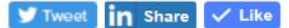## WomenTech Online Training Institutional Membership: Increase Female Enrollment in STEM Classes with Proven System

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

Tweet | Share | Like

WomenTech Online Training Membership
You have a full year to complete the program.

Community colleges that have implemented the strategies from the WomenTech Educators Online Training Program have seen remarkable results:

- 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 10-Week Online Training

- 3 of 5 teams from the 4-Day Bootcamp version of the Online Training started enrolling an **average of 8.5 more female students** in their targeted STEM courses less than a year later

Register now to choose the Online Training format and timeline that works best for your college.

Register Now

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

"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

"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

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:

College + State	Recruitment + Retention Increases	Increased Female Enrollment	Increased Male Enrollment	Increased Female Retention	Increased Male Retention	HSI*	NSF ATE Project	Rural
Athens Technical College, GA	Emerging Technology Class went from **only 1 female student to 15 the next semester**. In Fall 2016, nearly half of the 43 Video Game Design & Development Certificates were awarded to women. By Fall 2017, **program grew** to 70 students —22 female students and 48 male.	✓	✓					
Mt. Wachusett Community College, MA	BioTech Manufacturing Class went from only **1 female student to 9 out of 13 in only one semester**. A year later, there were 13 women out of 23 students in the Intro Course **(57%)**. Retention of both female and male students increased from **50% to 100%**.	✓		✓	✓		✓	✓
Texas State Technical College, TX	Reached goal of recruiting **11 new female students (45% increase)** to Computer Networking and Systems Administration program after only a semester.	✓				✓	✓	✓
Broward Community College, FL	Female enrollment **went up 200% from 5 to 15 women** and male enrollment **went up 156% from 43 to 110 men** in targeted Introductory Networking courses. Female retention increased from **80% to 100%**.	✓	✓	✓		✓		
Del Mar College, TX	Increased female enrollment by **62%** and increased the retention of both female and male students by **45%** in introductory Programming courses. Female retention went from **zero to 86%** and male retention from **70% to 93% in 6 months**.	✓		✓	✓	✓		
Patrick Henry Community College, VA	Increased female enrollment in Engineering Technology program from **2 female students to 12 in one semester**. Female retention also went from **50% to 100%** the next semester.	✓		✓			✓	✓
Owensboro Community and Technical College, KY	Increased female enrollment **250% from 2 to 7 female students** and male enrollment went from **38 to 53 male students (a 40% increase)** in targeted Automotive & Diesel courses.	✓	✓				✓	✓

*Hispanic-Serving Institution (HSI)

▸ **What Educators Are Saying About the Training**

"This conference was very dynamic and intense. The strengths were the significant research to support the strategies and the time to develop/enhance your school's recruitment/retention plans."

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%

Knowledge of Effective Practices for Recruiting and Retaining Women/Girls in STEM

Average Change Score

- Before the Training: 3.1
- After the Training: 5.7

Rating Scale

1 = Low Knowledge   7 = High Knowledge

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

Register Now

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 year of starting your Membership. 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 12 - 13 & July 19 - 20, 2018
- November 1 - 2 & November 15 - 16, 2018

4-Day Online Bootcamp Times:

- 1.5-hour Orientation Call with your team then 5.5 hours daily for 4 days of Bootcamp
- 8 AM - 1:30 PM PDT / 10 AM - 3:30 PM CDT / 11 AM - 4:30 PM EDT

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

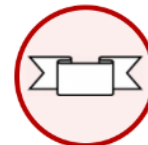## Sign Up Today and You'll Receive

Online Training: 10-Week OR 4-Day	10 Hours of Coaching Calls with Your Team	Recruitment & Retention Resources	*New* STEM & CTE Data Detective Package	*New* Your Choice of 3 Role Model Banners

Which training option is right for you?

10-Week Online Training

- **Time period:** 1-week Orientation, 4 weeks on Recruitment, 1-week Break, and 4 weeks on Retention
- **Hours required:** 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
- **Team building** during the **Orientation Week Call**
- **Target Audience Laser Coaching Call during Week 1 to help your team** get this critical first step right
- **2 Recruitment and Retention Plan Feedback Calls** per team
- **Support for Implementation Call** 3 months out and unlimited email support during membership period
- **Virtual presentation report** on outcomes by all teams at 6-month mark
- **5.5 hours of Customized Feedback** per team *(Data Detective Package includes up to 4.5 additional hours)*
- Each team receives **transcripts and recordings** of all coaching calls

Week 1	• Team Orientation Call with Trainer • 2 Orientation Assignments with Prizes
Weeks 2-5	• Recruitment Training: 4 Modules, Laser Coaching Call on Target Audience, Action Plan, and Q&A Call with Trainer
Week 6	• Break/Catch Up Week
Weeks 7-10	• Retention Training: 4 Modules, Action Plan, and Q&A Call with Trainer
6 Months Follow-Up Support	• 2 Team-Based Plan Feedback Calls • 1 Team Support for Implementation Call • Final Group Call 6 Months After Training
Take Aways	• Team Recruitment & Retention Action Plans • More female students in STEM programs!

Live 4-Day Online Bootcamp

- **Time period:** 1-week Orientation, 2-Day Recruitment Bootcamp, Break, and 2-Day Retention Bootcamp
- **Hours required:** 1.5-hour Orientation Call with your team then 5.5 hour interactive Bootcamp for 4 days
- **Team building** during the Orientation Week Call
- **Target Audience Laser Coaching Call**
- **2 Recruitment and Retention Plan Feedback Calls** per team
- **Support for Implementation Call** 3 months out and unlimited email support during membership period
- **Virtual presentation** report on outcomes by all teams at 6-month mark
- **5.5 hours of Customized Feedback** per team *(Data Detective Package includes up to 4.5 additional hours)*
- Each team receives **transcripts and recordings** of all coaching calls

Week 1	• Orientation: Team Building & Laser Coaching Call • Team Assignment with Chance for Prizes
Day 1 & 2	• Recruitment Training: 4 Modules, Action Plan, and Q&A Sessions with Trainer
Day 2 & 3	• Retention Training: 4 Modules, Action Plan, and Q&A Sessions with Trainer
6 Months Follow-Up Support	• 3 Team-Based Follow-Up Support Calls • Final Group Call 6 Months After Bootcamp
Take Aways	• Team Recruitment & Retention Action Plans • More female students in STEM programs!

Talk with Donna Milgram

IWITTS's Executive Director Donna Milgram is 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 Donna about the Training Memberships

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.

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:
  - U.S. Department of Education, Moving STEM Forward in the Career, Technical and Adult Symposium;
  - Massachusetts Institute of Technology (MIT), Challenging Technical Privilege Symposium Panel; and,
  - Engineering for Kids Conference (Keynote Presenter).

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

- 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.

Talk with Donna Milgram about the WomenTech Online Training Membership

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
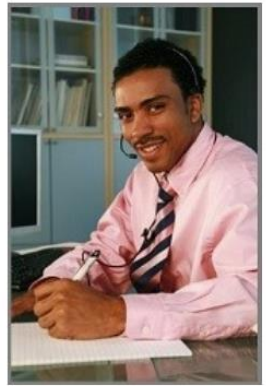
You Will Take Away:

1. A **Data Dashboard** you can use for effective recruitment strategies targeting the low hanging fruit. Receive **pinpoint analysis of your most effective target audiences for recruitment**, and **retention metrics on bottlenecks** in course progression and completion.
2. **An easy-to-implement Recruitment Plan** to greatly increase the number of women in your STEM classrooms.
3. **A Retention Plan** to increase completion rate of your female (and male) students, starting this semester.
4. The **knowledge and confidence** you need to put these plans into action right away, and **free bonus tools** including your choice of **3 Women in Trades and Technology banners** that will help you be even more successful. (See Resources section below.)
5. **10-hours of Coaching and Customized Feedback Calls** with your team and your Trainer and Data Detective Donna Milgram (including transcripts and recordings of all calls).
6. A final presentation highlighting your **successful outcomes** which you can use to garner additional support.
7. 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.

Your team can participate in this pre-training program any time prior to the Online Training:

STEM & CTE Data Detective Package: Dashboard Analysis *(value = $5,000)*
Donna Milgram, Lead Data Detective, will work closely with your team to investigate your targeted program using our proprietary dashboard and analytical techniques. Your team will discover the lowest hanging fruit for recruitment, and identify the blockages that are keeping female students and underserved populations from advancing in your targeted STEM and CTE program. With this knowledge, you'll be ready to get the most out of the WomenTech Educators Online Training and you'll expend the least amount of effort for the greatest gains in broadening participation in STEM and CTE.

Impressions are often skewed when it comes to groups with minority status. Make sure that your program is evaluating real patterns in the data in order to make change, and not relying only on anecdotal evidence. You'll benefit from IWITTS's 20 years of experience working with hundreds of schools around the country to help them improve metrics for non-traditional indicators for women and girls in STEM and CTE.

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:

Women in Trades and Technology Banners *(value = $125 per banner)*
Each team receives 3 female role model banners. Send the message that women can succeed in these career areas! Each banner is 6 feet wide by 2 feet high and includes 3 grommets on top and bottom for easy hanging. Choose from 7 different career pathways including: Engineering, Automotive Technology, Construction Technology, Green Jobs, Manufacturing Technology, Technology Careers and Trades.

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.

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

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.

Best Value!

	School-Level	District-Level	State-Level
Who is this membership best for?	Schools	Districts, regional consortia	States or national-level projects or consortia
Registration for a WomenTech Online Training + Data Detective Package (Includes 10 Hours of Coaching Per Team)	**1 team/ 1 career pathway**	**3 teams/ 3 career pathways**	**7 teams/ 7 career pathways**
STEM Success for Women Telesummit Expert Interviews	**10 users** $1,800 value	**30 users** $5,400 value	**70 users** $12,600 value
Women in Technology Outreach Kit	**10 users** $1,500 value	**30 users** $4,500 value	**70 users** $10,500 value
WomenTech Classroom eBook	**10 users** $350 value	**30 users** $1,050 value	**70 users** $2,450 value
Women in Trades & Technology Banners (Choose from 7 Career Pathways)	**3 banners** $375 value	**6 banners** $1,125 value	**27 banners** $3,375 value
WomenTech Online Forum	**10 users** $200 value	**30 users** $600 value	**70 users** $1,400 value
Bonus Group Opportunity		Additional 1-Hour Call with Donna	Additional 1-Hour Call with Donna
Schedule a Private Training			Your Own Dedicated Online Training
Membership Pricing:	**$12,000** Add to Cart Print Order Form	**$36,000** Add to Cart Print Order Form	**$84,000** Add to Cart Print Order Form