



American Road
& Transportation
Builders Association

Women in Transportation Construction Careers: 2024 Benchmarking Report

Provided by:
Women Leaders and Workforce
Development Councils



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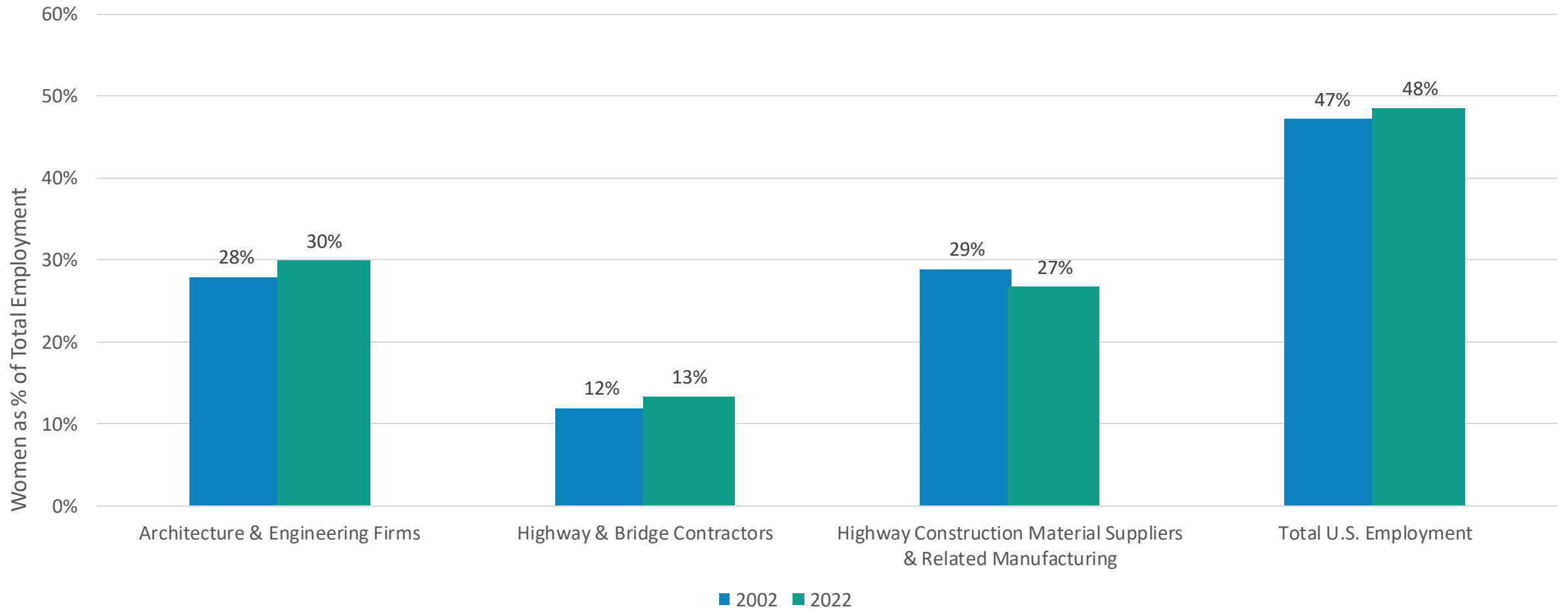


NICK DIBARTOLO
Rogers Group
Workforce Development
Council Co-Chair

OVERVIEW

- Provides current employment statistics for women in the transportation design & construction industry.
- Sectors covered under this definition include highway & bridge contractors, planning and design firms, and material supplier manufacturing.
- Includes interviews and profiles highlighting career pathways for women in transportation construction.

Women as % of Total Employment, by Industry 2002 and 2022



Source: ARTBA analysis of U.S. Census Bureau Quarterly Workforce Indicators for key industries related to highway and bridge construction.

KEY FINDINGS - Challenges

- While women accounted for 48 percent of total U.S. employment in 2022, the share of women employed in key segments of the transportation construction industry were significantly lower.
- In 2022, women employees accounted for:
 - 30 percent of architectural, engineering, and design employment,
 - 27 percent of transportation supplier manufacturing firms, and
 - 13 percent of highway and bridge contractor employment.
- Women as a share of employment in these key industries has been relatively flat or declining since 2002.

KEY FINDINGS – Positive Developments

- Despite this national trend, some states have shown significant gains in the number and share of women employees.
- Some states also have a share of women employees that is significantly higher than the national average.
- Top states for women employed in the highway construction, supplier manufacturing, and P&D industries:
 - Washington, D.C. (36.5% of employees are women),
 - Rhode Island (31.5%),
 - Massachusetts (29%)
 - New Jersey (28.9%),
 - California (28.9%)
 - New York (28.8%),
 - Illinois (28.7%), and
 - New Hampshire (28.2%).

Highway & Bridge Contractors



LISA WAGMAN
PRESIDENT,
WAGMAN, INC.

“We are always looking to attract women to Wagman through our recruiting efforts, and promoting the success of women in construction, but we are also looking to build a pipeline for the future. We have women from different operational roles, including engineering and estimating, share stories of success and challenges and let girls know that there are opportunities for women in construction.”

Highway & Bridge Contractors

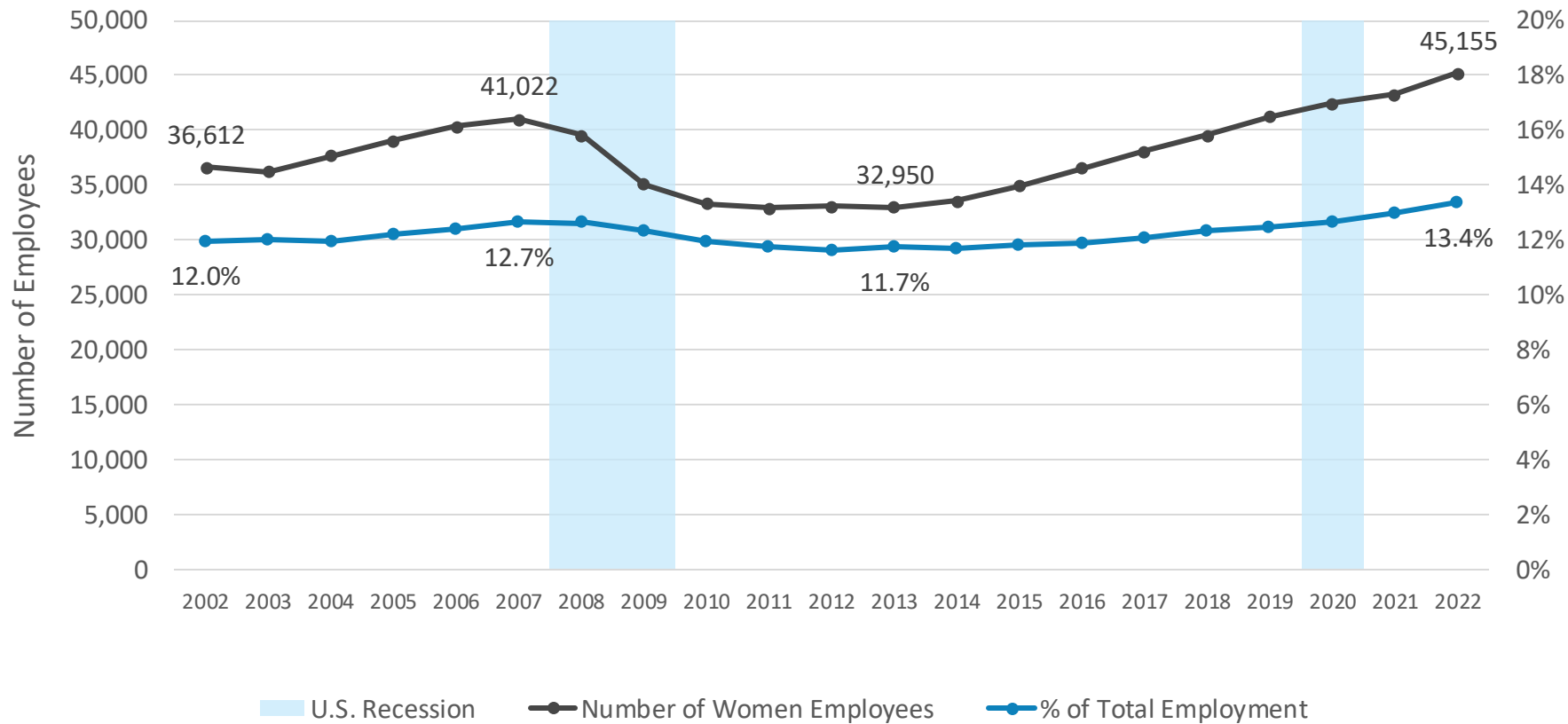
- In 2022, there were an average of 45,155 highway and bridge contractor jobs held by women.
- The share of women employed by highway and bridge contractors increased from 12 percent in 2002 to 13.4 percent in 2022.

The following state have the highest share of women employees:

- Maryland (18.3% of all workers are women),
- Washington (16.6%),
- Oregon (16.4%),
- North Dakota (16%),
- Montana (15.8%),
- Colorado (15.7%), and
- Texas (15.4%).

Highway & Bridge Contractors

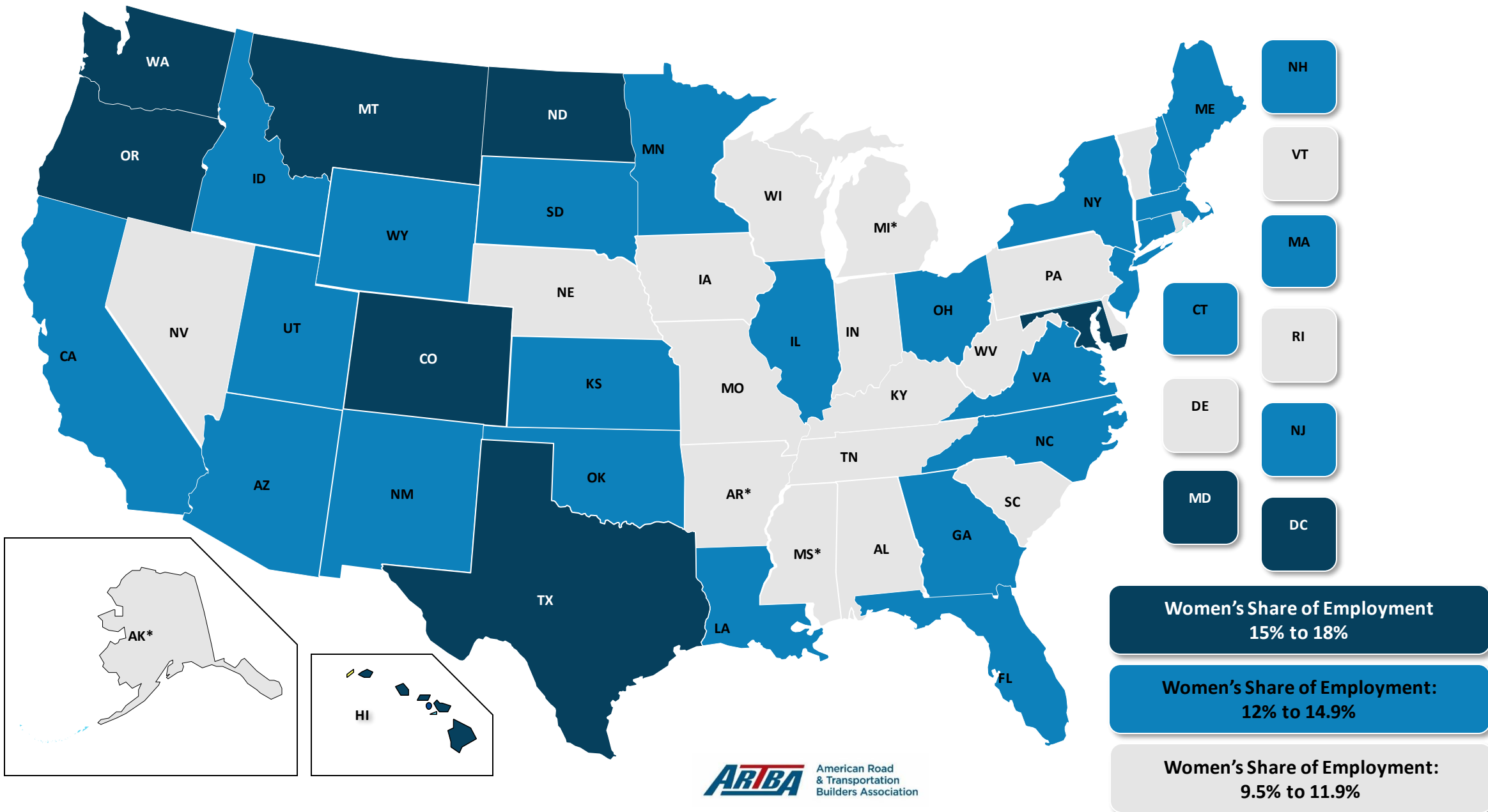
Women Workers – Average Annual Employment



- The number of women employed by highway and bridge contractors in 2022 continued to grow, reaching over 45,000 workers.
- Women did not suffer job losses after the COVID-19 recession in 2020.
- ARTBA estimates that about 25 percent of women employed in the industry are in construction and extraction roles, including construction supervisors, maintenance workers, laborers, carpenters, and equipment operators.

Source: ARTBA analysis of U.S. Census Bureau Quarterly Workforce Indicators. Does not include data for Michigan, Mississippi, Alaska, and Arkansas.

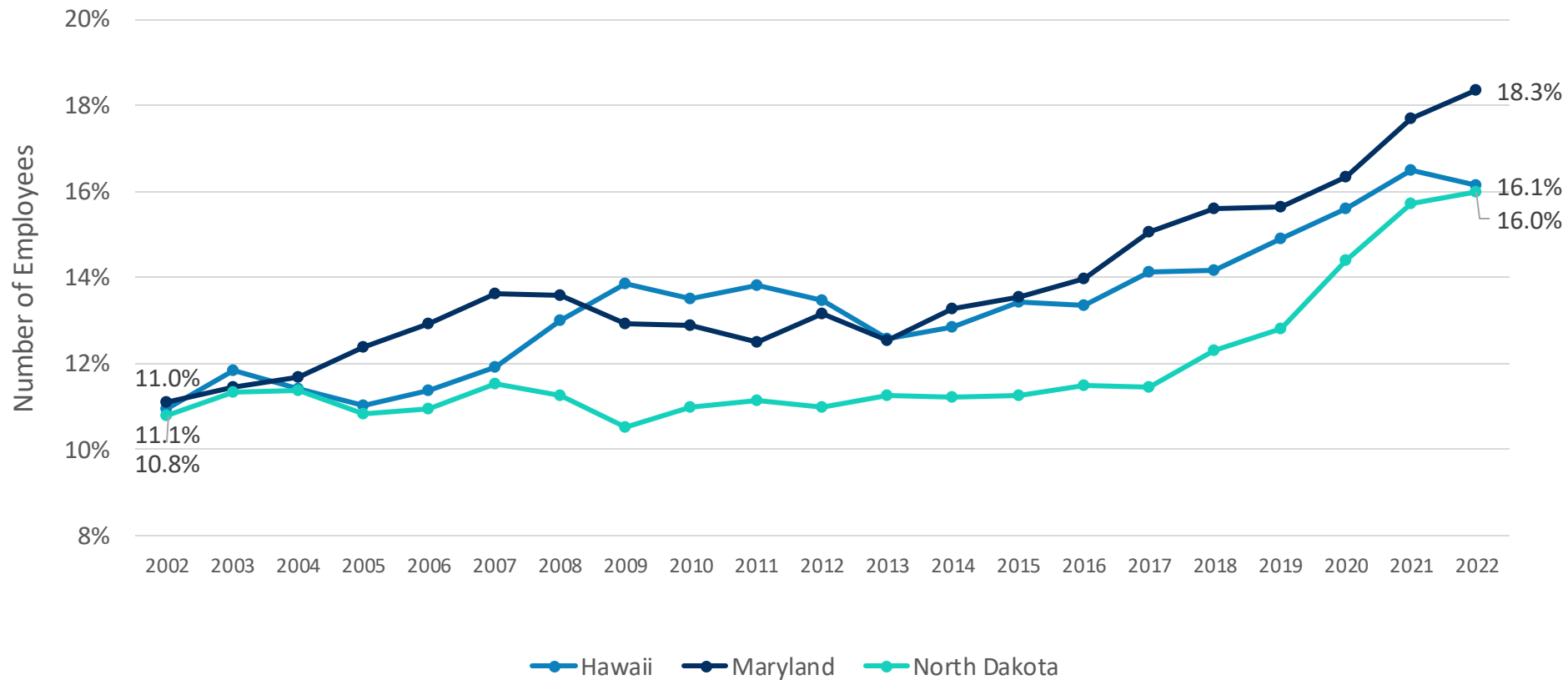
2022 - Share of Women in Highway & Bridge Contractor Employment



Source: U.S. Census Bureau, * 2022 data not available for Alaska, Mississippi, Michigan, or Arkansas.

Highway & Bridge Contractors

Women Workers – States Showing Greatest Increases in Employment Share



- The share of women employed by highway and bridge contractors grew significantly in these three states.
- These shares have grown significantly since 2017.

Source: ARTBA analysis of U.S. Census Bureau Quarterly Workforce Indicators.

Private Sector Architectural, Planning, & Design Firms



JOHN DERR
EXECUTIVE VICE PRESIDENT,
GANNETT FLEMING

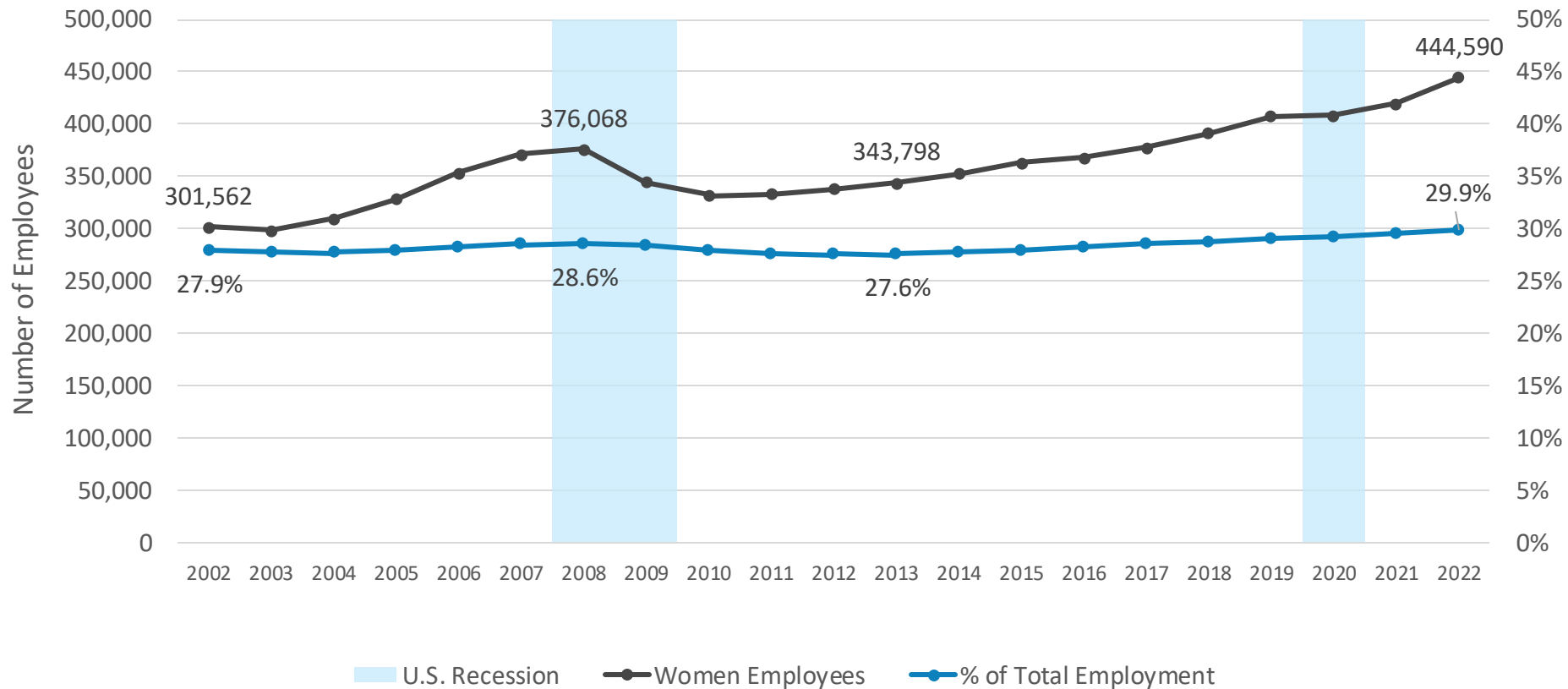
Finding qualified staff for construction projects can be a challenge in the current labor market. We can show a clear path of career advancement to our female job applicants and provide new employees with mentors who have successfully advanced their career while at the firm – and this has been critical towards recruitment and growth.

Private Sector Architectural, Engineering, and Related Services

- In 2022, there were an average of 444,590 architectural, engineering, and related service jobs.
- The share of women in architectural, engineering, and related service jobs has increased from about 28 percent in 2002 to 30 percent in 2022.
- Top states for women employed in the industry:
- Washington, D.C. (41% of all workers are women),
 - New York (34%),
 - Oregon (34%),
 - Washington (33.9%),
 - California (32.6%),
 - Hawaii (32.6%), and
 - New Jersey (32.2%).

Private Sector - Architectural, Engineering, and Related Services

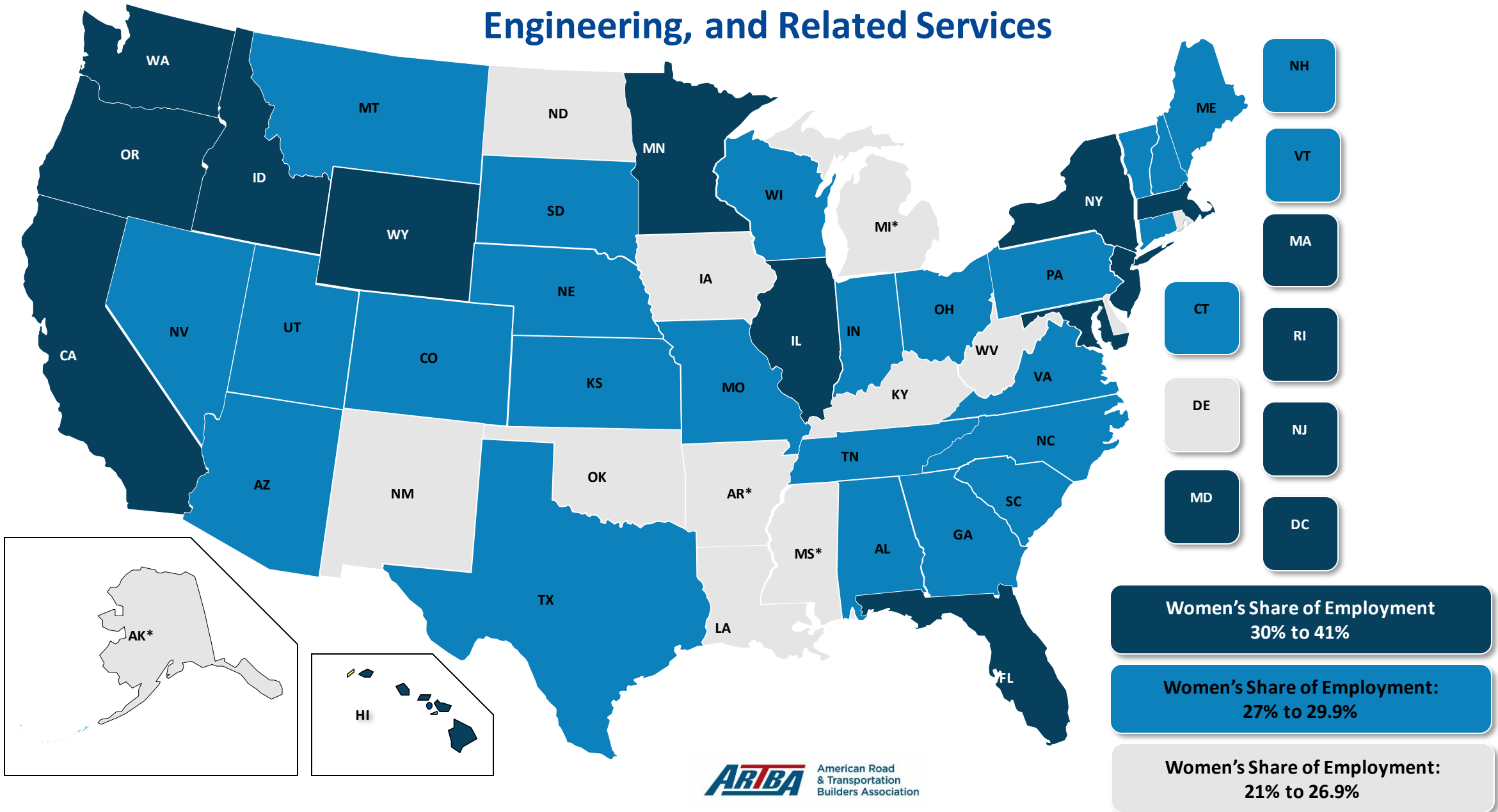
Women Workers – Average Annual Employment



- The number of women employed by private architectural and engineering firms has grown steadily since 2010.
- However, women as a share of employees has grown slightly, increasing from 28 percent in 2002 to 30 percent in 2022.
- This means that while the number of women employees is greater than before, this employment growth has been in line with overall hiring trends in the industry.

Source: ARTBA analysis of U.S. Census Bureau Quarterly Workforce Indicators. Does not include data for Michigan, Mississippi, Alaska, and Arkansas.

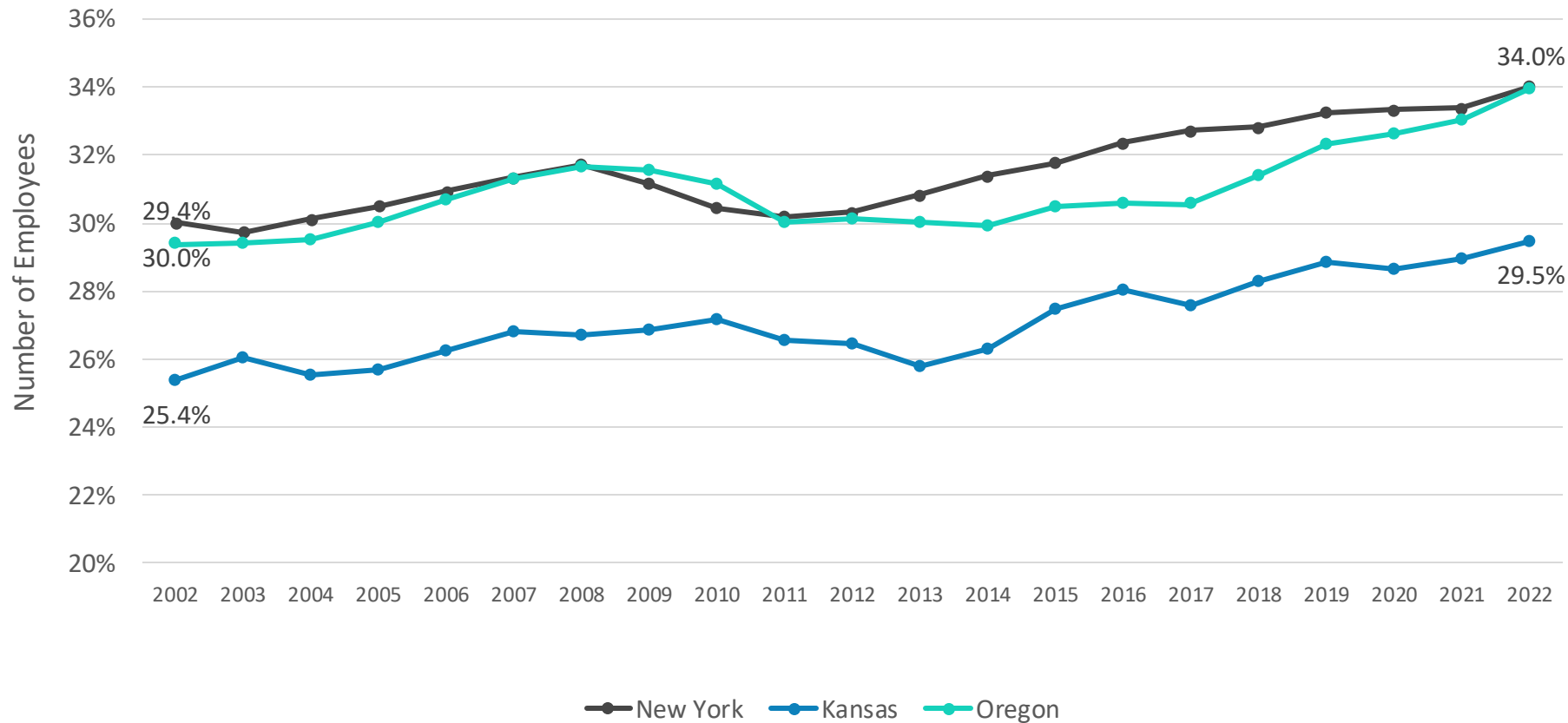
2022 - Share of Women in Private Firm Architectural, Engineering, and Related Services



Source: U.S. Census Bureau, * 2022 data not available for Alaska, Michigan, Mississippi, or Arkansas.

Private Sector - Architectural, Engineering, and Related Services

Women Workers – States Showing Greatest Increases in Employment Share



- New York, Kansas, and Oregon had the greatest increase in the share of women employees between 2002 and 2022.
- This growth in the share of women hired by architectural and engineering firms in these states has outpaced share growth in the industry overall and all women employees in the U.S. over the same period.

Manufacturing for Materials and Supplies

Includes Manufacturing for:
Metals, Cement and Concrete,
Clay Products, Communications Equipment, Electric Lighting,
Nonmetallic Minerals, Fabricated Metal Products,
Petroleum and Coal Products,
Plastic Products, and Engineered Wood.

Transportation Construction Supplier Manufacturing

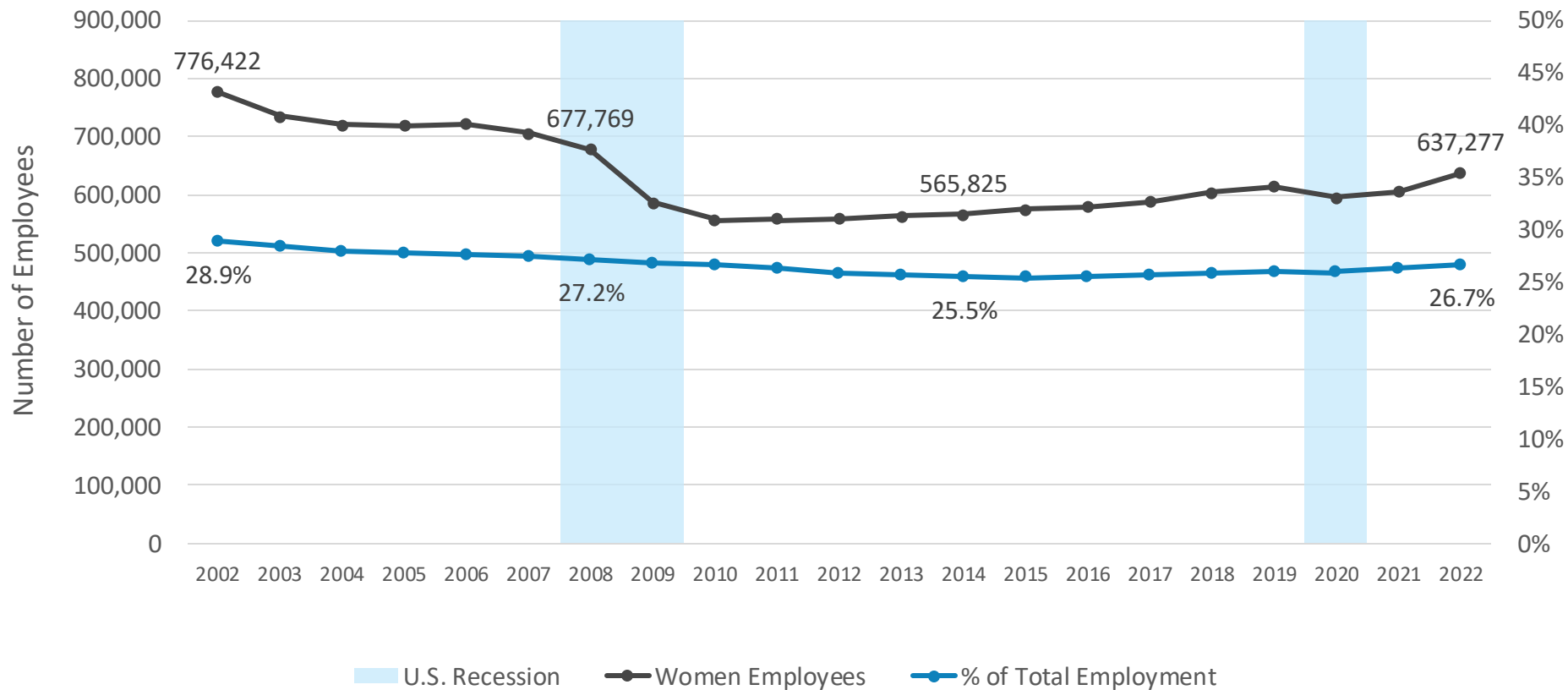
- Two-thirds of the materials and services purchased by transportation construction contractors include the products produced by these manufacturing industries.
- The share of women employed by these manufacturers declined from 29 percent in 2002 to 27 percent in 2022.

Job gains in 2021 and 2022 were driven by increased employment for electrical equipment manufacturing in Nevada, appliance manufacturing in South Carolina and Kentucky, structural metals manufacturing in Florida, and plastic manufacturing in Minnesota.

- Top states for women employed in these manufacturing industries:
 - Rhode Island (34.5%),
 - Washington, D.C. (34%),
 - Illinois (30%),
 - New Jersey (29.6%),
 - Connecticut (29.4%), and
 - Wisconsin (29.5%).

Transportation Construction Supplier Manufacturing

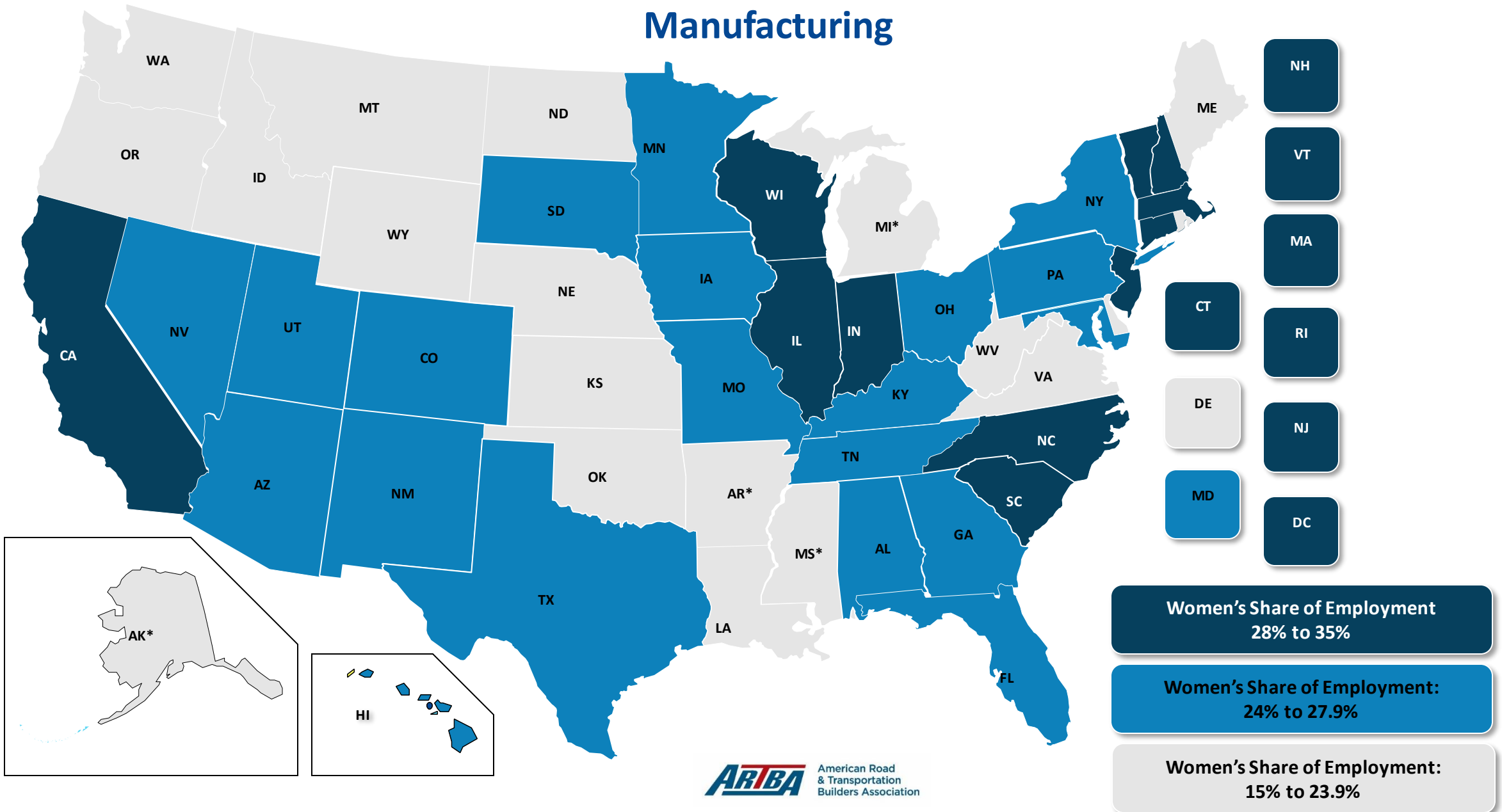
Women Workers – Average Annual Employment



- The number of women employed manufacturers that supply goods and materials to the transportation construction industry has declined significantly since 2002.
- Women as a share of all employees has also fallen, from 29 percent in 2002 to 27 percent in 2022.
- These industries provide materials for a number of other sectors in the economy, including vertical construction.

Source: ARTBA analysis of U.S. Census Bureau Quarterly Workforce Indicators for key industries related to highway and bridge construction.

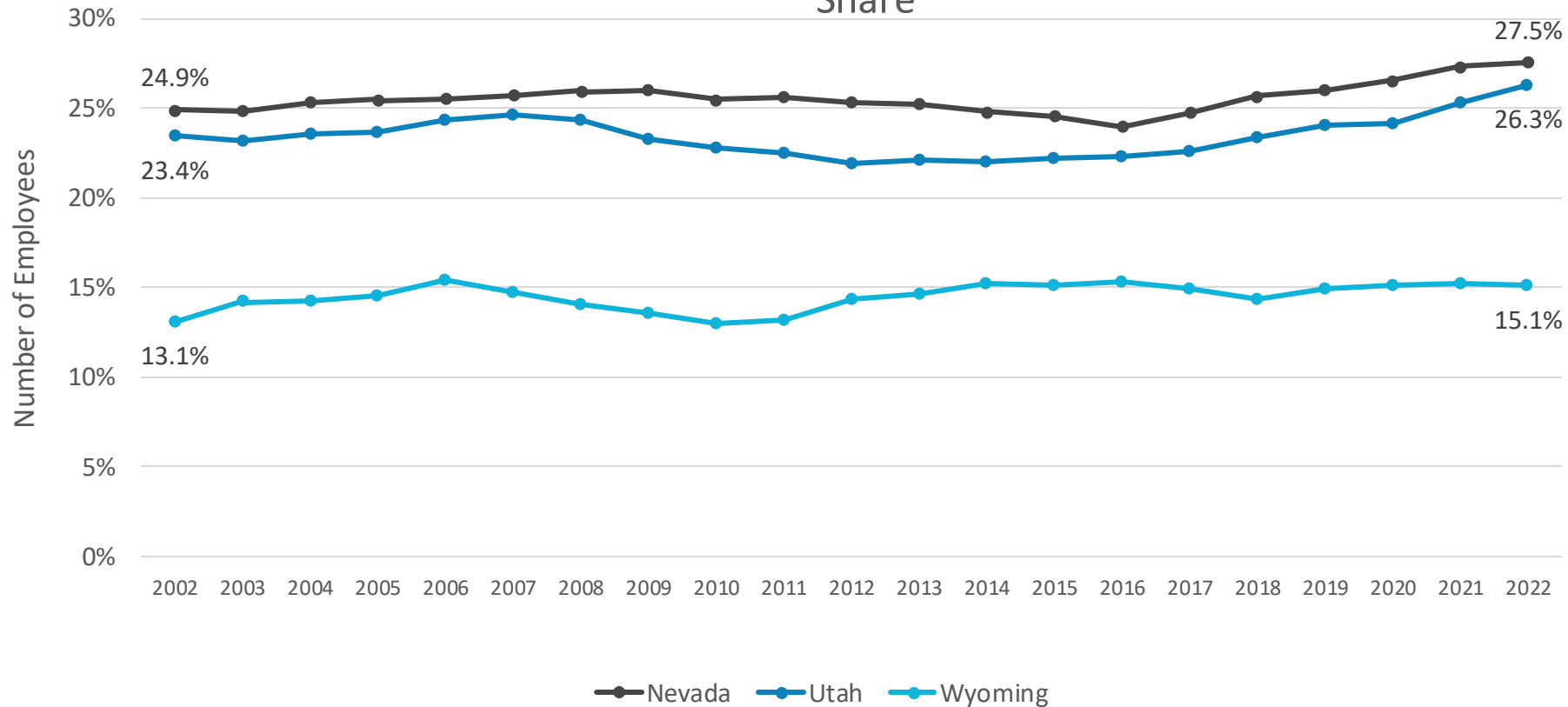
2022 - Share of Women in Transportation Construction Supplier Manufacturing



Source: U.S. Census Bureau, * 2022 data not available for Alaska, Michigan, Mississippi, or Arkansas.

Transportation Construction Supplier Manufacturing

Women Workers – States Showing Greatest Increases in Employment Share



- Nevada, Utah, and Wyoming had the greatest increase in the share of women employees between 2002 and 2022.
- These states have showed gains in the share of women employees in the industry, as opposed to overall declines for this sector at the national level.

Source: ARTBA analysis of U.S. Census Bureau Quarterly Workforce Indicators for key industries related to highway and bridge construction.

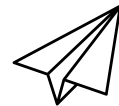
KEY TAKEAWAYS

- Baseline information allows firms to benchmark their own status and progress, by state and market sector.
- The share of women employed in key segments of the transportation construction industry is significantly lower than the share of women of total US employment.
- Despite national trends, the share of women in transportation construction employment has grown significantly in some states and sectors.
- Industry interviews and profiles highlight career pathways and opportunities for women in transportation construction.
- Opportunities for engagement on this issue are available through ARTBA's Women's Leader Council and Workforce Development Council.

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MORE RESOURCES

Women in Transportation Construction Video Series

These interviews cover career pathways, project highlights, and advice for the next generation.

<https://www.artba.org/membership/policy-forums-councils/workforce-development-council/>