

Northwest Workforce Service Area Letter 104

Subject: Nontraditional Training for Women

Issuance Date: 1 January 2004, Revised 1 July 2008

Effective Date: 1 January 2004

Action: Program providers must be aware of nontraditional occupations for women and this policy provides guidance in providing information on nontraditional occupants to WIA clients in the Northwest Workforce Service Area.

Who: Workforce Investment Board, Local Elected Official Board Members, and Program Providers.

Background: Nontraditional occupations are those where women comprise 25 percent or less of the total workers. They are often skilled or technical jobs that typically pay 20-30 percent more than jobs traditionally held by women. Because nontraditional jobs pay considerably more, they can help women to attain economic self-sufficiency, support their families and build assets. Every effort should be made to inform customers interested in non-traditional employment of the opportunities available within the Northwest Workforce Service Area in Occupations that are high demand and high pay.

Policy and Procedures: The following procedures are established for the purpose of assisting clients in becoming aware of nontraditional opportunities:

1. The orientation to WIA will include a component on nontraditional training for women.
2. Program providers will put forward every effort to enroll women in nontraditional training and to provide placement opportunities in a nontraditional field.
3. Program providers will document what effort has been taken to place women in nontraditional training or employment opportunities as well as the results of that effort.
4. See attachment A for a listing of nontraditional careers for women and the Minnesota median wage for these careers.
5. More information on nontraditional employment can be obtained at the following websites:
 - a. www.iseek.org
 - b. www.dol.gov
 - c. www.mncareers.org

Reference Section:

Attachment A: Nontraditional Careers for Women

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ATTACHMENT A

NONTRADITIONAL CAREERS FOR WOMEN

Nontraditional Careers for Women

Below is a list of nontraditional occupations for women. NOTE: The wage information below is produced by the Occupational Employment Statistics (OES) program in cooperation with the U.S. Bureau of Labor Statistics. This wage data has been escalated by the Third Quarter 2007 Employment Cost Index. Wages are presented as an hourly rate when possible. Occupation titles are marked with an asterisk (*) when only annual wage information is available.

<u>Career Title</u>	<u>Median Wage Minnesota</u>
Aerospace Engineers	\$34.93
Agricultural Equipment Operators	\$13.52
Amusement and Recreation Attendants	\$8.45
Animal Trainers	\$24.17
Architects, Except Landscape and Naval	\$32.25
Architectural and Civil Drafters	\$22.99
Athletic Trainers *	\$38,438.02
Automotive Body and Related Repairers	\$20.14
Automotive Glass Installers and Repairers	\$20.89
Automotive Service Technicians and Mechanics	\$17.36
Avionics Technicians	\$22.98
Bailiffs	\$13.08
Bakers	\$12.34
Brickmasons and Blockmasons	\$27.02
Bus and Truck Mechanics and Diesel Engine Specialists	\$19.69
Butchers and Meat Cutters	\$17.31
Cabinetmakers and Bench Carpenters	\$15.79
Camera and Photographic Equipment Repairers	\$18.14
Carpenters	\$20.65
Carpet Installers	\$23.28
Cartographers and Photogrammetrists	\$24.87
Cement Masons and Concrete Finishers	\$22.93
Chemical Engineers	\$35.64
Chemical Equipment Operators and Tenders	\$16.03
Chemical Plant and System Operators	\$20.52
Chemical Technicians	\$19.68
Civil Engineers	\$34.42
Cleaners of Vehicles and Equipment	\$10.41
Clergy	\$18.49
Coaches and Scouts *	\$24,385.07
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	\$16.34
Commercial Pilots *	\$43,099.80

Computer Hardware Engineers	\$43.10
Computer Software Engineers, Applications	\$39.04
Computer Software Engineers, Systems Software	\$42.62
Computer and Information Systems Managers	\$51.74
Computer, Automated Teller, and Office Machine Repairers	\$18.44
Computer-Controlled Machine Tool Operators, Metal and Plastic	\$17.02
Construction and Building Inspectors	\$27.33
Counter and Rental Clerks	\$9.30
Crane and Tower Operators	\$23.37
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$15.05
Dental Laboratory Technicians	\$19.64
Detectives and Criminal Investigators	\$30.48
Dredge Operators	\$26.91
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$16.88
Driver/Sales Workers	\$10.87
Drywall and Ceiling Tile Installers	\$30.72
Electric Motor, Power Tool, and Related Repairers	\$18.52
Electrical Engineers	\$37.83
Electrical Power-Line Installers and Repairers	\$29.08
Electrical and Electronic Engineering Technicians	\$23.10
Electrical and Electronic Equipment Assemblers	\$13.27
Electrical and Electronics Drafters	\$23.82
Electrical and Electronics Repairers, Commercial and Industrial Equipment Electricians	\$23.05
Electro-Mechanical Technicians	\$29.92
Electromechanical Equipment Assemblers	\$22.95
Electronic Home Entertainment Equipment Installers and Repairers	\$14.57
Electronics Engineers, Except Computer	\$16.82
Engineering Managers	\$36.57
Environmental Science and Protection Technicians, Including Health	\$50.68
Excavating and Loading Machine and Dragline Operators	\$20.58
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	\$22.62
Fallers	\$15.22
	\$14.50

Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$11.04
Nursery Workers	\$11.04
Farmworkers, Farm and Ranch Animals	\$10.49
Fire Fighters	\$13.42
First-Line Supervisors/Managers of Construction Trades and Extraction Workers	\$29.69
First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	\$21.46
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	\$27.21
First-Line Supervisors/Managers of Police and Detectives	\$34.32
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	\$22.87
Floor Layers, Except Carpet, Wood, and Hard Tiles	\$25.47
Food Batchmakers	\$14.57
Food Cooking Machine Operators and Tenders	\$11.88
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	\$12.56
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	\$15.32
Gaming and Sports Book Writers and Runners	\$9.70
Gas Plant Operators	\$22.66
Geoscientists, Except Hydrologists and Geographers	\$27.93
Glaziers	\$20.43
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$16.26
Health Educators	\$21.73
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	\$35.62
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	\$15.06
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$23.35
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	\$15.56
Helpers--Carpenters	\$11.36
Helpers--Electricians	\$11.38
Helpers--Installation, Maintenance, and Repair Workers	\$11.54
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	\$12.35

Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	\$13.94
Hoist and Winch Operators	\$17.52
Industrial Engineers	\$35.46
Industrial Machinery Mechanics	\$21.75
Industrial Truck and Tractor Operators	\$15.92
Inspectors, Testers, Sorters, Samplers, and Weighers	\$15.78
Instructional Coordinators	\$29.58
Landscape Architects	\$27.91
Landscaping and Groundskeeping Workers	\$11.74
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$17.41
Library Assistants, Clerical	\$10.85
Log Graders and Scalers	\$19.99
Logging Equipment Operators	\$16.99
Machine Feeders and Offbearers	\$13.88
Machinists	\$19.31
Meat, Poultry, and Fish Cutters and Trimmers	\$11.23
Mechanical Drafters	\$23.21
Mechanical Engineers	\$32.77
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	\$17.27
Millwrights	\$26.02
Mobile Heavy Equipment Mechanics, Except Engines	\$22.67
Molders, Shapers, and Casters, Except Metal and Plastic	\$15.92
Potters	\$15.92
Motorboat Mechanics	\$17.04
Motorcycle Mechanics	\$15.93
Natural Sciences Managers	\$49.52
Numerical Tool and Process Control Programmers	\$22.54
Operating Engineers and Other Construction Equipment Operators	\$24.28
Outdoor Power Equipment and Other Small Engine Mechanics	\$13.47
Painters, Construction and Maintenance	\$18.42
Painters, Transportation Equipment	\$18.10
Paperhangers	\$18.79
Parking Enforcement Workers	\$15.39
Parking Lot Attendants	\$9.67
Parts Salespersons	\$15.16
Paving, Surfacing, and Tamping Equipment Operators	\$22.84
Pest Control Workers	\$19.42

Pesticide Handlers, Sprayers, and Applicators, Vegetation	\$13.71
Petroleum Pump System Operators, Refinery Operators, and Gaugers	\$22.57
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	\$15.62
Plumbers, Pipefitters, and Steamfitters	\$29.23
Plumbers and Pipefitters	\$29.23
Police and Sheriff's Patrol Officers	\$24.78
Sheriffs	\$24.78
Power Plant Operators	\$29.12
Pressers, Textile, Garment, and Related Materials	\$10.99
Printing Machine Operators	\$18.49
Private Detectives and Investigators	\$16.30
Railroad Conductors and Yardmasters	\$25.95
Reinforcing Iron and Rebar Workers	\$28.27
Retail Salespersons	\$9.73
Riggers	\$21.76
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	\$15.40
Roofers	\$24.20
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$25.69
Sawing Machine Setters, Operators, and Tenders, Wood	\$13.85
Security Guards	\$12.64
Semiconductor Processors	\$16.45
Service Station Attendants	\$10.22
Sheet Metal Workers	\$26.07
Slaughterers and Meat Packers	\$12.32
Stationary Engineers and Boiler Operators	\$23.36
Stonemasons	\$21.41
Structural Iron and Steel Workers	\$30.47
Surveying and Mapping Technicians	\$22.36
Surveyors	\$28.62
Tapers	\$28.29
Taxi Drivers and Chauffeurs	\$10.96
Telecommunications Equipment Installers and Repairers, Except Line Installers	\$25.96
Telecommunications Line Installers and Repairers	\$19.72
Terrazzo Workers and Finishers	\$24.29
Textile Bleaching and Dyeing Machine Operators and Tenders	\$11.97
Tile and Marble Setters	\$22.16

Timing Device Assemblers, Adjusters, and Calibrators	\$14.56
Tool and Die Makers	\$22.95
Transportation Inspectors	\$33.09
Transportation, Storage, and Distribution Managers	\$40.03
Tree Trimmers and Pruners	\$18.66
Truck Drivers, Heavy and Tractor-Trailer	\$18.64
Truck Drivers, Light or Delivery Services	\$13.35
Umpires, Referees, and Other Sports Officials *	\$31,248.62
Upholsterers	\$12.01
Water and Liquid Waste Treatment Plant and System Operators	\$20.88
Welders, Cutters, Solderers, and Brazers	\$17.08
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	\$16.90
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	\$13.78

Source: Current Population Survey (<http://www.bls.gov/cps/>) and Minnesota Salary Surveys (<http://www.deed.state.mn.us/lmi/wages.htm>), Minnesota Department of Employment and Economic Development.