

Work Smart Salary Negotiation Online Program [AAUW National website]

AAUW is a non-profit, non-partisan organization that works to champion equity for women and girls. AAUW is guided by a bold, new vision: to ensure equity for all by focusing on the three critical areas where we can make the biggest difference in the lives of women and girls — education and training, economic security, and leadership.

At AAUW, we've committed to reaching 10 million women to negotiate fair and equitable salaries and benefits by 2022, and end the gender pay gap by 2030. AAUW is working nationally and locally on enhancing policies and laws, working with employers to improve practices, and training women in effective salary negotiation.

Our Salary Negotiation Programs

AAUW Salary Negotiation Programs are designed to empower women with the skills and confidence to negotiate for fair pay. Participants learn how to research competitive salaries, articulate their skills, qualifications and experience, and ask for — and get — the pay they deserve.

Why Salary Negotiation?

The gender pay gap is the difference between what an average woman working full-time is paid compared to the average man. AAUW's Salary Negotiation Programs teach women at all stages of their career how to negotiate their pay, resulting in improved financial futures for themselves and their families. While the pay gap results from many factors — including discrimination — gender differences in salary negotiation play a role. Learning to confidently negotiate your salary will help ensure you earn the pay and benefits you deserve.

AAUW's salary negotiation workshops are designed to help you negotiate for a new job, raise, or promotion. In every workshop you'll gain confidence in your negotiation style through facilitated discussion and learn:

- About the wage gap, including its long-term consequences
- How to identify and articulate your personal value
- How to conduct objective market research to benchmark a target salary and benefits
- Strategies for making the ask including deflection, building your pitch, and responding persuasively

Why is negotiation so important? AAUW's research on the gender pay gap shows that, one year out of college, women are already paid significantly less than men. Women who work full time take home about 80 cents for every dollar a full-time male worker is paid. And over a lifetime, those lost potential earnings add up.

Women who negotiate increase their potential to earn higher salaries and better benefits packages. By negotiating fair and equitable salaries, you'll be better able to pay off loans, buy the things you want and need, and even save for retirement.

Additional Information from National to Update the web information

Work Smart Online:

- Before taking Work Smart Online, 15% of participants report an above average or high level of confidence to negotiate a salary. After taking Work Smart Online, 87% of individuals report an above average or high level of confidence.
- 85% of individuals who complete Work Smart Online report an above average or high level of confidence to ask for a raise or promotion.
- Over half of individuals who complete Work Smart Online report they are overall very or extremely confident regarding salary negotiation.

Work Smart in Person:

- 95% of individuals who attend Work Smart report the information provided is useful and relevant.
- 82% of Work Smart attendees report they are extremely likely to implement the ideas and concepts learned during the Workshop.
- 86% of individuals who attend Work Smart report an above average or high level of skill and understanding to negotiate a salary and benefits package.
- 70% of participants who attend Work Smart report that their attendance in the workshop had a high impact on their ability to negotiate a fair salary.

Work Smart [CA AAUW website]

Created for working women, Work Smart is an interactive workshop that teaches you to evaluate, negotiate, and articulate your worth confidently in the job market. AAUW's expert facilitators lead discussions on the gender pay gap and its personal effects, while small group activities and role-play exercises give you the opportunity to create and perfect your persuasive salary pitches. You learn objective research and benchmarking skills to establish an equitable target salary, whether you are

- Striving for a promotion,
- Asking for a raise, or
- Negotiating a new salary.

AAUW Start Smart

AAUW Start Smart salary negotiation workshops provide college women who are approaching the job market the knowledge and skills to negotiate salaries and benefits.