



femisphere

Women Thrive Here

An initiative of the Women and Girls Foundation with
support from Henry L. Hillman Foundation

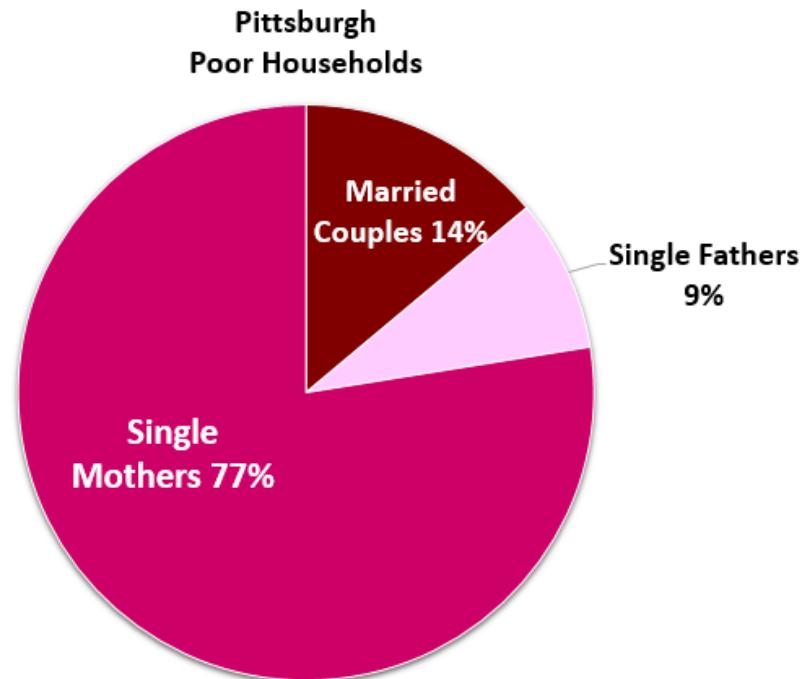
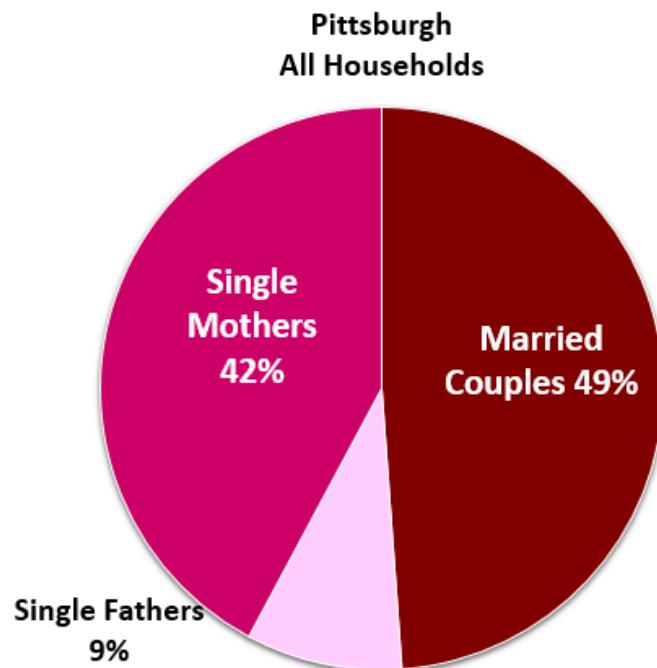


WOMEN AND GIRLS
FOUNDATION

WILL WORK FOR EQUALITY

IN PITTSBURGH:

PERCENTAGE OF HOUSEHOLDS LIVING IN POVERTY THAT ARE HEADED BY SINGLE MOMS



IN PITTSBURGH:

PERCENTAGE OF HOUSEHOLDS LIVING IN POVERTY THAT ARE HEADED BY SINGLE MOMS

2005:

75%

2016:

77%

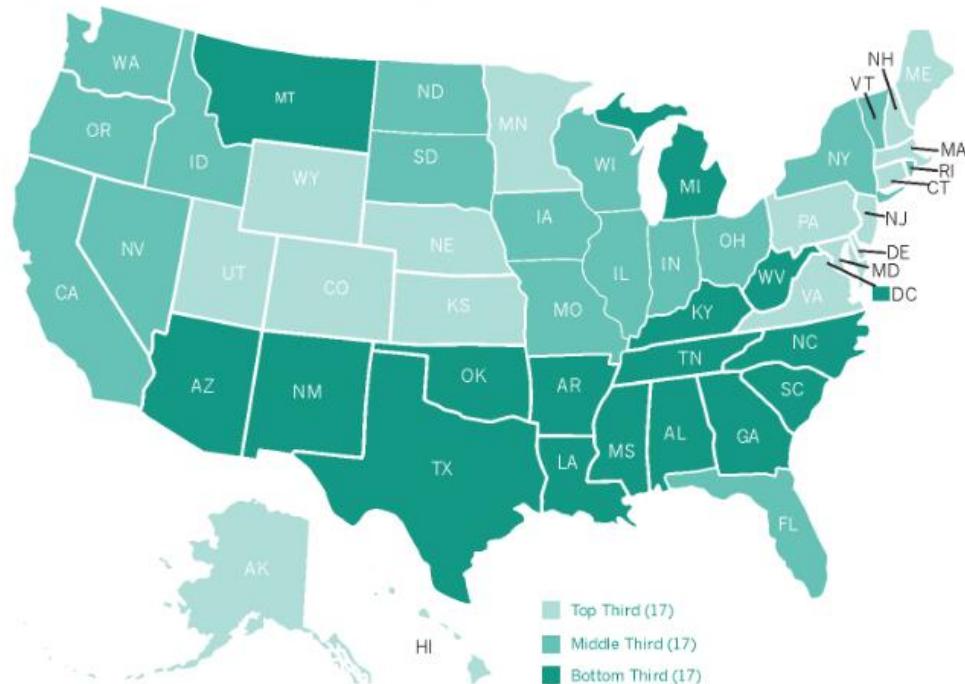
THIS IS NOT A LOCAL PHENOMENON

NATIONALLY WOMEN'S POVERTY RATES = 30% HIGHER THAN MEN'S

Native American, Black,
& Hispanic women:
≥ 2x the poverty rate of
White women.

More than 1 in 4 Native
American & Black
women live in poverty.

Map 4.6. Percent of Women Above Poverty, 2013

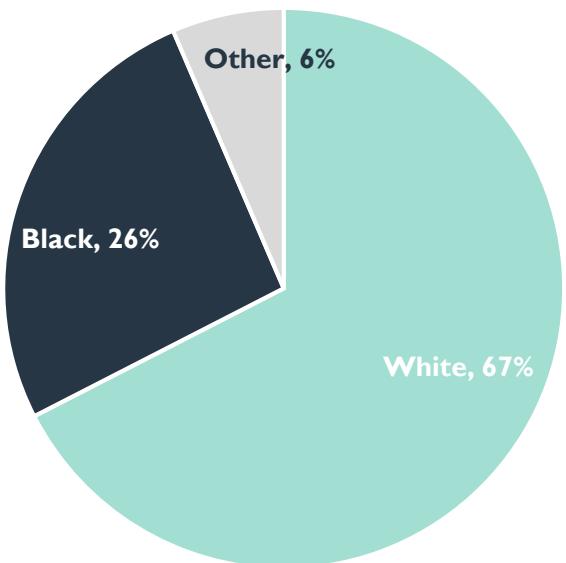


Note: For women aged 18 and older.

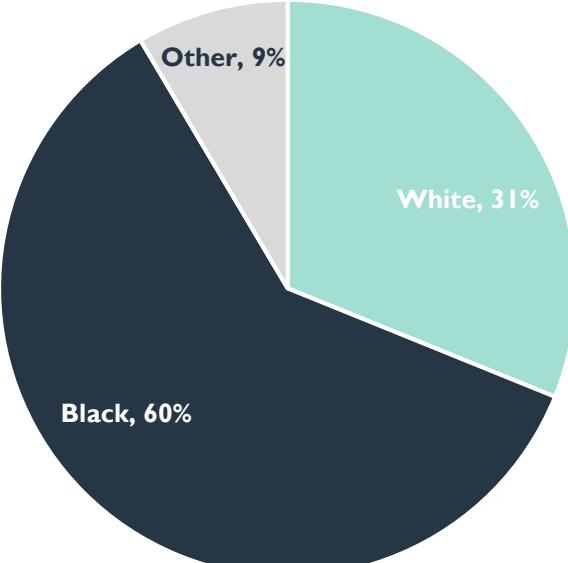
Source: IWPR analysis of American Community Survey microdata (IPUMS, Version 5.0).

POVERTY & RACE:

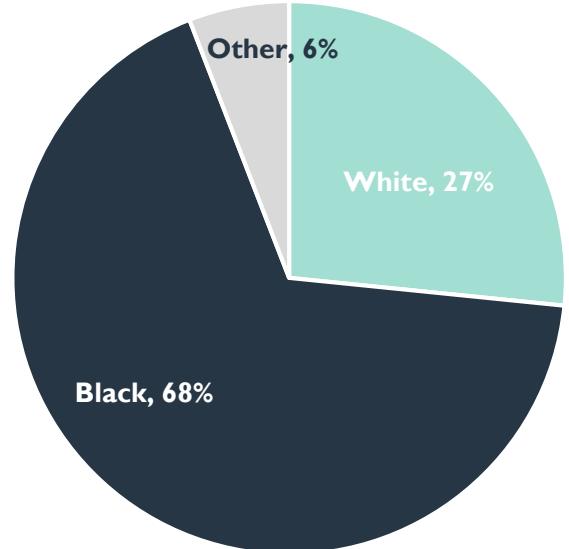
Pittsburgh
All Households



Pittsburgh
Poor Households



Pittsburgh
Poor Female Headed
Households



**IF WE CAN WORK TOGETHER TO
IMPROVE POVERTY RATES FOR
WOMEN IN OUR CITY, WE CAN
CREATE A BLUEPRINT THAT
OTHERS CAN USE IN THEIR
COMMUNITIES.**

.....CREATING A RIPPLE EFFECT



**WOMEN AND
GIRLS
FOUNDATION**

WILL WORK FOR EQUALITY

COMMUNITY VOICES

Qualitative Data & Survey Analysis conducted by
The Women and Girls Foundation

DATA ANALYTICS & MAPPING

Analytics provided by
Allegheny County Department of Human Services
Office of Data Analysis, Research, and Evaluation



WOMEN AND
GIRLS
FOUNDATION

WILL WORK FOR EQUALITY

SURVEYED INDIVIDUALS AT 22 FAMILY SUPPORT CENTERS

- Braddock Family Care Connection
- Clairton Family Center
- Duquesne Family Support Center
- Greater Hazelwood Family Center
- Hill District Center for Nurturing Families
- Hilltop Family Care Connection
- Lincoln Park Family Center
- McKeesport Family Center
- Prospect Park Family Center
- Providence Family Support Center
- Steel Valley Family Center
- Turtle Creek Family Care Connection
- Wilkinsburg Family Center
- Wilkinsburg Family Support Center
- Lawrenceville Family Care
- Connection East Allegheny Family Center
- Northview Heights Family Support Center
- Highlands Family Center
- Sto-Rox Center
- East Hills Family Center
- Homewood-Brushton Family Center
- Latino Family Center



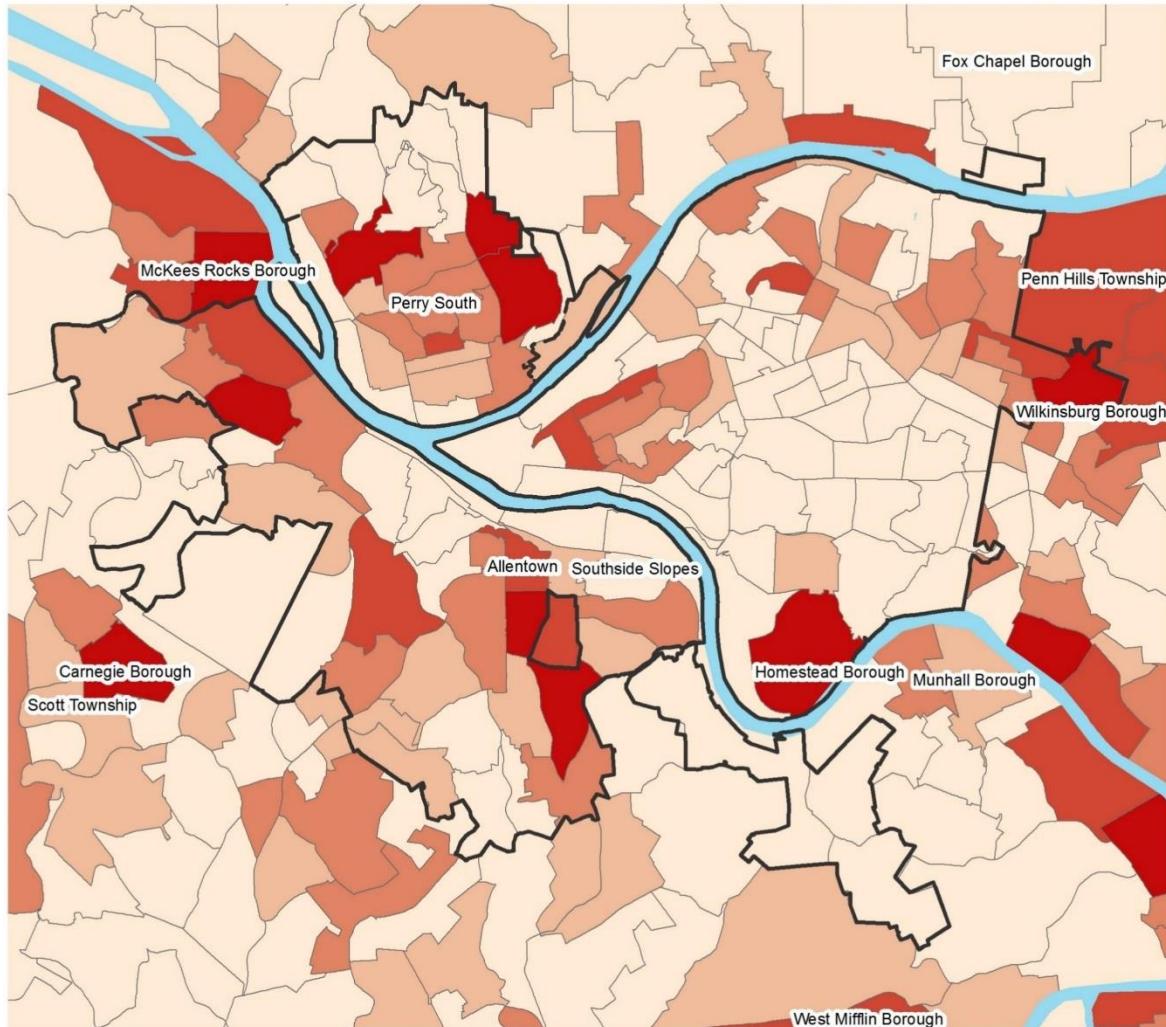
WOMEN AND GIRLS
FOUNDATION

WILL WORK FOR EQUALITY

COMMUNITY VOICES

► Female Headed Households with Children
Living in Poverty 2010-2014 in Pittsburgh by Census Tract

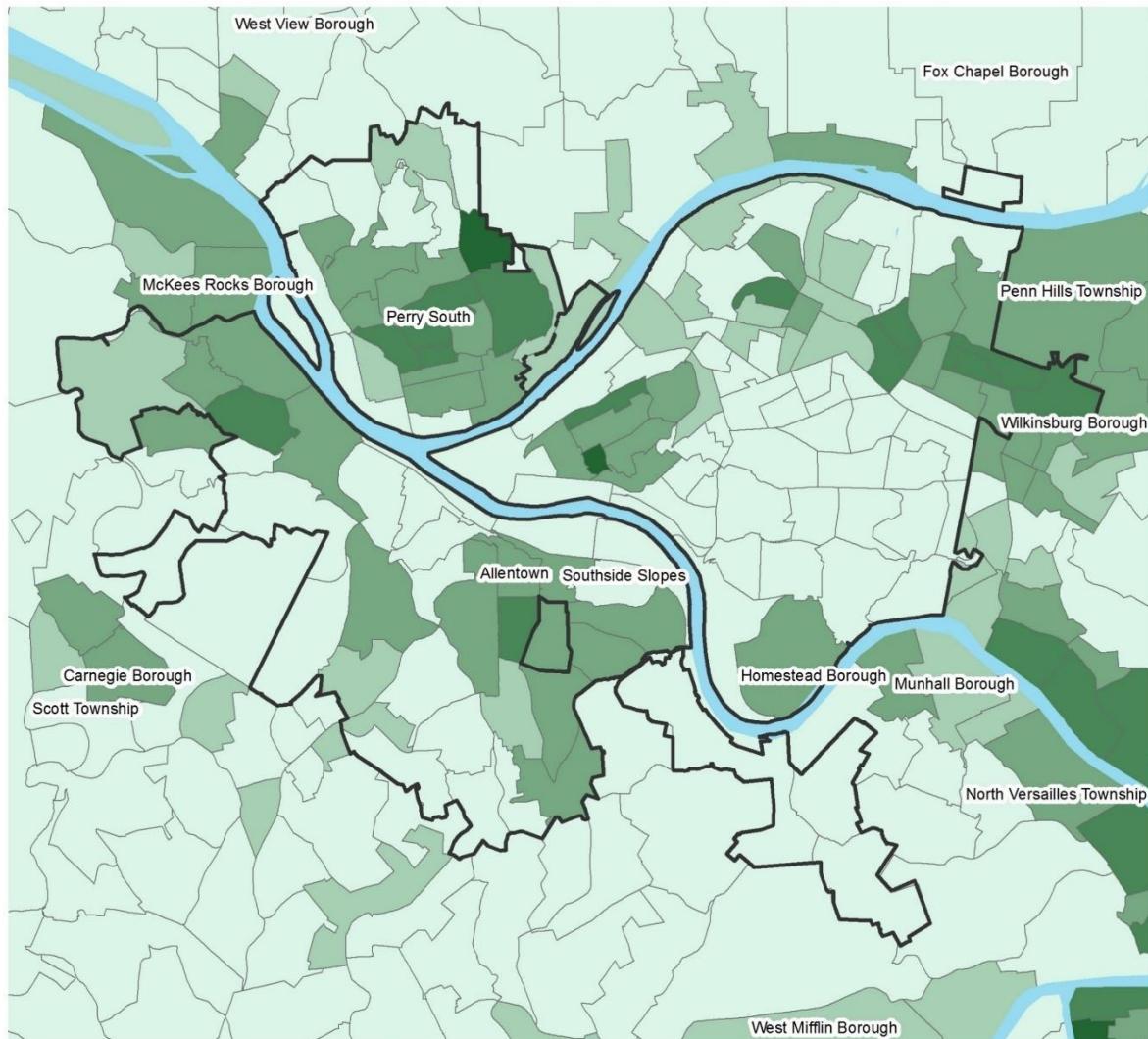
Total Households



10 CENSUS TRACTS HAVE 32% OF PITTSBURGH'S SINGLE MOTHERS LIVING IN POVERTY

Tract	Neighborhood/Municipality	Single Mothers in Poverty	Single Mothers in Poverty (of all Households)	Single Mothers in Poverty (of Households in Poverty)
1306	East Hills	301	41%	93%
3001	Knoxville	300	30%	76%
2620	Spring Hill-City View	210	35%	84%
2609	Northview Heights	201	64%	85%
5623	Glen Hazel	192	24%	57%
2902	Carrick	164	16%	76%
2715	Marshall-Shadeland	152	21%	92%
1301	Homewood North	146	29%	69%
5625	Sheraden	133	22%	100%
1803	Allentown	129	20%	100%
Total for These Neighborhoods		1,928	28%	81%
Total for City of Pittsburgh		5,992	10%	60%

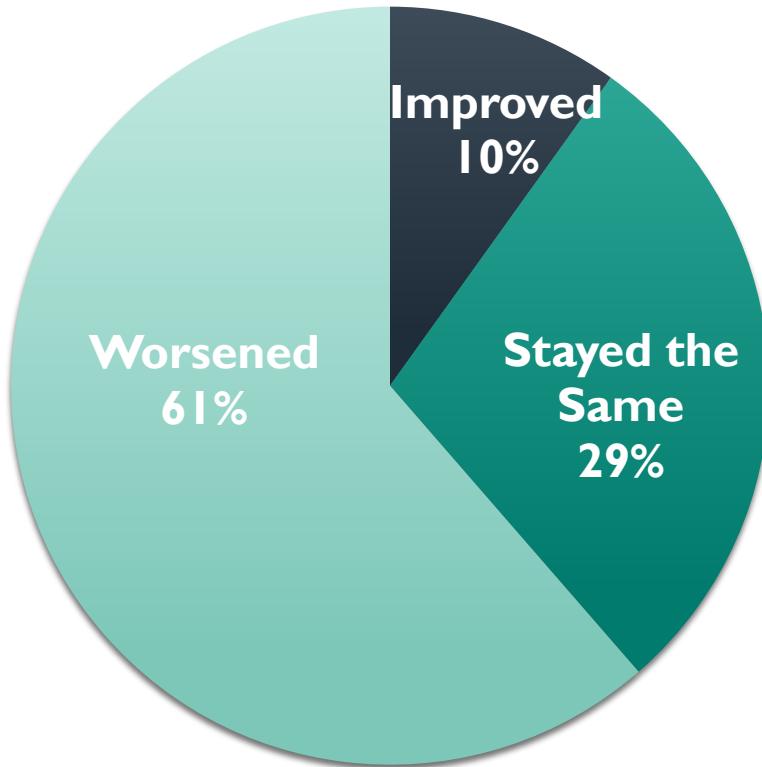
► Female Headed Households with Children
Living in Poverty 2010-2014 in Pittsburgh by Census Tract



10 CENSUS TRACTS WITH HIGHEST RATE - SINGLE MOTHERS LIVING IN POVERTY ARE 30-70% OF ALL HOUSEHOLDS

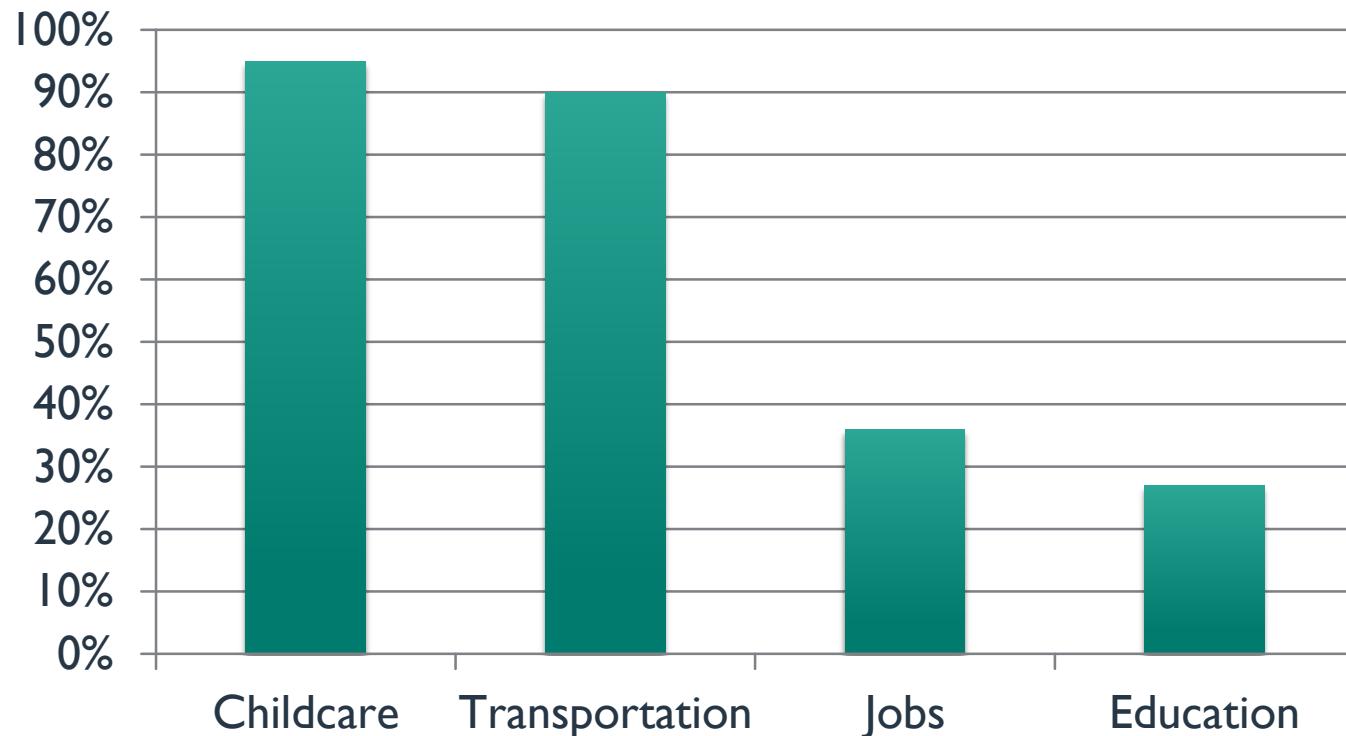
Tract	Neighborhood/Municipality	Single Mothers in Poverty	Poor Single Mothers in Poverty (of All Households)	Poor Single Mothers in Poverty (of Households in Poverty)
511	Terrace Village	98	70%	97%
2609	Northview Heights	201	64%	85%
509	Bedford Dwellings	149	50%	73%
1306	East Hills	301	41%	93%
1016	Garfield	109	40%	73%
2503	Central Northside	101	37%	83%
2507	California-Kirkbride	59	36%	83%
2620	Spring Hill-City View	210	35%	84%
1204	Larimer	63	35%	70%
3001	Knoxville	300	30%	76%

In your opinion, considering the last 5 years, has the overall quality of life in your community...



When you think specifically about single mothers in your neighborhood, what do you see as the top 3 barriers to their economic security?

Top 3 Barriers



* Surprisingly only 1% mentioned housing.

WHAT WE HEARD – CONCERNS AROUND CAREGIVING

“Stress levels are insane.”

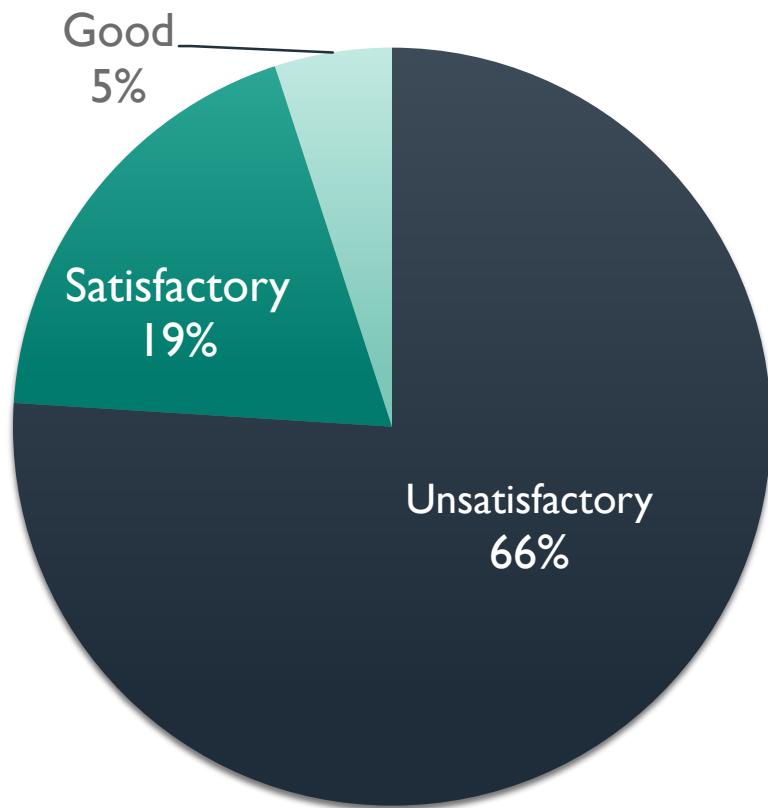
“Child care and housing are affordable in our neighborhood, but very low quality.”

“My sister had breast cancer at age 31 and had two young kids - she faced long-term economic effects from taking time off work.”

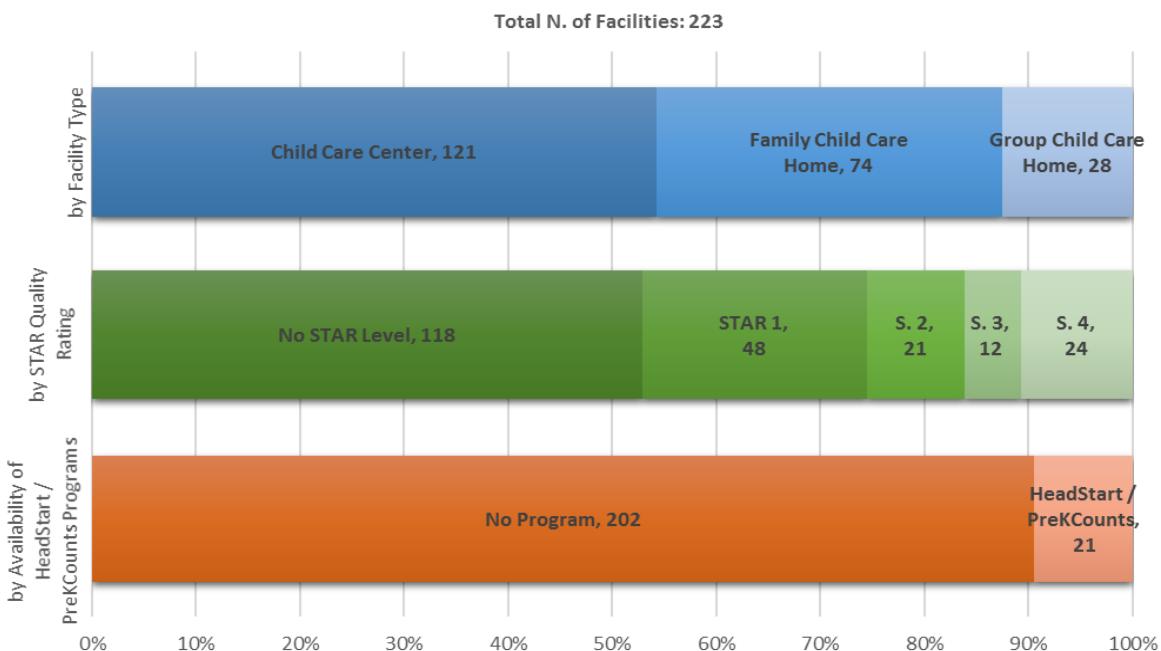
“Paid Family Leave would be awesome!”

“As a single mom myself, I had to take care of my son with appendicitis. I had to use all my vacation time at once, despite this being frowned upon. We need to strengthen services for families. Healthy mothers = Healthy Babies. Healthy means financially stable.”

How would you rate access to childcare in your community?



CHILDCARE FACILITIES IN THE CITY OF PITTSBURGH



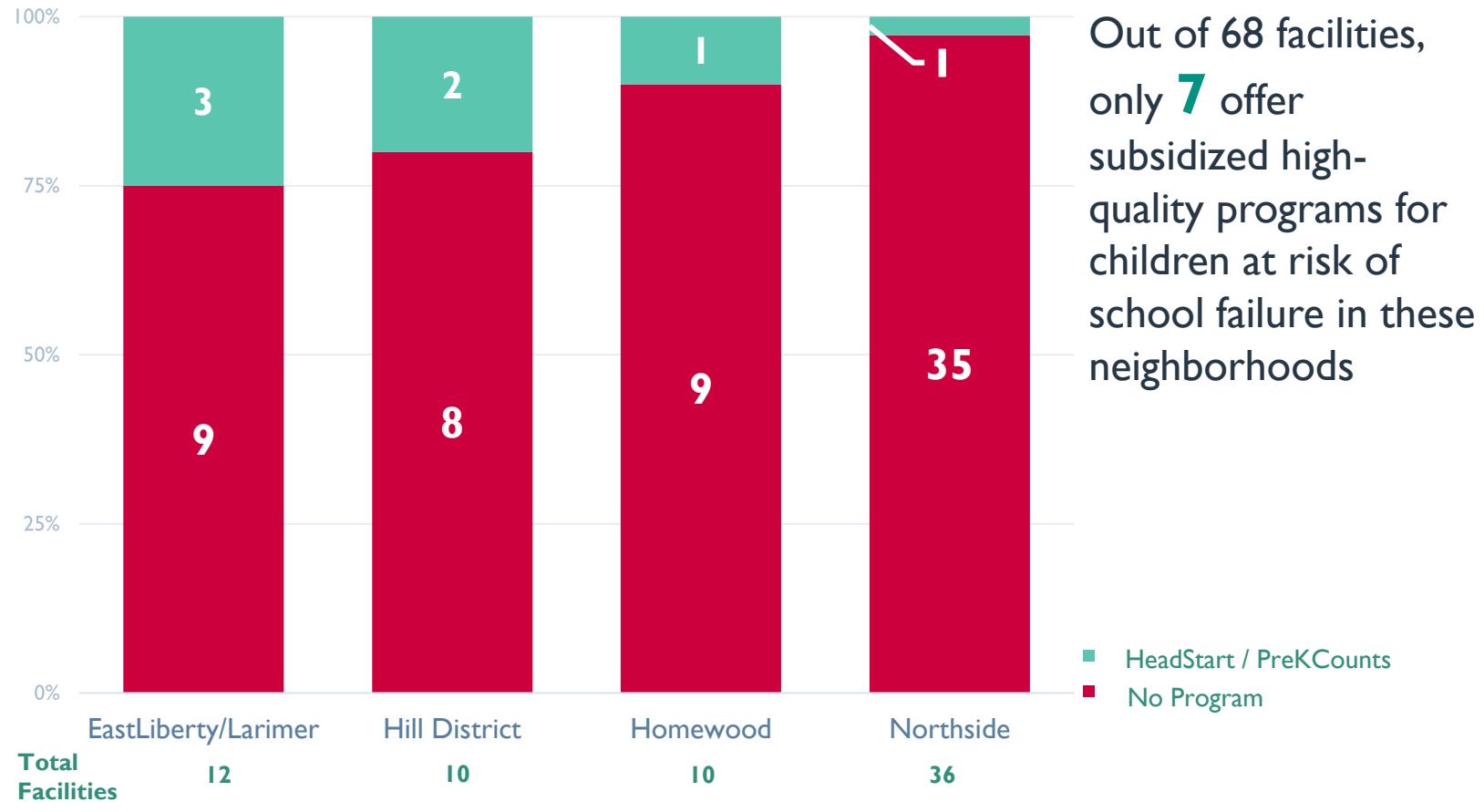
Of the City's 223 childcare facilities:

- **54%** are Center-based
- **46%** are home-based
- **118 (53%)** are unrated
- Only **36 (16%)** have a high-quality rating (STAR 3 or 4)
- There are only **21** subsidized programs for children at risk of school failure

CHILD CARE FACILITIES IN SELECTED NEIGHBORHOODS BY STAR QUALITY RATING



CHILD CARE FACILITIES IN SELECTED NEIGHBORHOODS & PROGRAMS FOR CHILDREN AT RISK OF SCHOOL FAILURE



► Child Care Providers for City of Pittsburgh and Surrounding Municipalities

N

Legend

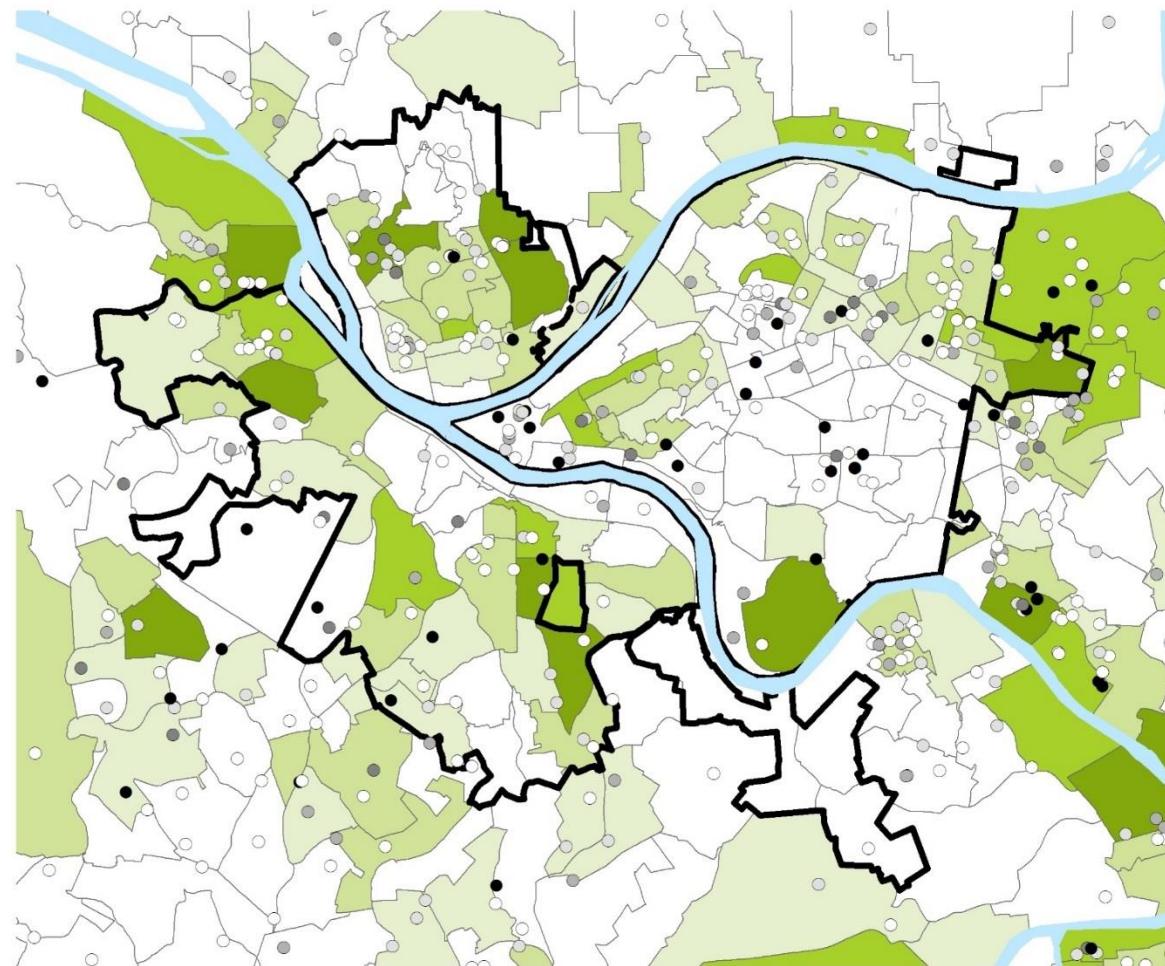
- City of Pittsburgh
- Major rivers

FHH with Children and Living in Poverty

- 0 - 25
- 26 - 50
- 51 - 100
- 101 - 150
- 151 - 313

OCDEL Child Care Providers Star Level

- No STAR Level
- STAR 1
- STAR 2
- STAR 3
- STAR 4



Source: OCDEL March 2016

CURRENT CAPACITY CANNOT ACCOMMODATE NEED

Neighborhood	Population of Children Age 3-5	Facilities Offering PreKCounts /HeadStart Programs	Children 0-5 per Facility
East Liberty/Larimer	217	3	72
Homewood	350	1	350
Hill District	238	2	119
Northside	561	1	561
Total	1,366	7	195

WHAT WE HEARD – CONCERNS REGARDING TRANSPORTATION & EMPLOYMENT

“Transportation is very limited with the port authority system, especially on the weekends and in the evenings.”

“The maternity clinic was just shut down, forcing mothers to take 2 buses to access good health facilities.”

“If I could change anything, I would have more sources of employment, and not just construction jobs, jobs for women. Not saying that women can't do construction, but...women are the majority of the people we serve, the poor, and they want access to jobs to take care of their families.”

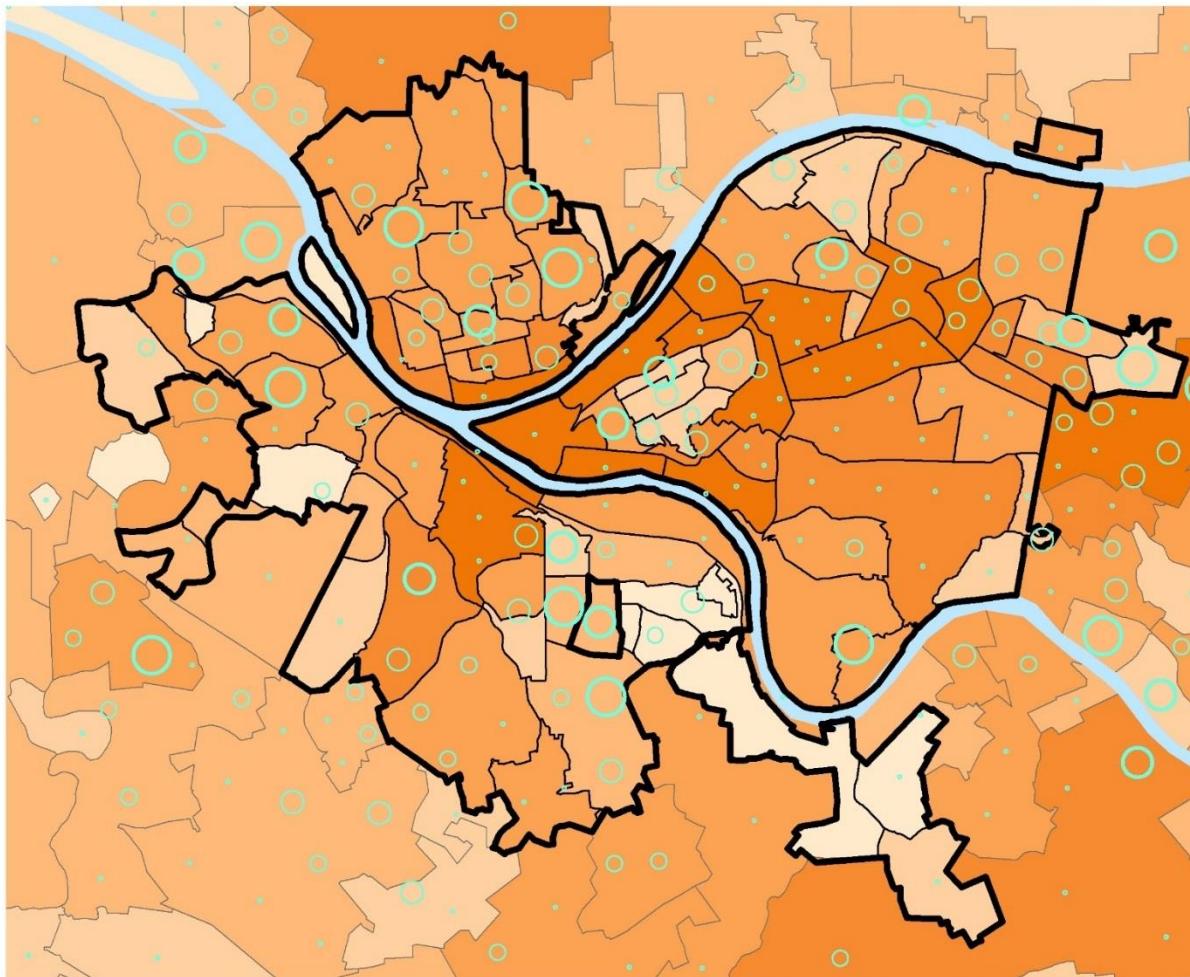
“There's a reproductive health care center in town but otherwise you have to go all the way to children's hospital, and again, transportation is a major issue to accessing health care.”

How would you rate access to transportation in your community?



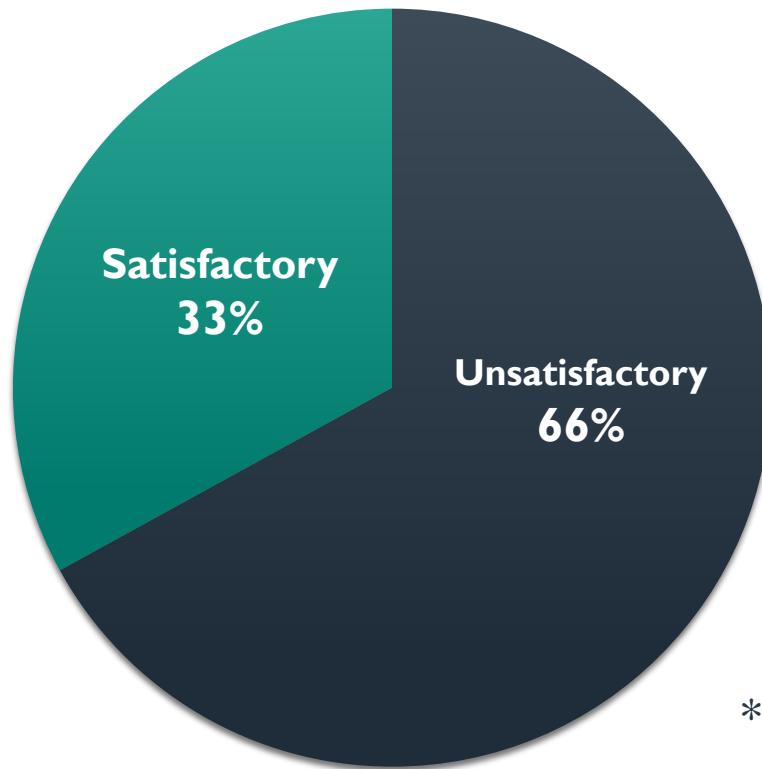
► Transportation Access for Female Headed Households with Children Living in Poverty 2010-2014 for Pittsburgh and Surroundings

N



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FOUNDATION
WALK HOME FOR EQUITY

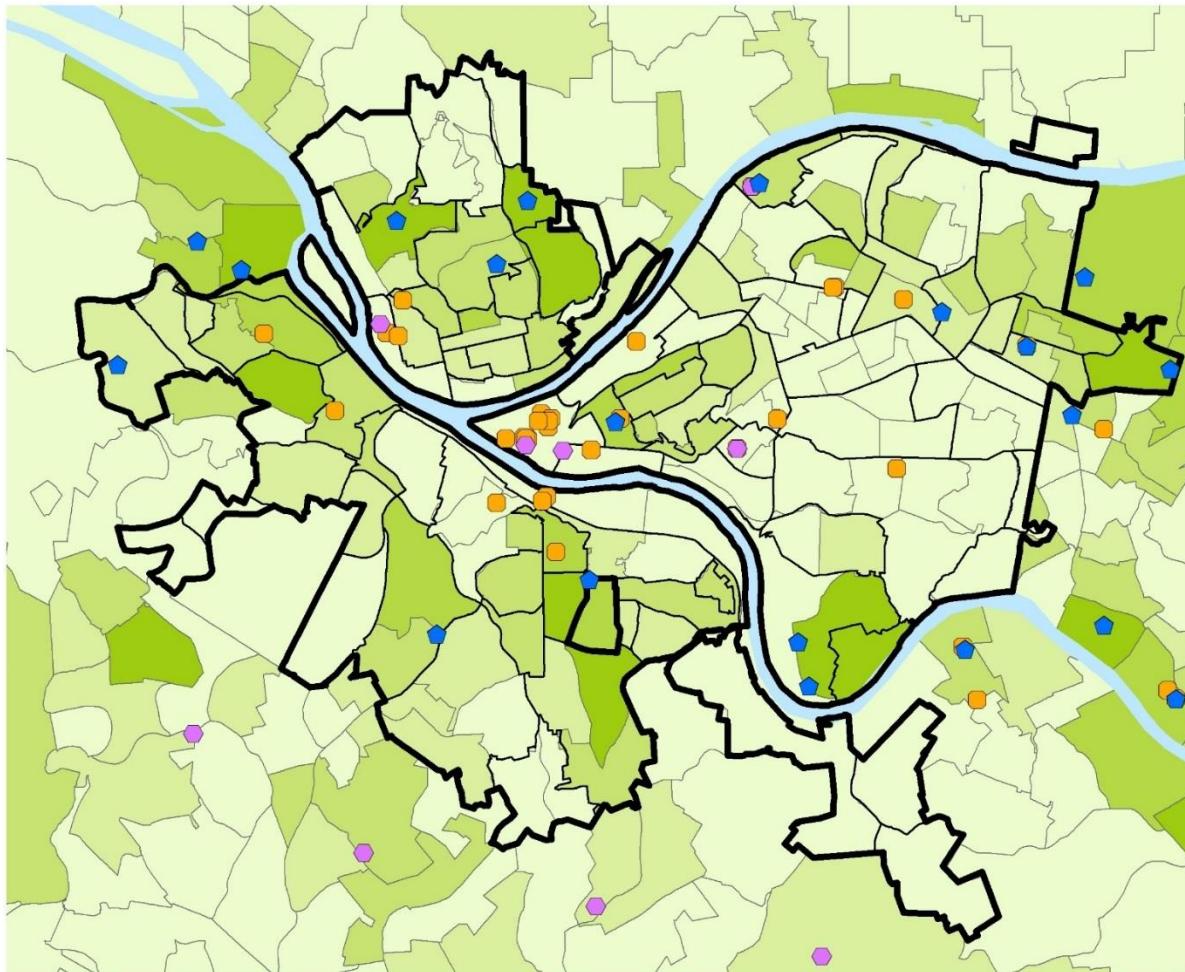
How would you rate access to jobs in your community?



* 0% responded “Good”

► Workforce Development, Family Support Centers, and FHH with Children Living in Poverty in Pittsburgh and Surrounding Municipalities

N



TRAINING SERVICES

Location	Training Services Offered				Specific Population	Total Providers
	Pre-Employment	Job Training	Employment Support	Retention		
Allegheny County	97%	73%	73%	64%	35%	45 (100%)
City of Pittsburgh	97%	81%	71%	64%	29%	31 (100%)



Source: Allegheny County Department of Human Services, Office of Data Analysis, Research, and Evaluation (2016).

WIA/WIOA WORKFORCE DEVELOPMENT TRAININGS, 2014-2016

Race	Female		Male		Total	
	N	% of Total	N	% of Total	N	% of Total
Black	49	18%	79	29%	128	46%
White	38	14%	85	31%	123	45%
Other/Unknown	11	4%	20	7%	29	11%
Total Participants	94	34%	182	66%	276	100%

Females made up **1/3** of participants



Source: Allegheny County Department of Human Services, Office of Data Analysis, Research, and Evaluation (2016).

EMPLOYMENT POST-TRAINING

	Female		Male		Total	
	N	% of Female Participants	N	% of Male Participants	N	% of All Participants
Total Participants	94	100%	182	100%	276	100%
Entered Unsubsidized Employment	37	39%	120	66%	157	57%
Training Related to Employment	28	30%	92	51%	120	43%

39% of female participants reported employment post-training,
compared to 66% of males

UPDATED INFORMATION FROM PARTNER4WORK ON WORKFORCE TRAININGS

2016 Training	Individual Training (traditional post-secondary institutions)			Cohort Training (employer-driven technical training)		
	Share of participants	Completion rate	Placement rate	Share of participants	Completion rate	Placement rate
Women	34%	61%	75%	42%	95%	70%
Men	66%	79%	85%	58%	79%	61%

TITLE I PROGRAM OUTCOME MEASURES BY GENDER (2015-2016 PROGRAM YEAR)

Allegheny County

	Job Placement Rate		Retention Rate		Avg 6-month Earnings	
	<i>Adult Program</i>	<i>Dislocated Worker Program</i>	<i>Adult Program</i>	<i>Dislocated Worker Program</i>	<i>Adult Program</i>	<i>Dislocated Worker Program</i>
Total	84.6	88.2	84.9	88.7	\$13,939	\$16,858
Male	84.9	86.8	84.5	87.9	\$14,375	\$18,832
Female	84.3	90.0	85.2	89.5	\$13,592	\$14,579

City of Pittsburgh

	Job Placement Rate		Retention Rate		Avg 6-month Earnings	
	<i>Adult Program</i>	<i>Dislocated Worker Program</i>	<i>Adult Program</i>	<i>Dislocated Worker Program</i>	<i>Adult Program</i>	<i>Dislocated Worker Program</i>
Total	87.2	81.9	86.9	93.8	\$13,454	\$15,719
Male	84.9	76.1	85.9	92.9	\$13,927	\$17,861
Female	89.3	89.8	87.6	94.6	\$13,120	\$14,129

PARTICIPATION AND AVERAGE WAGE FOR WORKFORCE DEVELOPMENT EMPLOYED GRADUATES

Industry / Area	Female		Male		Total N Participants	Avg. Wage/hour
	N	% of Total	N	% of Total		
Management	4	1%	1	0%	5	\$32.69
Accounting	2	1%		0%	2	\$19.62
Technology	3	1%	18	7%	21	\$17.75
Commercial driving	8	3%	126	46%	134	\$17.29
Healthcare	56	20%	1	0%	57	\$16.86
Construction	1	0%	13	5%	14	\$16.00
Manufacturing		0%	20	7%	20	\$15.49
Paralegal	1	0%	1	0%	2	\$14.00
Administrative support	18	7%		0%	18	\$12.77
Personal care	1	0%		0%	1	\$10.00
Counseling and mental health		0%	1	0%	1	\$10.00
Other		0%	1	0%	1	
Total	94	34%	182	66%	276	\$16.82

92% of employed graduates earn over \$15/hour

Males are mainly employed in **commercial driving, manufacturing, technology and construction**

Females are mostly employed in **healthcare** and **administrative support**

Average Commute Time to Training Providers With Highest Female Enrollment

Provider	Location	Female Participants	Travel Time on Public Transportation from Select Neighborhoods*
CCAC	Downtown Pittsburgh	31	min 17 to 44 minutes
Kaplan Career Institute	Downtown Pittsburgh	22	min 20 to 27 minutes
All State Career School	West Mifflin	6	min 1:20 to 1:38 hr (multiple transfers)
Steel Center Area Vocational Technical School	Jefferson Hills	5	min 1:15 to 1:28 hr (multiple transfers)

Source: Google Maps estimates, arriving by 9:00 am

* North Side, Homewood, Larimer/East Liberty, Hill District

► The North Side and Surrounding Neighborhoods

N

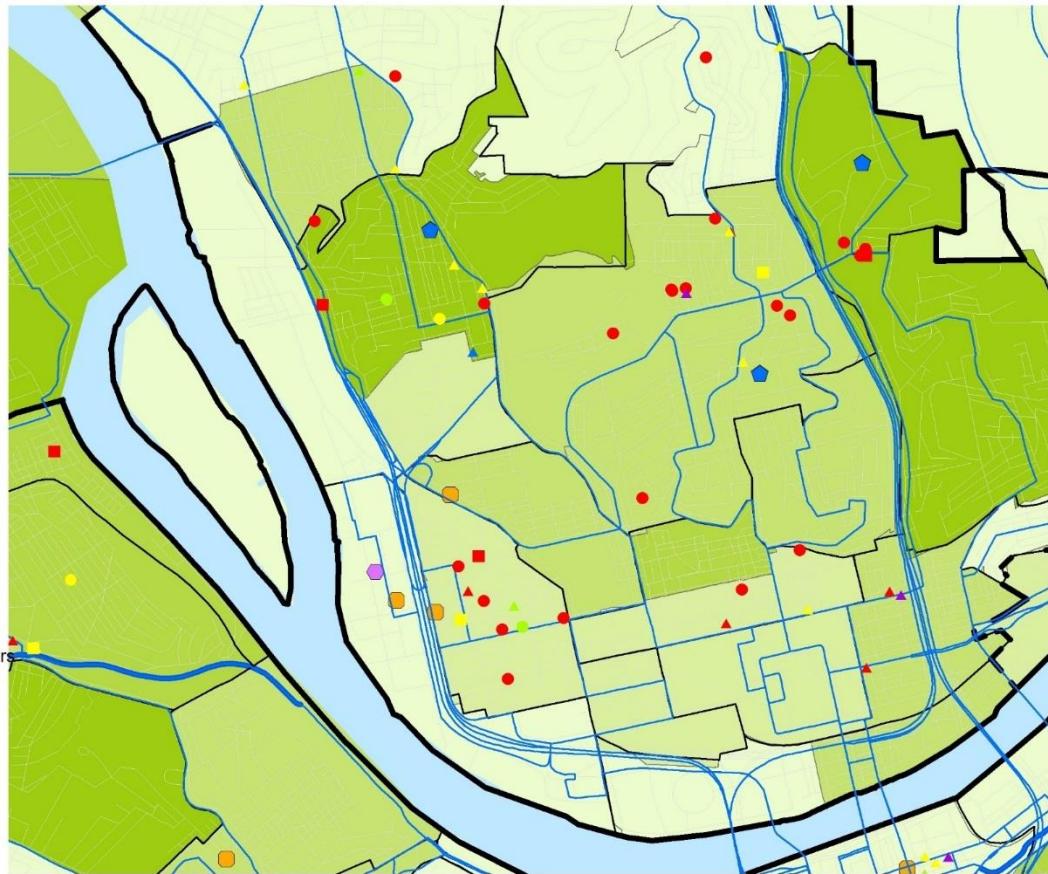
Child Care Providers

- Family Child Care Home
- ▲ Child Care Center
- Group Child Care Home
- No STAR Level
- STAR 1
- STAR 2
- STAR 3
- STAR 4

FHHwC in Poverty

- 0 - 25
- 26 - 50
- 51 - 100
- 101 - 150
- 151 - 313

- Workforce Training Locations
- Workforce Development Providers
- Family Support Centers
- Port Authority Bus Routes
- Busways
- City of Pittsburgh
- Pittsburgh neighborhoods
- Streets
- Major rivers



► Larimer, East Liberty and Surrounding Neighborhoods

N

Child Care Providers

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- Workforce Training Locations
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► Homewood and Surrounding Neighborhoods

N



► The Hill District and Surrounding Neighborhoods

N

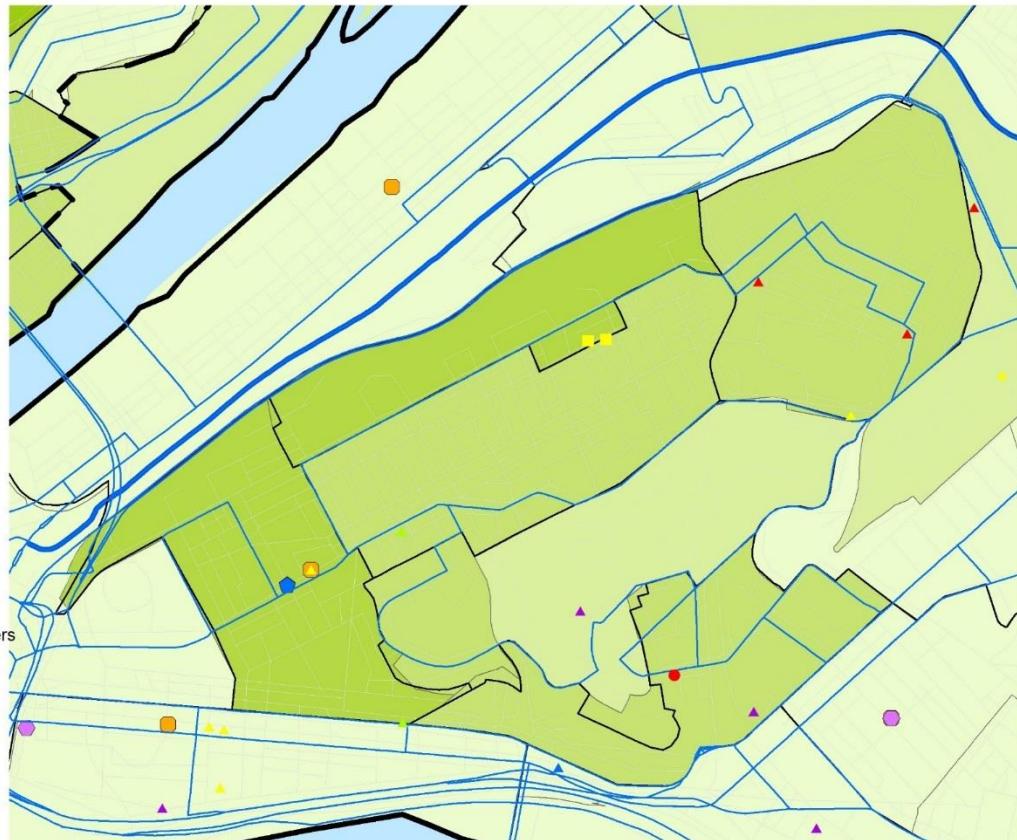
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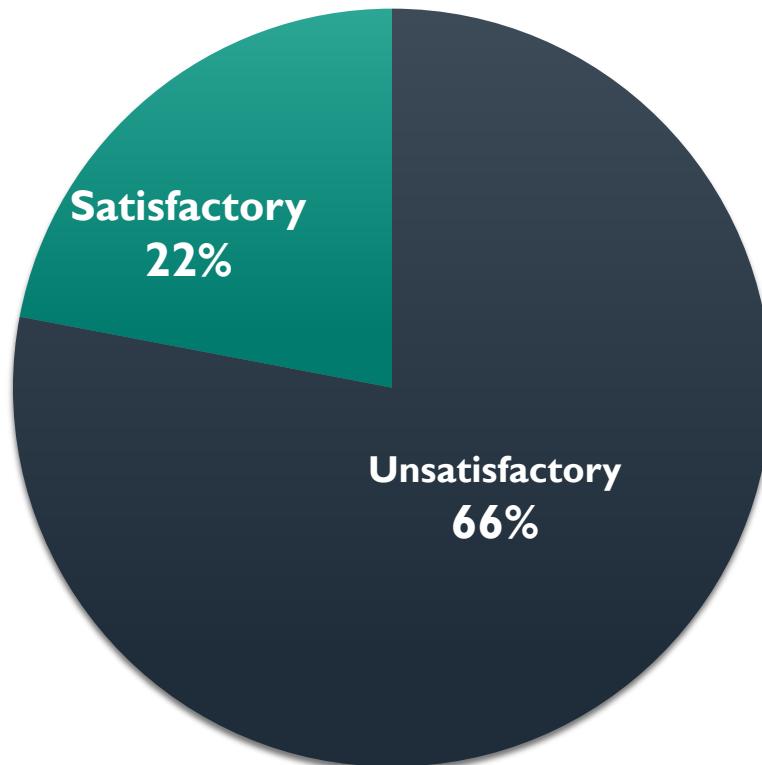
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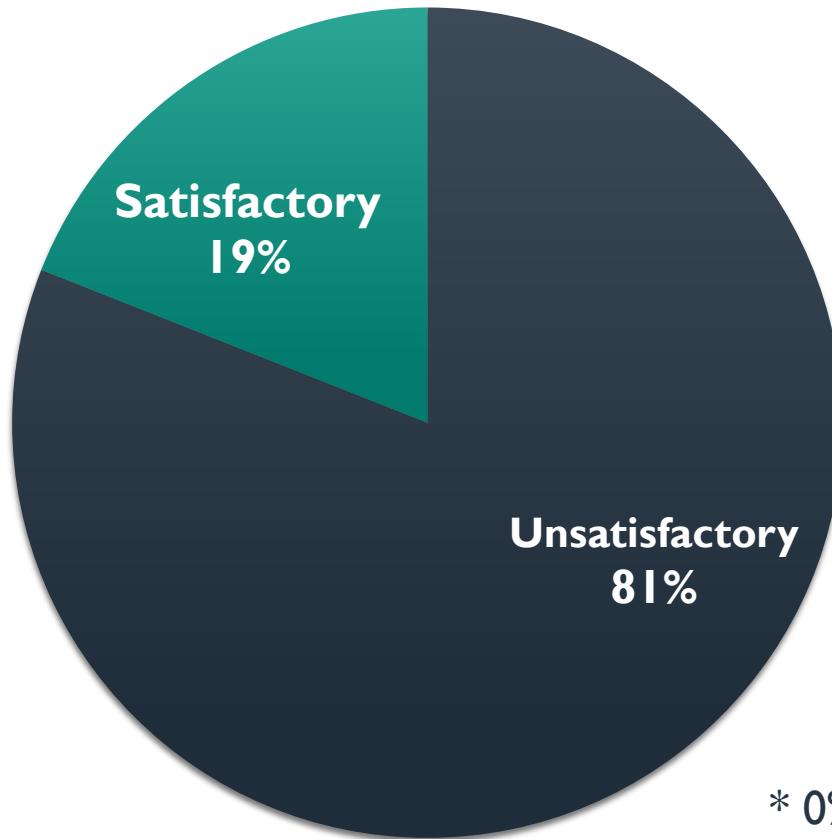


How would you rate access to money/capital to start a new business in your community?



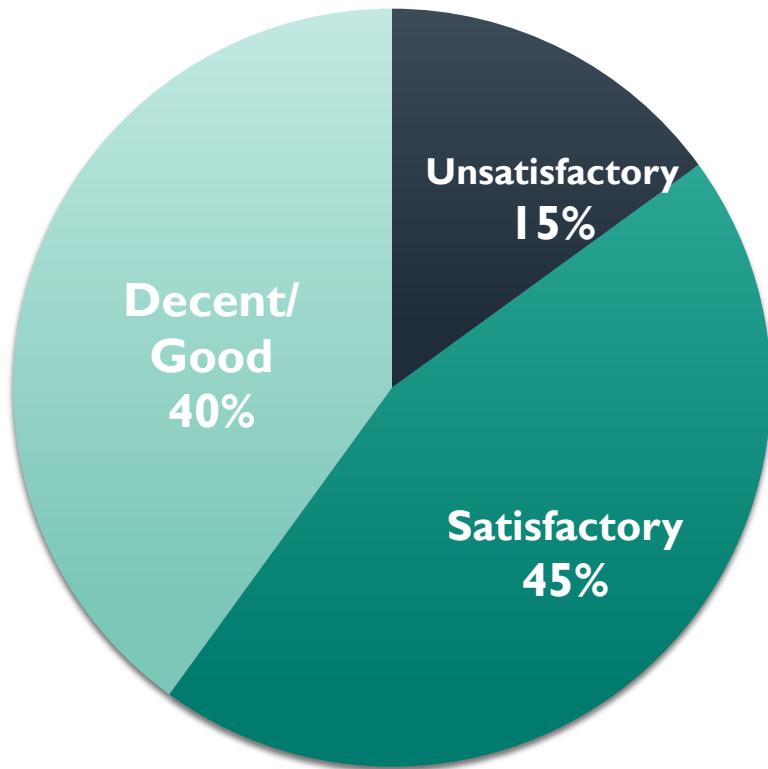
* 0% responded “Good”

How would you rate access to affordable housing in your community?



* 0% responded “Good”

How would you rate access to reproductive healthcare in your community?





PUBLIC POLICIES



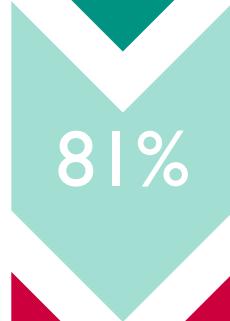
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—
WILL WORK FOR EQUALITY

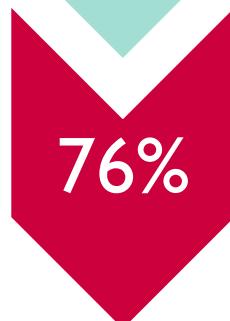




- Said that **having paid sick days** would have a positive impact on their community.



- Said that **having paid family leave** would have a positive impact on their community.



- Said that **increasing the minimum wage** would have a positive impact on their community.



WOMEN AND GIRLS
FOUNDATION

WILL WORK FOR EQUALITY

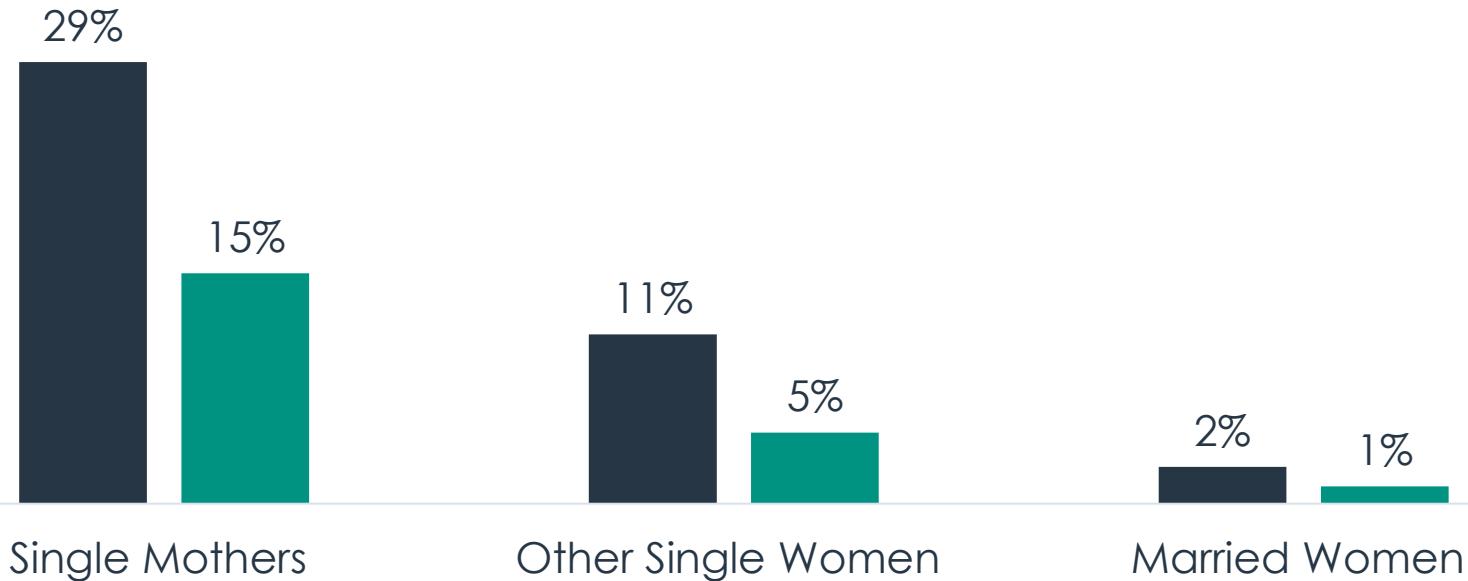
Public Policies with Broad Community Impact

How likely is it that you or someone in your family would face significant economic hardship if you had to take unpaid time off from your job to deal with a serious illness, to care for a new child or to care for a family member who is ill?

74%

CLOSING THE GENDER WAGE GAP WOULD CUT POVERTY IN HALF

Poverty Rate for Families with and without Equal Pay



■ Current

■ If working women earned the same as comparable men



Source: IWPR calculations based on the Current Population Survey Annual Social and Economic supplements, 2010-2012, for calendar years 2009-2011; all in 2012 dollars.

OPPORTUNITIES FOR IMPROVEMENT



Currently workforce – transportation – and childcare are disconnected.

Currently there are no WIA/WIOA trainings for child care workers. And not enough “star” childcare centers in communities.

Currently few employers provide paid sick days or paid family leave.

Currently few SFHH have access to start-up capital to start a new business.



How CAN WE WORK TOGETHER To CREATE A FEMISPHERE?

Put women at the center of development efforts.

Think of them when creating new workforce opportunities.

Connect trainings and jobs to transportation and childcare.

Advocate for workforce policies to support working families – paid family leave, paid sick days, increased minimum wage.

When we are “investing” in communities, let’s make sure we are investing in women.



Thank You!

An initiative of the Women and Girls Foundation with
support from Henry L. Hillman Foundation

