

Nevada Commission for Women, Survey Results Summary 2017

Workforce development is one of Governor Brian Sandoval’s significant initiatives and so the Nevada Commission for Women developed a survey to study one specific aspect of workforce development – what do women need to successfully join the workforce and take care of their families? The survey result summary from 373 responses is below.

“What do women need to successfully join the workforce and take care of their families?”	Result ranking of 373 responses
1. Child Care	52.2% 195
2. Equal Pay	28.15% 105
3. Cultural Support and Encouragement (i.e. change in social attitudes; more father involvement; employers that make family the top priority; equal value of a woman’s mind, self-confidence; improve family expectations of women; break the cycle to notice warning signs of unhealthy relationships; employers who treat their employees as valued partners; the mindset holds women back – the difference between a job and a career, etc.)	27.61% 103
4. Flexible Hours	22.7% 85
5. Family Leave (Includes Maternity Leave, Personal Sick Leave and Family Sick Leave)	22.22% 83
6. Education	18.28% 68
7. Skills Training	12.33% 46
8. Medical Benefits	7.77% 29
9. Other (The category code “Other” was used several ways which is why the percentage is so high. It was used to indicate when a response that was already coded with one of the allotted 8 category options, elaborated on an aspect of that topic. For instance, the topic of Child Care has various aspects such as cost, proximity to home or work, convenient hours, and/or quality of care. When a response provided more information than just the main topic, it was coded “Other” as a supplemental code. Responses were also coded “Other” to indicate when a completely different response was provided that didn’t “fall into” an already prescribed category heading; such as “Transportation.”	53.35% 199

The responses were categorized by common themes and the most prominent challenge facing women in the workplace is child care. The cost of child care is the biggest concern and has become an enormous barrier to a women's success in the workplace. Working women often struggle to afford child care because the cost consumes most of their paycheck.

Here are actual responses describing what's needed...

"Childcare. Absolutely childcare. With the cost of childcare so high, for some mothers in two parent households it is cheaper for mom to stay home. For single mothers (like me), we can't work without childcare. That becomes problematic when we make just enough to not qualify for a subsidy, leaving less money for food, clothes, etc. ...those of us that make a little more (than minimum wage) are still unable to afford childcare."

"Women with children need reliable affordable childcare to be able to go to work. Once employed, they need flexibility and paid time off to care for their children if they get sick. They need training and skills to help them get good paying jobs."

"Flexibility in the workplace – policies that are pro-family for both parents so it doesn't always fall on Mom to be the care giver."

"Support from the community in the same way men and boys are supported and encouraged."

"More flexibility in the work force and to be able to make the same income as male employees. Single parents should not have to rely on government assistance to provide for their children."

"There needs to be one central website where women can go to see ALL programs/organizations offering services and what is needed to qualify for assistance."

"A path to re-entering the workforce. I have a bachelor's and a decade of experience and can't even get an interview for a low-level job. It's very frustrating!"

"(A young woman needs) job opportunities with potential growth, childcare services while she learns, and programs for fathers to become more engaged with raising a child. Strong relationships need to be built to build a web of support allowing the young woman to flourish. Referring a woman to one program, and another, and another and yet another without linking her to a strong compassionate mentor to guide her through her journey, can be exhausting and devastating."

For more information about the Nevada Commission for Women, visit their website at:

<http://admin.nv.gov/CommissionForWomen/>

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