

MINIMUM WAGE

FACT SHEET

Jobs With Largest Projected Growth 2012-2022: Almost Half are Low-Wage, Nearly Two-Thirds are Female-Dominated

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Job growth in the wake of the Great Recession has been concentrated in low-wage jobs,¹ especially for women.² Projections for job growth in the next decade show that disproportionate growth in low-wage, female-dominated jobs is expected to continue.

Projected job growth in the next decade is disproportionately in low-wage, female-dominated occupations.

- Of the 30 occupations the Bureau of Labor Statistics (BLS) projects will add the largest number of jobs in the next decade (2012-2022):³
 - Nearly two-thirds (18) are female dominated, with workforces that are 60 percent or more female.⁴
 - Almost half (13) are low wage, typically paying less than \$13.83 per hour.⁵
 - Five are very low-wage, typically paying less than \$10.10 per hour.⁶
- Among the 13 low-wage, high-growth jobs, twice as many are female-dominated compared to male-dominated:
 - Eight occupations are female-dominated, four are male-dominated, and one is mixed.
- All of the very low-wage, high-growth jobs are female-dominated. These jobs are personal care aides, home health aides, combined food preparation and serving workers (including fast food workers), childcare workers, and maids and housekeepers.

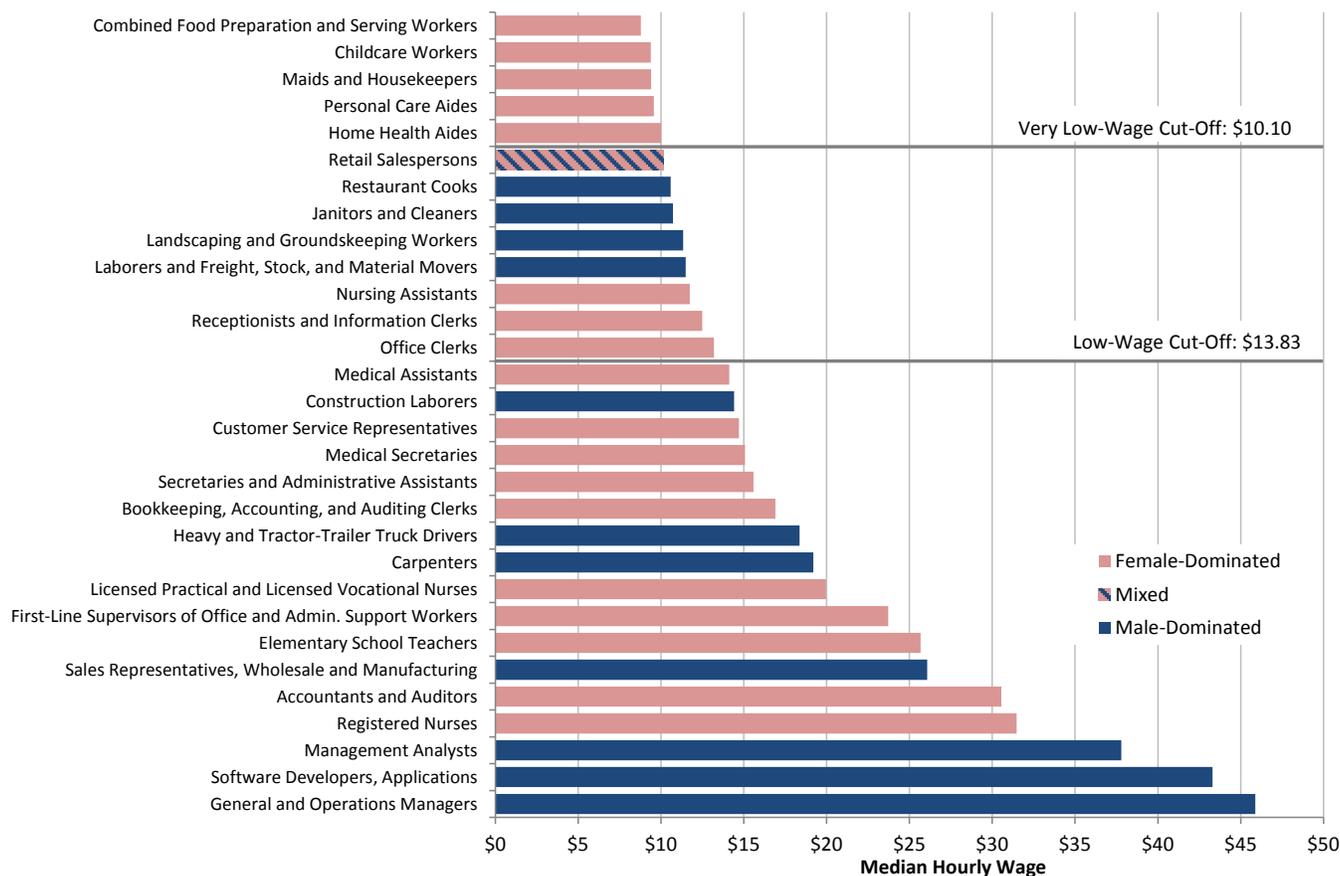
The 30 high-growth occupations are projected to account for nearly half of the total job growth between 2012 and 2022.

- The 30 high-growth occupations will add almost 7.4 million jobs to the economy between 2012 and 2022 - over 47 percent of total projected job growth during this period, despite the fact that these jobs represented one-third (33 percent) of the economy in 2012.⁷
- The workforce in 2012 in the 30 high-growth jobs was:
 - Disproportionately low wage: 51 percent of the workers in the 30 jobs worked in low-wage occupations.
 - Disproportionately female: 60 percent of the workers in the 30 jobs were female.

Job gains, especially women's job gains, have been concentrated in low-wage occupations during the recovery – and this trend is projected to continue. Our economy needs a range of jobs, but we need growth in jobs that provide a decent wage and benefits and allow families to be economically secure – and policymakers must take steps to make this happen.

See chart next page

Top 30 High-Growth Occupations, 2012–2022, by Median Hourly Wage



Source: Bureau of Labor Statistics. Data on projected growth and 2012 wages from Employment Projections—2012–2022, Table 1.4. Wages calculated by dividing median annual salary by 2,080 hours. Data on occupational gender composition from Current Population Survey, 2012 Annual Averages. Female-dominated occupations are 60 percent or more female.



- 1 National Employment Law Project (NELP), *The Low-Wage Recovery and Growing Inequality* (August 2012) available at http://nelp.3cdn.net/8ee4a46a37c86939c0_qjm6bkhe0.pdf. NELP's analysis defines low wage jobs as those with median hourly wages from \$7.69 to \$13.83 in 2012 dollars.
- 2 NWLC, *60 Percent of Women's Job Gains in the Recovery Are in the 10 Largest Low-Wage Jobs* (July 2013) available at <http://www.nwlc.org/sites/default/files/pdfs/60percentfactsheet.pdf>. In this analysis "low-wage jobs" are defined as occupations with median hourly wages of less than \$10.10.
- 3 Bureau of Labor Statistics, *Employment Projections: 2012-2022, Table 1.4: Occupations with the most job growth, 2012 and projected 2022*, available at http://www.bls.gov/emp/ep_table_104.htm (last visited Dec. 19, 2013).
- 4 This analysis defines female-dominated occupations as those with workforces that are 60 percent or more female. The share of workers who are female comes from Bureau of Labor Statistics, *Current Population Survey, 2012 Annual Averages, Table 11, Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity* available at <http://www.bls.gov/cps/cpsaat11.htm> (last visited Dec. 19, 2013). In some instances the share of women in a detailed occupation was not available, in which case the broader level of occupation was used. Of the 30 high-growth occupations, 18 have a workforce that was at least 60 percent female.
- 5 For this analysis low-wage occupations are defined as those which typically pay less than \$13.83 per hour. This figure was chosen to match the definition from the analysis by NELP (see note 1). Median hourly wages were calculated by dividing median annual salary by 2,080 hours (the number of hours of full-time, year-round work), the same method of calculation used by the Occupational Employment Statistics (OES). Median hourly wages for these positions match those reported by the OES for 2012 (http://www.bls.gov/oes/2010/may/oes_nat.htm#00-0000) when median hourly wages are available. For some occupations OES does not publish median hourly wages, in which case they are calculated here by the process described. Source of employment, projections and median annual wages: BLS Employment Projections, Table 1.4 (see note 3).
- 6 Very low-wage occupations are defined in this analysis as those with median hourly wages of less than \$10.10, the level to which the Fair Minimum Wage Act, currently pending in both houses of Congress, would raise the federal minimum wage if it were passed.
- 7 NWLC calculations, BLS Employment Projections, Table 1.4, *supra* note 3.