



## 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 3 colleges in 3 career pathways.

**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.

Activity	Description	With Who	Where	Timeline	Hours
<b>Assessment of Key Data</b>	Each participant 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. Required: Selection of 1 career pathway to focus on for training. <b>Takeaways: Data Dashboard for Evaluation to Measure Enrollment and Completion #s Pre and Post Training</b>	Individual		2 Weeks Prior to Bootcamp	Varies
<b>WomenTech Recruitment Bootcamp</b>	Recruitment Online Live Bootcamp conducted by Donna Milgram.  ☑ <b>Takeaway: Recruitment Plan</b>	Individual	Zoom	November 5-6, 2020  8am to 12 pm PT/11 -2 ET	<b>8 Hours</b> 4 hours each day over 2 days

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## Training Materials

Included Materials	Description	Format	Who Can Use?
<b>Google Drive</b>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Examples of proven Outreach Materials (emails, flyers, webpage, Eventbrite, fact sheet, interest form)</li> <li><input checked="" type="checkbox"/> IWITTS Recruitment and Retention of Women STEM Program Checklist</li> <li><input checked="" type="checkbox"/> Recruitment Plan Templates</li> </ul>	Google Drive	Individual Participant
<a href="#"><u>Women and Technology Outreach Kit</u></a>	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	Individual Participant
<a href="#"><u>The WomenTech Classroom eBook</u></a>	<b>A Treasure Trove of Hard-to-Find Women in STEM Resources for Educators.</b> This downloadable guide includes mostly free sample curricula and websites that teach STEM in a female-friendly way. (\$35 value)	Online	Individual Participant
<b>Bonuses</b>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> WomenTech Gender Equity Self-Assessment</li> <li><input checked="" type="checkbox"/> STEM Success for Women Case Studies (10)</li> <li><input checked="" type="checkbox"/> Tutorial: How to Find Female Role Models</li> <li><input checked="" type="checkbox"/> Tell Her Story: STEM Female Role Model Template</li> </ul>	Online	Individual Participant

## 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. The first 2 examples participated in Online Bootcamps. Links to case studies provided.

<b>Milwaukee Area Technical College, WI</b>	<b>Welding</b>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> <b>0 to 9 women in Welding in 4 weeks</b>, maintained over multiple semesters</li> <li><input checked="" type="checkbox"/> <a href="#"><u>Case Study</u></a> includes female student interview</li> <li><input checked="" type="checkbox"/> <b>Participated in a Bootcamp</b></li> </ul>
<b>Broward College, FL (HSI)</b>	<b>Computer Science Information Technology</b>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> <b>Female Enrollment 149 to 226</b> (1 year)</li> <li><input checked="" type="checkbox"/> <b>Male Enrollment 751 to 1009 men</b> (1 year)</li> <li><input checked="" type="checkbox"/> <a href="#"><u>Case Study</u></a></li> <li><input checked="" type="checkbox"/> <b>Participated in a Bootcamp</b></li> </ul>

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Lawson State Community College, AL (HBU)	Manufacturing Technology	<ul style="list-style-type: none"> <li>☑ <b>2 to 11 women</b> (1 year) to <b>15 in 1.5 years</b></li> <li>☑ Female retention <b>80% to 93%</b> (1 year)</li> <li>☑ <a href="#">Case Study</a></li> <li>☑ <b>Participated in Online Training</b></li> </ul>
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## 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 got us thinking intentionally about who we were going to target for outreach, how we were going to target them, and how we would follow up to make sure we had actual results linked to the different programs and events that we were holding.** In a year’s time, we had increased female enrollment in our IT & CS Department from **149 to 226 female students** and male enrollment had also increased from 751 to 1009 male students. **Since then, it has grown organically and blossomed into something that our college just does naturally.”**

*~ Michelle Levine, Interim District Director of Faculty Development, Broward College, FL ~ Michelle Levine, Interim District Director of Faculty Development, Broward College, FL Attended 2015 Bootcamp with a Team*



**“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*