Women in Manufacturing
Presentation to

Forging Industry Association

2014 Fall Meeting
WiM Executive Director Allison Grealis
October 13, 2014
Women in Manufacturing Today

Women comprise 47% of the U.S. workforce — but — only 24% of the personnel at durable-goods manufacturers.

Women in Manufacturing Today

Women earn **more than half** of the associate’s, bachelor’s, and master’s degrees in the U.S.

Women hold **more than half** of all U.S. managerial and professional positions.

Women in Manufacturing Today

Interest in STEM Careers

Fourth Grade

Eighth Grade

BOYS

GIRLS

GIRLS

BOYS
Women in Manufacturing Today

Hear Her Story: Jada Dressler

At Women in Manufacturing, we are committed to supporting women in the manufacturing sector. We firmly believe that mentoring and building a community will help retain and attract women in manufacturing. As part of our mission, we’ve started “Hear Her Story” - a way for us to collect and share the stories of women we admire who are currently working in manufacturing. We hope their stories will inspire, inspire, and empower women in manufacturing today and those who are considering a career in the manufacturing sector.

If you are interested in sharing your story, please e-mail womeninmanufacturing@gmail.com.

Jada Dressler recently graduated from the University of Mississippi with a bachelor’s degree in Chemical Engineering. She is currently a Process Engineer at Zean Chemicals L.P. in Hattiesburg, MS. She is also working towards obtaining her master’s degree in Polymer Science Engineering through the University of Southern Mississippi. In her spare time, she enjoys running, reading, playing guitar, and traveling.

WIM: What drove you to pursue a career in engineering?

Jada: I watched a home video a few years ago of my siblings and I filmed on Christmas of 1991. I was three and half years old and, upon unwrapping one of my presents, I discovered it was the craddle I had wanted for my baby dolls. Of course, like most children’s toys, it came in pieces inside a box. Immediately, without instruction or parental help, I proceeded to put together the parts on my own. That said, maybe it’s always in me to want to be in manufacturing, to put things together. But as I grew up I only discovered more and more the attitude I possessed to pursue a profession in engineering. I have always possessed the desire to learn, build, discover, invent. If I can’t find exactly what I’m looking for, I make it myself. This has ranged from furniture to a hands free water drinking system for my road bicycle. I wanted to pursue a career I loved.
Women in Manufacturing Today

More women in leadership means higher annual revenue.
Wanted:

women in manufacturing
WiM Survey Shows Opportunity

The Future of Female Talent in the Manufacturing Sector

Survey Results

Measuring women’s perceptions about career paths in the manufacturing industry
WiM Survey Shows Opportunity

What are young women looking for in their future careers?

- interesting/challenging work
- high earning potential
WiM Survey Shows Opportunity

82% of women working in manufacturing report that the field offers interesting/challenging work that young women are seeking.

50% believe that good compensation is a benefit of the sector.
WiM Survey Shows Opportunity

74% of women working in manufacturing agreed that the industry offers multiple job roles for women.

>50% agreed manufacturing is a leading industry for job growth.
WiM Survey Shows Opportunity

only 7% selected manufacturing among the top 5 career fields they feel offers the most opportunity for young women.

What comes to mind when you think of a career in the manufacturing sector?
Updating the Image of Women in Manufacturing

We Can Do It!
What's WiM Doing?

Bridging the Gender Gap in Manufacturing

Today in manufacturing, there is an unmetable lack of skilled workers in the industry, and employers are keenly seeking women to fill the voids.

Allison Grealis
Director, Women in Manufacturing

Recruiting Women: Although manufacturing and STEM-related fields have experienced steady growth in recent years, the number of women pursuing careers in these fields have been on the decline.

"I was so used to being alone as a woman. It was a surreal experience." That’s what Lea Nichols says about her first experience at the Women in Manufacturing (WiM) annual SUMMIT. Nichols has built a successful career in the manufacturing sector, but she reports that she has had mostly male colleagues. It was that reality that first attracted Nichols to membership in WiM and to the 2013 SUMMIT in Detroit.

Tools for success
Founded in 2006, WiM is now nearly 500 members strong with representation from all across the country and a wide range of industries. With a robust online community as well as extensive programming at the regional and national level, WiM works to give members the resources and network they need to succeed.

And women’s success in manufacturing is important — for women and for manufacturing.

The U.S. manufacturing sector recently got some good news. According to the Institute for Supply Management (ISM), the sector’s pace of growth in August rose to its highest level in three years.

But ladders in these numbers is a set of troubling issues. The first is that even as manufacturing booms, the struggle to find qualified workers continues to plague employers. The second is that, while the U.S. manufacturing sector is growing, the number of women working in the sector still lags.

Breaking barriers
Women can and should pursue careers in manufacturing, but too often they conclude that manufacturing is a better fit for men. When we break down the negative stereotypes that create barriers for women, we will increase the number of women in manufacturing and help to decrease the skills gap.

WiM’s community is its strength, both for assisting women already in manufacturing and for building a bridge for future generations. WiM works to increase awareness and encourage women to consider manufacturing careers if they have ready access to role models with whom they identify. Role models like the Silverstein’s, a welding instructor and program director at the Milwaukee Area Technical College, like Lea Nichols, Silverstein’s shared her experiences in manufacturing on the WiM blog, she explained that she enjoyed seeing the traits of her job at the end of the day and found value in the stability, flexibility and salary a welding job provides.”Being a woman is not a limitation. You can be anything you want.”

It is that message of limitless opportunity for women in manufacturing that will be the centerpiece of this year’s SUMMIT in Schaumburg, IL on September 28 - October 1, 2014. Attendees will have numerous personal and professional development opportunities and enjoy keynote speakers, panel discussions, a networking lunch and plant tours.
What’s WiM Doing?

Manufacturing offers report says

Blog Entry: October 08, 2014 12:49 PM

The factors young women are looking for in a manufacturing career, according to a recent study done by Womanthology, are a mix of work-life balance, flexible schedules, and opportunities for growth.

According to a news release, the women surveyed were looking for a career, followed by work-life balance. The report also surveyed women currently working in manufacturing, and most of them said they would recommend the field to a young woman.

But, the report notes, young women who aren’t employed in manufacturing have a stable career choice — less than 10% of respondents are field with opportunities for women. (Compare the 30% who said they would recommend the field to a young woman.)

Overall, the report ended with a call to action for Women in Manufacturing to communicate the business side of manufacturing to leaders in the field.

For the news release, which includes a link to the full report, click here.
WiM: Join the movement

A few photos from tonight's AWESOME keynote speech from Chicken of the Sea COO David Roszmam. — at Hyatt Regency Schaumburg Chicago.
WiM Membership & Community Benefits

- Monthly webinars
- Mentoring programs
- WiMWorks Job Board
- Online networking directory
- Community & campus chapters
- Exclusive access to events, special programming and partnerships
- E-newsletter, *Impact*
- Annual meeting of members - #WIMSUMMIT
As a national event, we have women join us from around the country with the purpose of continued support to the attraction, retention and advancement of women in the manufacturing industry. This conference offers participants numerous personal and professional development opportunities.
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