



## WomenTech Online Training Institutional Membership: Increase Female Enrollment in STEM Classes with 12-Month Access

Customized Feedback + Working as a Team = Amazing Results within a Year!



### WomenTech Online Training Membership Enroll Anytime for 12-Month Access

**\*Register now to save 15% in 2018 with Early Bird Pricing\***

#### Each year of access includes:

- Choice of 10-Week Online Training OR 4-Day live Online Bootcamp (scheduled quarterly)
- Follow-up Support for 6 months including feedback customized for your school
- 5.5 hours of exclusive coaching calls with your team and IWITTS's Executive Director, Donna Milgram
- Members-only emails and webinars
- 3 Downloadable Recruitment and Retention Resources you use TODAY
- Investment: \$10,200 per team membership until **February 23, 2018** (6-10 members per team) ([view membership levels](#))

*Only space for 20 teams in 2018, so [sign up now](#) to secure your school's spot in this new, exclusive program.*

**Sign up for 2018 Training Membership**

[WomenTech Online Training Membership Brochure \(PDF\)](#)

[Print Order Form \(Fillable PDF\)](#)

In this video, your trainer Donna Milgram shares 3 best practices for effective outreach events -- and what not to do -- so you can get started recruiting more women to STEM:



#### Training Membership Details

- [Memberships for Schools, Districts, and States](#)
- [Results from Past Participants](#)
- [Training Options \(10-week vs. 4-day Bootcamp\)](#)
- [Curriculum/Learning Objectives](#)
- [Resources Included with Membership](#)
- [The Power of Teams](#)
- [Your Trainer Donna Milgram](#)
- [What Educators Are Saying About Training](#)

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*"Attending the WomenTech Educators Online Training was the best decision I have made in a long time! During the training, I developed a recruitment and retention plan for one of the CIS programs [...] I will be able to take my experience and work on other programs of study using the same framework."*



**Edna Quintana Claus, Ph.D., M.B.A., Computer Information Systems (CIS) Division Director, Texas State Technical College Harlingen, Texas**

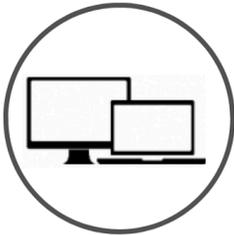
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*"I learned so much about retention from the online training, I decided our entire Engineering and Technology Department could benefit and we are bringing the online training to our school and rolling it out to all of the technical faculty over the next two years."*



**Van Madray, Dean of Construction and Industrial Technology Division, Pitt Community College, Winterville, North Carolina**

## Sign Up Today and You'll Receive



**Online Training**



**Customized Feedback Calls**



**Recruitment & Retention Resources**

## Which Membership Is Right For Your Needs?

Every school, district, region, consortia and state is different. That's why we've created three distinct memberships so you can choose the best fit for your school's needs and budget each year. Please note that in 2018, this exclusive membership program can only accept 20 teams that are ready to see change happen in their schools and see real results. Teams are leaders in broadening participation for women in STEM in 2-year colleges.



	School-Level	District-Level	State-Level
<b>Who is this membership best for?</b>	Schools	Districts, regional consortia	States or national-level projects or consortia
<b>Registration for a WomenTech Online Training (Includes 5.5 Hours of Coaching Per Team)</b>	<b>1 team/ 1 career pathway</b>	<b>3 teams/ 3 career pathways</b>	<b>7 teams/ 7 career pathways</b>
<b>STEM Success for Women Telesummit Expert Interviews</b>	<b>10 users</b> \$1,800 value	<b>30 users</b> \$5,400 value	<b>70 users</b> \$12,600 value
<b>Women in Technology Outreach Kit</b>	<b>10 users</b> \$1,500 value	<b>30 users</b> \$4,500 value	<b>70 users</b> \$10,500 value
<b>WomenTech Classroom eBook</b>	<b>10 users</b> \$350 value	<b>30 users</b> \$1,050 value	<b>70 users</b> \$2,450 value
<b>WomenTech Online Forum</b>	<b>10 users</b> \$200 value	<b>30 users</b> \$600 value	<b>70 users</b> \$1,400 value
<b>Monthly Members-Only eNewsletter</b>	<b>10 users</b> \$50 value	<b>30 users</b> \$150 value	<b>70 users</b> \$350 value
<b>Bonus Group Opportunity</b>		<i>Additional 1-Hour Call with Donna</i>	<i>Additional 1-Hour Call with Donna</i>
<b>Schedule a Private Training</b>			<i>Your Own Dedicated Online Training</i>
<b>Save 15% with Early Bird Special Pricing:</b>	<del>\$12,000</del>	<del>\$36,000</del>	<del>\$84,000</del>
<b>Early Bird Price: (Until February 23, 2018)</b>	<b>Now: \$10,200</b> (Save \$1,800) <b>Add to Cart</b> <a href="#">Print Order Form</a>	<b>Now: \$30,600</b> (Save \$5,400) <b>Add to Cart</b> <a href="#">Print Order Form</a>	<b>Now: \$71,400</b> (Save \$12,600) <b>Add to Cart</b> <a href="#">Print Order Form</a>

## Need more help?

We're happy to talk with you about how your school can achieve its goals for broadening participation, potential team member selection, and to make sure this training opportunity is a good fit.

### [Schedule a Time to Talk with Us about the Training Memberships](#)

#### Each year of membership includes access to:

##### ALL Levels of Membership:

- Instant access to these Downloadable Resources:
  - o STEM Success for Women Telesummit Expert Interviews (recordings + transcripts from our premier Telesummit)
  - o Women in Technology Outreach Kit
  - o WomenTech Classroom Book
- Attend one out of 5 online Training Events that best fits your schedule:

##### 10-week Online Training Dates:

1. February 26 - May 6, 2018
2. October 1 - December 9, 2018

##### 4-Day Online Bootcamp Dates:

1. May 17-18 & May 31 - June 1, 2018
2. July 26 - 27 & August 8 - 9, 2018
3. November 1 - 2 & November 15 - 16, 2018

*Note: Must register team for an event 3 weeks prior for planning purposes*

- Exclusive Monthly Members-Only Webinar and Newsletter
- 5.5 hours of Customized Feedback from your trainer Donna Milgram in Live Team Calls:
  - o Orientation Call, Laser Coaching on Target Audience, Recruitment & Retention Plan Feedback Calls, Support for Plan Implementation Call, Group Presentation Call, 1 Year Check In
  - o Includes Transcripts and Recordings of all Customized Feedback Calls

##### For District + State Level Membership ONLY:

- Additional 1-hour Call with Donna Milgram to facilitate and discuss regional/state solutions

##### For State-Level Membership ONLY:

- Set your own dates for a private Dedicated WomenTech Educators Online Training for your state

## Results from Past Participants

### Your Community College Can Achieve Results Like These:

We've unlocked the proven path to increasing the number of female students in your STEM program. Community colleges in our National Science Foundation-funded online trainings have seen remarkable results as soon as the next semester:

- **5 of 7 colleges started enrolling an average of 4.8 more female students in their STEM courses and 6 of 7 increased female retention from an average baseline of 58% to 100% in only 8 months after a 12-Week Online Training**
- **3 of 5 teams from the 3-Day Bootcamp version of the online training reported that in less than 1 year they started enrolling an average of 8.5 more female students in their targeted STEM courses.**

Including...

- A Georgia community college went from only 1 female student in an introductory Emerging Technology course to **15 females out of 17 students the next semester.**
- A Massachusetts community college went from 1 female student in its introductory Manufacturing class to **9 females out of 13 students the next semester.** Plus, 100% of both female and male students were retained!

NEVER let anyone tell you again that nothing can be done, or that making change happen for female students in your STEM program will take decades or require a huge budget. We have the evidence to prove your community college can start seeing real increases in as little as one year!

### ► What Educators Are Saying About the Training

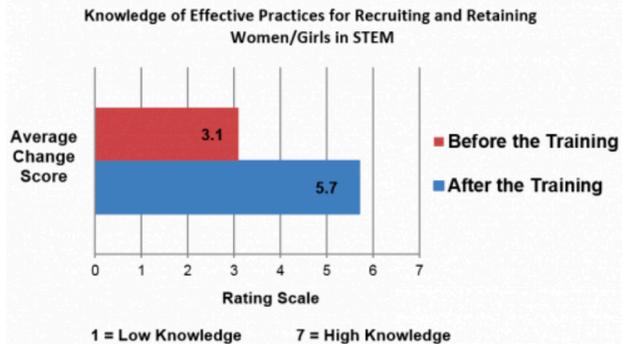
"This training is more than just a how-to training. It is a place for educators at all levels to come together and discuss real problems and solutions. It was a wonderful experience where I built a vast network of resources to enable me in my own desire to recruit and retain females into the field of technology."

### Tools to Gain Support from Your Colleagues:

- [Download a Sample Letter \(DOC\)](#)
- [Download WomenTech Online Training Membership Brochure \(PDF\)](#)
- [Download a Sample "Join My Team" Letter \(DOC\)](#)

### Why Take the WomenTech Educators Online Training?

Participants' knowledge of effective practices for recruiting and retaining women/girls in STEM increased by 84%



Source: Participants in WomenTech Educators Online Training. External evaluator's report to the National Science Foundation for the CalWomenTech Scale-Up Project.

[Sign up for 2018 Training Membership](#)

**Early-Bird Special: Sign up by February 23, 2018 to save 15%**

- [Print Order Form \(Fillable PDF\)](#)
- [Payment Terms and Cancellation Policy](#)
- [Contact Us](#)

## Each year of membership includes access to:

When you sign up for membership, you get access to 1 Online Training or Online Bootcamp of your choice within a 12-month period. Choose the training date and format that best meets the needs and schedule of your team(s):

### 10-week Online Training Dates:

- February 26 - May 6, 2018
- October 1 - December 9, 2018

### 4-Day Online Bootcamp Dates:

- May 17-18 & May 31 - June 1, 2018
- July 26 - 27 & August 8 - 9, 2018
- November 1 - 2 & November 15 - 16, 2018

### Which training option is right for you?

10-Week Online Training	Live 4-Day Online Bootcamp
<ul style="list-style-type: none"><li>• <b>Time period:</b> 1-week Orientation, 4 weeks on Recruitment, 1-week Break, and 4 weeks on Retention</li><li>• <b>Hours required:</b> 1 hour per week asynchronous, high quality video modules + 1 hour meeting as a team to develop YOUR school's Recruitment and Retention Action Plans</li><li>• <b>Team building</b> during the <b>Orientation week call</b></li><li>• <b>Target audience laser coaching call during Week 1 to help your team</b> get this critical first step right</li><li>• <b>2 Recruitment and Retention Plan Feedback Calls</b> per team</li><li>• <b>Support for Implementation Call</b> 3 months out and unlimited email support during membership period</li><li>• <b>Virtual presentation report</b> on outcomes by all teams at 6-month mark</li><li>• <b>6 hours of Customized Feedback</b> per team</li><li>• Each team receives <b>transcripts and recordings</b> of all coaching calls</li></ul>	<ul style="list-style-type: none"><li>• <b>Time period:</b> 1-week Orientation then 4-Day Bootcamp</li><li>• <b>Hours required:</b> 1.5-hour Orientation Call with your team then 5.5 hour interactive Bootcamp for 4 days</li><li>• <b>Team building</b> during the Orientation week call</li><li>• <b>Target audience laser coaching call</b> during 3-Day Bootcamp</li><li>• <b>2 Recruitment and Retention Plan Feedback Calls</b> per team</li><li>• <b>Support for Implementation Call</b> 3 months out and unlimited email support during membership period</li><li>• <b>Virtual presentation</b> report on outcomes by all teams at 6-month mark</li><li>• <b>5.5 hours of Customized Feedback</b> per team</li><li>• Each team receives <b>transcripts and recordings</b> of all coaching calls</li></ul>
<p>A vertical timeline for the 10-week online training. It consists of seven downward-pointing chevron shapes, each containing a label and a box of activities. The labels are: Week 1 (red), Weeks 2-5 (green), Week 6 (purple), Weeks 7-10 (blue), 6 Months Follow-Up Support (orange), and Take Aways (yellow).</p>	<p>A vertical timeline for the live 4-day online bootcamp. It consists of six downward-pointing chevron shapes, each containing a label and a box of activities. The labels are: Week 1 (red), Day 1 &amp; 2 (green), Day 2 &amp; 3 (blue), 6 Months Follow-Up Support (orange), and Take Aways (yellow).</p>

## The WomenTech Educators Training System for Success

IWITTS has cracked the code to helping community colleges broaden participation as soon as the next semester with the WomenTech Educators Online Training System – developed during our 5 National Science Foundation projects and now available to all community colleges through this new 12-Month WomenTech Online Training Membership.

**The proven formula that makes this system so effective includes the following elements:**

### Schools Working as a Team

The WomenTech Online Training Membership program requires schools to participate in teams of 6-10 because working as a team has proven critical to helping other colleges see real results and enact institutional change. Participating as a team ensures that all the key stakeholders are represented and invested in the Women in STEM Recruitment and Retention Plan your college develops as part of the training, while also improving the infrastructure of your college to broaden participation. The plan template includes required key elements that set teams up to be successful. As part of your membership, your trainer Donna Milgram will host **monthly member-only webinars on what makes for an effective Leadership Team and which online training is right for your school** (10-Week Online Training or 4-Day Bootcamp). She will give live feedback on team development during the Q&A portion of the webinars, so your school will have the effective team you need to see the results you want during this program. (See [“The Power of Teams”](#) below for recommendations on potential team members.)

### Focus on One STEM Career Pathway

Each team that participates in the WomenTech Online Training Membership program will need to **choose one career pathway/program (example: engineering technology) in which women are underrepresented** to focus on during this 12-Month program. Once your team has had success with one career pathway, you will have all the tools you need to then expand your efforts to reach more programs. Starting with one program means your Recruitment and Retention Plan will be more targeted, more manageable, and easier to implement right away. Keep in mind that your team’s recruitment and retention strategies will differ by program because your outreach materials, talking points, prerequisites, building block skills, and female role models will all be unique to each program. We also recommend you pick a career pathway in a high-demand area where employers are hiring at relatively high wages, so you can share this information with prospective female (and male) students!

“*During the training, I developed a Recruitment and Retention Plan for one of the CIS programs. This is not a training where you consider doing ‘something’ when you get back to your office, you are actually developing and obtaining feedback from other colleagues on what they have done and how you can improve your plan before implementation! Plus, I will be able to take my experience and work on other programs of study using the same framework.*”

~ Edna Quintana Claus, Ph.D., M.B.A., CIS Division Director, Texas State Technical College Harlingen, TX

### **Team Building and Customized Feedback for Each Team**

*Note: Each team receives transcripts and recordings of all coaching calls*

In our successful CalWomenTech Project, the external evaluators found that along with the training itself, support for implementation with trainer Donna Milgram was one of the top 2 most important things that helped schools achieve their impressive recruitment and retention results. The WomenTech Online Training Membership includes 5.5 hours of call time for each team with Donna:

1. **Team Building Orientation Call During Online Training Orientation Week** – This first call with your team and Donna sets them up to be a high-functioning Leadership Team and takes them through the nuts and bolts of training logistics, such as choosing a weekly meeting time for homework/plan development.
2. **Laser Coaching Call on Target Audience During Training Module #1** – Donna will help your team take the critical, first step of your Recruitment Plan – choosing the best target audience for your school – in this hour-long team call. Your target audience impacts every portion of your Recruitment Plan, so it's critical to get it right at the start.
3. **Recruitment Plan Feedback Call and Retention Plan Feedback Call in Weeks Following Training** – Donna will provide an hour of customized feedback on each action plan – one call on your team's Recruitment Plan and one on your Retention Plan. You'll also receive another round of written feedback when you revise and finalize your plans after these calls.
4. **Team Support for Implementation Call 3 Months After Training** – Receive personalized support from Donna on implementing your Recruitment and Retention Plan during this one-hour call.
5. **Unlimited Email Support by Your Trainer for 6 Months** – Donna will be available for unlimited email support for the 6 months following the training your team attends.
6. **Final Group Presentation Call Presentation 6 Months After Training** – Your team will have a chance to present and hear from the other teams in the training. The information you present can be included in reports to funders and in future grant proposals.

**“***The Follow-Up Support sessions really keep you on task. It's too easy for this to be just one project among dozens, and the calls give you just-in-time reminders. **It's very helpful when you're in the middle of implementing your plan to be reminded of something from the training you might want to go back and look at, or to receive new information from Donna that you need just at that moment.***

~ Patrick J. Enright, Dean for Business, Mathematics, Engineering and Technologies, County College of Morris, Randolph, NJ

### **Who is this system for?**

This membership is open to community colleges that are serious about broadening participation in their institution's STEM programs where women are underrepresented and are ready to do so in 1-years' time.

## Sign up for 2018 Training Membership

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[Print Order Form \(Fillable PDF\)](#)  
[Payment Terms and Cancellation Policy](#)  
[Contact Us](#)

### You Will Learn:

#### Females in STEM: Key Factors for Recruitment

- ✓ Top 3 recruitment strategies & how to put them to use
- ✓ How to adopt a program-wide "female friendly" recruitment approach
- ✓ How to communicate the benefits of STEM at each stage of the recruitment process
- ✓ Effective strategies to involve faculty & staff in your recruiting effort

#### Gender Diversity in STEM: Boosting Enrollment & Implementing New Culture

- ✓ Barriers to recruiting women into STEM & how to overcome them
- ✓ How to identify your target audience for recruitment and low-hanging fruit
- ✓ Success in STEM: See actionable examples of successful STEM programs

#### Strategies to Keep STEM Students on Course & Improve Graduation Rates

- ✓ How to make female students feel welcome and what not to do
- ✓ Ways to bolster confidence in STEM students to ensure success
- ✓ Strategies to help your female students be successful in the lab
- ✓ Building block skills to help close the experience gap

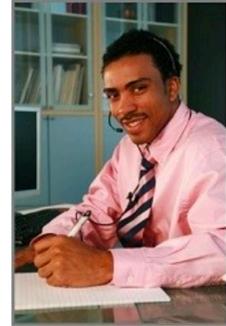
#### Addressing the STEM Challenge: Appeal to Women Who Aren't Excited by STEM

- ✓ How faculty can teach to female learning styles
- ✓ How to connect students with female role models & create community
- ✓ An "ah-ha" moment on spatial reasoning - what you need to know

#### Building a Leadership Team Model for Women in STEM: Strategies for Success

- ✓ Ways to partner with faculty, administrators, student services & others
- ✓ No educator is an island: How to work together & boost STEM retention
- ✓ Top 3 qualities of an effective Leadership Team & how to employ them

[Download WomenTech Online Training Membership Brochure \(PDF\)](#)



### You Will Take Away:

1. **An easy-to-implement Recruitment Plan** to greatly increase the number of women and girls in your STEM classrooms.
2. **A Retention Plan** for your school to increase the completion rate of your female (and male students), starting this semester.
3. The **knowledge and confidence** you need to put these plans into action right away, and **free bonus tools** that will help you be even more successful. (See Resources section below.)
4. A final presentation highlighting your **successful outcomes** which you can use to garner additional support.
5. Optional: Participants may receive one unit of **continuing education credit** from Fresno Pacific University.  
*Note: You can sign up for the continuing education credit starting 4 weeks in advance of training.*

## Resources Included with the WomenTech Online Training Membership:

Membership grants you and your team(s) instant access to all these resources the minute you sign up.

### Downloadable products included with membership ([see pricing for # of licenses included with each level](#)):



#### **STEM Success for Women Telesummit Expert Interviews Series (value = \$180 per license)**

12, hour-long audio interviews and transcripts from educators who have successfully recruited and retained female students in STEM, sharing the step-by-step \*recipe\* for how they achieved this. This series is the recorded version of our inaugural powerful STEM Success for Women Telesummit.



#### **Women in Technology Outreach Kit (value = \$150 per license)**

This easy-to-use downloadable kit has examples and fill-in-the-blank templates for program brochures, flyers, recruitment presentations, and school website sections that all include female role models. The female role model questionnaire has all the proven questions to ask your role models.



#### **The WomenTech Classroom eBook: A Treasure Trove of Hard-to-Find Women in STEM Resources for Educators (value = \$35 per license)**

Instantly access women in STEM classroom resources and online role model resources that will help women and girls see themselves in all career pathways.

### Other exclusive resources included with membership:

#### **Monthly Members-Only Webinar with Live Q&A with Your Trainer Donna Milgram**

Donna will host monthly webinars on what makes an effective team and which online training is right for your school (10-Week Online Training or 4-Day Bootcamp), so your school will have the effective team you need to see the results you want during this program.

#### **Monthly Members-Only Email with Special Resources**

Members will receive a special email every month with links to hard-to-find women in STEM resources and information on how to get the most out of your school's membership.

### The Power of Teams:

Teams communicate as a single voice during the program. Team members join together weekly to synthesize and apply the information into a group assignment; assignments build to create full Recruitment and Retention Action Plans during the training. To achieve these results, each team is required to focus on one career pathway which can be scaled and/or replicated later on.

### What WomenTech Educator Participants Said About Their Teams in the Training:

"We have a fabulous team. So many people have different varied areas of expertise. We meet Wednesday mornings and everybody is energized and works hard." ~ Patti Williams, Faculty, Surveying & Mapping Technologies, Mid-west College

### Who Should Be on Your Team:

To be most effective, each team consists of a group of 6-10 members with a variety of stakeholders from your college. Below are the recommended **core team members** (not every team will have every job title):

- Dean or Chair of the Department of the targeted program (recommended)
- Director of the Technology Center (or equivalent)
- Principal Investigator of grant (if applicable)
- Dean of Instruction
- Minimum of two instructors in targeted courses (highly recommended)
- Math administrator (if your core targeted courses have math prerequisites)
- Outreach & Recruitment Director/Staff
- Curriculum Developer
- STEM Coordinator
- Learning Center Director/Staff
- Counselor/Advisor
- Workforce Development Director
- Research & Planning Officer



[Download a Sample "Join My Team" Letter \(DOC\)](#)

## Online Training and Customized Feedback Provided by Donna Milgram:

Donna Milgram is Executive Director of the Institute for Women in Trades, Technology and Science (IWITTS) and has been Principal Investigator on 5 National Science Foundation (NSF) grants – including the CalWomenTech Project, which was highlighted by the NSF for **demonstrating significant achievement and program effectiveness** and chosen as 1 of 3 model projects nationally by the American Association of University Women.

- Ms. Milgram **developed the WomenTech Educators Training** to help educators nationwide increase the number of women in their technology programs.
- A nationally recognized expert on closing the gender gap for women and girls in STEM, Ms. Milgram has **personally conducted hundreds of WomenTech Educators Trainings in 46 states and Canada.**
- She is the **author of numerous peer-reviewed articles and conference presentations** including the American Society for Engineering Education (ASEE) and Women in Engineering Proactive Network (WEPAN). Recent presentation highlights include:
  - o U.S. Department of Education, Moving STEM Forward in the Career, Technical and Adult Symposium;
  - o Massachusetts Institute of Technology (MIT), Challenging Technical Privilege Symposium Panel; and,
  - o Engineering for Kids Conference (Keynote Presenter).
- Donna has been **featured in the media** on CNN, Fox Morning News, C-Span, and National Public Radio, and has been quoted in major newspapers such as The Washington Post, The Wall Street Journal, The Chicago Tribune, Associated Press, and more.
- An innovative leader, Donna Milgram draws upon over 21 years of experience leading successful projects, such as the NSF-highlighted CalWomenTech Project.



*Learn directly from Executive Director  
Donna Milgram, the creator of the  
WomenTech Educators Training*

[Talk with Donna Milgram about the WomenTech Online Training Membership](#)

## What Educators Are Saying About the Online Training:



"The training was time well spent. It was such a minimal amount of time to get so many concrete implementable strategies. **The WomenTech Educators Online Training gives you the most for your money—you can implement the tools immediately with minimal resources and see true quantitative results!**"

~ Phyllis Baca, Director of STEM Initiatives, Santa Fe Community College, Santa Fe, NM



"We have the first three women in our Auto Technology Program and really want to make sure they succeed. After participating in the WomenTech Educator's Online Training, we created additional open lab time for them, realizing they may need extra time to develop hands-on skills in a nonthreatening atmosphere. Two months into the course they are still with us. **I learned so much about retention from the online training, I decided our entire Engineering and Technology Department could benefit and we are bringing the online training to our school and rolling it out to all of the technical faculty over the next two years.**"

~ Van Madray, Dean of Construction and Industrial Technology Division, Pitt Community College, Winterville, NC



"**The WomenTech Educators Online Training has the potential to change the way you view your program. Important data is presented with passion and humor.** I want you to know I have gained a great deal from the course. By the time you have a graduate degree and have worked in education for decades, most "professional development" is repetitive. I can honestly say that you have given me much to think about and that it will result in changes to my approach to course development."

~ Lauran Sattler, Department Chair, Computer Information Systems, Ivy Tech Community College, President's Award for Instructional Excellence 2007, Warsaw, IN



"**The online training was very manageable because it was asynchronous.** I'm always teaching an overload, but you watch the training videos at your leisure, and participate as you're able. Because of that I was able to integrate the training into my very busy schedule."

~ Dr. Cynthia V. Marcello, Associate Professor, Computer Information Systems, SUNY Sullivan, Loch Sheldrake, NY



"I learned a lot of new methods and perspectives on retention I did not have before and **I've already started making changes on how I do things here at my school!** The WomenTech Educators Online Training was a content-filled and highly informative training program."

~ Antigone Sharris, Full-time Faculty & Program Coordinator, Engineering Technology Program, Triton College, River Grove, IL

[See the Full List of Testimonials](#)