

How a Cybersecurity Program Nearly Doubled the Number of Female and Male Students in Only 5 months

SUMMARY

After participating in a WomenTech Educators Onsite Training, Fayetteville Technical Community College (FTCC) increased female enrollment in the introductory courses in the Cybersecurity AS Program by 12 female students—from **12 to 32 women in 5 months**. Male enrollment also increased from **58 to 101 men**.

Cybersecurity Course Enrollment Data				
Timeline	# Female Students	# Male Students	Total # of Students	% Female
(Baseline = Before Training) Fall 2018	12	58	70	17%
(After Training) Fall 2019	32	101	133	24%

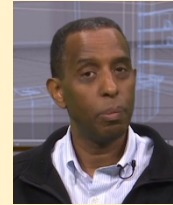
FTCC hosted a WomenTech Training conducted by Donna Milgram, Executive Director of the National Institute for Women in Trades, Technology & Science, in March 2019. Four teams participated from 4 career pathways, one of which was Cybersecurity. **In 5 short months, the Cybersecurity team nearly doubled the number of female and male students and exceeded their recruitment goal (see chart).**

How did the Cybersecurity team achieve these results?

A team of 12 key stakeholders in Cybersecurity education—including the Chair of the Networking Department and 6 instructors—developed a robust WomenTech Recruitment Plan using the plan template provided in the WomenTech Training.

One of FTCC’s key strategies was to repurpose a “Monthly Tech Talk” event at the college and turn it into a recruitment event. It became a “**Women in Technology Tech Talk**” and the messaging was, “**It’s Ladies’ Day at FTCC Computer Technology/Cybersecurity Labs!**” Publicity included “Men are welcome too!” and indeed some came.

Female role models in Cybersecurity were featured during the 2-hour event. The Keynote Speaker was in the military reserve and a consultant for Booz Allen Hamilton. The women spoke about their experiences, the career pathway and encouraged participants to register for the introductory courses. **Interviews with the Cybersecurity Chair and footage of the Tech Talk are included in this [short video developed by FTCC](#).**



“In the **WomenTech Training**, Donna Milgram explained why so few females enter the IT field and what we can do to attract them and this

fundamentally changed the way we both approach females when discussing career opportunities in IT and how we teach female students already enrolled. The WomenTech Training gave us the tools that allow us to be better equipped at increasing female enrollment as well as the ability to retain female students.”

~ Carlos Bodden, Department Chair, Networking Technology, FTCC, NC

“The WomenTech Educators Training helped us think outside the box for recruitment and retention of female students. **The greatest benefit was seeing almost immediate results.** In the first fall semester following the training, **we saw overall growth in all four targeted programs.”**

~ Pamela Gibson, Dean of Engineering and Applied Technology, FTCC, NC

ABOUT IWITTS: CREATOR OF WOMENTECH EDUCATORS TRAINING

IWITTS has been helping educators nationwide close the gender gap for women and girls in technology since 1994. IWITTS provides tools, resources, and professional development for educators to help them broaden female participation in STEM and CTE programs where they are underrepresented. **To discuss what type of training would be the best fit for your school, region, or state please [Contact Us](#).** Visit our website at: www.iwitts.org