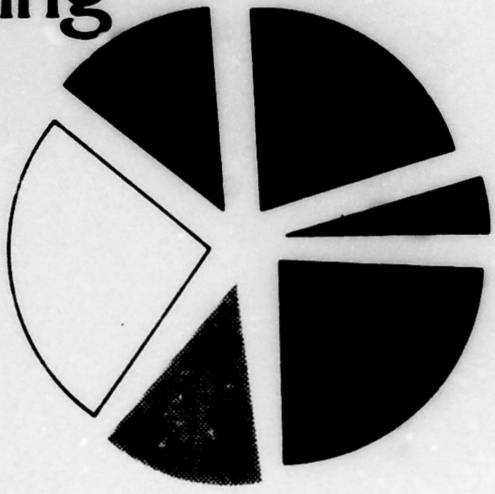
810824

(2)

Minnesota Women: Jobs & Training



Council on the Economic Status of Women
Minnesota Research and Development Center for Vocational Education

no date

Minnesota Women: Jobs & Training

Prepared for the Minnesota Department of Education
under Contract No.1-SB-MN/81 by:

Council on the Economic Status of Women
400 SW, State Office Building
St. Paul, Minnesota 55155

Minnesota Research and Development Center
for Vocational Education
Department of Vocational and Technical Education
University of Minnesota
Minneapolis, Minnesota 55455

Table of Contents

INTRODUCTION 1

EMPLOYMENT STATUS & WORK HISTORY 3

- Labor force participation rates
- Employed women: job characteristics, work history, job problems and expectations
- Women not employed
- Past job-related training

JOB TRAINING INTEREST 10

- Selected demographic characteristics
- Selected employment characteristics

ESTIMATED DEMAND FOR JOB-RELATED TRAINING 13

- Selected demographic characteristics
- Selected employment characteristics

DESIRED CHARACTERISTICS OF JOB TRAINING PROGRAMS . . 18

- Level of interest
- Program characteristics

SUMMARY & CONCLUSIONS 22

APPENDIX 26

- About the household survey
- Bibliography

Introduction

In the past 20 years Minnesota has witnessed a substantial shift in the role of women and their attachment to the labor force. A few statistics tell the story:

- The labor force participation rate of "working-age" women -- those age 16 to 64 -- has almost doubled in the past 20 years. Currently over 61 percent of these women hold jobs outside the home.
- Even more striking is the proportion of women age 25 to 34 who work outside the home. Their labor force participation rate of 70 percent is the highest of any other age group even though the majority are married and have children at home. Two-thirds of married women with school-age children and almost half of those with preschoolers work outside the home.
- The so-called "typical" family of four -- an employed husband, a homemaker wife, and two children -- accounts for only 6 percent of Minnesota families. The two-paycheck marriage is now the norm.
- Changing marital patterns and an increased incidence of divorce have led to growing numbers of female-headed households. About one in 10 children in Minnesota live with one parent, usually the mother.
- There have been sharp increases in the numbers of women enrolling in post-secondary education in the state. Women now represent the majority of students in the State University System, in the Community College System, and in private institutions.
- Between 1970 and 1978, the area vocational-technical institutes attracted the largest share of total enrollment increases of any of the public post-secondary systems in Minnesota, and women accounted for a significant proportion of this increase.
- Despite women's increased education and employment, the earnings gap between women and men persists. In 1977, based on the median hourly wage, the average Minnesota woman earned only 62 cents for each dollar earned by the average man.
- Median incomes of families headed by women are consistently lower than those of husband-wife families. Two-earner families headed by women have lower incomes than husband-wife families with a single earner.

This report is designed to provide information about women in Minnesota, their participation in the workforce, and their perceived need for job-related training. This report is based on data from the Minnesota Household Survey conducted in April 1977, and is a joint publication of the legislative advisory Council on the Economic Status of Women and the

Minnesota Research and Development Center for Vocational Education at the University of Minnesota.* It is intended as a guide for program planners and service providers of job training programs.

In particular, this report focuses on the survey question, "In the next 12 months, do you want or plan to take more job-related training?" Women who gave a positive response, either "yes" or "maybe," to this question were judged to be in "need" of job-related training.

This definition of "need" is one of several possible measures. It does not attempt to objectively count the number of persons unable to find or hold employment because they lack job skills, nor does it take into account the actual number of persons who would enroll if a particular job training program were offered. It simply measures a self-expressed interest in job training within a certain time period. It examines the characteristics of persons who express this interest, and estimates the number of persons in the state who might evidence such an interest.

This report analyzes women's job training interest in three major sections. The first section provides information about women's work experience and work history in general. The second section presents a profile of women who indicated an interest in job training: their age, geographical location, marital status, parental status, and other factors. This information is shown both in percentages, to indicate the relative proportions of various groups who expressed an interest in training, and in estimated numbers, to provide information about potential numbers of persons in need.

The third section of the report summarizes the program characteristics desired by persons interested in training, such as type of instruction, time of day, and time of year desired. Finally a summary is presented, drawing conclusions about the job training needs of women and presenting some hypotheses about the somewhat surprising findings of the survey.

*For more information about the 1977 Minnesota Household Survey, see the appendix to this report (page 26).

Labor Force Participation Rates

The importance of job training for Minnesota women can best be understood in light of their increasing commitment to the labor force. How many women now have employment or are actively seeking employment?

Almost two of three "working-age" women in Minnesota are in the labor force. (In 1960, only 38 percent of these women were in the workforce.)*

Younger women are more likely to be in the labor force than older women, and those age 25 to 34 have the highest rate of any other age group. This is particularly surprising because the majority of these women are married and have children at home -- factors which traditionally have kept women out of the labor force.

Higher levels of educational attainment are associated with greater attachment to the workforce, with three out of four college graduates in the labor force.

Labor force participation rates are higher in Minnesota than they are nationally, and women in the Twin Cities area are particularly likely to work outside the home.

Married women are less likely than those who are single, widowed, or divorced to be in the labor force, but presence of children apparently has little effect on labor force rates.

PERCENT OF MINNESOTA WOMEN IN THE LABOR FORCE IN 1977 by:

AGE

16 to 24 years	68%
25 to 34 years	70%
35 to 44 years	60%
45 to 64 years	54%
Total, 16-64	61%

EDUCATION (age 25 to 64 only)

Less than high school	46%
High school only	63%
Some college	62%
College graduate	76%

REGION (age 16 to 64 only)

Twin Cities area	67%
Balance of the state	55%
Minnesota total	61%
United States	55%

FAMILY STATUS (age 16 to 64 only)

Married	58%
no children	59%
with children	58%
Never married, divorced, widowed	75%
no children	77%
with children	73%

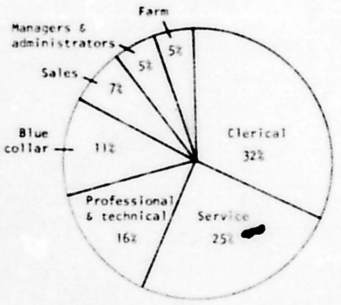
*Information shown in parentheses in this report is taken from sources listed in the

Employed Women: Job Characteristics

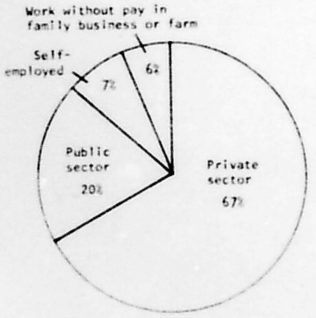
What kinds of jobs do women hold, how much do they earn, and how satisfied are they with their employment?

More than half the employed women are in clerical and service occupations. Only one out of five are in professional, technical, or managerial jobs.

"WHAT KIND OF WORK WERE YOU DOING?"

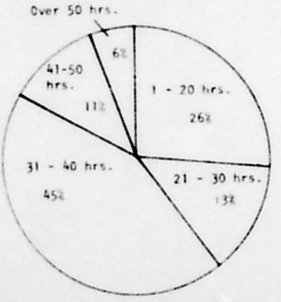


"WERE YOU (AN EMPLOYEE OF) . . .?"



Most women work in the private sector. (Outside the Twin Cities, however, women are more likely to work for local governmental units and to work without pay in a family business or farm.)

"HOW MANY HOURS DID YOU WORK LAST WEEK AT ALL JOBS?"



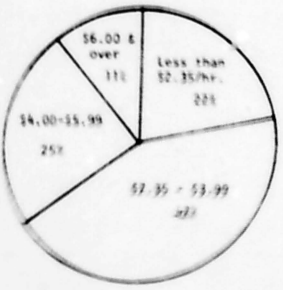
Two out of three employed women work 30 hours a week or more.

(Most part-time workers -- those working less than 35 hours per week -- do not want full-time work. Only 15 percent of women in part-time jobs would want a full-time job. A large proportion of women with part-time jobs have children under 18 at home.)

Employed Women: Job Characteristics

Wage rates for women are low. (Median wages statewide in 1977 were $3.38 per hour for women and $5.49 per hour for men. Wage rates for both women and men are generally higher in the Twin Cities area than they are in the balance of the state.)

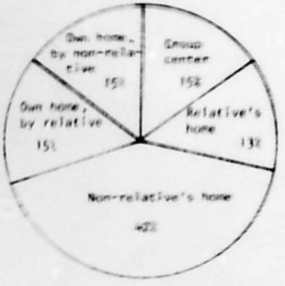
"WHAT IS THE (HOURLY) PAY RATE FOR YOUR JOB?"



Arranged child care is predominantly in private homes, with about one-quarter of the care being provided by relatives.

(Almost half of all employed women have children under 18 at home. Of these women, about one-third find it necessary to make some kind of child care arrangement other than care by a spouse or other household member. About 85 percent of women arranging child care are "very satisfied" with their present arrangements, with an additional 13 percent "somewhat satisfied.")

"WHAT (CHILD CARE) ARRANGEMENTS HAVE YOU MADE FOR YOUR CHILDREN WHILE YOU ARE WORKING?"



Most women are satisfied with their jobs. Almost two out of three said they were "very satisfied" (and three out of four said they would "decide without hesitation to take the same jobs again").

"ALL IN ALL, HOW SATISFIED WOULD YOU SAY YOU ARE WITH YOUR JOB?"

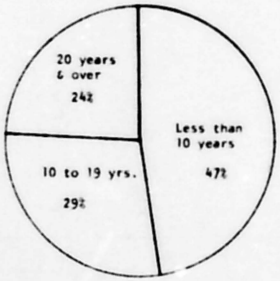


Employed Women: Work History

What kind of work history do women have, and what factors affect their employment?

More than half the employed women in Minnesota have worked for 10 years or more.

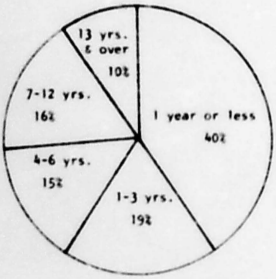
"ABOUT HOW MANY YEARS IN TOTAL HAVE YOU WORKED FOR PAY SINCE YOU WERE 16 YEARS OLD?" (Employed women only)



About half the employed women have worked for their present employer three years or less.

(The job turnover rate -- the proportion of persons who held at least two jobs in the year prior to the survey -- is not significantly different for women and men. There were 21.9 job turnovers for every 100 women, and 22.3 turnovers for every 100 men.)

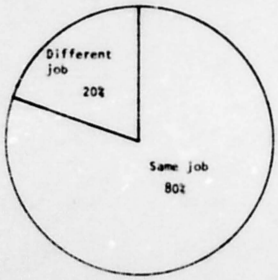
"HOW LONG HAVE YOU WORKED FOR YOUR PRESENT EMPLOYER?"



Women apparently have little job mobility: only 20 percent are in a different job with their present employer from the one for which they were hired.

(By comparison, about 30 percent of men are in a different job from the one they had when they first started working with their present employer.)

"WHEN YOU FIRST CAME TO WORK FOR YOUR PRESENT EMPLOYER, WAS IT ROUGHLY IN THE JOB YOU NOW HAVE OR WAS IT IN A DIFFERENT JOB?"



Employed Women: Problems & Expectations

Employed women state that family responsibilities and lack of experience, education, or skill create job-related problems for them.

(There were no significant differences between women and men in any of these measures except for family responsibilities.)

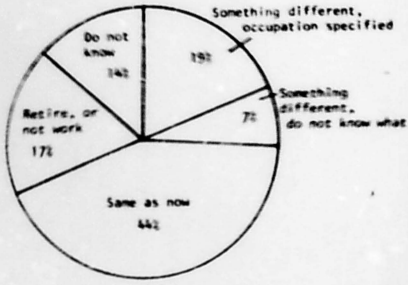
"IN YOUR CASE, DO ANY OF THE FOLLOWING PROBLEMS DIRECTLY AFFECT YOUR HOLDING A JOB OR FINDING A BETTER ONE?"

(Employed women only, mulciple answers allowed)

Family responsibilities or child care	13%
Health problems	5%
Employers think too young or too old	**
Lack of experience, education, or skill	16%

One out of four women expect to be in a different occupation in five years.

"WHAT TYPE OF OCCUPATION DO YOU EXPECT TO BE IN FIVE YEARS FROM NOW?" (Employed women only)



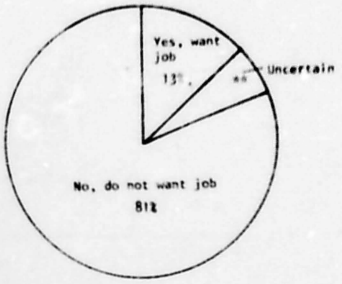
**Insufficient base to compute percentage.

Women Not Employed

What are the characteristics of women who are not in the labor force?

Although most women who are not working do not want a job, about one in eight would like regular employment.

"DO YOU WANT A REGULAR JOB NOW, EITHER FULL OR PART-TIME?"
(Women not in the labor force, age 16 to 65)



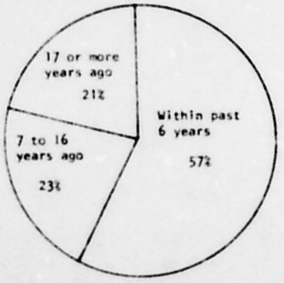
Many women do not want to be employed because of family responsibilities.

"WHAT ARE THE REASONS YOU ARE NOT LOOKING FOR WORK OR NOT WANTING TO WORK NOW?" (Women not in the labor force, age 16 to 65, multiple answers allowed)

Family responsibilities	44%
Health problems	9%
In school	9%
Retired	9%

Two of three women who are not employed have had work experience within the past six years.

"WHEN DID YOU LAST WORK FOR PAY?" (Women not in the labor force, age 26 to 65)



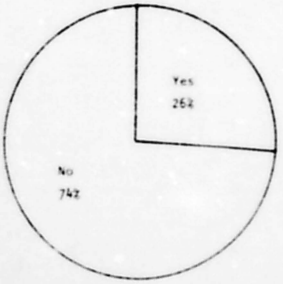
**Insufficient base to compute percentage.

Past Job-Related Training

All women who were surveyed, regardless of their current employment status, were asked about previous experience with job training programs:

About one in four women have had past job-related training in a technical institute, trade or business school, hospital, or community college.

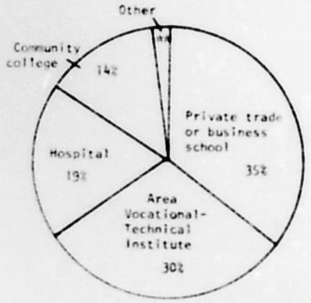
"DID YOU EVER TAKE JOB-RELATED TRAINING IN A TECHNICAL INSTITUTE, TRADE OR BUSINESS SCHOOL, HOSPITAL, OR COMMUNITY COLLEGE?" (All women not currently enrolled in a program, age 16 to 65)



More than one-third of the women who had had job training attended a private trade or business school.

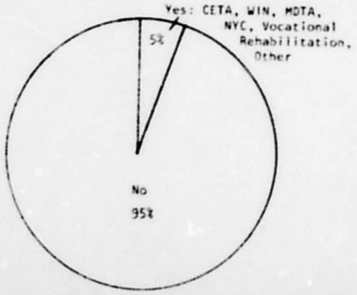
(Four out of five women completed their job-training programs.)

"WHERE WAS YOUR MOST RECENT (OR ONLY) JOB TRAINING TAKEN?" (Women who answered "yes" above, age 16 to 65)



A relatively small percentage of women have ever participated in government-sponsored job training programs.

"HAVE YOU EVER PARTICIPATED IN . . . MANPOWER TRAINING PROGRAMS?" (Women age 16 to 65)



/*Insufficient base to compute percentage.

Job Training Interest

In assessing interest in job training, the key question in the survey was, "In the next twelve months, do you want or plan to take job-related training?" Persons who answered "yes" or "maybe" to this question were considered to have given a positive response.

(Overall, there were few differences between women and men in their interest in job-related training: for those age 16 to 65, about 30 percent of the women and 32 percent of the men gave a positive response. Interest in job-related training was:

	WOMEN	MEN
YES	18.6%	23.2%
MAYBE	10.9%	8.9%
NO	70.5%	67.9%)

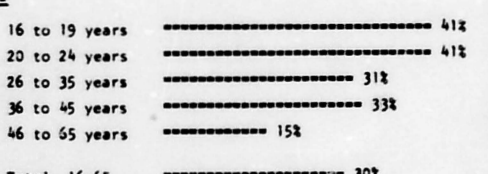
Characteristics of women who are most likely to show an interest in job training include: they are young, they are well-educated, and they are more likely to live in the Twin Cities area than in the balance of the state.

Women who are not married have a stronger interest in job-related training than their married counterparts, although presence and age of children apparently has little effect on interest in job training.

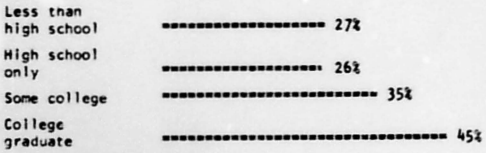
Middle-income women are the most likely to show an interest in job-related training. (In 1976, the median family income in Minnesota was about $15,000.)

PERCENT OF WOMEN GIVING A POSITIVE RESPONSE (YES OR MAYBE) TO ENROLLMENT IN JOB-RELATED TRAINING by:

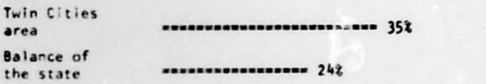
AGE



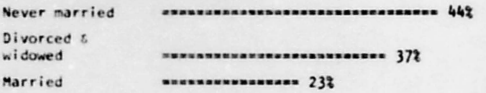
EDUCATION



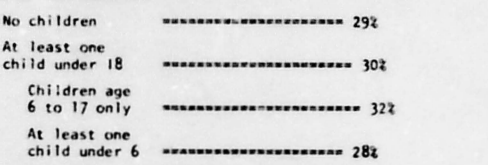
REGION (age 16 to 65 only)



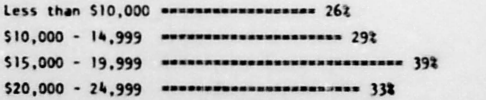
MARITAL STATUS (age 16 to 65 only)



PRESENCE OF CHILDREN (age 16 to 65 only)



1976 FAMILY INCOME (age 16 to 65 only)



Job Training Interest

What are the employment-related characteristics of women with an interest in job training?

Women already in the labor force are much more likely than homemakers to have an interest in job-related training. In addition, full-time workers are more likely than part-time workers to want job training.

Women employed in the public sector are somewhat more likely than women in the private sector to show an interest in job training.

Somewhat surprisingly, high wages are associated with a desire for job-related training.

PERCENT OF WOMEN GIVING A POSITIVE RESPONSE (YES OR MAYBE) TO ENROLLMENT IN JOB-RELATED TRAINING by:

MAJOR ACTIVITY LAST WEEK (all women, age 16 to 65)

Working, with job but not at work, looking for work	38%
Going to school	35%
Keeping house	19%

HOURS OF WORK PER WEEK (employed women only)

30 hours or less	29%
31 to 40 hours	38%
Over 40 hours	36%

OCCUPATION (employed women only)

Administrators, professional & technical	49%
Clerical	29%
Service	35%
Other	27%

CLASS OF WORKER (employed women only)

Private employer	34%
Public employer	38%
Self-employed & unpaid work in family business	29%

WAGES PER HOUR (employed women only)

Less than $2.35	31%
$2.35 - 3.99	29%
$4.00 - 5.99	41%
$6.00 & over	48%

Job Training Interest

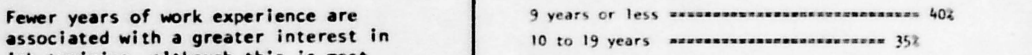
Fewer years of work experience are associated with a greater interest in job training, although this is most likely related to age.

Women with past job training experience are more likely to want to enroll in additional programs, particularly those who have participated in government-sponsored programs.

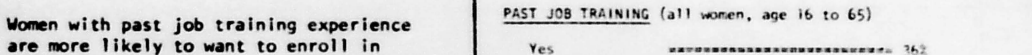
Not surprisingly, those who are not satisfied with their jobs and those who expect to be in a different occupation in five years show a high degree of interest in job training.

PERCENT OF WOMEN GIVING A POSITIVE RESPONSE (YES OR MAYBE) TO ENROLLMENT IN JOB-RELATED TRAINING by:

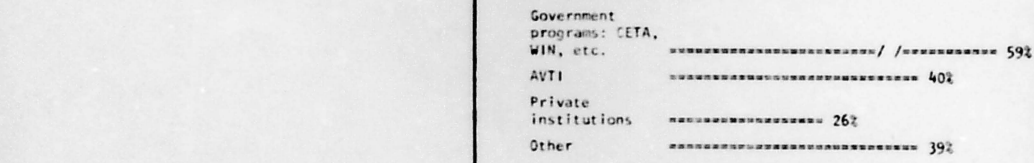
YEARS OF WORK EXPERIENCE SINCE AGE 16 (employed women only)



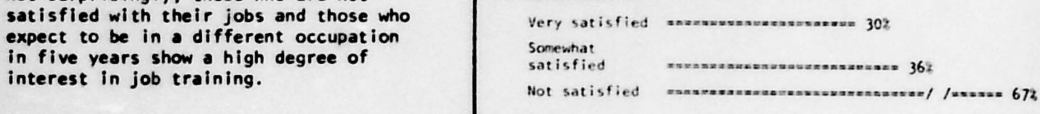
PAST JOB TRAINING (all women, age 16 to 65)



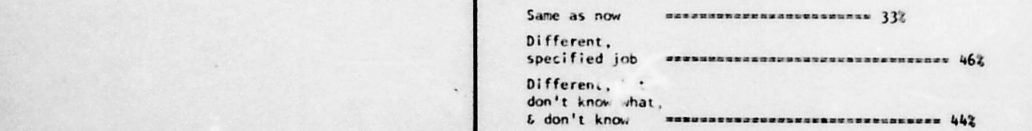
TYPE OF PAST JOB TRAINING (women answering "yes" above)



JOB SATISFACTION (employed women only)



EXPECTED OCCUPATION IN FIVE YEARS (employed women only)



Estimated Demand for Job Training

While previous charts have shown the proportion of a particular group of women who show an interest in job-related training, the charts on this and the following page will give an estimated number of women in Minnesota who could be expected to be interested in job training. In some cases, a group which gave a disproportionately positive response, such as non-married women, may still be in the minority of job-training students because they are a relatively small segment of the state population.

(In general, there are almost as many women as men who show an interest in job training. Estimated numbers for age 16 to 65 are: women, 357,000; men, 369,000.)

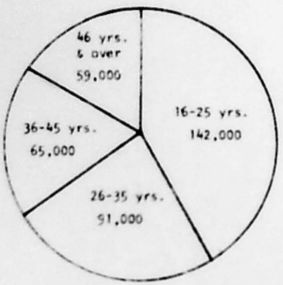
There are more women in the Twin Cities area who want job training than there are in the balance of the state. They are likely to be young, and the great majority are high school graduates. More than one-third have attended college.

ESTIMATED NUMBER* OF WOMEN WITH INTEREST IN JOB-RELATED TRAINING by:

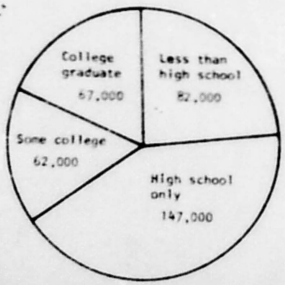
REGION



AGE



EDUCATION



*Because of rounding, totals may vary slightly.

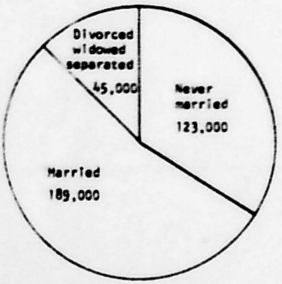
Estimated Demand for Job Training

Slightly more than half of those with an interest in job-related training are married, and about one half have children at home.

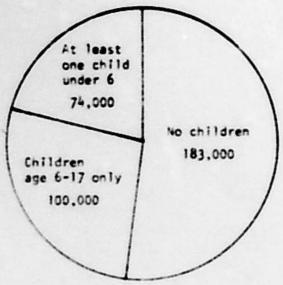
The majority of women interested in job-related training are already employed.

ESTIMATED NUMBER OF WOMEN WITH INTEREST IN JOB-RELATED TRAINING by:

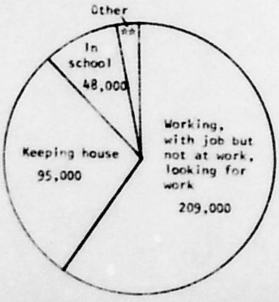
MARITAL STATUS



PRESENCE OF CHILDREN



MAJOR ACTIVITY LAST WEEK



**Insufficient base to compute percentage.

Estimated Demand for Job Training

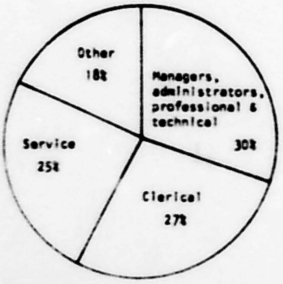
Again, the distribution of women with an interest in job-related training will be shown on this and the following two pages. The focus will be on employed women, by various employment characteristics.

Slightly less than one-third of the employed women with an interest in job-related training are in professional or managerial jobs. Slightly over one half are in clerical and service occupations. Most work full-time.

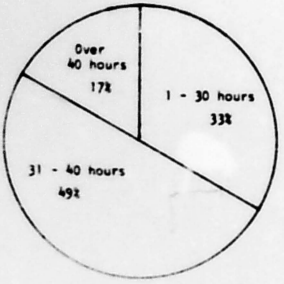
Two-thirds of the employed women interested in job-related training work in private industry.

PERCENTAGE OF EMPLOYED WOMEN WITH INTEREST IN JOB-RELATED TRAINING by:

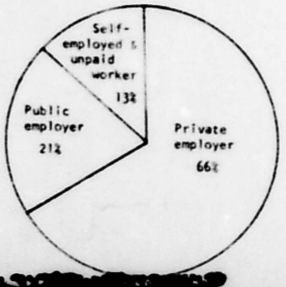
OCCUPATION



HOURS OF WORK PER WEEK



CLASS OF WORKER



Estimated Demand for Job Training

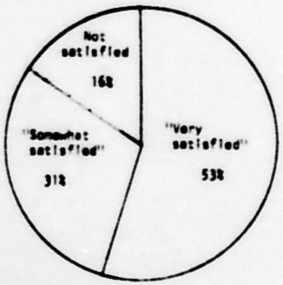
The women with an interest in job training were generally satisfied with their jobs, similar to the population as a whole.

More than half the women wanting job-related training had wages under $4.00 an hour in 1977. (The median hourly wage for women in the state in that year was $3.38.)

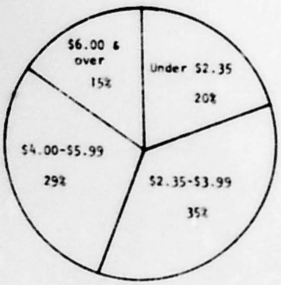
However, more than half the women interested in job training had family incomes above the state median, which was $15,000 in 1976.

PERCENTAGE OF EMPLOYED WOMEN WITH INTEREST IN JOB-RELATED TRAINING by:

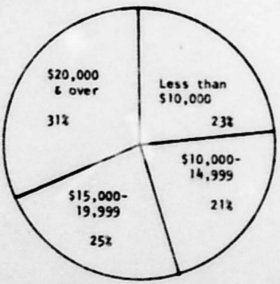
JOB SATISFACTION



WAGES PER HOUR



1976 FAMILY INCOME*



*Includes all women age 16 to 65, not just employed women.

Estimated Demand for Job Training

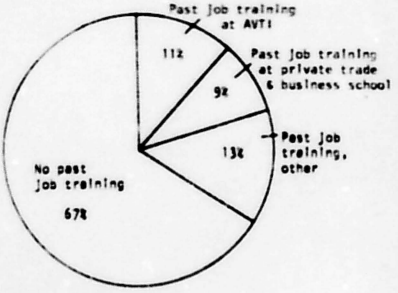
Most of the women wanting job-related training have not had prior training in a vocational institution.

Almost half the employed women wanting job-related training have worked for 10 years or more since they were age 16.

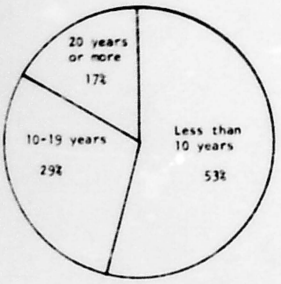
Slightly more women wanting job-related training expect that in five years they will be in the same occupation than in a different occupation.

PERCENTAGE OF EMPLOYED WOMEN WITH INTEREST IN JOB-RELATED TRAINING by:

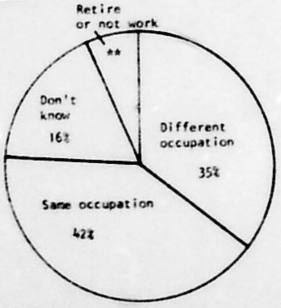
PAST JOB TRAINING



YEARS OF WORK EXPERIENCE SINCE AGE 16



EXPECTED OCCUPATION IN FIVE YEARS



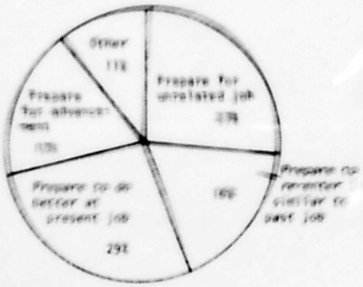
**Insufficient base to compute percentage.

Program Characteristics

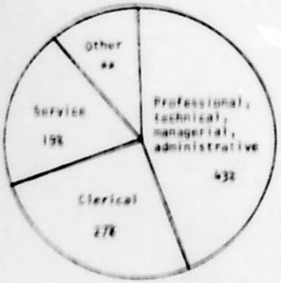
The following information is a summary of responses to survey questions about desired program characteristics, from those women who expressed an interest in job training.

Few women want job-related training to prepare for a different job than the one they currently hold; most want to prepare to do better at their present job or to prepare for advancement.

"WHICH REASON BEST DESCRIBES WHY YOU WANT JOB-RELATED TRAINING?"



"FOR WHAT KIND OF JOB DO YOU WANT THIS TRAINING?"



Many women want training for professional, technical, managerial, and administrative positions.

Cost of program and family responsibilities were seen as the major barriers to enrolling in job-related training among those who gave a positive response to wanting job training.

"ARE ANY OF THE FOLLOWING REASONS LIKELY TO KEEP YOU FROM ENROLLING IN A JOB-TRAINING PROGRAM?"

(Multiple answers allowed)

Work takes too much time	29%
Family obligations	37%
Transportation problems	17%
Lack of information about programs	24%
Cost of program	35%

**Insufficient base to compute percentage.

Program Characteristics

The level of interest in job-related training is shown by the number of women who would take an active role in order to take job training.

"IN ORDER TO TAKE JOB TRAINING, WOULD YOU BE WILLING TO . . ."
(multiple answers allowed)

Seek information about programs	89%
List your name as potential student	76%
Attend a meeting to plan a program	61%
Recruit others	45%
Pay a $5.00 non-refundable fee	42%

A substantial number, moreover, would be willing to borrow money or take a part-time job in order to enroll in a job training program.

"IF COST IS LIKELY TO KEEP YOU FROM ENROLLING, WOULD YOU . . .
BORROW MONEY IN ORDER TO ATTEND JOB TRAINING?"

Yes	26%
Maybe	24%
No	50%

"SEEK A PART-TIME JOB IN ORDER TO ATTEND?"

Yes	33%
Maybe	**
No	48%

The amount of fees that interested women would be able to pay for job training is quite variable.

"WHAT FEES WOULD YOU BE ABLE TO PAY . . .
PER WEEK FOR A FULL-TIME PROGRAM?"

None	24%
Less than $7.50	22%
$7.50 - 14.99	26%
$15.00 - 29.99	17%
$30.00 or more	13%

"PER COURSE FOR A PART-TIME PROGRAM?"

None	11%
Less than $7.50	21%
$7.50 - 14.99	25%
$15.00 - 29.99	23%
$30.00 or more	21%

Many women would be willing to travel over 10 miles to attend a job training program (and women in the balance of the state are willing to travel greater distances than women in the Twin Cities area).

"HOW FAR WOULD YOU BE ABLE TO TRAVEL . . .
FOR A FULL-TIME PROGRAM?"

1-10 miles	42%
11-20 miles	26%
21-30 miles	15%
Over 30 miles	17%

"FOR A PART-TIME PROGRAM?"

1-10 miles	51%
11-20 miles	25%
21-30 miles	13%
Over 30 miles	10%

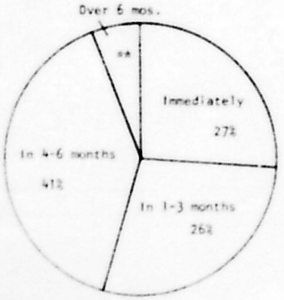
**Insufficient base to compute percentage.

Program Characteristics

The last series of questions related to desired program characteristics. How soon would women interested in job training want to enroll, and what kinds of courses and scheduling would be most convenient for them?

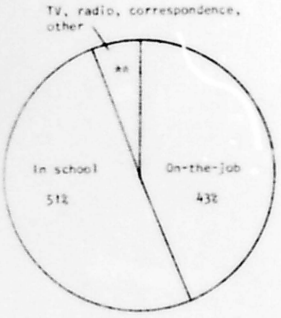
Women interested in job training would want to enroll in the immediate future -- most said within three months.

"HOW SOON WOULD YOU WANT TO ENROLL (IN JOB TRAINING)?"



Few women want indirect job-related training such as courses by correspondence or TV. They prefer in-school or on-the-job training.

"WHAT TYPE OF INSTRUCTION DO YOU PREFER?"



Spring and Fall are the preferred seasons for job training programs. (Women in the Twin Cities are the most likely to prefer Spring.)

"WHAT TIME OF YEAR WOULD BE CONVENIENT?"

(Multiple answers allowed)

Spring	==========	53%
Summer	==========	45%
Fall	==========	67%
Winter	==========	47%

**Insufficient base to compute percentage.

Program Characteristics

Most women would not attend job training on weekends, but days and evenings are about equally convenient.

"WOULD DAYS, NIGHTS, OR WEEKENDS BE CONVENIENT?"

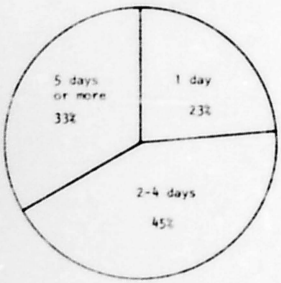
(Multiple answers allowed)

Days ========== 51%

Nights ========== 58%

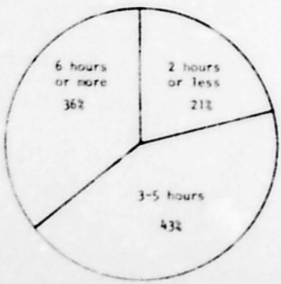
Weekends ====== 13%

"HOW MANY DAYS PER WEEK COULD YOU ATTEND?"



Most women could attend job training for two or more days per week, and most women could attend at least three hours per day.

"HOW MANY HOURS PER DAY COULD YOU ATTEND?"



Summary & Conclusions

Dramatic and relatively recent changes in women's employment patterns have many implications for their job training needs. In the past, it was common for a woman to hold a paid job until marriage or motherhood, at which time she left the labor force to work full-time as a homemaker or parent. Barring the economic dislocations of divorce or widowhood, she may well never have re-entered the job market.

Today, almost two-thirds of all working-age Minnesota women are employed. Marital status and particularly parental status appear to be less significant deterrents to labor force participation than was previously the case. Women's labor force longevity has also increased. Most currently-employed women have worked for pay for 10 years or more, and many have been employed for 20 years or more. Less than one-fifth expect to be retired or not employed in five years. Of women who were not employed at the time of the survey, more than two-thirds had recent work experience.

It may be assumed that women were less likely than men to pursue job-related training in the past, for the same reasons they were less likely to seek or maintain paid work. The survey shows that this, too, has changed. There is now no significant difference in the proportions of men and women interested in job training -- about one-fourth of each group say they want to or plan to participate within the next year. This amounts to an estimated 357,000 women statewide interested in job training.

What are the characteristics of women interested in job training? What kind of training do they want, and what barriers do they perceive? Some answers are provided by the survey.

Interest was expressed by women of all age groups, educational levels, and geographic areas, with widely differing family patterns, work and training experience. Their diversity in itself indicates a need for flexibility in program planning, and for caution in limiting planning to any one narrowly-defined group. With this reservation, a profile of women likely to want job-related training may be helpful.

This report presents two different measures of interest in job training. First, which groups are most likely to express interest? Secondly, by applying these proportions to the state's population as a whole, some estimate of the overall demand for training and the characteristics of the potential student population can be derived.

To some extent these measures overlap. Women under age 25, for example, are more likely than other women to say they want training; and because they represent a large proportion of Minnesota's female population, these women are also likely to be a majority of those interested in job training. Similarly women who live in the Twin Cities area, with family incomes at or slightly above the state average, who are currently employed between 31 and 40 hours per week, and who have a work history of 10 years or less, all are characteristics of a group with a high rate of interest in training as well as a substantial number of people.

In other areas the two measures produce different results. For example, college graduates are much more likely than women whose education ended with high school to want job-related training. However, since female college graduates remain a small proportion of the population, the majority of women with an interest in job training programs are likely to have high school diplomas only. Women who are divorced, separated, or never married are the most likely to express interest in job training, but the majority of potential students are likely to be married women.

Women who earn more than $6 an hour, who have had job training in the past, who say they are not satisfied with their present jobs and who expect to be in a different occupation in five years -- all are more likely than other women to desire or plan for job training. However, because such women represent a small proportion of the population, most women in job training programs would have earnings under $4 an hour, would never have had job training, would say they are "very satisfied" with their present jobs, and would expect to be in the same occupation in five years.

In general, survey respondents seem to have a strong degree of interest in job-related training. A large number are willing to read program information, to list their names as potential students, to attend planning meetings, or to pay a non-refundable fee. A smaller number are interested enough to borrow money or take a part-time job in order to pay for training, or to pay a substantial amount for a course.

Many women are willing to travel more than 10 miles for training, and many say they could attend courses several hours a day and/or several days per week. Almost all would prefer in-school or on-the-job training to television, radio, or correspondence instruction. Weeknights or weekdays were clearly preferred to weekends, and most women were more interested in fall or spring than in summer courses.

Survey results are somewhat surprising in that women who may be perceived by others to "need" job training are generally less interested than other groups. It might be assumed, for example, that women with no education after high school, those who are not currently employed, those with no previous job training, and those in lower-paying non-professional jobs would have greater incentives for pursuing training. Yet these women were the least likely to say they were interested. Women with college degrees, those with relatively high wages, and those in professional jobs were the most likely to express an interest in job training.

While it is not possible to explain these results on the basis of survey data, several conjectures may provide an explanation. First, some women who say they do want training indicate that program costs and family responsibilities may prevent them from actually enrolling. These may also be the reasons why some say they are not interested in the first place. Secondly, responses may also reflect different levels of confidence in the usefulness of vocational preparation: perhaps those who are not interested simply do not believe that training will lead to advancement or higher wages.

A third explanation might be that planning for the future is a luxury which only those who already have some degree of economic security can afford. Among women and families with low incomes, the difficulties of finding minimally adequate employment and managing day-to-day economic stress may preclude an investment in any activity that does not meet immediate needs. If these conjectures are true, there may be a need for planners to re-examine program cost, availability of child care, program length and program effectiveness. Specifically, alternate forms of community education such as pre-job training or recruitment programs for women may be necessary to reach women with little education or income.

A great deal of media attention has been given to women who are interested in upward mobility, job changes, and "second careers," all of which are valid and important aspects of job training programs. Planners should not overreact to these images, however, since most currently-employed women apparently are satisfied with their jobs, and most women not currently employed do not want a regular job in the near future. Almost half of all currently-employed women expect to be in the same occupation in five years, and fully one-third of these women want job-related training.

Although some women do want to prepare for advancement or for new occupations, a larger proportion say they want training in order to perform better

at their current jobs or to re-enter a job they have held in the past. Although a large number say they want training for professional, technical, or managerial work, many also want training for more traditional clerical or service work.

A number of survey results suggest that caring for children is still an important and time-consuming task for many women. Those with children under six are less likely than others to express an interest in training, and women who are "keeping house" are also less likely to express interest. "Family obligations" were second only to "cost of program" among factors interested women said might keep them from enrolling. Family responsibilities are also undoubtedly a factor for many of the women who preferred not to attend training on weekends or in the summer.

Generally, the survey shows a substantial interest in job-related training on the part of large numbers of women. Actual program planning must clearly take into account both women's increasing attachment to the labor market and their traditional commitment to marriage, parenthood, and family life, and must provide for diversity and flexibility in job training programs.

Appendix

ABOUT THE HOUSEHOLD SURVEY

The material in this publication is based on findings from the April 1977 Minnesota Household Survey conducted as a joint project by the Office of State Demographer in the State Planning Agency, the Division of Vocational-Technical Education in the Department of Education, the Office of Statewide CETA Coordination in the Department of Economic Security, and the Environmental Quality Board's Copper-Nickel Project.

The survey was designed to provide current information on a broad range of demographic and labor force characteristics of Minnesota's population, and consisted of a statewide sample of approximately 4,530 households. Sample results were expanded to agree with independent estimates of the population.

As in all sample surveys, the data are subject to sampling variability and errors of response, including under-reporting and non-reporting. A detailed explanation of the source and reliability of the estimates is available upon request from the Council office.

Most of the information in this report is about the 1,915 women who responded to the job training portion of the survey. In most cases the question which appears above each chart is identical to the question asked in the survey. In a few cases, the survey question has been abbreviated in this report to meet the requirements of space.

BIBLIOGRAPHY

The following publications, also based on the Household Survey, contain additional information on women in the labor force and interest in job-related training:

Demand for Additional "Job-Related Training" by Minnesota Residents Age 16 and Over, 1977. George H. Copa and Clyde F. Maurice, Minnesota Research and Development Center for Vocational Education, University of Minnesota, December 1978.

Employment in Minnesota 1977. Minnesota State Planning Agency, Office of State Demographer, October 1979

Minnesotans and Job Training: Characteristics of Potential Students. Fred D. Krusemark, Jr., George H. Copa and Timothy V. Welo, Minnesota Research and Development Center for Vocational Education, University of Minnesota, December 1980.

Minnesotans and Job Training: Preferred Program Characteristics. Timothy V. Welo, Fred D. Krusemark, Jr., and George H. Copa, Minnesota Research and Development Center for Vocational Education, University of Minnesota, December 1980.

Minnesotans and Job Training: The Future Need. George H. Copa and Timothy V. Welo, Minnesota Research and Development Center for Vocational Education, University of Minnesota, December 1980.

Minnesotans and Job Training: Past Experiences. Timothy V. Welo and George H. Copa, Minnesota Research and Development Center for Vocational Education, University of Minnesota, December 1980.

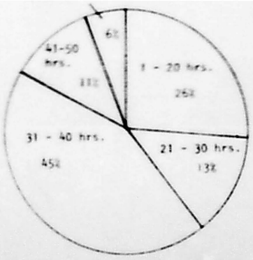
Minnesotans and Job Training: A Role for Vocational Education. Timothy V. Welo and George H. Copa, Minnesota Research and Development Center for Vocational Education, University of Minnesota, December 1980.

Minnesota Labor Force 1977. Minnesota State Planning Agency, Office of State Demographer, February 1979.

Women in Minnesota. Council on the Economic Status of Women, July 1980. (Data on age distributions, educational attainment and enrollments, marital status, labor force participation, and income.)

Two out of three employed women work 30 hours a week or more.

(Most part-time workers -- those working less than 35 hours per week -- do not want full-time work. Only 15 percent of women in part-time jobs would want a full-time job. A large proportion of women with part-time jobs have children under 18 at home.)



said they would "dec
to take the same job