

The Governor's Council on Women and Girls

Presentation: The Potential Impact of Artificial Intelligence on Women in the Workforce

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Women, Children, Seniors, Equity & Opportunity

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Connecticut General Assembly

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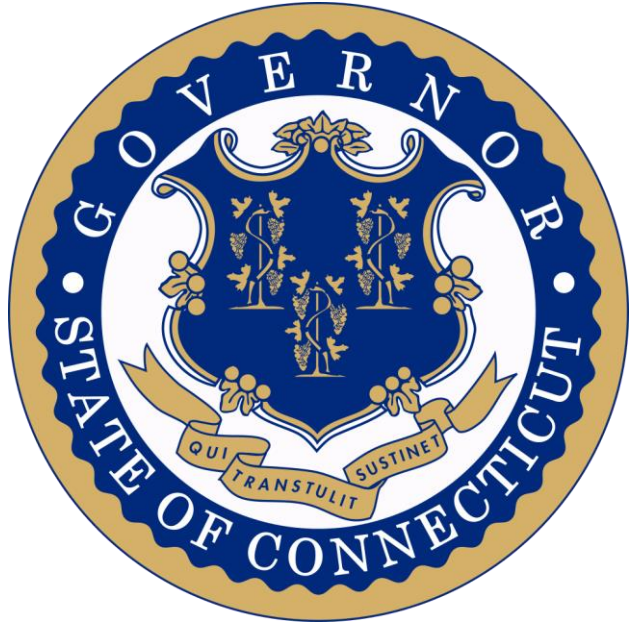


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Women, Children, Seniors, Equity & Opportunity

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Our mission is to inform and engage all policy makers about constituent needs for women, children and their families, seniors and the African American, Asian and Pacific Islander, Latino and Puerto Rican populations in Connecticut. We are a nonpartisan agency with a data driven, cross-cultural approach to policy innovation. We work to eliminate disparities by identifying opportunities, building connections and promoting change.



The Governor's Council on Women and Girls takes to heart the responsibility it has to the future of the State of Connecticut. Its goal is to tackle issues that impact the lives of women, girls, and their families.

What we'll cover

- I. Introduction
- II. Current state of women in the workforce
- III. Industries that will be impacted by Artificial Intelligence (AI)
- IV. How AI will impact women in the workforce
- V. Possible Solutions/Recommendations

Women in the Workforce



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Employees in Each Sector by Gender

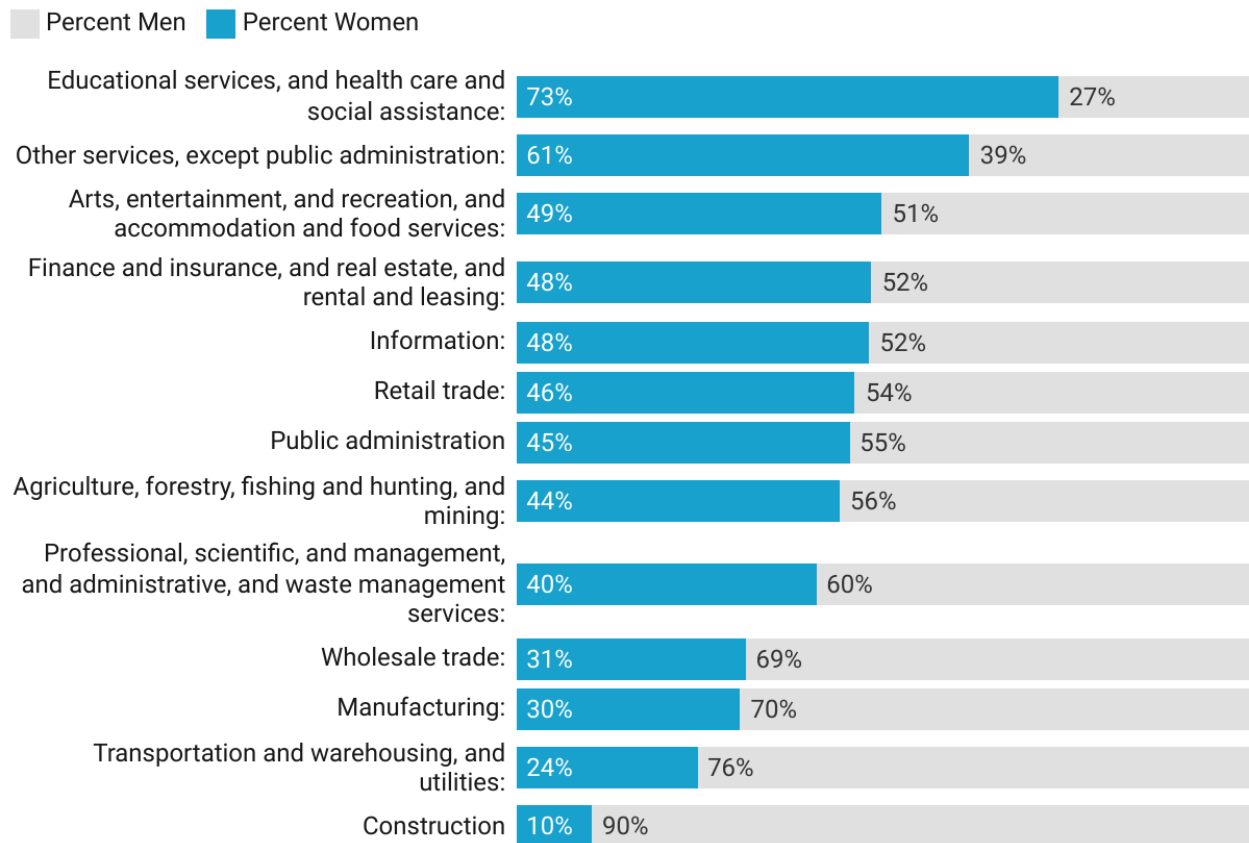


Chart: CTData Collaborative • Source: 2021 American Community Survey 1-year Estimates • Created with Datawrapper



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February 2025 Labor Market Report

Nonfarm Jobs Detail

The five industry super sectors that **increased** employment or were unchanged in February 2025 included:

- [Educational and Health Services](#) 0.2%
- [Professional and Business Services](#) 0.1%
- [Government](#) Unchanged 0.0%
- [Financial Activities](#) Unchanged 0.0%
- [Other Services](#) Unchanged 0.0%

The five industry super sectors that **declined** in jobs in February 2025 were:

- [Leisure & Hospitality](#) -0.4%
- [Manufacturing](#) -0.4%
- [Trade, Transportation & Utilities](#) -0.2%
- [Construction and Mining](#) -0.6%
- [Information](#) -0.3%



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Women in the Workforce



- **Office and Administration roles** account for 17% of employment for women in Connecticut.
- Computer, Engineering, Sciences (STEM) roles account for only 5% of employment for women.

The Workforce in the Next 5 Years

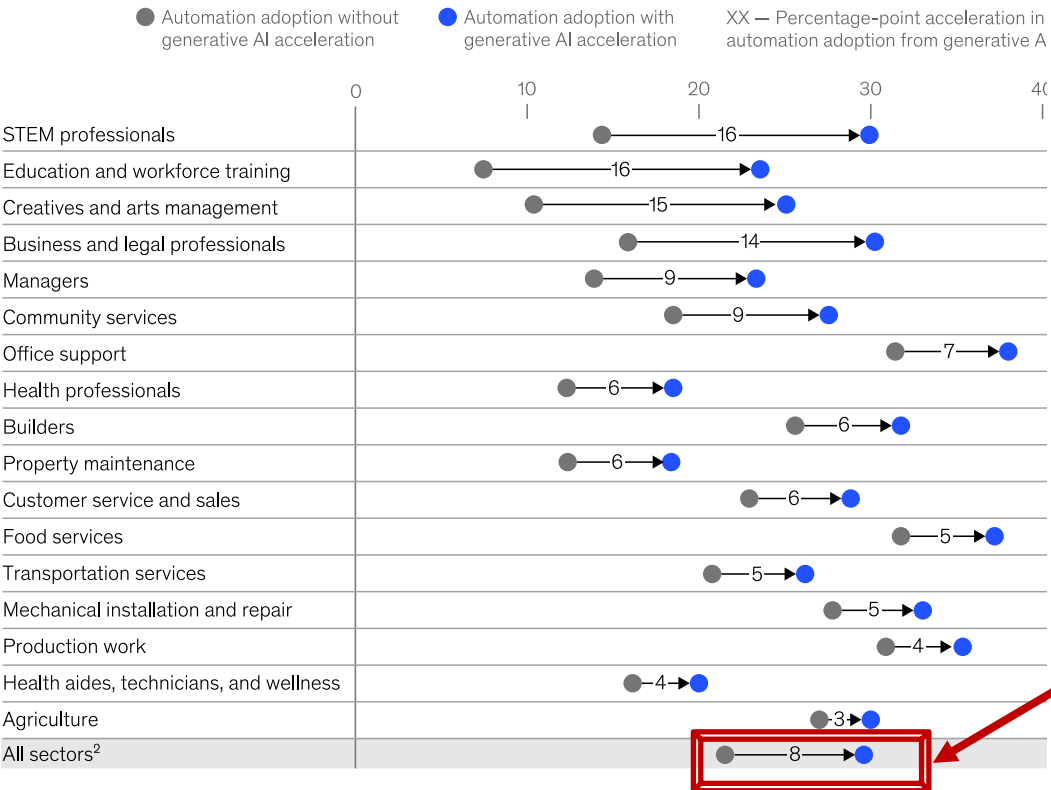
Artificial Intelligence and big data top the list of fastest-growing skills, followed closely by **networks and cybersecurity** as well as **technology literacy**

Clerical and Secretarial Workers – including Cashiers and Ticket Clerks, and Administrative Assistants and Executive Secretaries – are expected to see the largest decline in absolute numbers. Similarly, businesses expect the fastest-declining roles to include Postal Service Clerks, Bank Tellers and Data Entry Clerks

Frontline job roles are predicted to see the largest growth in terms of volume: Farmworkers, Delivery Drivers, Construction Workers & Food Processing Workers. Care economy jobs: Nursing Professionals, Social Work & Counselling Professionals and Personal Care Aides are also expected to grow significantly over the next 5 years, alongside Education roles.

With generative AI added to the picture, 30 percent of hours worked today could be automated by 2030.

Midpoint automation adoption¹ by 2030 as a share of time spent on work activities, US, %



30%



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¹Midpoint automation adoption is the average of early and late automation adoption scenarios as referenced in *The economic potential of generative AI: The next productivity frontier*, McKinsey & Company, June 2023.
²Totals are weighted by 2022 employment in each occupation.
Source: O*NET; US Bureau of Labor Statistics; McKinsey Global Institute analysis

Healthcare, STEM, and builder roles could grow, while demand for office support and customer service roles could decline.

Estimated future US job growth by occupational category

Midpoint automation scenario,¹ with generative AI acceleration

■ Resilient and growing occupations² ■ Stalled but rising occupations³ ■ Hit and declining occupations⁴

Occupational category	Net change in labor demand, 2022–30, %	Employment, 2022, million
Health professionals	30	6.5
Health aides, technicians, and wellness	30	11.6
STEM professionals	23	7.9
Builders	12	7.0
Managers	11	9.7
Creatives and arts management	11	2.2
Property maintenance	10	4.6
Transportation services	9	5.6
Mechanical installation and repair	7	6.6
Business and legal professionals	7	16.0
Community services	7	6.8
Education and workforce training	3	9.9
Agriculture	2	2.1
Production work	–1	13.3
Food services	–2	13.7
Customer service and sales	–13	14.7
Office support	–18	20.1



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Chart Source: McKinsey & Company

Impact of Artificial Intelligence on Women

Overrepresentation in vulnerable sectors

Disproportionate impact on lower-income groups

Bias in Algorithms

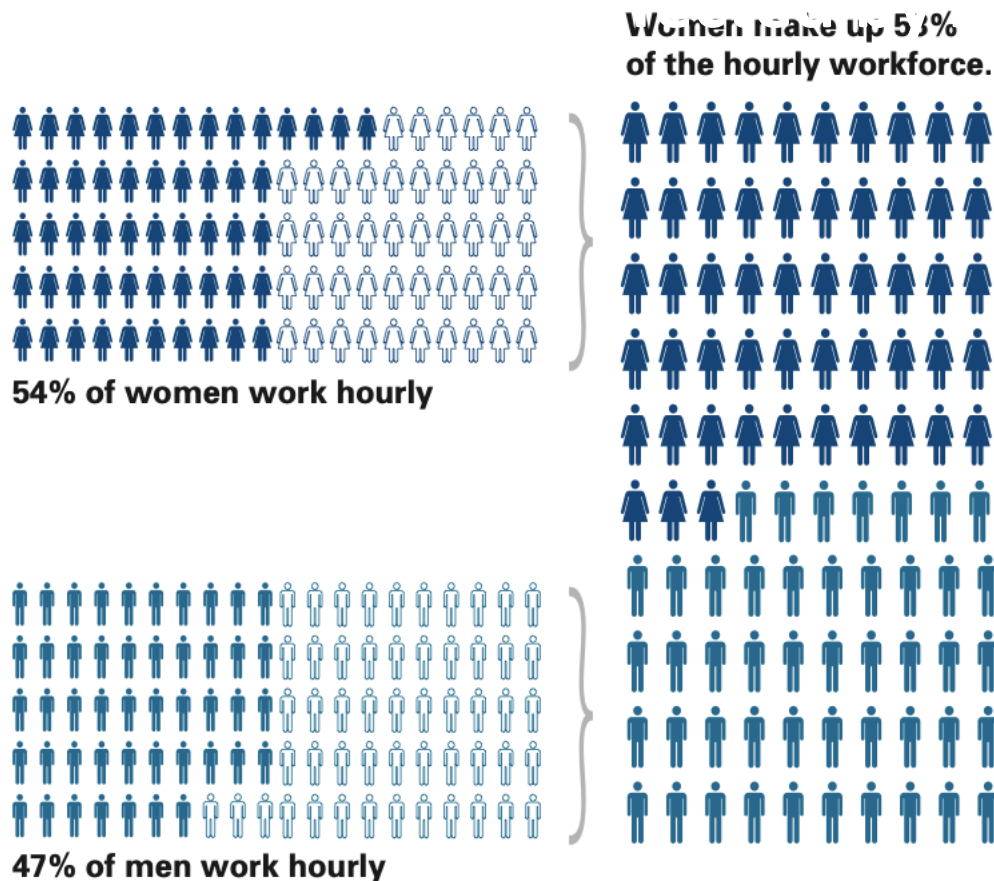


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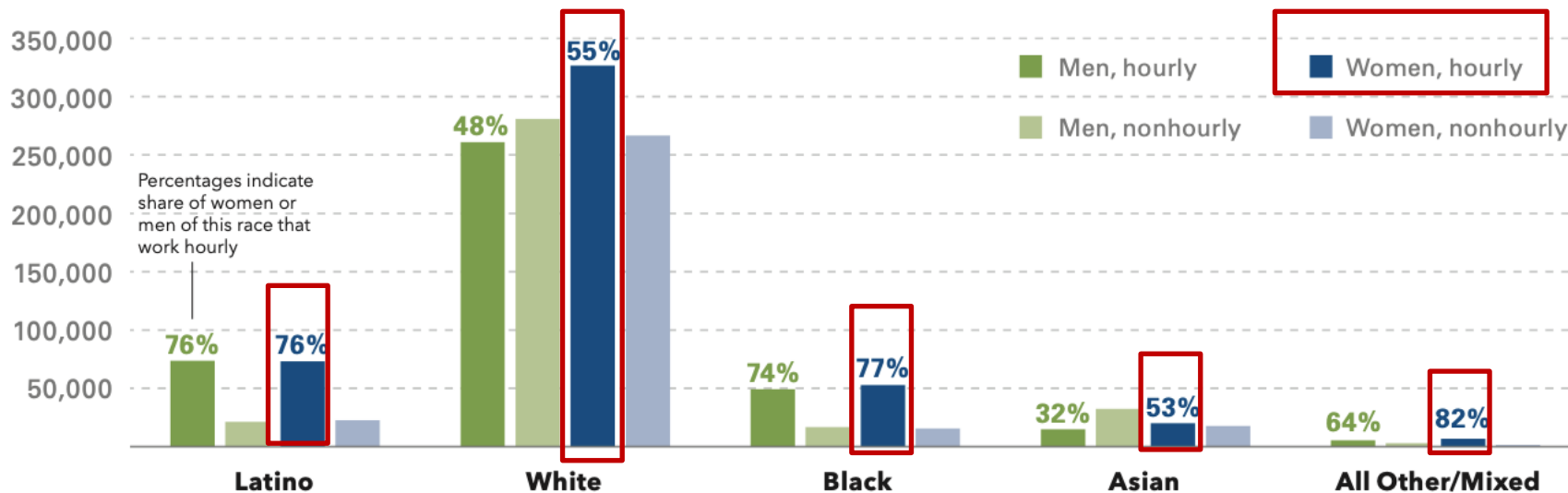
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Fig. 3 Hours worked per week, by type of worker



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Fig. 6 Connecticut's workforce, by race and gender



Source: Fair Workweek Initiative – Center for Popular Democracy



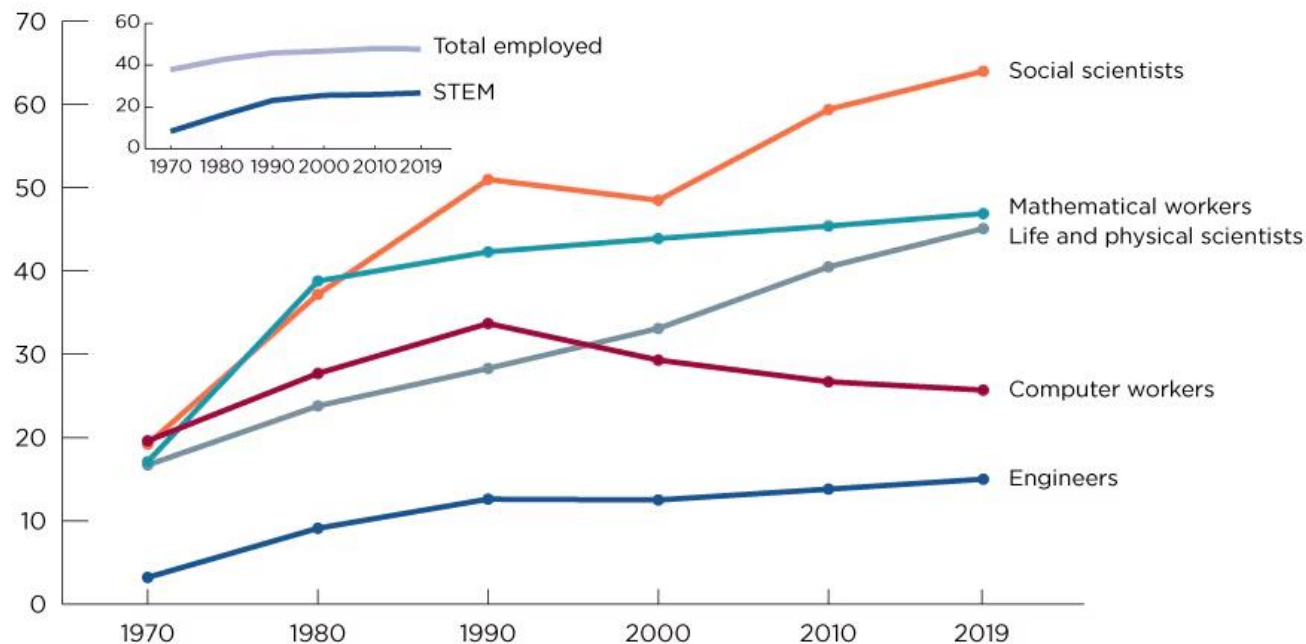
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Fig. 7 Top 10 industries employing hourly workers, by gender

INDUSTRY	PAID HOURLY	HOURLY WORKERS	ALL WORKERS (RANKING)	FEMALE (RANKING)	MALE (RANKING)	% OF HOURLY WORKFORCE THAT IS FEMALE
All industries	57%	884,318				53%
Retail trade	76%	135,892	1	1	1	51%
Manufacturing	52%	95,002	2	6	2	36%
Health care services, except hospitals	68%	86,073	3	2	5	79%
Educational services	37%	71,155	4	3	6	77%
Food services and drinking places	90%	65,464	5	5	3	53%
Hospitals	64%	52,200	6	4	8	77%
Public administration	57%	36,241	7	9	4	49%
Professional and technical services	32%	35,475	8	8	7	64%
Social assistance	66%	30,193	9	7	10	86%
Finance	31%	20,173	10	10	9	77%

Percentage of Women in STEM Jobs: 1970-2019

(Civilian employed, 16 years and over)

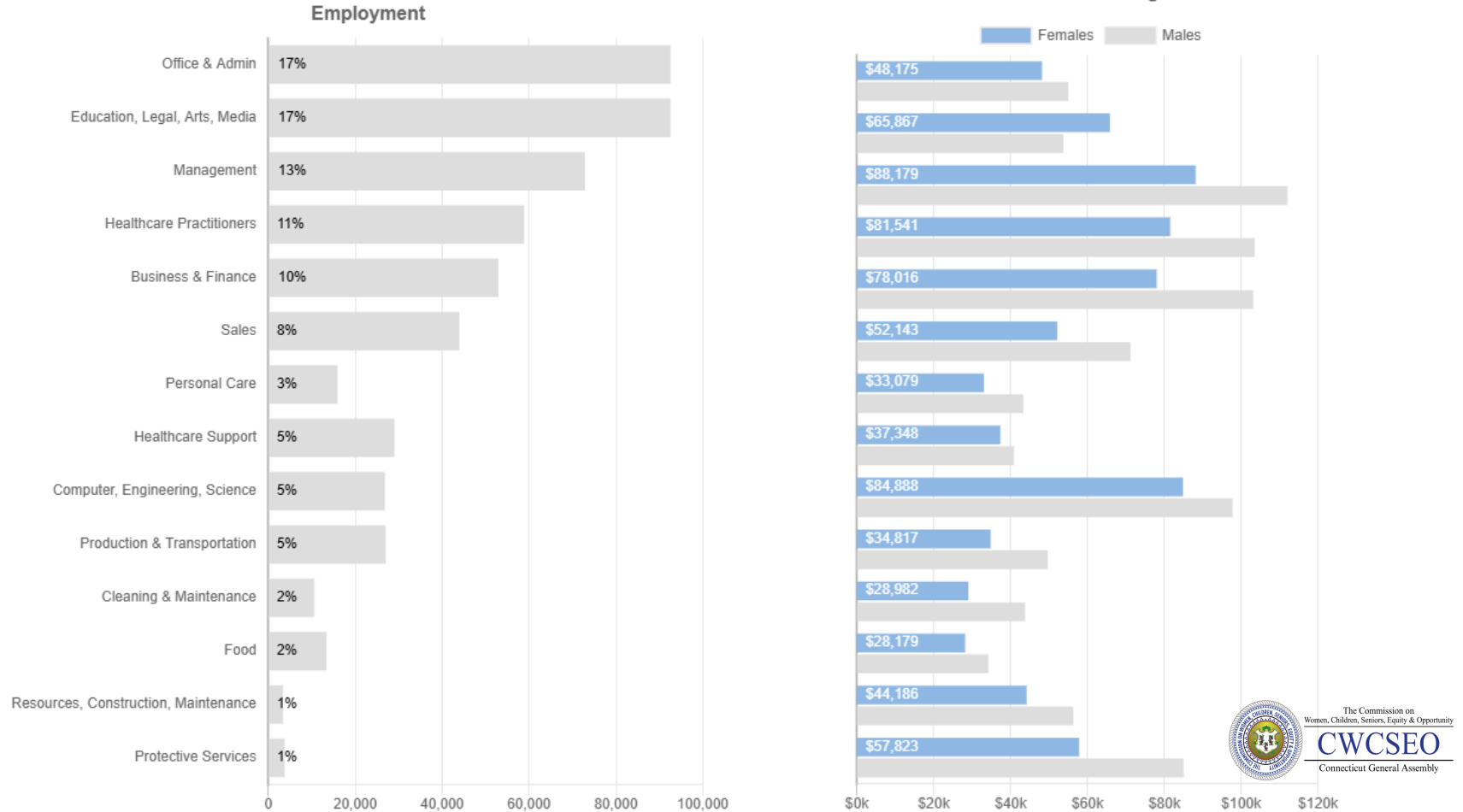


Source: U.S. Census Bureau, 1970, 1980, 1990 and 2000 Censuses; 2010 and 2019 American Community Surveys, 1-Year Estimates.



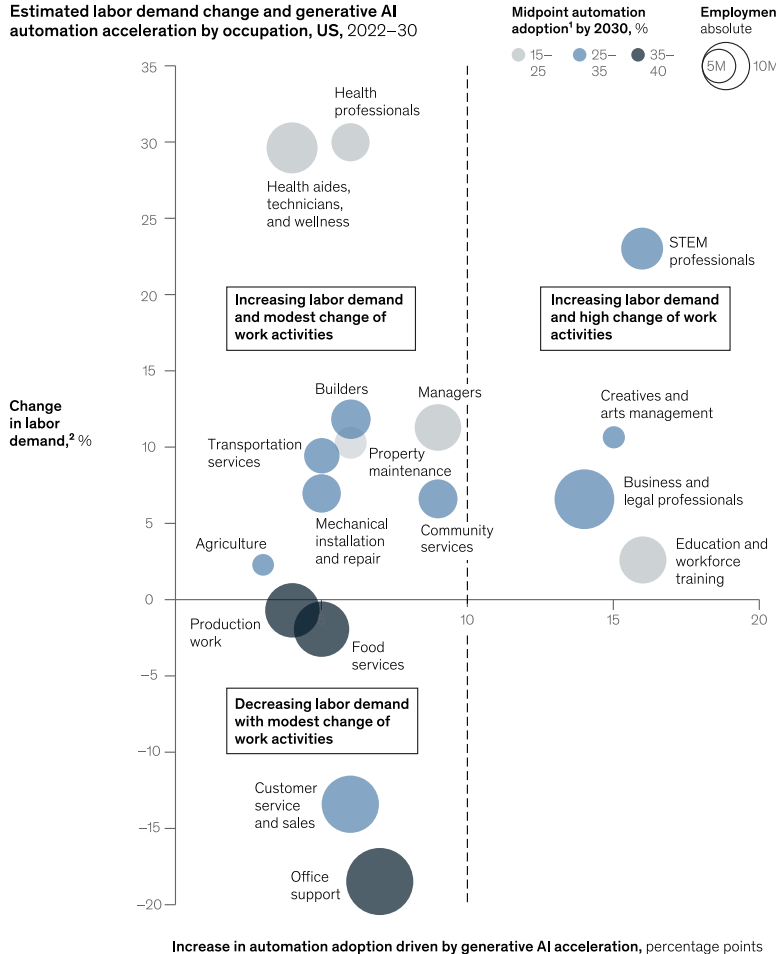
Women in Connecticut - Employment and Median Earnings by Occupation

Source: <https://womenandgirls.ctdata.org/data.html#EmploymentandLaborForceParticipationhomework>



While STEM, healthcare, builders, and professional fields continue to add jobs, generative AI could change work activities significantly for many occupations.

Estimated labor demand change and generative AI automation acceleration by occupation, US, 2022–30



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Chart Source: McKinsey & Company



More than half of the ~8.6 million recent occupational shifts in the United States involved workers leaving roles in food services, customer service, office support, and production.

Potential **Negative** Impacts

- Effects of Automated Decision Making
- Employment Opportunity
- Economic Opportunity

Potential **Negative** Impacts

The Effects of Automated Decision Making

Algorithmic Discrimination - is a condition where the use of an AI system results in unlawful or unjustified differential treatment or impact that disfavors an individual or group of individuals on the basis of their actual or perceived protected class.

Potential **Positive** Impacts



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Business

Legal

Education

STEM

Transportation

Healthcare



Potential Solutions/Recommendations

- 1. Raise awareness with Women who will be affected**
- 2. Legislative Advocacy – *support current legislative proposals***
- 3. Invest in and build on current STEM pipelines adding AI and Quantum careers for women**
- 4. Develop strategies to:**
 - Invest in upskilling women to transition them leadership roles**
 - Invest in reskilling to transition into different roles or career paths**

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*To learn more about our portfolio of family leadership and
civic initiatives or the two-gen approach contact me:*

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