

The City of Los Angeles

THE REPORT ON THE STATUS OF WOMEN AND GIRLS

Part 4: Education and Workforce Development

The fourth part in a five-part report.
Funded by the Los Angeles City Commission
on the Status of Women, and prepared
by Mount Saint Mary's University.



The Report on the Status of Women and Girls in the City of Los Angeles

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Part 4: Education and Workforce Development

Part IV of this report explores the intersection of workforce development and education for women and the factors that need to be in place to create a healthy, sustainable and fair economy for Los Angeles and its residents. An educated, skilled workforce is a major component of a thriving economy; likewise, reliable public transportation, a living wage and a broad offering of prospective jobs are essential to attract and retain talent.

A major portion of this part of the report is dedicated to exploring the educational requirements for obtaining reliable and high-paying jobs. In Los Angeles, the unemployment rate for residents without a high school degree is 10%; that rate drops to 7% for both women and men who earn bachelor's degrees. Within the City, however, a quarter of all women have not completed high school, and two-thirds of all women do not have a four-year college degree.¹

The importance of an education in obtaining and retaining employment is well documented: the percentage of annual job openings for people in California holding a high school diploma or equivalent is greater than for those who have less than a high school education (38% and 33%, respectively).² Women holding a bachelor's degree can earn two to three times more than women with less than a high school education.³

For those without advanced degrees, this part of the report also examines topics such as earnings for minimum-wage earners, reliable transportation options and job-placement programs.

¹U.S. Census Bureau, 2012 American Community Surveys (ACS) 1-Year Estimate. Table S1501.

²Employment Development Department, State of California Labor Market Information, September 2012.

³See for example: Salary information from the California Employment Development Department. www.labormarketinfo.edd.ca.gov

The Report on the Status of Women and Girls in the City of Los Angeles

Introduction

This Report on the Status of Women and Girls in Los Angeles is a compilation of current research focusing on the issues and trends affecting the women and girls who call Los Angeles home. Its aim is to provide information and to serve as a touchstone for more in-depth evaluations of gender equality throughout Los Angeles that can lead to committed action by the City and its officials, as well as by those working in the nonprofit sector.

This five-part report was commissioned by the City of Los Angeles Commission on the Status of Women and researched by Mount Saint Mary's University. It examines gender equity in these key areas: Demographics; Leadership; L.A.'s Veterans; Education and Workforce Development; and Public Safety.

The report was developed in conjunction with the office of Los Angeles Mayor Eric Garcetti whose "back to basics" agenda is focused on job creation and solving everyday problems for L.A. residents. Mayor Garcetti has established an open data website for the City of Los Angeles, and select data in this report can be incorporated there.

"The growth of Los Angeles' economy is dependent on the strength of our workforce, and this first-of-its-kind report illustrates that job and pay disparity still persist for L.A.'s women. Our women and girls must have the opportunity and education to compete in the job market and participate in the best-paying careers, and this report will help us as we address gender inequality in our city."

– MAYOR ERIC GARCETTI

Funded by the Los Angeles Commission on the Status of Women, and prepared by Mount Saint Mary's University. This is the fourth part in a five-part report on the challenges and opportunities facing women in the City of Los Angeles.



The Methodology What follows is an overview of the methodology used in all five parts of the report.

Databases

This report will present data and evidence on which actions can be based. U.S. Census Bureau data are used throughout the various sections of this report. The 2010 decennial census is designed to track the total population of the nation; however, we have generally used annual American Community Surveys (ACS), which are designed to provide a more timely look at how changes in communities are occurring. (factfinder2.census.gov)

For the ACS, between three and four million households are surveyed each year. ACS data are reported as single-year estimates where the sample population is greater than 65,000; multiyear estimates are used for smaller geographical areas and sample sizes. This report uses the most recently available 2012 ACS 1-Year Estimates wherever possible, and 2008-2012 ACS 5-Year Estimates for smaller samples, including for data specific to L.A. Council Districts.

Queries to other databases used in specific sections include those from the State of California Employment Development Department (edd.ca.gov), the U.S. Department of Labor's Bureau of Labor Statistics (bls.gov), and the L.A. Economic and Workforce Development Department (ewddlacity.com). Please refer to these websites for questions about methodology used in data gathering.

Estimating Council Districts

The U.S. Census Bureau aggregates Zip Code Tabulation Areas (ZCTAs) to represent a census block; in this report, ZCTAs have been aggregated to define the parameters of a Council District. Using a zip code map overlay, a council district has been defined by all zip codes that lie completely within its boundaries, as well as those estimated to fall geographically 50% or more within the district boundary or where the majority of the population within the zip code falls within a district boundary. Double counting of zip code areas has been minimized.⁴ With this approach, the following zip codes were used to define council districts and have been used in gathering data for council districts:

Zip Codes Used to Define Los Angeles City Council Districts

COUNCIL DISTRICT	ZIP CODES
CD 1 East/Northeast L.A.	90006, 90012, 90017, 90031, 90042, 90057, 90065
CD 2 Southeast San Fernando Valley	91401, 91405, 91601, 91602, 91604, 91605, 91606, 91607
CD 3 Southwest San Fernando Valley	91303, 91306, 91335, 91356, 91364, 91367
CD 4 Mid-City/Hollywood Hills areas	90010, 90020, 90027, 90036, 90046, 90068, 91403, 91423
CD 5 West L.A., Inland	90024, 90025, 90035, 90048, 90064, 90067, 90077, 90095, 91316, 91436
CD 6 Central San Fernando Valley	91352, 91402, 91405, 91406
CD 7 Northeast San Fernando Valley	91040, 91331, 91342, 91345, 91352
CD 8 South Central L.A.	90008, 90043, 90044, 90047, 90062
CD 9 Southeast L.A.	90003, 90007, 90011, 90037, 90089
CD 10 Mid-City/Baldwin Hills area	90005, 90008, 90016, 90018, 90019
CD 11 West L.A., Coastal	90045, 90049, 90066, 90094, 90291, 90292, 90293
CD 12 Northwest San Fernando Valley	91304, 91307, 91311, 91324, 91325, 91326, 91330, 91343, 91344
CD 13 Hollywood area	90026, 90028, 90029, 90038, 90039
CD 14 Downtown, East/Northeast L.A.	90013, 90014, 90015, 90021, 90023, 90032, 90033, 90041, 90071
CD 15 Harbor area	90002, 90059, 90248, 90710, 90731, 90732, 90744

⁴ E. Johnson, Mapping and Land Records Division, Bureau of Engineering (Sept. 4, 2013). A listing of council districts with zip codes that lie entirely or partially within a district may be found online, along with a map showing zip code overlays with council districts: navigatela.lacity.org/common/mapgallery/cd.cfm. In this listing, a zip code may be found in multiple districts; in this report, we minimize duplication of population counts.

Precision of Data

All data used are “estimates.” For example, the ACS numbers are based on data from a sample of the total housing units and people in the population. These data may be weighted based on characteristics of the sample needed in order to bring it into closer agreement with the full population. The ACS reports the sampling error for each estimate with a margin of error, which has a 90% probability of containing the true value. Margins of error vary among reported data, depending in part on sample size and characteristics, but an uncertainty of 2-5% of the data point value is to be expected.⁵

In this report, Census data points have been taken from the ACS reports; they have been reported directly and, in some cases, used to compute information of greater relevance to our issues. For simplicity, we have not included uncertainties in measured values. As a result, data in this report have been rounded to the nearest whole number and should not be viewed as exact measures.

Definitions

In all five parts of the report, the following terms are used throughout, except where otherwise noted:

- The term “Los Angeles” refers to the City of Los Angeles specifically, unless otherwise noted (i.e. “metropolitan L.A.” or “greater L.A.” L.A. County is also specifically noted when used).
- The term “women” generally refers to females aged 18 years and older.
- The term “girls” generally refers to females under the age of 18 years.
- The term “females” refers to all women and girls.
- The term “median” refers to the middle value in a set of data; it is not to be confused with an average that is calculated out of a grouping of data.

Glossary of Key Terms

In this Education and Workforce Development part of the report, the following terms are also specifically used:

- Unless otherwise noted, the term “employed” refers to all civilians 16 years and over who were “working” (paid employees, self-employed individuals or those who worked in a family business), or who were “with a job but not at work” (had jobs from which they were temporarily absent). (U.S. Census Bureau, American Community Surveys)
- Unless otherwise noted, the term “unemployed” includes all civilians 16 years and over who self-identify as neither working nor had a job from which they were only temporarily absent — and who were actively looking for work and available to start a job.
- The phrase “year-round, full-time workers” includes only those employed who worked full-time for the 12 months preceding their responses to U.S. Census Bureau American Community Surveys.

⁵ Note: See ACS Design and Methodology, U.S. Census Bureau, U.S. Government Printing Office (Washington, D.C.) 2009.

- The term “income” includes total money earnings received for work performed as an employee during the 12 months preceding their responses to U.S. Census Bureau American Community Surveys. Income includes wages, salary, commissions, military pay, tips and cash bonuses before deductions for taxes, bonds, pensions, union dues, etc.
- The phrases “labor force” and “workforce” consist of all people classified as employed or unemployed, as defined above.
- The phrase “unemployment rate” refers to the number of unemployed people (as defined above) as a percentage of the overall labor force.
- The phrase “rent burden” refers to spending more than 30% of household gross income on rent.

Notes

Occasionally, the age limits noted above will be listed differently in this report, based on the parameters of a study cited by the report. Ethnic and racial designations reflect the respective U.S. Census, state or local terminology where data sets originated, unless otherwise noted.

Employment status is determined of all civilians 16 years and over and is based on the week preceding the date on which residents responded to the U.S. Census Bureau’s American Community Surveys (which are used for most employment data in this report).

Throughout all five parts of this report, data sets are primarily gendered to best focus on the status of the City’s female population. However, some non-gendered data are also included — either as context for a particular issue or where gendered data are not available.

Education and Workforce Development: Report Highlights

- While most occupations remain gendered (construction and transportation fields, for example), the types of jobs held by Los Angeles' women are diversifying. Data since 2000 show that the percentage of L.A. females working in management has increased slightly (from 7% to 8% over 12 years), and the percentage of women working in office and administrative-support positions has decreased from 23% to 18%.
- Los Angeles women with year-round, full-time jobs earn \$0.97 for every \$1 earned by men — a success in terms of gender equity within the City. However, 11% of employed women have salaries below the poverty line, and women working year-round, full-time jobs in L.A. have a lower median salary than women in New York and Chicago.
- In June 2015, the City of Los Angeles passed a law that will raise the minimum wage to \$15 an hour by 2020. The minimum wage increase will lift more than 600,000 Angelenos out of poverty and provide raises for 49.5% of female workers in Los Angeles by 2017, including 63% of Latinas.
- In Los Angeles, the unemployment rate for people without a high school degree is 10%, while only 7% of people with bachelor's degrees are unemployed.
- Twenty-five percent of L.A.'s women currently lack a high school degree. An additional 20% have a high school degree but no additional educational attainment.
- The City of Los Angeles has collaborated with local agencies on a pair of programs that help to prepare women and eligible girls for L.A.-based employment opportunities. Ninety percent of all females served in the YouthSource system were placed in jobs or postsecondary education, and 67% of all females in the YouthSource system attained a high school degree or equivalent.
- As is the case nationally, L.A. women with postsecondary degrees have exponentially more career choices than women with a lower level of education, and those careers that require more education usually pay more and provide more stability.

Background

The City of Los Angeles is part of the nation’s fourth-largest economy — that of the Los Angeles Basin, comprised of Los Angeles, Orange, Ventura, San Bernardino and Riverside Counties. This metropolitan area surpasses all other metro areas nationwide and trails only the states of California, Texas and New York when it comes to gross domestic product.⁶ As 45% of the City’s total workforce, women are vital to the strength and growth of the City’s economy.

Percentage of Female Population in the Workforce
(16 Years and Older)

City	Los Angeles	New York	Chicago	Houston
% of female population in workforce	59%	59%	62%	61%

Source: U.S. Census Bureau, 2012 American Community Survey (ACS) 1-Year Estimates. Table DP03, Selected Economic Characteristics.

Out of all L.A. women eligible to work, 59% are in the workforce, a proportion that is consistent with the other cities among the top four U.S. cities in terms of population.⁷

Council District Highlight: Women comprise more than 40% of workers in each council district, with 42% the lowest rate — in Council Districts 1 (East/Northeast), 9 (Southeast L.A.) and 14 (Downtown East/Northeast L.A.) — and 50% the highest in Council District 8 (South Central L.A.). (See Appendix A, “Los Angeles’ Employed Workforce By Gender.”)

⁶ Center for Continuing Study of the California Economy, released July 2014: www.bizjournals.com

⁷ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table DP03: *Selected Economic Characteristics*. <http://factfinder2.census.gov>

Women's Occupations

KEY FINDING: While most occupations remain gendered (construction and transportation fields, for example), the types of jobs held by Los Angeles' women are diversifying. Emerging trends since 2000 show that the percentage of L.A. females working in management has increased slightly (from 7% to 8% over 12 years), and the percentage of women working in office and administrative-support positions has decreased from 23% to 18%.

The U.S. Census categorizes occupations in five major clusters:

- Management, business, science and arts occupations
- Service occupations
- Sales and office occupations
- Natural resources, construction and installation, maintenance and repair occupations
- Production, transportation, and material-moving occupations

Gender Distribution of Los Angeles Workforce,
by Occupational Cluster⁸

Occupational Cluster	Number of people in sample	% Women	% Men
Management, business, science and arts	629,481	46%	54%
Sales and office occupations	423,274	57%	43%
Service Occupations	369,814	54%	46%
Production, transportation, material moving	217,538	27%	73%
Natural resources, construction and maintenance	148,516	4%	96%

Source: U.S. Census Bureau (Table S2401).

More men than women are employed in the management, business, sciences and arts occupations (54% to 46%). The reverse is true for sales and office occupations where women hold 54% of the jobs compared with 46% for men.

The five occupational clusters can be delineated into more specific jobs. From this perspective, we can more definitively examine the types of jobs that women are working in Los Angeles.

⁸ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table S2401: *Occupation by Sex and Median Earnings in the Past 12 Months (in 2013 inflation adjusted dollars) for the Civilian Employed Population 16 years and Over.* <http://factfinder2.census.gov>

Los Angeles Women Hold a Variety of Occupations⁹

Occupation	% of women's workforce employed in this occupation	% of men's workforce employed in this occupation
Office and administrative support	17%	8%
Sales and related occupations	12%	11%
Personal care and service	9%	2%
Management occupations	8%	9%
Building and grounds cleaning and maintenance	7%	5%
Education, training, library	7%	3%
Production, transportation and material moving	7%	16%
Business and financial	6%	4%
Food preparation and servicing	6%	7%
Arts, design, entertainment	5%	7%
Health diagnosing and treating	4%	2%
Healthcare support	3%	1%
Community and social services	2%	1%
Health technologists and technicians	2%	1%
Legal	2%	2%
Computer and mathematical	1%	3%
Life, physical and social sciences	1%	1%
Natural resources, construction and installation	0.6%	14%
Architecture and engineering	0.5%	2%
Protective services (<i>fire fighting/prevention and law enforcement</i>)	0.6%	3%

Source: U.S. Census Bureau, 2012 American Community Survey 1-year Estimates (Table 2401).
 Note: Percentages for women's workforce and for men's workforce do not add to 100 due to rounding.

Nearly 30% of employed women in Los Angeles hold jobs within sales-related fields and positions of office/administrative support. Overall, only 2.5% of all L.A. women work in the higher-paying, STEM-related fields (science, technology, engineering and math), compared with 6% of all L.A. men.¹⁰ Less than 1% of L.A. women are employed in each of the following types of occupations: architecture/engineering; protective services; and natural resources, construction and installation work.

Comparing the distribution of L.A.'s female workforce over the past 12 years reveals some occupational advancement for women. However, as the table below illustrates, there are regressions in several categories (such as production, transportation and material-moving occupations). In addition, the positions still most often filled by women provide among the lowest median earnings.

⁹ Ibid.

¹⁰ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table S2401: *Occupation by Sex and Median Earnings in the Past 12 Months (in 2013 inflation adjusted dollars) for the Civilian Employed Population 16 years and Over.*
<http://factfinder2.census.gov>

The Distribution of Occupations Among the Female Workforce (Since 2000) ¹¹

Occupation	2012	2010	2005	2000	Median earnings, 2012
Office and administrative support	18%	18%	19%	23%	\$29,516
Sales and related occupations	12%	11%	12%	12%	\$18,004
Management	8%	8%	8%	7%	\$52,481
Personal care and service	8%	8%	7%	6%	\$13,888
Building and grounds cleaning and maintenance	7%	7%	7%	5%	\$12,416
Education, training, library	7%	7%	8%	8%	\$30,813
Production, transportation and material moving	7%	7%	8%	10%	\$16,909
Business and financial	6%	6%	5%	5%	\$51,744
Arts, design, entertainment	5%	5%	5%	5%	\$41,500
Food preparation and serving	5%	6%	5%	4%	\$14,818
Health diagnosing and treating	4%	4%	4%	3%	\$68,882
Healthcare support	3%	3%	3%	3%	\$20,864
Community and social services	2%	2%	2%	2%	\$40,763
Health technologists and technicians	2%	2%	1%	2%	\$38,897
Legal	2%	2%	2%	2%	\$76,776
Computer and mathematical	1%	0.8%	0.9%	1%	\$61,528
Life, physical and social sciences	1%	0.9%	1%	1%	\$39,349
Protective services Fire fighting/Law enforcement	0.6%	0.6%	0.7%	0.2%	\$25,417
Natural resources, construction and installation	0.6%	0.8%	0.7%	0.7%	\$20,405
Architecture and engineering	0.5%	0.4%	0.6%	0.5%	\$63,980

Source: U.S. Census Bureau, American Community Survey Data, by year. For median earnings column, the source is the U.S. Census Bureau, 2012 American Community Survey 1-Year Estimate.

Note: Some columns do not round to 100% when totaled, due to variations in how workplace occupations are defined.

Shifting occupational trends have led to incremental increases for women employed in management, business and financial fields, as previously noted. Similar increases have also taken place in occupations related to health-diagnosing/treatment, and in personal care and service. Conversely, in 2000, 35% of all L.A.'s female workforce was employed in sales-related occupations, and administrative/office support jobs. By 2012, that percentage had dropped to 30%.

¹¹ U.S. Census Bureau, 2012 ACS 1-Year Estimates and 2010 ACS Survey 1-Year Estimates. 2005 ACS Survey 1-Year Estimates (Table S2401): *Occupation by Sex and Median Earnings in the Past 12 Months for the Civilian Employed Population 16 Years and Over*. U.S. Census 2000 Summary File 3 (SF3) – *Sample Data Occupation by Sex – Percent Distribution: 2000* (Table QT-P28). <http://factfinder2.census.gov>

The overall percentage of women involved in STEM professions is the same in 2012 as it was in 2000: 2.5%. While the percentage of the female workforce in protective services has increased 200%, that total is still only 0.6% of all women working in Los Angeles. All told, the table above casts a spotlight on the fact that the percentage of women in more lucrative occupations remains low.

Council District Highlight: More women are employed in management, business, science, and arts occupations than any other occupational sector in 7 of the 15 Council Districts, with a majority of women in Council Districts 4 (Mid-City/Hollywood Hills Area), 5 (West L.A., Inland) and 11 (West L.A., Coastal) in these occupations.

Service occupations employ more women in Council Districts 1 (East/Northeast L.A.), 6 (Central San Fernando Valley), 9 (Southeast L.A.) and 10 (Mid-City/Baldwin Hills Area), while sales and office occupations are held by more women in Districts 7 (Northeast San Fernando Valley), 8 (South Central L.A.), 14 (Downtown, East/Northeast L.A.) and 15 (Harbor Area). (See Appendix B, "Distribution of Female Workforce in Occupational Clusters.")

Growing Industries and Emerging Occupational Demand

The California Employment Development Department projects that by the year 2020, employment in the Los Angeles area is expected to reach nearly 5 million, with more than 70% of the non-farm job growth in the following industry sectors:

- Educational services, health care and social assistance;
- Professional and business services;
- Leisure and hospitality; and
- Retail trade.¹²

Occupational employment is projected to increase workforce needs by more than 1.6 million job openings, both from industry growth and from replacement needs. The three occupations projected to have the most job openings through the year 2020 are retail salespersons, cashiers, and personal care aides. These jobs generally do not require more than a high school degree and all are low-paying (approximately \$9-\$11 on an hourly basis). These are examples of opportunities that supply employment, but not necessarily economic security.

Higher-paying occupations, which require a bachelor's degree or higher, that are expected to show growth include lawyers, teachers, accountants and auditors.¹³ More than a quarter of the fastest-growing occupations are in health, community and social-service related fields. Those occupations range from medical aides requiring less than a high school education to medical scientists that require a doctoral or professional degree.

ANALYSIS: While a few higher-paying occupations are opening up to more women, professions overall remain largely gendered in Los Angeles. To create a more robust and vibrant workforce, more women are needed in the higher-paying fields currently dominated by men. Increased educational attainment can lead to some of those higher-paying jobs, but for those women with less education, economic security is still difficult to achieve.

¹² 2010-2020 Los Angeles County Projection Highlights, Employment Development Department, State of California, Labor Market Info (October 2012). www.labormarketinfo.edd.ca.gov

¹³ Ibid.

Earnings

KEY FINDING: Los Angeles women with year-round, full-time jobs earn \$0.97 for every \$1 earned by men — a success in terms of gender equity within the City. However, 11% of employed women have salaries below the poverty line, and women working year-round, full-time jobs in L.A. have a lower median salary than women in New York and Chicago.

Eighty-seven percent of all women in the L.A. workforce are employed. Of those employed women, 11% earn salaries below the poverty threshold.¹⁴ The percentage of working women earning less than poverty level is similar to female populations in comparable U.S. cities.

Female Employment and Earnings, 2012¹⁵

	Los Angeles	New York City	Chicago	Houston
Total # of women in labor force in sample	914,078	2,095,496	701,681	503,919
% of women in workforce who are employed	87%	89%	86%	89%
% of employed women earning less than poverty level	11%	10%	11%	13%
Median salary for female full-time, year-round workers	\$37,253	\$43,081	\$41,825	\$32,432
Median salary for male full-time, year-round workers	\$38,310	\$48,893	\$46,167	\$39,948

Source: U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table B17005; median salaries from Table DP03, Selected Economic Characteristics.

When we exclude seasonal and part-time workers — as the above table does — L.A.’s gender wage gap narrows, with women earning \$0.97 for every \$1 earned by men. This is a much narrower gap than in comparably sized cities. Part of the reason for the small gap in pay disparity in Los Angeles, however, is that as salaries decrease and move closer to minimum wage, the gender gap will naturally diminish, and wages in Los Angeles, as the table above illustrates, are significantly lower for both women and men than in New York City and Chicago.

From another perspective, 21% of all Los Angeles women live in poverty, and 27% of those women living in poverty are employed. These numbers are similar for the over 975,000 employed men of Los Angeles.¹⁶ Thus, being employed is not the only factor that must be considered in order to improve the economic status of women and girls. L.A.’s women need high enough wages to ensure well-being for themselves and their families.¹⁷

¹⁴ The 2012 poverty threshold for a single person, working full time, was \$11,720; the threshold for a family of three was \$19,090, and for a family of four (two adults, with children under the age of 18) was \$23,283. Retrieved from: www.census.gov/hhes/www/poverty/data/threshld/.

¹⁵ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table B17005: *Poverty Status in the Past 12 Months of Individuals by Sex, by Employment Status*; selected for each city. <http://factfinder2.census.gov>

¹⁶ U.S. Census Bureau, 2008-2012 ACS 5-year Estimates. Table B17005: *Poverty Status in the Past 12 Months of Individuals by Sex by Employment Status*. <http://factfinder2.census.gov>

¹⁷ Note: Additional data about economic well-being is available in the part of this report on [Demographics](#).

In June 2015, the City of Los Angeles passed a law that will raise the minimum wage to \$15 an hour by 2020. The minimum wage increase will lift more than 600,000 Angelenos out of poverty and provide raises for 49.5% of female workers in Los Angeles by 2017, including 63% of Latinas.¹⁸

Council District Highlight: In every L.A. council district, between one-fifth and one-third of all women living in poverty are employed. (See Appendix C1, "Women Employed and in Poverty.") Overall, women comprise between 42-50% of the workforce in any council district. In some districts, the median salary is below the poverty level for a family with one child. Median salaries of women vary from less than \$15,000 in Council District 9 (Southeast L.A.) to a high of over \$47,000 in Council District 11 (West L.A., Coastal). (See Appendix C2, "Los Angeles' Female Workforce and Median Salary.")

The table below illustrates not only the small numbers of women in some of L.A.'s highest-paying jobs, but also the disparity between men and women's salaries in the same field — an indication that women are not advancing into leadership positions at the same rate as men. This is the inverse of the effect described at the start of this section: just as L.A.'s gender wage gap decreases in lower-paying jobs, as the wages for those jobs approach the minimum wage, the gap widens in higher-paying jobs.

Small Percentages of Los Angeles Women are in Highest-Paying Occupations

Occupational Clusters	Median salary of women	Median salary of women and men together	% of women's workforce in this occupation
Legal	\$73,337	\$95,711	2%
Health diagnosis/treatment	\$67,466	\$72,126	4%
Law enforcement	\$67,070	\$73,162	0.2%
Architect and engineering	\$63,199	\$72,745	0.5%
Computer and mathematical	\$63,041	\$68,057	1%
Management	\$55,810	\$62,976	8%
Business and financial operations	\$51,990	\$56,118	6%

Source: U.S. Census Bureau, 2008-2012 ACS 5-year Estimates (Table 2401).

These occupations are listed in order of median salaries for women, but the equally important data to note are the small percentages of women working in each of these professions. Eight percent of all working females in Los Angeles are employed in management positions. Six percent are employed in business and financial occupations, and only 2% of working women are employed in the highest-paying legal occupations.

This table also reveals that across all listed occupations, the median salary of women is less than that for women and men together. This gender wage gap persists across the

¹⁸ Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, University of California, Berkeley. Table 5: *Demographics and Job Characteristics of Workers Affected by the Proposed Minimum Wage Policy*. http://clkrep.lacity.org/onlinedocs/2014/14-1371_misc_2_03-19-2015.pdf

state and the nation.¹⁹ The education and costs of the degrees required to access higher-paying occupations, such as those listed in the table above, vary widely across these occupational clusters.

For example, the “legal” category includes occupations from legal support workers (which require less than a high school degree) to lawyers, judges and magistrates (which require a postsecondary professional law degree). The bulk of “law enforcement” careers do not require an advanced degree, whereas architecture and engineering generally require five-year undergraduate degrees. Many “computer and mathematical” and “business and financial” occupations require a minimum of a bachelor’s degree.²⁰

Non-Wage Factors for Economic Well-Being

To create economic security for more women in Los Angeles, employment must be coupled with other factors such as educational attainment (which will be discussed in the next section), living wages, decreased rent burden and reliable public transportation. Cost of living is one important measure to evaluate the true well-being of residents. The U.S. Bureau of Labor Statistics publishes a consumer price index for urban consumers (CPI-U) living in metropolitan areas.

Larger Cities Have Greater Consumer Costs for Residents

Metropolitan area	CPI-U
New York, North New Jersey	258.08
Los Angeles, Riverside, Orange Counties	240.475
Chicago, Gary, Kenosha	226.262
Houston, Galveston, Brezonia	212.169

Source: U.S. Bureau of Labor Statistics, *Consumer Price Indexes*, December 2014.²¹

Using this tool, metro Los Angeles ranks second among comparably sized cities in terms of higher consumer costs, an important factor to consider when assessing the wages of the City’s workforce.

Another factor that impacts women’s earnings is rent burden. There are roughly 1.3 million occupied housing units in the City of Los Angeles, 63% of which are renter-occupied. More than half of all renters in California spend 30% or more of their gross income on rent.²² Rent costs can be influenced by family size; the average family size in Los Angeles is 3.66, compared with 3.56 for California and 3.26 nationally.²³

¹⁹ Mount Saint Mary’s University. *2014 Report on the Status of Women and Girls in California*. (The Earnings Gap, pages 19-20). www.msmu.edu/statusofwomen

²⁰ U.S. Census Bureau, 2012 ACS 1-Year Estimates (Table 2401). Retrieved from: <http://factfinder2.census.gov>.

²¹ Retrieved at www.bls.gov.

²² U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table S0501.

²³ U.S. Census Bureau, 2013 ACS 1-Year Estimates. Table S0201: *Selected Population Profile*.

Transportation is another important part of the equation when it comes to economic development, particularly in a city of commuters like Los Angeles.²⁴ Two-thirds of women and men in the City of Los Angeles commute to work by driving alone; 10% of workers carpool. Less than 10% use public transportation, and the majority of those commuters rely on public buses.²⁵

ANALYSIS: The disparity between men and women’s median salaries in Los Angeles points to a persistent underrepresentation of women in leadership positions. It is also important to note that 27% of L.A. women living in poverty are employed, a rate that is similar to men in the City. When the City’s minimum wage is raised to \$15 an hour, more than 600,000 Angelenos will be lifted out of poverty.

²⁴ See Appendices E & F for charts on L.A. commuting characteristics of L.A.’s workers and commuting patterns of L.A.’s women.

²⁵ U.S. Census Bureau, 2008-2012 ACS 5-Year Estimates. Table S0801: *Commuting Characteristics by Sex*.

Employment and Education

KEY FINDING: In Los Angeles, the unemployment rate for people without a high school degree is 10% while only 7% of people with bachelor's degrees are unemployed. This correlation between educational attainment and employment status is significant for L.A.'s women since 25% of them currently lack a high school degree, and an additional 20% have a high school degree but no additional educational attainment.

The chart below illustrates how the unemployment rate in the United States decreases as the level of educational attainment increases.

U.S. Annual Unemployment Rate of Women and Men (25 years and older) by Educational Attainment, 2013

	Total	Women	Men
< High school	11%	12.6%	10%
High school	7.5%	7%	7.9%
Some college – no degree	7%	7%	7%
Associate degree	5.4%	5.5%	5.2%
Bachelor's degree and higher	3.7%	3.8%	3.6%

Source: U.S. Bureau of Labor Statistics.

In 2013, less than 4% of U.S. women with a bachelor's degree and higher were unemployed, while nearly 13% of women with less than a high school degree were unemployed.²⁶ This relationship between education and unemployment is mirrored for all residents at the state and local levels.

Unemployment Rate (25-64 years) by Educational Attainment, 2013²⁷

	Los Angeles	California
< High school	10%	12%
High school	12%	11%
Some college or associate's degree	10%	9%
Bachelor's degree or higher	7%	5%

Note: These data are not disaggregated by gender.

Source: U.S. Census Bureau, 2013 ACS 1-Year Estimates.

In Los Angeles, the unemployment rate of the least educated (those with less than a high school degree) is less than that of the state and the nation, but more of L.A.'s college graduates are unemployed than in the state or the nation.

Most available jobs require a minimum level of education, further linking employment rates with educational attainment.

²⁶ Bureau of Labor Statistics, Labor Force Statistics from the Current Populations Survey, 2013. Table 7. www.bls.gov/cps/

²⁷ U.S. Census Bureau, 2013 ACS 1-Year Estimates. Table B23006: *Educational Attainment by Employment Status for the Population 25-64 Years*. <http://factfinder2.census.gov>

Average Annual Job Openings by Entry-Level Education²⁸

Educational Level	Average Annual Job Openings (Number of job openings in sample=162,120)
Less than high school	33%
High school diploma or equivalent	38%
Some college, no degree	<1%
Associate's degree	4%
Bachelor's degree	16%
Postsecondary non-degree award	4%
Master's degree	2%
Doctoral/professional degree	2%

Source: Employment Development Department, State of California Labor Market Information (September 2012).

At least two-thirds of average annual job opportunities statewide require at least a high school degree.²⁹

Educational Attainment of Los Angeles' Women

Today, 25% percent of Los Angeles women (25 years and older) have not completed high school; fewer than one-third (31%) have a bachelor's degree or higher.³⁰

Comparison of Educational Attainment, by City and Gender (25 Years and Over)³¹

	L.A. Women	L.A. Men	NYC Women	NYC Men	Chicago Women	Chicago Men	Houston Women	Houston Men
Less than high school	25%	25%	20%	20%	18%	20%	23%	25%
4-year college degree or greater	31%	32%	35%	34%	35%	34%	30%	30%

Source: U.S. Census Bureau, 2012 ACS 1-Year (Table S1501).

Among comparable U.S. cities, Los Angeles has a greater percentage of women with less than a high school education. Based on the survey of educational requirements for occupational clusters, a higher level of educational attainment will be needed for women to qualify for higher-paying jobs.

²⁸ Employment Development Department, State of California Labor Market Information. "2010-2020 Occupations with Most Openings, Los Angeles-Long Beach-Glendale Metropolitan Division." (September 2012)

²⁹ Bureau of Labor Statistics, *Labor Force Statistics from the Current Population Survey, 2013*. Table 7. *Employment Status of the Civilian, Non-Institutional Population, 25 Years and Over, by Educational Attainment, Sex, Race, and Hispanic or Latino Ethnicity*. Retrieved from: www.bls.gov/cps/.

³⁰ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table S1501. <http://factfinder2.census.gov>

³¹ Ibid.

Council District Highlight: More than half of the women in each of the following districts have a high school education or less: Council Districts 1 (East/Northeast L.A.), 6 (Central San Fernando Valley), 7 (Northeast San Fernando Valley), 8 (South Central L.A.), 9 (Southeast L.A.), 14 (Downtown/East/Northeast) and 15 (Harbor Area). (See Appendix D, “Educational Attainment of Los Angeles Women.”) Please also see City Council District profiles published by the Los Angeles County Economic Development Corporation, Economic and Policy Analysis Group: Industry and Market Intelligence for the City of Los Angeles, Appendix A2 at www.LAEDC.org

Field of Study for Baccalaureate Degrees

Currently in Los Angeles, 35% of all bachelor’s degree holders have a degree in science and engineering; 35% in arts, humanities and communications; 18% in business; 7% in other science-related fields; and 5% in education.³²

Field of Bachelor’s Degree for L.A. Population
(25 Years and Over)

	Overall (Total: 806,592)	Women (Total: 405,908)	Men (Total: 400,684)
Science and engineering	35%	29%	41%
Business	18%	16%	19%
Education	5%	9%	2%
Arts, humanities, other	35%	37%	33%

Source: U.S. Census Bureau (Tables B15010 and B15011).

Significantly more L.A. men than women hold baccalaureate degrees in science and engineering (41% to 29%, respectively). This is noteworthy given the fact that STEM careers are often some of the highest-paying professions available in metro areas. More positively, nearly as many L.A. women as men hold degrees in business.

Field of Bachelor’s Degree for Women
(25-39 Years of Age)³³

	Los Angeles Women (Total: 170,552)	California Women (Total: 1,390,420)	U.S. Women (Total: 11,102,120)
Science and engineering	32%	38%	31%
Business	15%	17%	18%
Education	4%	6%	13%
Arts, humanities, other	41%	31%	27%

Source: U.S. Census Bureau (Table B15011).

³² U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table B15010, *Detailed Field of Bachelor’s Degree for First Major for the Population 25 Years and Over* for composite data; Table B15011, *Sex by Age, by Field of Bachelor’s Degree for First Major, for the Population 25 Years and Over* for gender-specific data. Retrieved from: <http://factfinder2.census.gov>.

³³ Ibid. Table B15011, selected for Los Angeles, the State of California and the United States.

When we narrow our survey of bachelor's degree holders to people ages 25-39, we see a slight increase in the percentage of L.A. women who have earned degrees in science and engineering (29% to 32%), as well as in the arts and humanities (37% to 41%). Within this younger demographic, fewer women hold education degrees (9% to 4%).

Compared with the nation, roughly the same proportion of women of Los Angeles ages 25-39 are earning degrees in science-related fields, business, and education; a significantly greater proportion of young women are earning degrees in the arts and humanities.

Workforce Development

City government and nonprofits can play a role in preparing and assisting workers to join the workforce. For example, the City of Los Angeles' Economic & Workforce Development Department currently operates 17 WorkSource Centers which offer free, comprehensive employment services, including specialized job training and placement assistance. The WorkSource system was significantly redesigned in July 2014 to focus on practical training for emerging job sectors. Since then, 94,759 people have been served, which is over 20,000 more than the previous year; 45% of those served were women (8% of customers did not disclose gender).³⁴

The City also operates 13 YouthSource Centers, which provide young people, ages 14-24, with job preparation and educational services. YouthSource programs have demonstrated success in helping youth earn degrees or in placing them into jobs, military service or college. From July 2012 to June 2013, 90% of all females served were placed into jobs or postsecondary education, and 67% of all females attained a high school degree or equivalent (compared with 81% and 63% of all males, respectively). In 2014, HIRE LA's Youth, a joint City/County summer jobs program, provided first-time job experience to 10,935 young people, 58% of whom are female.³⁵

ANALYSIS: Educational attainment is closely connected to future employment, and this has real implications for many of L.A.'s women and the City as a whole. Los Angeles' economy cannot thrive and grow if 25% of its potential female workforce lack a high school degree and 69% lack a college degree.

³⁴ Economic and Workforce Development Department, City of Los Angeles.

³⁵ Ibid.

An Educated Workforce

KEY FINDING: As is the case nationally, L.A. women with post-secondary degrees have exponentially more career choices than women with a lower level of education, and those careers that require more education usually pay more and provide more stability.

Women with a bachelor’s degree or higher have career choices not available to those with less education. Women whose field of study matches current and emerging markets have greater opportunities for stable and relatively well-paying jobs.

Occupations in L.A. County With Most Projected Job Openings, 2010-2020 ³⁶

Entry level education	Sample occupations	2012 median annual salary for women and men collectively
Doctoral/professional degree	Postsecondary educators Medical Scientists Lawyers	\$66,627 \$72,294 \$156,963
Master’s degree	Marriage and Family Therapists Occupational Therapists Healthcare Social Workers	\$48,951 \$87,868 \$57,069
Bachelor’s degree	Biomedical/Environmental Engineers Market Research Analysts Accountants and Auditors Elementary/Secondary Teachers	\$87,399/\$82,586 \$58,174 \$68,193 \$70,230/\$64,087
Associate’s degree	Occupational Therapy Assistants Physical Therapy Assistants	\$64,758 \$57,548
High school or equivalent	Physical Therapist Aides Medical Secretary Office clerks, General	\$26,426 \$33,483 \$29,692
Less than high school	Retail Salespersons Cashiers Home Health Aides	\$21,849 \$20,017 \$20,913

Source: State of California, Employment Development Department (September 2012).

Some of the highest-paying jobs in this table require graduate work or certification beyond a four-year college degree. Higher-paying jobs that require only a bachelor’s degree include engineers, analysts, accountants and auditors, and experienced elementary and secondary school teachers.

The importance of a post-secondary education can also be seen when examining the academic qualifications of Angelenos currently working in higher-paying occupations. The next series of tables illuminate the difficulty of earning a high-paying job in several occupational clusters without a higher-level degree.

³⁶ 2010-2010 Los Angeles County Projection Highlights, California Employment Development Department (October 2012): *2010-2020 Comparison of Growing Occupations by Entry Level Education*. www.labormarketinfo.edd.ca.gov; Salary information from California Employment Development Department (September 2012), 2010-2012 Occupations with the Most Openings (Los Angeles County). www.labormarketinfo.edd.ca.gov/LMID/

Educational Attainment of All L.A. Workers in Legal Occupations ³⁷

Legal Occupations	< High School	High School	Some College/ Associate Degree	Baccalaureate Degree	Graduate/ Professional Degree
Lawyers, judges, magistrates	N/A	N/A	0.5%	1%	98%
Judicial law clerks	N/A	N/A	N/A	30%	70%
Paralegals/legal assistants	2%	7%	35%	42%	14%
Miscellaneous legal support workers	2%	16%	37%	33%	13%

Note: These data are not disaggregated by gender.

Source: U.S. Census Bureau, EEO Tabulation 2006-2010, 5-Year ACS data. (EEO-ALL08W)

The median salary for 12-month full-time working women in legal occupations is \$73,000. In the legal occupations, greater than 98% of lawyers, judges, and magistrates have a graduate or professional degree. The majority of paralegals, legal assistants and legal support workers have at least some college experience. Only 4% of workers in all of these occupations have less than a high school education.

Educational Attainment of All L.A. Workers in Health Diagnosing/Treating Occupations ³⁸

Health Diagnosing/treating Occupations	< High School	High School	Some College/ Associate's Degree	Baccalaureate Degree	Graduate/ Professional Degree
Registered nurses	N/A	0.7%	33%	53%	13%
Dietitians and nutritionists	3%	13%	13%	26%	45%
Physician assistants	1%	3%	13%	46%	38%
Audiologists	N/A	N/A	N/A	13%	87%
Recreational therapists	16%	N/A	16%	42%	26%
Speech/language pathologists	N/A	N/A	N/A	8%	92%
Dental hygienists	N/A	5%	18%	63%	14%

Note: These data are not disaggregated by gender.

Source: U.S. Census Bureau, EEO Tabulation 2006-2010, 5-Year ACS data. (EEO-ALL08W)

The median salary for 12-month, full-time working women in this occupational cluster is \$67,000. In health diagnosing and treating occupations, a specific license is required for nearly all occupations and a professional degree above a baccalaureate level degree is required for primary professionals such as physicians, dentists, nurses, veterinarians and optometrists.

³⁷ U.S. Census Bureau, EEO Tabulation, 2006-2010 American Community Survey 5-Year Estimates. (EEO-ALL08W) *Detailed Census Occupation by Educational Attainment, Sex, and Race/Ethnicity for Worksite Geography, Total Population (Civilians employed at work 16 years and over)*. Retrieved from: <http://factfinder2.census.gov>.

³⁸ Ibid (EEO-ALL08W).

The largest segment of the L.A. healthcare workforce consists of registered nurses, 85% of whom are female.³⁹ In Los Angeles, the majority of RNs (53%) have a baccalaureate degree; a third (33%) have an associate’s degree; and 13% have a graduate degree.

In 2011, the Institute of Medicine published recommendations for the future of nursing, including moving the entry level requirement for a nurse to a baccalaureate degree.⁴⁰ While more than half of new nurses graduating today hold a two-year (associate) degree,⁴¹ many healthcare organizations are already expressing a preference for RNs with a baccalaureate degree; hospitals seeking “magnet status” require a baccalaureate degree in nursing for entry level.⁴²

Educational Attainment of All L.A. Workers
in Protective Services Occupations⁴³

Protective Services Occupations	< High School	High School	Some College or Associate’s Degree	Baccalaureate Degree	Graduate/ Professional Degree
Firefighters	1%	9%	64%	24%	1%
Police officers	1%	13%	54%	26%	6%
Transportation security screeners	5%	41%	43%	10%	2%
Miscellaneous law enforcement workers	27%	32%	36%	N/A	N/A

Note: These data are not disaggregated by gender.

Source: U.S. Census Bureau, EEO Tabulation 2006-2010, 5-Year ACS data. (EEO-ALL08W)

Overall, very few women are employed in protective services; the median salary of women who are is \$67,000. While many protective services workers do not have a four-year college degree — and in some jobs many have no college experience — each of these professions has a rigorous qualifying course required for certification.

³⁹ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table B24020).

⁴⁰ Institute of Medicine of the National Academies (2011). *The Future of Nursing: Leading Change, Advancing Health*. Washington, D.C., The National Academies Press.

⁴¹ California Board of Registered Nursing, 2012-13 Annual Schools Report (released April 2014).

Table 7. www.rn.ca.gov

⁴² Magnet status is granted by the American Nurse Credentialing Center (ANCC) to hospitals in recognition for quality nursing care. www.nursecredentialing.org/magnet.aspx

⁴³ U.S. Census Bureau, EEO Tabulation. 2006-2010 American Community Survey 5-Year Estimates. (EEO-ALL08W)

Educational Attainment of All L.A. Workers
in Management and Business/Financial Occupations ⁴⁴

Management Occupations	< High School	High School	Some College or Associate's Degree	Baccalaureate Degree	Graduate or Professional Degree
CEOs and legislators	2%	9%	22%	43%	24%
General and operations managers	4%	12%	31%	37%	16%
Market research analysts and marketing specialists	3%	2%	20%	53%	22%
Accountants and auditors	N/A	3%	15%	63%	18%
Financial analysts	2%	4%	5%	42%	47%

Note: These data are not disaggregated by gender.

Source: U.S. Census Bureau, EEO Tabulation 2006-2010, 5-Year ACS data. (EEO-ALL08W)

The median salary for full-time working women in management and business/financial occupations is between \$52,000-\$56,000, and the majority of all employees possess a bachelor's degree or greater.

Educational Attainment of All L.A. Workers in STEM Occupations ⁴⁵

	< High School	High School	Some College or Associate's Degree	Baccalaureate Degree	Graduate/ Professional Degree
Civil engineers	N/A	2%	7%	59%	10%
Computer programmers	1%	6%	21%	53%	20%
Software developers	1%	0.4%	17%	49%	33%
Web developers	2%	6%	25%	57%	10%
Mathematical science, including mathematicians and statisticians	N/A	N/A	15%	35%	50%
Biological scientist	N/A	N/A	4%	49%	47%
Medical scientist	N/A	N/A	N/A	7%	93%
Environmental scientist and geoscientist	N/A	N/A	7%	42%	51%
Physical scientist	N/A	N/A	3%	35%	62%
Biological technicians	N/A	18%	55%	27%	N/A
Other technicians/ research assistants	8%	6%	32%	40%	14%

Note: These data are not disaggregated by gender.

Source: U.S. Census Bureau, EEO Tabulation 2006-2010, 5-Year ACS data. (EEO-ALL08W).

Detailed Census Occupation by Educational Attainment, Sex, and Race/Ethnicity for Worksite Geography, Total Population (Civilians Employed at Work 16 Years and Over).

⁴⁴ Ibid. *Detailed Census Occupation by Educational Attainment, Sex, and Race/Ethnicity for Worksite Geography, Total Population (Civilians employed at work 16 years and over)*. Retrieved from: <http://factfinder2.census.gov>.

⁴⁵ Ibid (EEO-ALL08W).

This broad range of science and technical occupations⁴⁶ has a median salary for full-time working L.A. women of roughly \$65,000, compared with \$77,000 for L.A. men in the same occupations.⁴⁷ A recent analysis of millions of online job postings in 2013 indicated that nearly half of all entry-level STEM jobs required a bachelor's degree or higher.⁴⁸

Cost of an Education

The cost of a higher education can vary widely depending on the type of degree and the institution attended.

For example, earning an associate's degree in California's public community colleges cost California residents on the order of \$1,100 in tuition annually (not factoring in campus and course-based fees).⁴⁹

- The cost of four-year degrees can differ greatly between a University of California system school, California State University system school, out-of-state institution or private institution. In general:
- For California State University system schools, resident tuition-only rates average \$5,500 per year.⁵⁰
- For University of California system schools, resident tuition-only rates average \$12,000 per year.⁵¹
- For the University of Southern California, L.A.'s largest private university, tuition and mandatory fees average \$48,000 per year.⁵²
- For Mount Saint Mary's University, L.A.'s private women's university, tuition and mandatory fees average \$35,000 per year.⁵³

ANALYSIS: Many occupations are expected to become more technically intensive in the future.⁵⁴ Thus, skills training and advanced educational opportunities can increasingly lead to better, higher-paying jobs. For example, a college degree in a STEM field will position job seekers of the future well for many of the current and emerging, technically intensive, occupations.

⁴⁶ Note that this cluster of STEM-related salary figures includes the social sciences, which are generally lower-paying jobs than other STEM occupations, and are not always included in the STEM fields.

⁴⁷ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table S402: *Occupation by Sex and Median Earnings in the Past 12 Months (in 2012 inflation-adjusted dollars) for Full-Time, Year-Round, Civilian, Employed Population, 16 Years and Over.*

⁴⁸ Burning Glass Technologies, reported by U.S. News. (Feb. 28, 2014) <http://www.usnews.com/news/stem-solutions/articles/2014/02/05report-stem-job-market-much-higher-than-previously-reported>

⁴⁹ California Community Colleges Chancellor's Office: www.cccco.edu

⁵⁰ The California State University: www.calstate.edu

⁵¹ University of California System: www.universityofcalifornia.edu/uc-system

⁵² University of Southern California: www.usc.edu

⁵³ Mount Saint Mary's University, Los Angeles: www.msmu.edu

⁵⁴ Industry Clusters in Los Angeles County, Los Angeles County Economic Development Corporation, Economic and Policy Analysis Group (Nov. 2012, revised July 2013). www.LAEDC.org

APPENDICES

APPENDIX A
Los Angeles' Employed Workforce by Gender (16 years and older),
by Council District

	Number of people employed workforce sample	% employed workforce comprised of women
CD 1	137,797	42%
CD 2	155,350	45%
CD 3	117,263	45%
CD 4	146,230	46%
CD 5	117,153	48%
CD 6	99,499	44%
CD 7	117,147	44%
CD 8	95,551	50%
CD 9	104,215	42%
CD 10	107,482	47%
CD 11	114,180	48%
CD 12	154,472	47%
CD 13	101,828	44%
CD 14	84,247	42%
CD 15	106,195	46%
L.A. (2012 1-Year)	1,791,992	45%
L.A. County (2012 1-Year)	4,506,700	46%
California (2012 1-Year)	16,778,061	46%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table S2401), for Council Districts; 2012 1-Year Estimates for L.A. City, County and State (Table S2401).

Council District Key

CD 1: East/Northeast L.A.	CD 6: Central San Fernando Valley	CD 11: West L.A., Coastal
CD 2: Southeast San Fernando Valley	CD 7: Northeast San Fernando Valley	CD 12: Northwest San Fernando Valley
CD 3: Southwest San Fernando Valley	CD 8: South Central L.A.	CD 13: Hollywood area
CD 4: Mid-City/Hollywood Hills area	CD 9: Southeast L.A.	CD 14: Downtown, East/Northeast L.A.
CD 5: West L.A., Inland	CD 10: Mid-City/ Baldwin Hills area	CD 15: Harbor area

APPENDIX B

**Distribution of Female Workforce in Occupational Clusters,
by Council District**

	Management, business, science, and arts occupations	Service occupations	Sales and office occupation	Natural resources, construction, et al.	Production, transportation, and material moving
CD 1	28%	30%	28%	0.8%	13%
CD 2	37%	26%	30%	0.7%	5%
CD 3	38%	25%	32%	0.6%	4%
CD 4	53%	17%	27%	0.2%	3%
CD 5	58%	13%	28%	0.4%	1%
CD 6	24%	34%	32%	0.8%	9%
CD 7	29%	26%	35%	0.9%	10%
CD 8	27%	31%	32%	0.6%	9%
CD 9	17%	32%	31%	1%	19%
CD 10	30%	33%	29%	0.7%	7%
CD 11	60%	13%	25%	0.2%	2%
CD 12	44%	18%	32%	0.7%	5%
CD 13	35%	32%	26%	0.5%	6%
CD 14	30%	26%	32%	0.7%	12%
CD 15	29%	26%	33%	1%	11%
L.A.	38%	25%	30%	0.6%	7%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table 2401).

Council District Key

CD 1: East/Northeast L.A.	CD 6: Central San Fernando Valley	CD 11: West L.A., Coastal
CD 2: Southeast San Fernando Valley	CD 7: Northeast San Fernando Valley	CD 12: Northwest San Fernando Valley
CD 3: Southwest San Fernando Valley	CD 8: South Central L.A.	CD 13: Hollywood area
CD 4: Mid-City/Hollywood Hills area	CD 9: Southeast L.A.	CD 14: Downtown, East/Northeast L.A.
CD 5: West L.A., Inland	CD 10: Mid-City/ Baldwin Hills area	CD 15: Harbor area

APPENDIX C1
Women Employed and in Poverty,
by Council District

Council District	# of women	% of all women in labor force	% of all women in poverty	% of women in poverty who are employed
CD 1	114,408	58%	28%	27%
CD 2	123,505	65%	18%	32%
CD 3	98,749	59%	14%	26%
CD 4	108,955	68%	16%	27%
CD 5	93,031	63%	16%	34%
CD 6	84,703	60%	23%	30%
CD 7	103,156	58%	17%	24%
CD 8	101,551	55%	26%	23%
CD 9	97,491	50%	41%	26%
CD 10	96,296	60%	24%	28%
CD 11	85,941	68%	11%	31%
CD 12	132,857	59%	13%	26%
CD 13	78,028	65%	22%	32%
CD 14	77,837	52%	22%	22%
CD 15	101,067	55%	22%	22%
L.A.	1,509,331	60%	21%	27%
California	14,577,474	59%	15%	26%
U.S.	122,406,910	60%	15%	29%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table B17005).

Council District Key

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CD 5: West L.A., Inland	CD 10: Mid-City/ Baldwin Hills area	CD 15: Harbor area

APPENDIX C2

Los Angeles' Female Workforce,
by Council District

	% workforce comprised of women	Median salary of working women
CD 1	42%	\$20,850
CD 2	45%	\$29,733
CD 3	45%	\$31,447
CD 4	46%	\$39,743
CD 5	48%	\$38,591
CD 6	44%	\$21,419
CD 7	44%	\$23,992
CD 8	50%	\$25,817
CD 9	42%	\$14,969
CD 10	47%	\$24,062
CD 11	48%	\$47,335
CD 12	47%	\$33,048
CD 13	44%	\$24,449
CD 14	42%	\$23,003
CD 15	46%	\$26,318
L.A.	45%	\$26,542
L.A. County (1-year)	46%	\$28,527
California (1-year)	46%	\$30,299

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table S2401).

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APPENDIX D

Educational Attainment of Los Angeles Women (25 years and older), by Council District ⁵⁵

	High school education or less	Bachelor's degree or more
CD 1	62%	20%
CD 2	41%	31%
CD 3	39%	33%
CD 4	23%	52%
CD 5	19%	59%
CD 6	58%	17%
CD 7	59%	15%
CD 8	51%	16%
CD 9	77%	7%
CD 10	48%	30%
CD 11	16%	59%
CD 12	35%	36%
CD 13	45%	31%
CD 14	62%	18%
CD 15	54%	17%
L.A.	45%	31%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates.

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⁵⁵ U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates. Sex by Educational Attainment (\$1501). <http://factfinder2.census.gov>

APPENDIX E
Commuting Characteristics of Los Angeles Workers
by Council District

	Number	Drive alone	Car-pool	Public Transit (no cab)	Walk	Other means	% who work at home	Average commute time (min)
CD 1	135,202	54%	12%	24%	4%	2%	4%	31
Women	56,681	51%	13%	24%	5%	2%	5%	30
Men	78,521	56%	11%	24%	3%	2%	3%	32
CD 2	151,530	71%	10%	8%	2%	2%	5%	30
Women	68,016	70%	11%	10%	2%	1%	6%	29
Men	83,514	72%	10%	7%	2%	3%	5%	30
CD 3	114,148	73%	10%	5%	3%	3%	6%	29
Women	51,424	73%	10%	6%	2%	2%	7%	27
Men	62,724	73%	11%	5%	3%	3%	5%	31
CD 4	142,420	69%	6%	8%	4%	2%	10%	28
Women	64,457	69%	7%	8%	5%	1%	10%	28
Men	77,963	70%	6%	7%	4%	3%	10%	28
CD 5	114,550	69%	6%	5%	9%	2%	9%	25
Women	54,659	69%	6%	5%	10%	2%	9%	24
Men	59,891	70%	5%	5%	8%	2%	10%	25
CD 6	97,504	66%	14%	10%	2%	3%	4%	31
Women	42,543	64%	13%	13%	3%	2%	5%	31
Men	54,961	68%	15%	9%	2%	3%	3%	31
CD 7	113,840	72%	17%	5%	2%	2%	3%	28
Women	50,351	72%	16%	5%	2%	1%	4%	27
Men	63,489	72%	18%	4%	1%	2%	2%	29
CD 8	92,946	70%	11%	13%	1%	1%	4%	32
Women	46,019	66%	11%	15%	2%	1%	5%	32
Men	46,927	73%	11%	11%	1%	2%	3%	32
CD 9	102,074	54%	12%	21%	7%	4%	3%	30
Women	42,468	47%	13%	24%	8%	3%	5%	31
Men	59,606	58%	11%	18%	5%	5%	2%	30
CD 10	104,945	62%	9%	20%	2%	2%	4%	32
Women	48,690	61%	10%	20%	3%	1%	5%	32
Men	56,255	64%	9%	20%	2%	3%	4%	32

CD 11	111,508	74%	6%	4%	3%	3%	10%	26
Women	45,455	75%	6%	4%	2%	2%	10%	26
Men	58,661	74%	6%	3%	3%	4%	10%	25
CD 12	150,381	76%	11%	5%	2%	2%	5%	30
Women	69,937	76%	10%	5%	2%	2%	5%	29
Men	80,444	76%	11%	4%	2%	3%	5%	32
CD 13	99,564	59%	8%	19%	5%	3%	6%	30
Women	43,092	58%	9%	20%	5%	2%	5%	30
Men	56,472	60%	7%	19%	5%	3%	6%	30
CD 14	82,503	59%	12%	16%	7%	3%	4%	29
Women	34,487	56%	13%	16%	8%	2%	5%	28
Men	48,016	61%	12%	15%	6%	3%	3%	29
CD 15	103,251	73%	13%	7%	3%	2%	3%	26
Women	46,769	72%	12%	8%	3%	1%	4%	26
Men	56,482		14%	5%	3%	2%	2%	27
L.A.	1,745,818	67%	10%	11%	4%	2%	6%	29
Women	784,064	66%	10%	12%	4%	2%	6%	29
Men	961,754	68%	10%	11%	3%	3%	5%	30
L.A. County	4,384,405	72%	11%	7%	3%	2%	5%	29
Women	1,991,233	71%	11%	8%	3%	1%	5%	28
Men	2,393,172	73%	11%	7%	3%	3%	4%	30

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (S0801), Commuting Characteristics by Sex.

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APPENDIX F1
Comparing Commuting Characteristics
of L.A. City and County Residents

	Number of workers	Drive alone	Car-pool	Public transit (not cab)	Walk	Other means	% who work at home	Average commute time (min)
L.A. City	1,745,818	67%	10%	11%	4%	2%	6%	29
Women	784,064	66%	10%	12%	4%	2%	6%	29
Men	961,754	68%	10%	11%	3%	3%	5%	30
L.A. County	4,384,405	72%	11%	7%	3%	2%	5%	29
Women	1,991,233	71%	11%	8%	3%	1%	5%	28
Men	2,393,172	73%	11%	7%	3%	3%	4%	30

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (S0801), Commuting Characteristics by Sex.

APPENDIX F2
Comparing Commuting Patterns for Los Angeles Women
With Those in Other Urban Areas

	Total workforce sample size	Female workforce	Average travel time to work for women (minutes)	% females who work from home
Los Angeles	1,745,818	784,064	28.6	6%
New York City	3,685,786	1,793,328	39.3	4%
Chicago	1,213,901	588,612	33.5	4%
Houston	988,261	431,637	24.4	4%
U.S.	139,893,639	66,006,210	23.7	4%

Source: U.S. Census Bureau, 2008-2012 ACS 5-Year Estimates. Table S0801.

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About Mount Saint Mary's University

Mount Saint Mary's is the only women's university in Los Angeles and one of the most diverse in the nation. The University is known nationally for its research on gender equity, its innovative health and science programs, and its commitment to community service. As a leading liberal arts institution, Mount Saint Mary's provides year-round, flexible and online programs at the undergraduate and graduate level. Weekend, evening and graduate programs are offered to both women and men. Mount alums are engaged, active, global citizens who use their knowledge and skills to better themselves, their communities and the world. www.msmu.edu

About the City of Los Angeles Commission on the Status of Women

The City of Los Angeles Commission on the Status of Women (CSW) was established through an ordinance passed by Mayor Tom Bradley and the Los Angeles City Council in 1975. The CSW's mandate is to advance the general welfare of women and girls in the Los Angeles community and to ensure that all women have full and equal participation in City government. The CSW is part of the Housing + Community Investment Department (HCID) and plays an integral role in HCID's mandate to strengthen communities. In 2015, the CSW proudly celebrates its 40th year in service. www.lawoman.lacity.org

The Report on the Status of Women and Girls in the City of Los Angeles is available online at www.lamayor.org/statusofwomen and www.msmu.edu/statusofwomen.