

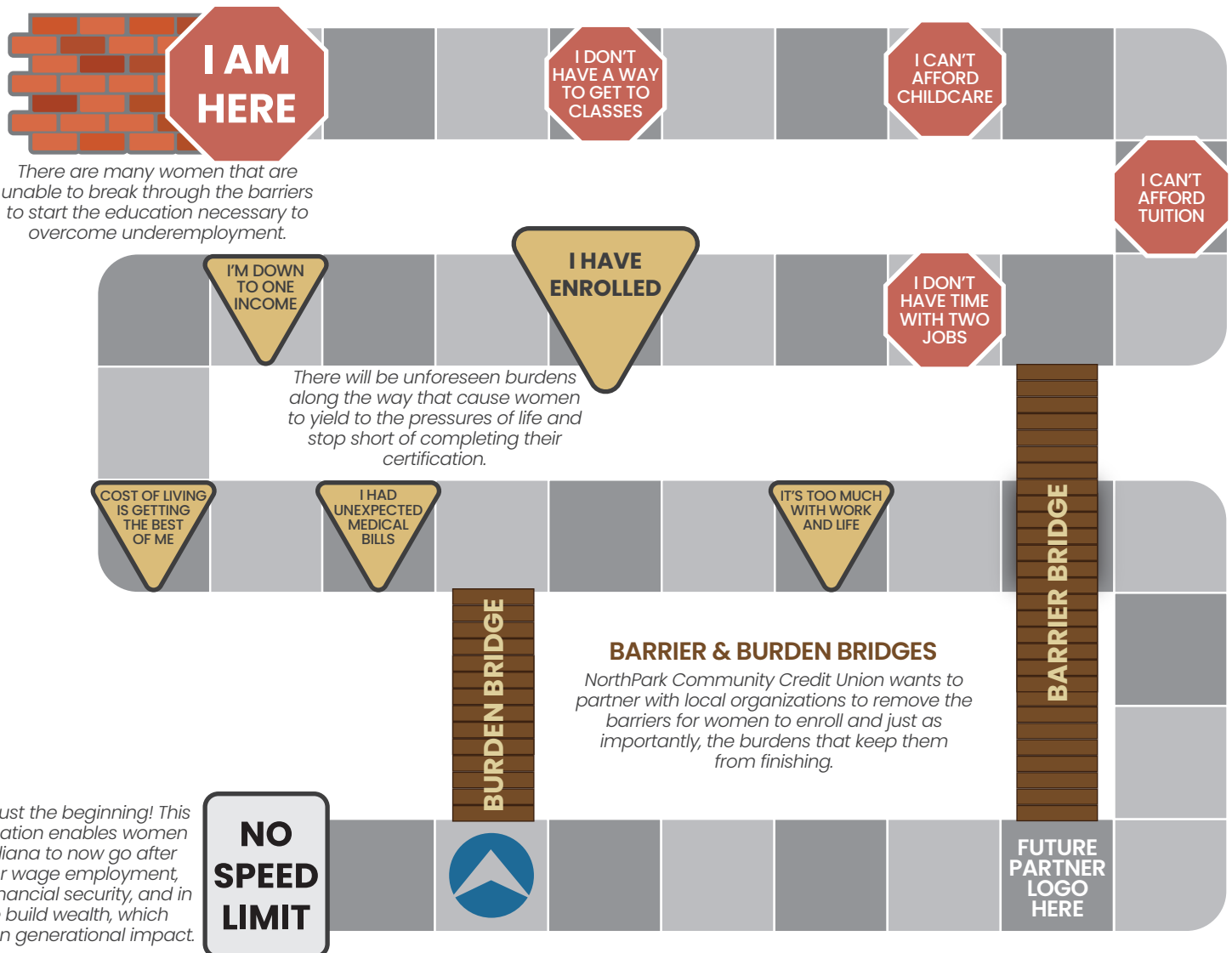
# WIN for Women Program

## The *Workforce IN*diana for Women Program

The WIN for Women Program's purpose is to create the opportunity to lift women of Central Indiana out of under-employment for generational impact. An affordable certification program is one of the most attainable solutions to financial success, empowering women to be financially self-sufficient which not only builds financial stability but a strong sense of dignity and self-worth.

Unfortunately, there are many **barriers to entry** and even more unexpected **burdens to finish** that cannot be ignored when considering how to provide the necessary support.

While free tuition would seem to easily remove the barrier to entry, it does not address all of the burdens that keep women, especially single mothers, from starting, let alone the burdens to finishing their certification. To accomplish this, NorthPark Credit Union is looking to create a coalition of organizations that will identify potential barriers and burdens, determine the best solutions possible by each partner, obtain the necessary resources, including grants, to close the remaining gaps, and then put the plan to work.



There's a clear problem with persistent poverty which makes women financially fragile, giving them no room for financial error, let alone to develop the skills needed to find better paying work.

**Incomes increase by 61% in Indianapolis among those who complete an Associate degree or even some college, including technical certificates (ACS 2109).** NorthPark is committed to providing solutions that help women reach financial stability through workforce development and new opportunities.

- The poverty rate of all Indianapolis FHH (female heads of household) is 29%—over six times higher than that for married couples—and single mothers have an abysmal \$29.5K annual median family income (ACS 2021).
- Indiana's divorce rate is 12th nationwide as of 2019 (source)
- Those with children earn just \$0.52 for every dollar a man makes in the state (ACS 2019).
- Generational poverty is evident in Indianapolis, where over 25% children live in poverty.
- Center-based childcare for 2 children costs nearly \$20K/year, over 67% of a single mother's income. Housing and transportation demand another \$21.8K, leaving an annual deficit of over \$12K before food, healthcare, or emergencies (EPI 2022, ACS 2021).
- The supply of child care centers in Indiana declined 34% from 2019-2020, and costs as much as 44% of a single parent's median income (source: Child Care Aware).
- Women are more exposed to payday loan debt traps, taking out nearly 60% of all US payday loans (Women's Equality Center 2016).
- Racial economic gaps are rampant throughout the state. In the Counties, annual median family income among Blacks is only 52% of Whites' (\$45,745 vs. \$87,376).
- Low education levels lead to low incomes and poor work opportunities. In the Counties, 38% of residents have a high school education or less, rising to 46% for Black residents and 64% for Hispanics (ACS 2019).
- Without a diploma, median earnings are only \$22,935 causing over 26% to be in poverty.
- Even some college or an Associate's degree can raise income by 61%. This data explains why nearly 50% of the Counties' clients are rent burdened; 1 in 5 lose over half their income to housing.
- Hoosier renters earn \$1.05 less per hour than the average Midwest renter and must work 2.5 months longer to fill that wage gap.
- A minimum wage worker in Indiana needs to work 94 hours per week to afford a 2-bedroom apartment. That is more hours than Illinois, Oregon, or Washington DC.
- Indianapolis ranks 14th in eviction rates among the country's large cities (DVN 2020).
- Unemployment rates as low as 4.8% shows that Counties' residents aren't jobless, but are instead underpaid, underemployed and lack the resources to seek other opportunities.
- Indiana ranks 12th out of 12 Midwest states for the percentage of adults with a post-secondary degree/certification (IN Inst for Working Families (IIWF) 2018).
- With 58% of Indiana jobs requiring skills training and only 47% workers to fill them, low wage women need a path to higher-wage jobs to build household financial stability (Natl Skills Coalition 2018).

## ABOUT NORTHPARK

NorthPark serves a Target Market of the Low Income Targeted Population of 19 counties in Indiana. 75% of our loans are to low-income individuals with annual median family income less than \$56,931. When \$82,285 is required to support a family, it's clear most of our members struggle with basic costs such as rent, utilities, food and childcare (Economic Policy Institute (EPI) 2018). Further, 46% of our members are very low or extremely low-income, with 18% earning less than \$21,349 (American Community Survey (ACS) 2019). Extremely low-income clients barely earn 76% of the federal poverty line for a family of four (DHHS 2021).

