

# WomenTech Educators Onsite Training

Learn How You Can Enroll Up To 25-50% Female Students in STEM in Just One Year

## Customized Feedback + Working as a Team = Amazing Results!

*Don't miss this valuable opportunity to have outcomes like these past clients:*

- 5 of 7 colleges started enrolling **an average of 4.8 more female students** in their targeted STEM courses after a WomenTech Educators Training.
- 6 of 7 colleges increased female retention from **an average baseline of 58% to 100%** in only 8 months.
- One of these colleges—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 female and male students were retained!



Training at your location to increase the number of female students in your STEM classes!

Conducted by the [National Institute for Women in Trades, Technology & Science](#)

### You Will Learn (Learning Objectives):

- ✓ Females Students in STEM: Key Factors for Recruitment
- ✓ Gender Diversity in STEM: Boosting Enrollment & Implementing New Culture
- ✓ Strategies to Keep STEM Students on Course & Improve Graduation Rates
- ✓ Addressing the STEM Challenge: Appealing to Women Who Aren't Excited by STEM
- ✓ Building a Leadership Team Model for Women in STEM: Strategies for Success

### You Will Take Away:

1. An **easy-to-implement recruitment plan** to greatly increase the number of women 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 Training Materials section on next page)

Optional: Participants may receive one unit of **continuing education credit** from Fresno Pacific University

What's Included:	Silver	Gold	Platinum
Two-days of in-person training at your location	✓	✓	✓
Bring up to 4 teams, with a total of up to 40 participants	✓	✓	✓
The WomenTech Classroom eBook: A Treasure Trove of Hard-to-Find Women in STEM Resources for Educators	✓	✓	✓
Women in Technology Outreach Kit	✓	✓	✓
NEW: STEM Success for Women Master Class	✓	✓	✓
WomenTech Training Participant Manuals	✓	✓	✓
Unlimited Potential Posters (6 posters in set)		✓ 3 sets	✓ 6 sets!
Role Model Banners: Career pathways of your choice		✓ 3 banners	✓ 6 banners!
Customized Feedback and Virtual Team Building with Executive Director Donna Milgram:			✓
1.5 hour Orientation Calls with each team, before the training even starts. Includes team building and laser coaching on target audience for recruitment			✓
2, hour-long Recruitment and Retention Plan Feedback Calls per team		✓	✓
Support for Implementation Call 3 months out + email support			✓
Virtual team presentation report on outcomes at 6-month mark			✓
Transcripts and recordings of all calls for each team		✓	✓

Read on...

## The Power of Teams:

Each in-person training accommodates up to 4 teams, with a total of up to 40 participants. After the initial training at your location, team members work together to implement the Recruitment and Retention Action Plans they developed during the training. To achieve these results, each team is required to focus on one career pathway.

## 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. 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 2 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



## Training Materials:



### The WomenTech Classroom eBook: A Treasure Trove of Hard-to-Find Women in STEM Resources for Educators

Instantly access women in STEM classroom resources and online role model resources that will help women and girls see themselves in all career pathways. This downloadable guide includes links to sample curriculums and websites that teach STEM in a female-friendly way.



### The Women in Technology Outreach Kit

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.



### STEM Success for Women Master Class

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



### Unlimited Potential Posters (set of 6)

Images of female models on the job help women and girls picture themselves in STEM career pathways.



### Role Model Banner

Bold 6' x 2' banners in the career pathways of your choice. Choose from 7 different banners.



## 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.

## Take the next step: Get in touch

### Email Donna Milgram to set up a time to talk:

Donna Milgram, Executive Director, National Institute for Women in Trades, Technology & Science  
Email: [dmilgram@iwitts.org](mailto:dmilgram@iwitts.org) Phone: (510) 749-0200, ext 101

### Pre-Training Activities and Support:

A pre-training consultation with your trainer will help set your college up for success. Trainer will meet with you to help with: 1) Team composition and development; 2) Baseline data collection and analysis for targeted career pathway of up to 6 teams; and if appropriate, 3) Review of a related grant proposal and discussion on how to meet grant goals.



"Participating in the IWITTS training refined my skills as an instructor and administrator to be an agent of change in this realm. Because Computer Networking and Information Technology was not on the radar of many women, the tools that were given to us by IWITTS for reaching out to students for our entry level class were very effective. And those changes have been institutionalized in my department. **Thanks to our work with IWITTS, female enrollment in my department has risen from 19% to 33%.**"

~ Pierre Thiry, Principal Investigator, Mid-Pacific ICT Regional Center, San Francisco, CA (ATE Center)

## What Educators Are Saying About the WomenTech Educators Training:



**"Completely made me re-evaluate the approach that we have been taking.** I realized the many mistakes and plan to make changes that I learned from the training. Great information!"

~ *Hector Yanez, Department Chair/CADD Manager of Computer Drafting and Design Technology, Texas State Technical College, Harlingen, TX*



**"A lot of people, including me before I met Donna, do a lot of things that aren't necessarily recruitment, they're career awareness tools.** People think if you put up a flyer that will solve the problem. **Donna really taught us proven techniques to grow the program."**

~ *Edie Schmidt, Professor, Technology Leadership and Innovation/Supply Chain Management Technology, College of Technology, Purdue University, West Lafayette, IN*



**"I left the training feeling equipped and empowered with the necessary tools to improve female performance and success in STEM programs."**

~ *Timothy Brown, Department Chair of Mathematics, Georgia Perimeter College, Dunwoody, GA*



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"The training conducted by Donna Milgram was **the best training I have ever received because I can implement the recruitment and retention plans I created specifically for my program** Computer Information Management (CIM) to help increase females in technology at Irvine Valley College!"

~ *Roopa Mathur, Professor, Computer Information Management, Irvine Valley College, Irvine, CA*



"I felt there was a tremendous opportunity to increase the proportion of female students in my computer programming and web design classes if I could only get help. During the WomenTech Educators Training, I loved learning about personal encouragement strategies. **As an instructor, I now know how to retain women in my classes while providing them with the tools to be successful.** When I walked in the door to the training, I did not know what to expect. **When I walked out, I had additional tools and ways of teaching to women that I did not know about before.**"

~ *Jim Luckas, Digital Media Instructor, North Orange County Community College District, Anaheim, CA*

**Email us with any questions, or to set up a time to talk: [training@iwitts.org](mailto:training@iwitts.org)**

# WomenTech Educators Onsite Training Package

## Recruitment and Retention **Platinum Package** Includes:

- **2 days of in-person training at your location.** Day 1 is on Recruitment, Day 2 is on Retention.
- **School Teams work together** on Recruitment and Retention Action Plans during the training.
- **Bring up to 4 teams, with a total of up to 40 participants.** Recommended team size is 6 people per team (can have up to 10 team members).
- **Every participant receives:**
  - **The WomenTech Classroom eBook: A Treasure Trove of Hard-to-Find Women in STEM Resources for Educators:** Instantly access women in STEM classroom resources and online role model resources that will help women and girls see themselves in all career pathways. This downloadable guide includes links to sample curriculums and websites that teach STEM in a female-friendly way.
  - **Women in Technology Outreach Kit:** This easy-to-use downloadable kit has examples and fill-in-the-blank templates of 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 women in STEM fields for more effective outreach.
  - **STEM Success for Women Master Class:** 12, hour-long audio interviews and transcripts from educators and experts who have successfully recruited and retained female students in STEM, sharing the step-by-step \*recipe\* for how they achieved this. The Master Class is the recorded version of our recent powerful STEM Success for Women Telesummit.
  - **WomenTech Training Participant Manuals:** This best practices manual will be provided to every training participant and is available exclusively through this training.
- **Outreach materials:**
  - **6 sets of Unlimited Potential Posters:** Images of female role models on the job help women and girls picture themselves in STEM career pathways. Each set includes 6 unique posters. (36 in total!)
  - **6 Role Model Banners:** Bold 6' x 2' banners. Choose from seven different career pathways!
- **Follow Up Support** (Up to 22 hours of follow up support included!):
  - 1.5 hour Orientation Calls with each team set the stage for success, before the training even starts. Calls include team building and laser coaching on target audience for recruitment.
  - 2, hour-long Recruitment and Retention Plan Feedback Calls per team.
  - Support for Implementation Call 3 months out and unlimited email support.
  - Virtual team presentation outcomes at 6-month mark.
  - Total 5.5 hours of customized feedback per team.
  - Each team receives transcripts and recordings of all coaching calls.

**Cost:** Approximately \$28,000-\$29,000 (depending on travel expenses)

**Email us with any questions, or to set up a time to talk: [training@iwitts.org](mailto:training@iwitts.org)**