



BREAK THE CYCLE of Low Female Enrollment Numbers in STEM/CTE



WOMENTECH EDUCATORS TRAINING & COACHING SYSTEM: BOOTCAMP

- ☑ IWITTS has helped dozens of schools increase the number of women (and men) enrolled in a wide range of CTE career pathways in which women are under-represented AND improve the retention of both female and male students in a year or less.
- ☑ At the end of this fact sheet, you'll find 3 success stories and in-depth case studies from 2 colleges in manufacturing career pathways and one in welding.

Client Video: Fayetteville Technical Community College (FTCC) created a [5-minute video](#) about the WomenTech Training narrated by FTCC's Dean of Engineering and Applied Technology. Reviewing this will enable you to see the training in action and hear from past participants – FTCC faculty and staff.

Key Program Elements

- ☑ Each WomenTech Bootcamp Immersion Training can accommodate up to 4 college teams.
- ☑ Each team is made up of 6 to 10 key stakeholders including a Key Leader and Co-leader.
- ☑ Each team must select and must map to one career pathway (ex: Manufacturing). Once the college has the model, they'll be able to easily roll it out to other Career Pathways in the department.
- ☑ Below are some examples of key stakeholders that make up a team. Donna Milgram, IWITTS's Executive Director will serve as trainer and coach and can help each school think through best members for their Team. Please note you are not expected to have all of these potential members, the list is over inclusive.

Potential Team Members: Example Computer Science/ Information Technology (6 to 10 per College)

1. Manufacturing Instructors	2. Counselors/Advisors
3. Manufacturing Chair	4. Outreach/Recruitment Staff
5. Workforce Development Director/Staff	6. Manufacturing Lab Assistants
7. Learning Center Director/ Staff	8. Manufacturing Employer from the Advisory Board
9. Coordinators of Potential Recruitment Sources i.e. ESL, One Stop, Feeder High School Programs	10. Curriculum Developer

WOMENTECH EDUCATORS TRAINING & COACHING SYSTEM: BOOTCAMP

Activity	Description	With Who	Where	Timeline	Hours
Assessment of Key Data and Current Outreach Strategies	<p>Each school populates the IWITTS Data Dashboard with baseline #s on female/male enrollment and completion in introductory courses, so the plan is numbers driven and goals measured. Identification of current outreach and recruitment efforts and materials.</p> <p>Takeaways: Data Dashboard for Evaluation to Measure Enrollment and Completion #s Pre and Post Training</p>	Key Leader Each team separately	Phone/ Email	4 Weeks Prior to Bootcamp	Varies
Virtual Team Building and Target Audience Orientation Call	<p>Team building with members and goal setting for enrollment/completion along with Coaching by Donna Milgram on best target audience for recruitment and low hanging fruit.</p> <p>Takeaways:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> What Each Team Member Contributes to Training <input checked="" type="checkbox"/> Best Target Audience for Recruitment 	Each Team Separately @ time that works for school and trainer	Zoom	2 weeks prior to Bootcamp	1.5 Hours
WomenTech Recruitment Bootcamp	<p>Recruitment Online Live Bootcamp conducted by Donna Milgram.</p> <p>Takeaways: Recruitment Plans developed by Key Stakeholders</p>	4 Teams Together Individual Training Participant	Zoom	Dates on Website	8 Hours 4 hours each day over 2 days

WOMENTECH EDUCATORS TRAINING & COACHING SYSTEM: BOOTCAMP

Activity	☑ Description	With Who	Where	Timeline	Hours
Plan Feedback Calls	<ul style="list-style-type: none"> ☑ 1-hour Recruitment Plan Feedback ☑ Recording and Transcript of call sent to team for help revising Plan ☑ Review and written feedback of revised Recruitment Plans <p>Takeaways: Fully Vetted (by Donna Milgram), Robust Recruitment Plan</p>	Each Team Separately	Zoom	1 to 2 Weeks After Bootcamp or later – flexible @ time that works for school & trainer	1 Hour Per Plan
Coaching for Implementation Call	<p>Coaching on Recruitment Plan Implementation. For example, coaching on the creation of the agenda for a Women and Welding Meet & Greet. Recording and Transcript of call sent to team for help with implementation.</p> <p>Takeaways: Assistance in any area needing more attention such as event development</p>	Each Team separately	Zoom	No Later Than 3 Months After Bootcamp @ time that works for school & trainer	1 Hour
Unlimited Email Support	<p>To answer questions, review outreach materials</p> <p>Takeaways: Quick feedback from Donna if outreach going in right direction or if not what's needed to correct it and any other area needing more help.</p>	Each Team Separately	Email	Up to 6 Months After Bootcamp	Varies
Presentation Call	<p>Each team presents their pre and post outcome numbers, what strategies worked and what didn't, and what's next. Pre-made presentation templates make it easy for teams to present.</p> <p>Takeaways:</p> <ul style="list-style-type: none"> ☑ Team Outcomes ☑ Effective and Ineffective Strategies 	Teams Together	Zoom	6 to 9 Months After Bootcamp	1 hour

WOMENTECH EDUCATORS TRAINING & COACHING SYSTEM: BOOTCAMP

Training Materials (For both Team and Individual Training Participants)

Included Materials	Description	Format	Who Can Use?
Google Drive	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Examples of proven Outreach Materials (emails, flyers, webpage, Eventbrite, fact sheet, interest form) <input checked="" type="checkbox"/> IWITTS Recruitment and Retention of Women STEM Program Checklist <input checked="" type="checkbox"/> Recruitment Plan Templates 	Google Drive	School Team Members/Individual Training Participants
<u>Women and Technology Outreach Kit</u>	It isn't easy to develop effective outreach materials to recruit women to STEM and CTE! To help you, we have developed these easy-to-use templates. (\$150 value)	Downloadable	School Team Members/Individual Training Participants
<u>The WomenTech Classroom eBook</u>	A Treasure Trove of Hard-to-Find Women in STEM Resources for Educators. This downloadable guide includes mostly free sample curricula and websites that teach STEM in a female-friendly way. (\$35 value)	Online	School Team Members/Individual Training Participants
Bonuses	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> WomenTech Gender Equity Self-Assessment <input checked="" type="checkbox"/> STEM Success for Women Case Studies (10) <input checked="" type="checkbox"/> Tutorial: How to Find Female Role Models <input checked="" type="checkbox"/> Tell Her Story: STEM Female Role Model Template <input checked="" type="checkbox"/> Women and Manufacturing Bibliography 	Online	School Team Members/Individual Training Participants

Proven Outcomes with Case Studies

Below are 3 examples of successful programs IWITTS has worked with in past with proven results and outcomes from Online Training. All 3 examples participated in Online WomenTech Training. Links to case studies provided.

Milwaukee Area Technical College, WI	Welding	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> 0 to 9 women in Welding in 4 weeks, maintained over multiple semesters <input checked="" type="checkbox"/> <u>Case Study</u> includes female student interview <input checked="" type="checkbox"/> Participated in a Bootcamp
Mount Wachusett Community College	Manufacturing Technology	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Female Enrollment 1 to 9 (1 semester) <input checked="" type="checkbox"/> After 1 semester, female and male retention increased from 50% to 100% <input checked="" type="checkbox"/> <u>Case Study</u> <input checked="" type="checkbox"/> Participated in a WomenTech Educators Online Training

WOMENTECH EDUCATORS TRAINING & COACHING SYSTEM: BOOTCAMP

Lawson State Community College, AL (HBU)	Manufacturing Technology	<ul style="list-style-type: none">☑ 2 to 11 women (1 year) to 15 in 1.5 years☑ Female retention 80% to 93% (1 year)☑ Case Study☑ Participated in Online Training
--	--------------------------	---

Testimonials from Colleges



“It was the decisive work plan we developed as a team with Donna’s facilitation during the training that I believe made the biggest difference. Our plan included recruitment strategies that I would never have thought of myself. These strategies worked because they were so specific. **The training made us look at everything differently,”**

~ Sue Silverstein, Welding Instructor, Milwaukee Area Technical College, Oak Creek, WI, Attended 2018 Bootcamp with a Team

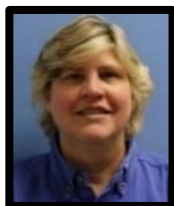


“The WomenTech Educators Training was very eye-opening and it provided a vehicle and framework to focus our efforts. It gets you to think about what it takes to be successful. **The most valuable aspect of the training was building our team!** Getting a group of people focused and thinking about retention was a good thing. Getting the institutional buy-in is critical. While top-level management needs to know what's going on, it's the faculty—the people actually doing the work—that you need to get on board.

When our team first participated in the WomenTech Educators Training, we were focused on the BioTech Manufacturing program, but we built that up and **we've now translated the training to our other Manufacturing programs with a similar approach.**

Everybody knows that you can't maintain 100% retention, but that was the case from that second cohort to the next. As your program builds, there's inevitably going to be some attrition, but we have kept a very high retention rate. [...]"

*~ Dr. John Henshaw, Dean of Workforce Development at Mount Wachusett Community College and Project Director for Massachusetts Advanced Manufacturing TechHire Collaborative brought a team to a 2015 WomenTech Educators Online Training. **Female enrollment went from only 1 female student to 9 out of 13 the next semester. Retention of both female and male students went from 50% to 100%.***



“Before the WomenTech Educators Training, I felt like I was just spinning my wheels trying to get more women into our Automotive Manufacturing Technology program. After the training, Lawson State went from only 2 female students in Automotive Manufacturing Technology to 11 in just over a year. If you’re tired of spinning your wheels attempting to get more women in your program, then the WomenTech Educators Training is the way to do it.”

~ Nancy Wilson, Assistant Dean, Career Technical Education, Lawson State Community College, Bessemer, AL Attended Online Training with a Team