

National Online WomenTech Project Outcomes Report

The overarching goal of the National Online WomenTech (NOW) Project by the Institute for Women in Trades, Technology and Science (IWITTS) was to provide the national community college Advanced Technological Education (ATE) network with evidence-based practices in outreach, teaching skills, and learning via online professional development to increase enrollment and retention of women (and retention of men) in community college STEM/CTE courses in which they are underrepresented.

The WomenTech Educators Online Training and System developed during IWITTS's CalWomenTech Scale Up Project and further refined during the NOW Project has cracked the code to helping community colleges broaden participation of women in STEM/CTE and improve retention of both female and male students in less than a year—in many cases in as little as one regular school semester. Seventeen of 20 community colleges that have presented outcomes in virtual presentations approximately 8 months after a training have reported success—many with dramatic increases in female enrollment of up to 1,400%.

Here is what one of the past participants had to say: “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 236 female students** and male enrollment had also increased from **751 to 1009 male students**. Since then, it has grown organically from there and blossomed into something that our college does naturally. I think getting together as a team with intention—because we're all so busy—and developing a written plan that we could stick to was what made all the difference.” ~ *Michelle Levine, Interim District Director of Faculty Development, Broward College, Hispanic-Serving Institution*

The NOW Project is one of very few projects focused specifically on gender in community college STEM/CTE programs that has documented actual increases in female enrollment and completion via its external evaluators. The Project delivered five WomenTech Online Trainings to Leadership Teams of 6-10 key stakeholders—including administrators, instructors, counselors/advisors, outreach professionals and other college staff—from **28 different community colleges** from across the United States:

- **100%** of teams developed Recruitment and Retention Plans for a targeted program during training
- **92%** of participants planned to implement their custom Recruitment and Retention Plans
- **89%** of participants agreed the training content was useful and that participating as a team was helpful
- Six months after the training, **83%** of participants reported they had shared what they learned and **69%** had already experienced successes broadening female participation in their courses

The Project captured ten success stories from past training participants in IWITTS's free STEM Success for Women Case Studies: Empowering Educators to Recruit and Retain More Women in STEM/CTE (available on IWITTS website).

The Project's other educational resources include:

- [WomenTech Gender Equity Self-Assessment](#) – In 20 minutes, educators can assess their school's readiness to recruit and retain women in their STEM/CTE career pathways. 86% of respondents have reported that it raised their awareness of factors that affect gender equity in STEM/CTE programs.
- **The WomenTech Educators Online Toolkit** includes 10 resources developed by IWITTS to assist educators with broadening female participation in STEM/CTE programs and is now included in every WomenTech Educators Training.

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- **Tell Her Story: STEM Female Role Model Template** – Now, every school can tell their female role model success stories. The Project has done the hard work up front developing the templates and six example multimedia profiles in different career pathways, so schools can simply fill in the templates.

The Project’s professional development opportunities, evidence-based strategies, and products were disseminated to over **25,000 STEM educators** across the country through a 5-year dissemination campaign. The Principal Investigator Donna Milgram made **24 conference presentations** during this Project—including a presentation on “Increasing Participation of Women in the Skilled Technical Workforce” for the 2017 NSF Education and Human Resources (EHR) Advisory Committee Meeting.

The **2018 STEM Success for Women Telesummit** was one of this Project’s major accomplishments and another important avenue for dissemination. Seven of 15 speakers were from community colleges and ATE projects that had gone through the training and reported successful results.

Impacts from IWITTS’s 2018 Telesummit:

- 15 speakers and 12 sessions across 2 weeks in April 2018 (free archives available online)
- 1,258 educators registered (600 attended live)
- Over 793 educational institutions from 46 states participated
- 97% of participants said they would recommend this conference to others
- 95% of participants rated conference sessions good or excellent

ABOUT IWITTS

The Institute for Women in Trades, Technology & Science 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 professional development would be the best fit for your school, region, or state please [Contact Us](#). Visit our website at: www.iwitts.org



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