women were 25 percent more likely  
19       to hold a nontraditional job and were more likely to  
20       hold these jobs years after the intervention.

21          (12) More than half of the individuals receiving  
22       training services under the Workforce Investment  
23       Act are women. However, males who complete train-  
24       ing are 11 times more likely to be employed in the  
25       occupational category farming, fishing, forestry, con-

1       struction and extraction and 7 times more likely in  
2       the area installation, repair, production, transpor-  
3       tation, and material moving. In 2009, earnings of fe-  
4       males who completed training were 24 percent lower  
5       than the earnings of males in the first quarter after  
6       completing the training.

7       **SEC. 3. DEFINITIONS.**

8       In this Act—

9               (1) the term “designated region” has the mean-  
10       ing given such term in section 116(c)(5)(A) of the  
11       Workforce Investment Act of 1998 (29 U.S.C.  
12       2831(c)(5(A));

13              (2) the term “eligible entity” means a partner-  
14       ship—

15                      (A) among—

16                              (i) a community-based organization  
17                              experienced in serving women;

18                              (ii) 1 or more employers or a business  
19                              association;

20                              (iii) a registered apprenticeship pro-  
21                              gram if available in a designated region;

22                              and

23                              (iv) a public postsecondary education  
24                              institution; and

1 (B) in addition to the required partners  
2 described in subparagraph (A), that may in-  
3 clude business and trade associations, labor  
4 unions, high schools, and workforce and eco-  
5 nomic development agencies;

6 (3) the term “self-sufficiency standard” means  
7 a measure of how much income families need to  
8 cover their basic costs without subsidies, as deter-  
9 mined or recognized by the State for an applicable  
10 local area using a consistent methodology that cal-  
11 culates the costs of living and working (including  
12 taxes) based upon sub-State geographic location and  
13 family size and composition;

14 (4) the term “non-traditional occupations”  
15 means those occupations in which women make up  
16 less than 25 percent of the workforce (as defined in  
17 section 3 of the Carl D. Perkins Career and Tech-  
18 nical Education Act of 2006 (20 U.S.C. 2302));

19 (5) the term “public postsecondary education  
20 institution” means—

21 (A) a junior or community college, as de-  
22 fined in section 312(f) of the Higher Education  
23 Act of 1965 (20 U.S.C. 1058(f)); or

24 (B) an area technical school, as defined in  
25 section 3 of the Carl D. Perkins Career and

1           Technical Education Act of 2006 (20 U.S.C.  
2           2302);

3           (6) the term “registered apprenticeship pro-  
4           gram” means a program registered under the Act of  
5           August 16, 1937 (commonly known as the “National  
6           Apprenticeship Act” (29 U.S.C. 50 note)); and

7           (7) the term “State” has the meaning given  
8           such term in section 3 of the of the Carl D. Perkins  
9           Career and Technical Education Act of 2006 (20  
10          U.S.C. 2302).

11 **SEC. 4. GRANTS TO STATES.**

12          (a) ALLOCATION OF FUNDS.—

13           (1) IN GENERAL.—In any fiscal year in which  
14          the total amount appropriated under section 11 ex-  
15          ceeds \$50,000,000, the Secretary of Labor shall,  
16          from the amount appropriated under section 11 to  
17          carry out this section, allocate funds to States using  
18          a formula based on each State’s share of the na-  
19          tional population of women from families with an in-  
20          come of less than 200 percent of the poverty thresh-  
21          old, according to the most recent data available by  
22          the Bureau of the Census.

23           (2) REALLOCATION.—If a State does not re-  
24          ceive funds under paragraph (1), the Secretary shall  
25          reallocate such funds to other States in the same

1       proportion funds are allocated under such para-  
2       graph.

3       (b) SUBMISSION OF STATE PLAN.—

4             (1) IN GENERAL.—In order to receive an alloca-  
5       tion of funds under subsection (a), the Governor of  
6       a State shall submit a State Plan that describes how  
7       the State plans to—

8             (A) distribute such funds to eligible enti-  
9       ties located in the State to increase women’s  
10      participation in high-wage, high-demand occu-  
11      pations in which women are currently underrep-  
12      resented in the State’s workforce in accordance  
13      with section 5; and

14            (B) use such funds to carry out the state-  
15      wide activities described in subsection (c).

16            (2) ADMINISTRATION OF STATE PLAN.—The  
17      State Plan described in paragraph (1) shall be ad-  
18      ministered by a State workforce development board  
19      (as referred to in the Workforce Investment Act of  
20      1998 (29 U.S.C. 2801 et seq.)), in consultation with  
21      a State entity (as defined in section 118(c) of the  
22      Carl D. Perkins Career Technical Education Act of  
23      2006 (20 U.S.C. 2328)).

1           (3) REVIEW OF PLAN.—The Secretary of Labor  
2           shall review each State plan submitted pursuant to  
3           this subsection within 60 days of receipt.

4           (c) USE OF FUNDS.—The designated State entity  
5           may reserve not more than 15 percent of the grant for  
6           statewide activities to—

7           (1) provide technical assistance to eligible enti-  
8           ties receiving funding under this Act and to State  
9           registered apprenticeship programs and sponsors  
10          and joint apprenticeship training councils on meet-  
11          ing their enrollment goal for women in nontradi-  
12          tional occupations;

13          (2) develop institutional and cross-agency poli-  
14          cies and protocols such as memoranda of under-  
15          standing that set goals for the hiring of specific per-  
16          centages of women served under this Act into reg-  
17          istered apprenticeships and permanent employment  
18          openings in publicly assisted projects;

19          (3) engage in public education and outreach ac-  
20          tivities, to overcome stereotypes about women in  
21          nontraditional occupations, including the develop-  
22          ment of educational and marketing materials; and

23          (4) provide training and technical assistance to  
24          overcome gender inequity among employers, reg-  
25          istered apprenticeship programs, and State equal

1 employment opportunity and affirmative action  
2 agencies.

3 **SEC. 5. STATE GRANTS TO PARTNERSHIPS.**

4 (a) IN GENERAL.—

5 (1) ALLOCATIONS AUTHORIZED.—A State re-  
6 ceiving funds under section 4 shall allocate the funds  
7 not reserved to carry out the statewide activities de-  
8 scribed in section 4(c) to eligible entities in the State  
9 to support the recruitment, training, placement, and  
10 retention of women in nontraditional occupations.

11 (2) ALLOCATION DURATION.—An allocation  
12 under this section to an eligible entity shall be made  
13 for not more than 2 years with the possibility of a  
14 multi-year renewal upon submission of a renewal ap-  
15 plication containing information—

16 (A) about the effectiveness of the services  
17 and activities provided under subsection (d)(1)  
18 using the funds made available under the first  
19 allocation; and

20 (B) any such additional information as the  
21 Secretary may require.

22 (3) ALLOCATION AMOUNT.—An allocation  
23 under this section to an eligible entity shall be of  
24 sufficient size and scope to support the effective im-

1       plementation of the services and activities described  
2       in subsection (d)(1).

3       (b) APPLICATION PROCESS.—An eligible entity that  
4       desires to receive funds under this section shall submit an  
5       application to the designated State agency. Such applica-  
6       tion shall provide a plan detailing the roles and respon-  
7       sibilities of partnership members and how funds will be  
8       used in conjunction with funding from other public or pri-  
9       vate sources to carry out the activities described in sub-  
10      section (d).

11      (c) PRIORITIES.—In allocating funds under this sec-  
12      tion, a State agency shall give priority to eligible entities  
13      that—

14           (1) include entities with demonstrated success  
15           in recruiting and preparing low-income women for  
16           nontraditional occupations, and local workforce  
17           boards established under the Workforce Investment  
18           Act; or

19           (2) leverage additional public and private re-  
20           sources to fund training programs, including cash or  
21           in-kind matches from employers.

22      (d) USE OF FUNDS.—

23           (1) SERVICES AND ACTIVITIES.—An eligible en-  
24           tity receiving funds under this section shall—

1 (A) conduct public education and outreach  
2 designed to overcome stereotypes and develop  
3 family support and encouragement;

4 (B) recruit low-income women for careers  
5 in nontraditional occupations and provide com-  
6 prehensive career guidance and counseling, in-  
7 cluding regional labor market information and  
8 projections about nontraditional jobs and salary  
9 information;

10 (C) conduct individual assessments and  
11 employment counseling, including instruction on  
12 the use of online job search databases;

13 (D) assist low-income women to access  
14 programs leading to a degree, industry recog-  
15 nized certificate or credential, and apprentice-  
16 ship programs that will prepare them for high-  
17 demand, high-skill occupations, including pro-  
18 viding information about—

19 (i) the quality and cost of the pro-  
20 grams;

21 (ii) available financial aid; and

22 (iii) the use of self-sufficiency calcula-  
23 tors where available;

24 (E) conduct education and pre-apprentice-  
25 ship and pre-employment skill development ac-

1 activities including basic skills, education, literacy,  
2 including financial literacy, and training;

3 (F) coordinate with public secondary edu-  
4 cation institutions to improve the transition of  
5 participants into—

6 (i) an institution of higher education  
7 (as defined in section 101 of the Higher  
8 Education Act of 1965 (20 U.S.C. 1001));

9 (ii) a program of study (as described  
10 in section 122(c)(1)(A) of the Carl D. Per-  
11 kins Career and Technical Education Act  
12 of 2006 (20 U.S.C. 2342(c)(1)(A)); or

13 (iii) a registered apprenticeship pro-  
14 gram;

15 (G) engage in necessary activities for the  
16 recruitment, preparation, placement, and reten-  
17 tion of participants in registered apprentice-  
18 ships, and postsecondary training programs,  
19 and permanent employment;

20 (H) provide access to pre- and post-place-  
21 ment supportive services such as child care,  
22 transportation, tools, application fees, dues,  
23 needs-based payments or stipends, and  
24 mentorships as may be necessary to complete  
25 training and retain employment;

1 (I) develop or obtain curricula, handbooks,  
2 tools and equipment;

3 (J) build capacity through staff training,  
4 organizational development and technology up-  
5 grades;

6 (K) engage in activities requested by the  
7 national clearinghouse established pursuant to  
8 section 9;

9 (L) develop incentives for employers and  
10 sponsors of registered apprenticeship program  
11 to retain women in nontraditional occupations  
12 for more than 6 months;

13 (M) provide technical assistance to employ-  
14 ers on how to create a safe and healthy work-  
15 place environment designed to retain and ad-  
16 vance women, including best practices for ad-  
17 dressing sexual harassment;

18 (N) provide post-placement assistance to  
19 participants in order to promote employment  
20 retention, including exit interviews, mentoring,  
21 networking and leadership development for  
22 women employed in the field; and

23 (O) develop and collect data, consistent  
24 with the requirements of the Workforce Invest-  
25 ment Act of 1998, to track women by race, eth-

1           nicity, and age throughout the process and es-  
2           tablish benchmarks such as numbers contacted  
3           through outreach, placement into training and  
4           completion rates, and employment outcomes, in-  
5           cluding earnings progression.

6           (2) **TARGET PARTICIPANTS.**—In providing serv-  
7           ices and activities described in paragraph (1), eligi-  
8           ble entities shall target women with family incomes  
9           below the local self-sufficiency standard, when avail-  
10          able, or women in families with income of less than  
11          200 percent of the poverty threshold (as determined  
12          by the Bureau of the Census).

13          (e) **SUPPLEMENT, NOT SUPPLANT.**—Funds provided  
14          under this section shall supplement and not supplant other  
15          Federal, State, or local funds that would, in the absence  
16          of funds provided under this section, be available for the  
17          purposes described in this section.

18          **SEC. 6. ALLOCATIONS TO ELIGIBLE ENTITIES.**

19          (a) **ALLOCATIONS.**—

20                  (1) **IN GENERAL.**—In any year in which the  
21                  total amount appropriated under section 11 is an  
22                  amount less than \$50,000,000, the Secretary of  
23                  Labor shall, from the amount appropriated under  
24                  section 11 to carry out this section, allocate funds  
25                  to eligible entities to support the recruitment, train-

1       ing, placement, and retention of women in nontradi-  
2       tional occupations.

3           (2) ALLOCATION DURATION.—An allocation  
4       under this section shall be made to an eligible entity  
5       for not more than 2 years with the possibility of  
6       multi-year renewals upon submission of a renewal  
7       application containing information—

8           (A) about the effectiveness of the services  
9       and activities provided under section (5)(d)(1)  
10      using the funds made available under the first  
11      allocation; and

12          (B) any such additional information as the  
13      Secretary may require.

14          (3) ALLOCATION AMOUNT.—An allocation  
15      under this section to an eligible entity shall be of  
16      sufficient size and scope to support the effective im-  
17      plementation of the services and activities described  
18      in subsection (d).

19          (b) APPLICATION.—An eligible entity desiring to re-  
20      ceive an allocation under this section shall submit an ap-  
21      plication to the Secretary of Labor at such time, in such  
22      manner, and containing such information as the Secretary  
23      may require. An application shall provide a plan detailing  
24      the roles and responsibilities of partnership members and  
25      how funds will be used in conjunction with funding from

1 other public or private sources to carry out the services  
2 and activities described in subsection (d).

3 (c) PRIORITY.—In awarding grants under this sec-  
4 tion, the Secretary of Labor shall give priority to eligible  
5 entities that—

6 (1) include entities with demonstrated success  
7 in recruiting and preparing low-income women for  
8 nontraditional occupations, and local workforce  
9 boards created under the Workforce Investment Act;  
10 or

11 (2) leverage additional public and private re-  
12 sources to fund training programs, including cash or  
13 in-kind matches from participating employers.

14 (d) USES OF FUNDS.—An eligible entity receiving  
15 funds under this section shall use such funds to carry  
16 out the services and activities described in section 5(d).

17 (e) SUPPLEMENT, NOT SUPPLANT.—Funds provided  
18 under this section shall supplement and not supplant other  
19 Federal, State, or local funds that would, in the absence  
20 of funds provided under this section, be available for the  
21 purposes described in this section.

1 **SEC. 7. NATIONAL COMMISSION ON THE STATUS OF**  
2 **WOMEN IN HIGH-DEMAND AND HIGH-WAGE**  
3 **NONTRADITIONAL OCCUPATIONS.**

4 (a) IN GENERAL.—The Secretary of Labor, in con-  
5 sultation with the Secretary of Education, shall convene  
6 a national commission (in this section referred to as the  
7 “Commission”) for the purpose of examining and making  
8 recommendations for improving the status of women in  
9 high-demand, high-wage nontraditional occupations.

10 (b) MEMBERSHIP.—The Commission shall include 30  
11 members, of which 15 members shall be appointed by the  
12 President, 5 members by the Speaker and 3 members by  
13 the minority leader of the House of Representatives, and  
14 4 members by the majority leader and 3 members by the  
15 minority leader of the Senate. Members shall include rep-  
16 resentatives from—

17 (1) business or trade associations in industries  
18 with high-wage, high demand nontraditional occupa-  
19 tions and sponsors of registered apprenticeship pro-  
20 gram;

21 (2) women’s organizations and other nonprofit  
22 organizations serving low-income women;

23 (3) labor unions and labor-management organi-  
24 zations;

25 (4) high school and public postsecondary edu-  
26 cation institutions;

1           (5) State workforce and economic development  
2 agencies or agencies responsible for the Workforce  
3 Investment Act and the Carl D. Perkins Career and  
4 Technical Education Act; and

5           (6) academics, researchers, and other stake-  
6 holders.

7 A minimum of 10 members must have demonstrated expe-  
8 rience in serving low-income women.

9       (c) DUTIES.—The duties of the Commission shall be  
10 to—

11           (1) develop a 5-year plan to encourage the full  
12 participation of women in high-wage, high-demand  
13 nontraditional occupations;

14           (2) hold hearings on the national and regional  
15 levels on the goal of ending gender segregation in oc-  
16 cupations, particularly the underrepresentation of  
17 women in high-demand, high-wage occupations;

18           (3) recommend policies and programs, including  
19 the establishment of sanctions and bonuses for Fed-  
20 eral contractors in designated sectors and the use of  
21 on-site equal opportunity monitors on all large feder-  
22 ally funded projects; and

23           (4) submit its progress report and policy rec-  
24 ommendations to Congress and related Federal

1 agencies not later than 1 year after the Commission  
2 is convened and every 2 years thereafter.

3 **SEC. 8. DATA COLLECTION AND REPORTING.**

4 The Bureau of Labor Statistics shall collect data on  
5 the status of women's participation in underrepresented  
6 sectors of the economy and shall examine the status of  
7 women in relation to that of men. Such data shall in-  
8 clude—

- 9 (1) the gender, race, age of participants, includ-  
10 ing cross tabulations of those three;
- 11 (2) occupation;
- 12 (3) geography;
- 13 (4) advancement salary;
- 14 (5) pay equity within categories within occupa-  
15 tions; and
- 16 (6) assignment disparity measured as through  
17 income and hours worked.

18 The Bureau shall collect such information on an annual  
19 basis and submit it to relevant Federal agencies (including  
20 the Departments of Labor, Education, Commerce, the  
21 commission established under section 6, and to Congress.  
22 The Bureau shall also make such information available to  
23 the public on the Bureau's Web site.

1 **SEC. 9. NATIONAL CLEARINGHOUSE.**

2 The Secretary of Labor, in consultation with the Sec-  
3 retary of Education, shall establish a national clearing-  
4 house to collect and distribute best practices. The clearing-  
5 house shall—

6 (1) convene national and regional meetings and  
7 conferences to bring together stakeholders at all lev-  
8 els;

9 (2) collect and disseminate best practices of col-  
10 laborative models for the recruitment, preparation,  
11 placement and retention of women in nontraditional  
12 employment;

13 (3) provide legal, policy and technical assistance  
14 in order to sustain and advance the promotion, em-  
15 ployment and retention of women in high-wage,  
16 high-demand nontraditional occupations; and

17 (4) develop and conduct a national training pro-  
18 gram, including through distance learning, for staff,  
19 partners and board members of grantees and sub-  
20 grantees.

21 **SEC. 10. EVALUATION.**

22 (a) EVALUATION.—Beginning 2 years after the date  
23 of the enactment of this Act, the Secretary shall conduct  
24 an independent, comprehensive, and scientifically sound  
25 evaluation, by grant or contract and using the highest  
26 quality research design available, of the impact of activi-

1 ties carried out under this Act in promoting the economic  
2 self-sufficiency of low-income women through their in-  
3 creased participation in high-wage, high-demand occupa-  
4 tions where they currently represent 25 percent or less of  
5 the workforce.

6 (b) REPORT.—Not later than 4 years after the date  
7 of the enactment of this Act, and biannually thereafter,  
8 the Secretary shall submit to Congress a report on the  
9 results of the evaluation described in subsection (a).

10 **SEC. 11. AUTHORIZATION OF APPROPRIATIONS.**

11 There are authorized to be appropriated  
12 \$100,000,000 to the Secretary of Labor to carry out this  
13 Act, of which a minimum of \$3,000,000 is authorized to  
14 be used to carry out sections 8 and 9.