



U.S. Department of Transportation
Federal Highway Administration



#RoadsToYourFuture

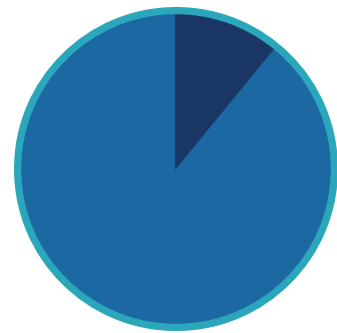
Breaking New Ground

Women Building
Careers in
Construction

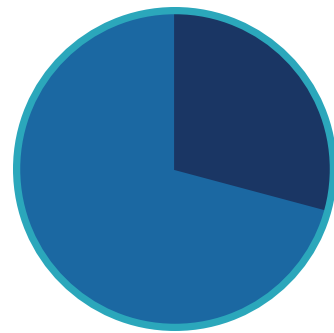
Photo Credit: Getty Images.

The Construction Industry: Where Strength Meets Innovation

Exciting journeys await women who pursue careers in construction. This is your chance to open doors and shatter barriers in what's traditionally been a male-dominated industry.



10.9% women vs. 89.1% men
Women vs. men in construction*



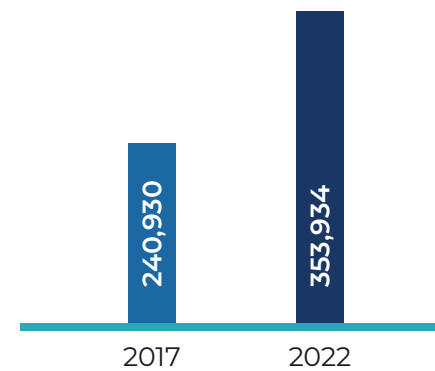
29.3% women vs. 70.7% men
Women vs. men in manufacturing*

*Source: U.S. Department of Labor.

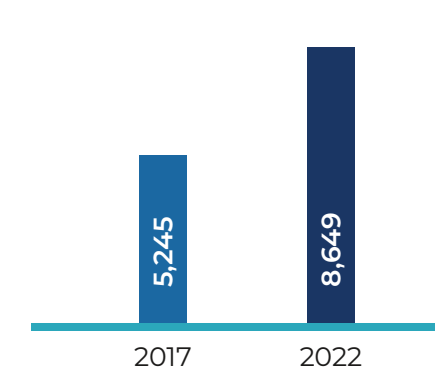
Underrepresented, but making strides

Women can work with the same power tools and operate the same machinery that men do. Yet women have been underrepresented in the construction industry for far too long.

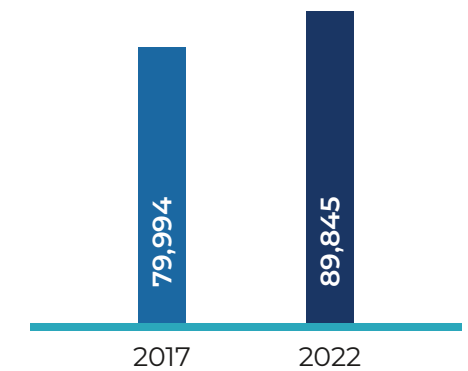
In recent years, women have made significant strides. From 2017 to 2022, the overall number of women in construction jobs increased by 47.3 percent.* Women apprentices increased by 64.9 percent, and women construction managers increased by 12.3 percent.†



Women in construction since 2017†



Women apprentices since 2017†



Women in construction management since 2017†

†Source: Institute for Women's Policy Research.

Benefits of a Career in Construction

Good salaries

It's true that women generally earn less than men—82.9 percent of what men make, on average. However, in the construction industry, this gender pay gap is smaller: Women in construction earn 95.5 percent of what men make. On top of that, construction workers earn an average of \$36 per hour, which is more than entry-level hires in other industries.

On-the-job training

Careers in construction do not require a college degree, and most positions are available as earn-as-you-learn apprenticeships. This means you can earn a great salary with excellent benefits without taking on student loan debt.

Career growth potential

Construction companies have a history of promoting from within. This means that the longer you work, the more likely you are to earn a promotion, which brings additional responsibility—and higher pay.

Job security

These jobs are in high demand. From now until 2031, it's estimated that the construction industry will see a 4 percent job increase.‡ Plus, construction jobs are difficult to automate, making them more stable. These jobs also have proven to be resistant to economic recessions.

Great for veterans

Military veterans are an important part of the construction industry. About 13.2 percent of all veterans enter construction after completing their service.‡ Women veterans, in particular, bring an abundance of skills to highway construction.

‡Source: U.S. Bureau of Labor Statistics.



Let's Get to Work

To discover more about thriving in the construction industry—including support, resources, and next steps—contact the department of transportation in your State.

Or check out one of the following organizations that support women in construction:

The Women's Bureau of the U.S. Department of Labor

www.dol.gov/agencies/wb



The National Association of Women in Construction

www.nawic.org



MOXY: The Voice of Women in Infrastructure

www.themoxyvoice.com



Vermont Works for Women

www.vtworksforwomen.org



Chicago Women in Trades

www.cwit.org



Women of Asphalt

www.wofa.memberclicks.net



“The world is yours in this industry, and right now it’s booming. I don’t think women should be scared of trying anything new. You shouldn’t have to put yourself in a box. Just do what makes you happy!”

—Genesis Tate
Highway Construction Worker in Idaho