



# PERKINS NON-TRADITIONAL EMPLOYMENT AND TRAINING GRANT PROJECTS

The following is a list of Non-Trad projects and descriptions that were awarded with Perkins funds. Click (ctrl + click) on the project name from the list below to go to the project description.

## Non-Traditional Employment and Training Project Topics

- [Apprenticeship Connections](#)
- [Career Exploration for Female High School Students](#)
- [Career Workshops for Non-Traditional Gender Populations](#)
- [Connections](#)
- [DEI Initiatives for Non-Trad Student Engagement and Retention](#)
- [Empower: Women's Leadership Conference](#)
- [EvCC TrailBlazers](#)
- [Expanding Your Horizons](#)
- [Female Faces of Manufacturing Outreach Campaign](#)
- [Get Launched in Technology Through Education and Resources](#)
- [Gifted Individuals Realizing Leadership Skills \(G.I.R.L.S.\)](#)
- [Girl Power Conference](#)
- [Girls Rock Leadership](#)
- [Girl's IT Summer Camp](#)
- [GIST \(Girls Investigating Science and Technology\)](#)
- [Guts and Gable](#)
- [Guys and Guts](#)

- [Increased Training Access for Women in Manufacturing, Construction, and Engineering](#)
- [Men Needed in Early Childhood Education](#)
- [Men's Dental Assisting Workshop](#)
- [Men in Health Sciences and Women in Trades Workshops](#)
- [Mentorship in Digital Filmmaking for Women](#)
- [Non-Traditional Outreach Through Education and Employment Fairs](#)
- [Non-traditional Student Retention via Employer Outreach](#)
- [Nursing Program Admissions and Recruitment Videos](#)
- [Peer Mentoring in Non-Trad Prof Tech Careers](#)
- [Promoting Women and Women of Color in the Trades](#)
- [Power Tools/Women in Construction Trades](#)
- [Public Safety Career Events](#)
- [Recruitment Tool: Men in Early Childhood Education Calendar](#)
- [Recruitment Tool: Men in Nursing Calendar](#)
- [Recruitment Tool: Using Video in Non-Traditional Recruitment](#)
- [Reflections from Women – DVD for Schools](#)
- [Role Model Mentors](#)
- [Social Media Outreach](#)
- [Students Helping Build an Inclusive Future in the Trades \(SHIFT\)](#)
- [Supporting Women in Trades: Building Opportunity](#)
- [TechFest Bothell: The Changing Face of Tech in Higher Education](#)
- [The Road Less Graveled](#)
- [Try-a-Trade/Try-a-Technology](#)
- [Update Website and Visual Assets to Reflect the Diversity of Student Body](#)
- [Women in Advanced Manufacturing](#)
- [Women in Welding](#)
- [Women of Welding \(WOW!\) Event](#)

- [Women's DIY Auto Care Workshop](#)

## Apprenticeship Connections

Spokane Community College  
2019-2020

Skilled Trades Preparation (STP) is a SCC program formed through close collaboration with Eastern Washington Apprenticeship Coordinators Council (EWACC). EWACC is a 19-member organization comprised of apprenticeship coordinators from E. Washington.

The STP program is an 11-week program offered over 3 academic quarters. Typically, 20-25 students enroll each quarter, with the primary goal to enroll women and minorities. The goal of STP is to prepare qualified applicants to enter and remain in construction apprenticeships.

This proposal seeks funding for transportation to bring STP students to training facilities. The opportunity to go to the various training halls will allow students to learn more in-depth about the specific trade, receive hands-on experience, and allow students to pick up apprenticeship applications which are numbered and logged. We want to increase the rates of apprenticeship acceptance by further exposure to the various opportunities.

## Career Exploration for Female High School Students

Highline Community College  
2016-2017

Highline Community College's engineering and computer science departments invited female high school juniors and seniors to attend half day workshops exploring computer science and engineering careers. Students attended a general orientation session and then circulated into various workshops exploring areas of study such as web-based technologies, computer forensics, networking, informatics, mechanical engineering, civil engineering, electrical engineering, computer assisted design (CAD).

Sessions were taught by professional technical faculty in the content areas and lasted 45 minutes to one hour in length. The focus was on experiential learning with opportunities for feedback. Students explored technology, equipment and materials unique to each field of study. Problem solving and application activities were integrated into the participatory workshops. Students were actively engaged in individual and small group learning sessions. At the close of the workshops, students gathered in a large group and faculty presented an overview of available career pathways. Students were then able to meet with faculty for one-to-one advising.

## Career Workshops for Non-Traditional Gender Populations

Edmonds College  
2023-2024

To help increase the number of non-traditional gender in each area, we will partner with local community-based organizations, school districts, Workforce Snohomish, and Snohomish STEM to

host workshops focused on career exploration, career opportunities, and wage progression. The workshops will include various activities to engage students in the learning process and demonstrate the potential on-the-job activities. Campus partners include the Career Action Center, Division Staff, Workforce Development, Workforce Funding, and Outreach. We will also solicit assistance from our Advisory Committees to invite guest speakers of the non-traditional gender to talk about their experience in the field.

Additionally, WDT Staff will work with the marketing team to ensure marketing materials, websites, and strategies align with increasing enrollment for the non-traditional gender.

We will host one event per quarter, Fall, Winter, and Spring. Each event will focus on one area: Construction Management (female), Engineering Technology (female), and Education (male). If successful, additional workshops will be offered.

We have current baseline numbers of students enrolled in each area. Data will be collected at each workshop to gather information on the participant's likelihood of pursuing a career in the specific areas.

In addition, WDT Staff will also research recruitment and retention strategies for the non-traditional gender. For example - the National Association for the Education of Young Children (NAEYC) has researched intentional, focused recruitment strategies to increase the number of males in Early Childhood Education. Learning more about these recommendations, the WDT Staff will collaborate with ECE faculty and marketing to develop additional strategies to supplement the workshop offered during the year.

## Connections

Olympic College  
2016-2017

The Connections workshop is a day-long event focused towards encouraging young women to pursue non-traditional careers. Students participate in three hands-on sessions (organized by pathways), experiencing applications of skills required in non-traditional occupations such as: automotive technology, firefighting, web design, film directing, forensic science, and culinary arts. Student participants receive a "Participation Passport" to document their career exploration and can add it to their high school portfolio.

## DEI Initiatives for Non-Trad Student Engagement and Retention

Bellingham Technical College  
2024-2025

BTC seeks funding to expand its efforts to broadly integrate and institutionalize non-traditional recruitment and retention planning and activities across the BTC campus. BTC's DEI department will lead planning for and expansion of

- 1) targeted recruitment and outreach efforts (particularly for non-traditional male-identifying students),

- 2) integration of non-traditional student engagement and retention planning and activities across BTC instruction, student services, and communication areas, and
- 3) expansion of employer networking efforts.

These efforts, which will be led by BTC's Director of DEI in close collaboration with BTC's new Assistant Director of Student Diversity, Outreach & Retention and non-traditional faculty members, will be supported by the BTC Foundation, Communications and Marketing, Student Life, and Admissions and Advising departments.

## **Empower: Women's Leadership Conference**

Peninsula College

2019-2020, 2022-2023

To send students and staff/faculty from our Skilled Trades programs (Welding, Automotive and Construction) to the Empower, Women's Leadership Conference.

During this conference, students, staff and faculty will learn from women in construction and maritime trades about a variety of topics including implicit bias in the workplace, leadership, workplace safety, mental health, professional development, and the changing workforce. Students will get to interact and hear from other women in the skilled trades, network with employers, receive strategies for career planning and resources for finding and becoming a mentor. Upon return, students will share their experience with fellow classmates and work with faculty and recruitment to develop a plan to increase awareness about the opportunities for women in Construction and maritime trades. The measurable outcome will be looking at the retention of those students attending the conference who complete their program of study and find a career in the skilled trades.

This conference will help improve completion rates by demonstrating to current students the value that women bring to the skilled trades. Staff and faculty will learn from this conference the barriers that women in skilled trades face and be able to adjust their curriculum to ensure equitable access, as well as maintaining a discrimination free environment in their classrooms. All of these help to increase future enrollments of women in our skilled trades programs.

## **EvCC TrailBlazers**

Everett Community College

2024-2025

Everett Community College is creating a program called EvCC TrailBlazers. It is designed to make professional technical education accessible for all students. Specifically, TrailBlazers will focus on creating equitable access to professional technical programs for historically underrepresented students. For this Perkins non-traditional project, the TrailBlazers will focus marketing efforts on students in non-traditional fields. One way that EvCC TrailBlazers will meet this metric is by providing quarterly panels showcasing certain local trades, as well as try-a-trade events for current and prospective students and the community to experience various fields. In order to spotlight non-traditional fields effectively, the TrailBlazers will strategize by first highlighting Nursing, Fire Science, Information Technology, and Advanced Manufacturing sectors. The TrailBlazers team,

consisting of EvCC faculty, will partner with Snohomish Economic Alliance, City of Everett, City of Marysville, Snohomish school district, and Career Connect to ensure that there is as diverse and widespread participation as possible.

## Expanding Your Horizons

Highline College

2017-2018, 2018-2019, 2019-2020, 2020-2021

We will provide an on-campus day of career exploration of the STEM professions for approximately 400 middle school girls in grades 7 and 8 attending neighboring school districts. STEM professional technical programs are showcased including nursing, respiratory care, polysomnography, medical assisting, computer information systems, cyber defense and forensics, and others.

1. Young women middle school students in grades 7 and 8 will participate in a motivational keynote address, panel presentations and three experiential workshops focused on science, technology, engineering and mathematics. Emphasis on career and technical opportunities at the community college.
2. Young women middle school students in grades 7 and 8 will participate in a pre and post survey about careers in science, technology, engineering and mathematics.
3. Young women middle school students in grades 7 and 8 will meet with female faculty advisors in STEM areas and receive information packets.
4. Young women students in grades 7 and 8 will complete evaluations of the Expanding Your Horizons program.

## “Female Faces of Manufacturing” Outreach Campaign

Columbia Basin College

2018-2019

As part of NAPE’s PIPE project, CBC identified women in manufacturing technology (MT) as a key focus area for increasing nontraditional enrollments. To complement PIPE project efforts, CBC will implement an outreach campaign targeted toward recruiting women into the MT Program. This campaign will include the following promotional materials:

- A one-to-two-minute video highlighting the MT Program and featuring personal testimonies of current and past female students who have graduated into fulfilling careers – The video will be geared toward helping women appreciate the value of a career in manufacturing and will discuss the many local career opportunities available. This video will be used on the CBC website, in digital ads, and on social media, and will also be presented in local high school classrooms.
- Digital ads featuring diverse female faces to be placed on targeted websites – Females located within 50 miles of CBC’s Pasco campus ages 18 to 50 will be targeted for six weeks.
- A Facebook ad promoting women in manufacturing to be placed on CBC’s social media page – The add will be linked to the video and boosted to target females ages 18 to 50 located within a 50-mile radius of CBC’s Pasco campus.

- Small cards featuring diverse females in manufacturing on the front and a brief overview of program benefits on the back – These cards will be distributed at high school and community events.

## Get Launched in Technology Through Education and Resources

Everett Community College  
2018-2019

Our student workers will be assisting our non-trad students in our IBEST Information Technology (IT) classes and other non-trad programs. They will be working to increase our enrollments and completions in 5P1 and 5P2.

The student workers will also attend the outreach events at our local high schools. High School Outreach plans "Road Show" types of events where our prof tech programs such as Advanced Manufacturing, IT, Business, Accounting, Cosmetology, etc. will be highlighted and our non-trad student workers will present themselves as role models in these areas.

The student workers will be working with our Diversity and Equity Center and Transitional Studies Center to focus on enrollment and retention in our prof tech programs. They will follow up with non-trad students by telephone or in person who have expressed an interest in a non-trad career and offer support in registration and completion.

The Employment Solutions manager acts as a pivot point to coordinate activities. She also participates in the program's activities such as the road shows. The ESM and/or student workers will collect data and attend meetings regarding this program.

These funds will support this project to improve our non-trad enrollment and completions percentages in our prof tech programs. Secondary focus will be on recruiting non trad students through high school outreach presentations. Staff will follow up with any student interest and assist in enrollment to a non-trad program.

## Gifted Individuals Realizing Leadership Skills (G.I.R.L.S.)

Peninsula College  
2016-2017

This is a four-day camp for non-traditional career exploration. During two of the days participants meet with local and regional professionals to explore non-traditional career paths and interests – fields like science, information technology, law enforcement, operating engineers, surveying, and GIS. They participate in career exploration using WOIS and CHOICE, matching their abilities, talents, traits, and education to careers. Other activities include reflection/journal writing, Holland's personality test, self-awareness, learning styles, multiple intelligence, and the challenge course.



## **Girl Power Conference**

Grays Harbor College  
2016-2017

Girl Power hosted middle school girls to participate in the three-hour event. There were 32 local community female leaders in non-traditional careers who spoke about exciting careers for girls. The girls spent 20 minutes each at two life stations and three career stations in which they had pre-selected. The life skills sessions included leadership, volunteering, personal finance, professional image, college planning, and other self-discovery activities. The careers included law enforcement, firefighting, truck driving, construction, politics, veterinary, business, and healthcare. Additionally, donations were received from local businesses for raffle prizes for the girls.

## **Girl Power and Gifted Individuals Realizing Leadership Skills**

Lower Columbia College  
2017-2018

Run a four-day camp for middle school girls to engage them in non-traditional careers and provide instruction in leadership. Students will participate in tours of campus labs, hands-on activities hosted by female professionals in non-traditional careers, and attend training sessions on being a leader in your community. Careers will include Lineman, Diesel Mechanic, Law Enforcement, Welder, Machinist, IT, Auto Mechanic, Civil Engineering, Chemist, and Manufacturing.

## **Girls Rock Leadership**

Lower Columbia College  
2019-2020

We will replicate Grays Harbor College's "Girl Power Conference" project. Like GHC, we will have community women leaders in non-traditional careers educate middle school girls about non-traditional careers. The girls will learn skills like welding, engineering, leadership, teamwork, public safety, science and more. We will utilize our campus vocational labs and equipment to give participants the opportunity for hands-on training.

## **Girl's IT Summer Camp**

Renton Technical College  
2017-2018

The Girl's IT Summer Camp project will focus on introducing high school girls, with an emphasis on girls of color, from the Renton School District to the benefits and impacts of a non-traditional career in the information technology (IT) field. We will collaborate closely with district CTE directors, counselors, and high school IT teachers to recruit high school girls and girls of color to participate in a week-long career exploration event on the RTC campus in June 2018. Students will participate

in various hands-on activities and labs to experience the application of computer science and computer networking skills as required in this non-traditional occupation. RTC faculty will work in partnership with IT high school teachers in the development of the summer camp content and activities, creating a unique partnership for future program growth and collaboration. RTC computer science and computer networking program advisory committee members will also participate as guest speakers, creating a direct link to industry and networking opportunities for the students.

## **GIST (Girls Investigating Science and Technology)**

Renton Technical College

2017-2018, 2018-2019, 2019-2020

The GIST project will focus on introducing high school girls from the Issaquah, Kent and Renton School Districts to the personal benefits and social impacts of non-traditional careers, with a focus on STEM. We will collaborate with the district CTE directors to recruit high school girls to participate in a day-long career exploration event on the RTC campus in spring 2018. Students will participate in 3 hands-on sessions to experience applications of skills required in non-traditional occupations.

The GIST project will focus on introducing middle school girls to the personal benefits and social impacts of non-traditional careers, with a focus on STEM. We will collaborate with the program manager of SPIN Girls, to recruit girls to participate in a day-long career exploration event on the RTC campus in winter 2019. SPIN Girls is a program open to female-identified students entering eighth grade in a King County school. Students will participate in 2 hands-on sessions to experience applications of skills required in non-traditional occupations.

## **Guts and Gable**

Columbia Basin College

2019-2020

We will partner with the Tri Cities Economic Development Center (TRIDEC) to co-host a one-day event for a local middle school/junior high 8th grade class. Students will be transported to the Richland Health Science campus and divided by gender. The male students will attend sessions relevant to health science such as nursing, dental hygiene, surgical technology, medical assistant and other non-traditional programs. Meanwhile the female students will attend sessions relevant to the construction/trades industries in which they will learn about 3D visualization and spatial reasoning, measurements and calibration, safety training, blueprint reading, and general construction concepts. This will be a one-year pilot program that will be used to test the demand for replication and future grant funding.

## Guys and Guts

Lower Columbia College  
2019-2020

Guys & Guts is a one-day workshop for middle school boys to promote the health care programs on campus. We will be using Whatcom Community College's Guys & Guts program as an outline. The workshops will introduce students at a young age to education and career pathways in allied health. In collaboration with our Advisory Committees, we have identified a shortage in staff across the medical field, which is traditionally female employed. By introducing young males to medical careers we hope to improve the employment rate in the medical field.

## Guys & Guts and Pizza<sup>1</sup> and Power Tools

Bates Technical College  
2019-2020

Bates will alter the replicate project slightly. The focus will still focus on Girls and Guys. However, the project will target Allied Health for Boys and Construction and Trades for Girls. Whatcom have agreed to provide Bates the manual for updating to reflects Bates new focus. Bates will collaborate with Tacoma Public Schools on this initiative and local industries to include gender representative for each identified project areas. For instance, ANEW representatives will participate as mentors and industry representative for the construction area whereas St. Joes and Community Health might participate for the Allied Health project. The goal is to provide the students with hand-on experiences within each of the respective areas, panel discussion and overview of the occupational field. The students will meet faculty, advisors and gender relevant leaders from each field.

## Increased Training Access for Women Pursuing Careers in Manufacturing, Construction and Engineering

Bates Technical College  
2017-2018, 2018-2019

This project develops an education-industry partnership that connects manufacturing, construction, engineering and IT career goals of high school and CTE women via presentations, networking and technology. The goals of this project are to:

1. Network with women who are faculty or are professionals in the manufacturing, construction, IT & engineering fields to focus on the workplace environment and leadership skills needed for success in the field;
2. Connect women studying in these fields with role models drawn from recent graduates and practicing professionals;
3. Assist female students in identifying career options; and
4. Connect current women in these fields with girls in secondary education to encourage interest.

## Men in Health Sciences and Women in Trades Workshops

Lake Washington Institute of Technology

2024-2025

We plan to work on the following strategies to increase enrollment and completion rates for Non Traditional Gender students:

- Create multilingual flyers, videos with multilingual audio and captioning. The languages we plan to add to our existing promotional outreach and marketing materials are – Chinese, Vietnamese, Korean, Simple Chinese, Russian, Ukrainian, Spanish, Portuguese, and Amharic. Data shares that BIPOC populations lead in numbers to break the stereotype barrier in CTE fields. The more representation we have in the classroom, the greater number of non-traditional students will be interested in joining our programs.
- Build Career Exploration Events: Women in Trades and Men in Health Sciences to highlight the opportunity and possibilities for students from non-traditional backgrounds. This event will be a 1.5-2.0 hr. short workshop focused on individual programs with hands-on activities and an overview of the specific workforce department. Students will have the opportunity to pick the program they want to explore and register for the event online. They can pick multiple programs to explore and ask questions from their Industry Representative. This event will also share the wrap around services we have at LWTech for all our students.
- DIY Women Auto Repair Clinic: This clinic will provide women with hands-on experience to learn auto basics in the LWTech auto shop. This workshop includes how to change a tire, check the oil, and understand what is going on under the hood.
- Empowering Women in Trades by providing Professional development/mentoring and networking opportunities.

## Men Needed in Early Childhood Education

Pierce District

2018-2019

We will develop marketing and outreach strategies for recruiting more men in Early Childhood Education (ECE) at Pierce College. This grant will help fund two workshops that include panel discussions consisting of men in ECE, a recruitment video, and marketing materials, in collaboration with the Multicultural Child and Family Hope Center in Tacoma, Communities in Schools of Lakewood and Puyallup, Clover Park School District and DSHS-Children's Administration.

ECE is considered a non-traditional career for men, as with fields like nursing or homecare, and men are much underrepresented in most early childhood education professions, which may include Early Childhood Education Assistance Programs (ECEAP), Head Start, Preschool; as well as Childcare programs. Faculty and staff know there is often a stigma of men working educational

careers involving young children. Currently, only 11% of Pierce students in the ECE Program are men.

The demand in the Pierce County community is there. Indeed.com showed that the Tacoma- Pierce County area had 249 new Early Childhood Education positions available. Nationally, the employment of preschool teachers is expected to grow 10% from 2016-2026, faster than the average for all occupations (US Dept. of Labor, BLS, Occupational Outlook Handbook, 2018).

## **Men's Dental Assisting Workshop**

Lake Washington Institute of Technology  
2019-2020

Lake Washington Institute of Technology's (LWTech) Dental Assisting program invites men from across the community, including male high school students and male youth from community organizations, to visit our dental clinic and learn more about the scope of practice for dental assistants. Men will learn basic dental assisting theory and skills in a classroom lecture and participate in a hands-on clinical/lab simulation or activity in the LWTech dental clinic. Men will have an extensive tour of the LWTech dental clinic and learn how dental assistants collaborate with other dental staff/personnel (ex. Dental hygienists and dentist) in a clinic and/or dental office setting to provide the best care possible for patients.

LWTech faculty will lead the event, and they will be supported by members of the Student Services teams, including LWTech's Admissions Coach and multiple Navigators. LWTech students will serve as onsite mentors and/or patient models.

## **Mentorship in Digital Filmmaking for Women**

Olympic College  
2019-2020, 2021-2022

One 5-hour mentorship workshop, held at Olympic College, will be offered free of cost in an effort to inform and empower women to enter into a Digital Filmmaking career pathway currently dominated by men, thereby maintaining and encouraging equity in the Digital Filmmaking degree programs at Olympic College.

Olympic College will replicate the "Try a Trade" project by offering a 5-hour "Women in Film" workshop for women who are or may be interested in a career in filmmaking. Current & potential students will hear a panel discussion & engage in a Q&A session with two prominent women in the film industry. Then, each will receive 3 hours of hands-on training with equipment & set protocol. Faculty will give an overview of the uses of digital film lighting, camera, & sound equipment. Workshop participants will then collaboratively film interviews of each other, discussing ideas about overcoming obstacles to female filmmakers in the industry. The interviews will help build an understanding of how each individual's experiences match with guidance provided by workshop guest speakers/faculty. A working lunch & a round-table discussion is included. Pre- & post-

assessments will be conducted & digital copies of the interviews will be available to all participants.

Olympic College will replicate the "Try a Trade" project by offering 2 5-hour "Women in Film" workshops for women or individuals who may know women who are, or may be, interested in a career in filmmaking.

Information about the mentoring workshop will be shared internally at Olympic College (OC) from both an awareness perspective and retention aspect. It was also distributed to our many partners. Specifically it was shared with the Career and Technical Directors within our 8-school district service area, community connected organizations such as Kitsap Economic Development Alliance, Graduate Strong, the Olympic and Pacific Workforce Development Councils which have strong youth ties, along with others. It will also be offered to students at our sister colleges with similar degrees, specifically South Puget Sound, Spokane Falls, and Shoreline College.

The two 5-hour mentorship workshops, hosted by Olympic College, will offered free of cost in Fall and Winter quarters in an effort to inform and empower women to enter into a Digital Filmmaking career pathway currently dominated by men. These efforts are aimed at maintaining and encouraging equity in the Digital Filmmaking degree programs at Olympic College and our sister colleges. This workshop model helps diminish gender disparity in the Digital Filmmaking program at OC and dispels the stigma of working in the male-dominated workplace of the film industry. It creates mentorship opportunities for current and potential female students, provided interaction with women working in the film industry, and provides a forum for discussing both the gender disparity in the industry and methods for overcoming obstacles for female filmmakers.

## **Non-Traditional Outreach Through Education & Employment Fairs**

Spokane Community College

2018-2019

We are replicating the Non-Traditional Outreach Through Education project by creating a non-traditional Career Exploration Day where women undecided students will experience the world of Criminal Justice and men undecided students will explore opportunities in Health Information Management. Both opportunities will include hands-on activities and presentations from professionals in these fields that are considered non-traditional.

This event will be held at SCC on October 5. The advertising post card is attached.

The funding requested for this project is for personal services contracts for 2 members of industry to give presentations during the event. Each personal services contract will be in the amount of \$350.

## **Non-Traditional Student Retention via Employer Outreach**

Olympic College

2016-2017

In spring 2005 the Olympic College Workforce Development division and the Career Center piloted a non-traditional employer luncheon event for women in welding, automotive and technical design. The student in each targeted program was contacted in person, via postcards and through faculty in the discipline. They were encouraged to participate in the event and take advantage of a captive group of employers who were willing to share information and time addressing questions about their field of study. Due in part to the success of the spring 2005 pilot project, Olympic College proposed an innovative approach to retaining student in non-traditional programs by providing a forum for connecting students with employers. We actively recruited employers in the targeted fields using the new Employer Outreach materials. Our vision resulted in employers becoming informal mentors and at the same time gaining the benefits of interacting with dedicated, eager learners with varied experiences and abilities who are participating in Olympic College professional-technical programs.

## **Nursing Program Admissions and Recruitment Videos**

Pierce College

2022-2023

Two videos will be created for the nursing program. The first will be a FAQs video that answers common admissions questions. It will be placed on the nursing program's website and provide a visual resource for potential applicants with questions about the admissions process. This will allow for a more timely response to common questions and will also free up the nursing program manager to answer more specific questions. The FAQ video is narrated by Adrian Milanio who is the nursing simulation program manager. He's male and an Asian Pacific Islander and was asked to be in the video so potential non-trad students could see themselves in the program. He is also available to answer direct questions about nursing pathways and other healthcare careers.

The second video will be created with the goal of attracting more male applicants to the nursing program. At this time, males make up approximately 15% of nursing program applicants and 5% of the nursing workforce in the United States. The Pierce College Nursing Program is composed of 13% males. This video will be shown at nursing advising sessions, in prerequisite science courses, and in middle school and high school classrooms.

## **Peer Mentoring in Non Trad Prof Tech Careers**

Everett Community College

2017-2018

The college will be targeting all students, but particularly those in transitional studies for this project. Our peer mentors, who are students near to their completion of their own degree or certificate in a non-trad field, will initially assist students in completing their transitional studies. They will encourage the students to move forward to complete degrees and/or certificates in our

prof tech non-trad career areas.

Students will be targeted through visits, posters, videos, etc. to attract them to the program. We are initially targeting our Information Technology program as it is a non-trad career.

We will develop an Informational Technology Pathway Peer Mentor Program for female students. The Peer Mentor(s) will provide support to female students in the Information Technology Program focusing on the courses IT 101 and IT 111. The peer mentors will also develop a relationship with students in the BRIDGES program (Building Readiness, Inspiring Dreams, Gaining Educational Success) to help recruit students to transition to IT courses. The peer mentors also will help organize events that foster a positive influence on female IT students.

## Power Tools/Women in Construction Trades

Spokane Community College  
2023-2024

The construction industry in Spokane is 11.1% women. It is 13.3% in the Spokane Valley (2021). First introduced in 2003, Pizza Pop and Power Tools was first developed to respond to an underserved population, women in the construction trades. The program was discontinued in 2019 because of the lack of infrastructure at SCC to manage the project. We request \$6000 of Perkins Non-Trad funding to reengage with our Apprenticeship program and community partners in Spokane County and the surrounding area.

At the Spokane Community College Apprenticeship Center, we partner with construction apprenticeship programs from our local service area to proactively introduce young middle-school women to the construction trade in a one-day event held on the SCC campus. Approximately 300 to 350 young women from our region will participate in hands-on activities, including welding, conduit bending, chop saw and nail gun operation, painting, concrete and brick work, roofing soldering, wiring a light bulb, and heavy equipment operation. Our construction trade apprenticeship industry partners participate, serving as mentors, supporting hands-on activities, and answering questions to motivate these young women to consider construction trades.

With this funding, the SCC will be able to reinstate Pizza Pop and Power Tools' event in AY23-24 and expand it to include additional college programs beyond an apprenticeship, like welding, machining, electrical maintenance, and hydraulics and pneumatics.

The vast majority of construction trades and manufacturing employers in Spokane County as well as the surrounding rural area, are classified by the WA Employment Security as High Demand, and data presented in the Perkins Dashboard document that construction trades are a non-traditional industry for women. Attracting more women to these trades is a priority.

SCC will work in close cooperation with our established workforce partners and school districts to recruit middle school-age women to participate in one-day events and to serve as volunteers introducing participants to construction trades and resources available to support them on a path



to well-paying, high-demand construction and manufacturing jobs including through Apprenticeship opportunities. We anticipate reaching 300 to 350 young women for our event.

We focus on young women of middle school age as they are in the “pipeline” of their high school education. The idea is to give this population experiences and confidence that might lead them to take shop-type classes in high school and continue on to an apprenticeship after graduation.

## Promoting Women and Women of Color in the Trades

Lower Columbia College

2024-2025

In response to improve 3P1, LCC will implement several activities to promote aspiration and engagement in non-traditional gender pathways related to women and women of color in industrial trades. The following activities will work to provide opportunities for students to be exposed to trade programs such as Diesel Technology, Automotive Technology, Machining, Advanced Manufacturing, and Welding.

- Pizza, Pop, & Power Tools- event targeted towards middle school girls which will include hands-on activities in multiple industrial fields. This event will also feature industry and labor partners that represent women and women of color.
- Try A Trade- this event will focus on career exploration in trades programs for high school students. Funding from this project will be used to focus on girls in the trades during this event.
- Empower Women Conference- students will attend this event to learn more about topics for women in the trades such as leadership, implicit bias, career development, and networking.
- Marketing- print and electronic content such as web pages and videos will be developed to prominently display women and women of color in trades programs.

## Public Safety Career Event

Bellevue College

2016-2017

In this project, BCC launched a Public Safety Career Event to increase the number of women who consider a career in public safety fields such as criminal justice and fire science. This event was a collaborative effort; key members of the planning committee included the Tech Prep regional director, program chairs from the Criminal Justice and Fire Science Departments, the Division Chair for Social Sciences, the Career Center Director, and the Career Center Corporate and Community Liaison. The Public Safety event included a two-hour panel discussion/question and answer session followed by an hour during which participants could talk individually with panelists. The eight panelists represented diverse career areas within the fields of both criminal justice and fire science areas. Six panelists were female and two panelists were male.

## **Recruitment Tool: Men in Early Childhood Education Calendar**

Olympic College  
2017-2018

OC will update and print this calendar featuring men working with children in the classrooms and adaptive play areas.

## **Recruitment Tool: Men in Nursing Calendar**

Tacoma Community College  
2016-2017

Tacoma Community College created a 16-month calendar that highlights men in nursing and demonstrating rewarding careers and home lives by using Tacoma Community College nursing graduates. The calendars were distributed to Pierce County educational counselors to use as a counseling/recruiting tool. To present the calendar, the college hosted a reception for the counselors to promote the use of the calendars.

## **Recruitment Tool: Using Video in Non-Traditional Recruitment**

Bellingham Technical College  
2019-2020

BTC will replicate CPTC's "Recruitment Tool: Using Video in Non-Traditional Recruitment" project by developing a video aimed at a female audience that underscores the significant benefits to choosing a career in the technical trades. The video will use interviews with female employees and students to counter mis-perceptions that these fields are not suitable professions for women. The college will build on its experience creating a non-traditional video library in recent years and use this year's funds to add to and broaden the scope of its current, limited collection of testimonial video materials. BTC will use these video materials as a basis for a 'Students Helping build an Inclusive Future for the Trades' outreach initiative, using stills and content from the video to create informational pamphlets and brochures, bus and table displays and TV ads, all geared towards encouraging prospective female students to consider enrolling in non-traditional BTC training programs.

Skagit Valley College  
2017-2018, 2018-2019

Now, more than ever, students, parents, and community members are using technology to research, communicate and understand their educational opportunities. For non-traditional students it's important to see themselves represented in the materials they see. Skagit Valley College will work with a videographer to develop industry- cluster videos that highlight our

programs through the voice of non-traditional students and faculty in our trades programs. These videos will be 1-3 minutes in length and highlight educational content, labs and classroom-based activities as well as career and job outlook information using interviews with female students and industry members. This content will be available on the college's new website (set to launch September 1st).

Spokane Falls Community College  
2019-2020

Spokane Falls Community College will replicate Bellingham Technical College's Program Recruitment Videos project. Spokane Falls Community College recently updated our website (sfcc.spokane.edu) and would like to continue developing the site meet the needs of potential students through short 1-3 minute videos and still images representing non-traditional genders and ethnic backgrounds in programs. The second step in this recruitment project is taking the same still images and website branding to the community via print and digital advertising to draw potential students to our website to the videos and engage with our fresh gender and ethnically diverse content.

## Reflections from Women – DVD for Schools

Renton Technical College  
2016-2017

The Construction Center of Excellence at Renton Technical College hosted an evening construction panel discussion called "Reflections from Women: Learning from the Past, Looking Towards the Future," which was open to the public and designed to inspire women of all ages to consider a career in construction. This evening showcase gave participants the opportunity to hear how leaders in construction occupations, apprenticeship, trade associations, and education charted successful careers for themselves, as women, in an industry that is traditionally male dominated.

The moderated panel questions were based on a survey conducted with women of all ages. These survey responses were a springboard for thoughtful discussion about women in construction and how the industry has evolved in the last 40 years. Renton Technical College staff recorded the panel discussion, which was formatted for a DVD to be distributed to high schools.

## Role Model Mentors

Everett Community College  
2019-2020

We will use Non Trad funds to support a classroom lab technician to mentor the non trad students in their prof tech (advanced manufacturing) area providing a role model for non trad students.

Our lab technician is a female with many, many years of experience in the machining industry. She provides students in the lab a role model to show them the skills needed and the mind set required to excel in this career area which is predominantly male.

We have been fortunate to have our female lab technician (Anne) in our precision machining division for several years. She has provided the technical assistance that all our students need and, as an aside, she can assist the non trad students in this area. Although the requirements for this position are not gender specific (nor is any position at the college per HR) we are able to use Anne's expertise. In the event Anne leaves, we would seek out another non trad lab technician in that program or a similar program (such as nursing). If, for any reason, no one is available to fill that unique position, then we could not use the Perkins Non Trad funding for anyone else. A budget revision would be required to change the spending.

## **Students Helping Build an Inclusive Future in the Trades (SHIFT)**

Bellingham Technical College

2018-2019, 2019-2020, 2020-2021, 2021-2022, 2022-2023, 2023-2024

BTC proposes the Students Helping Build an Inclusive Future in the Trades (SHIFT) project. The goal of this faculty-led project is to increase gender diversity in professional technical training programs. Using lessons learned from the college's 17-18 Perkins Innovation project and its participation in the State NAPE PIPE initiative, the SHIFT team will use Perkins Non-Traditional funds to develop a strategic plan for increasing enrollment and retention of non-traditional students. The team will also host events intended to increase engagement and retention of these students, increase faculty awareness of issues facing members of non-traditional populations in these programs and fields, and facilitate faculty engagement in collaboratively designing solutions to these issues.

We will replicate our "Students Helping Build an Inclusive Future in the Trades (SHIFT)" project. The goal of this faculty-led project is to increase gender diversity in professional technical training programs. Using lessons learned from the college's 17-18 Perkins Innovation project, its participation in the State NAPE PIPE initiative, and its 18-19 Non-Traditional Perkins project, the SHIFT team will use Non-Traditional Perkins funds to leverage efforts to further refine and implement the college's action plan for increasing enrollment and retention of non-traditional students. The team will help coordinate outreach initiatives, host events intended to increase engagement and retention of these students, provide training for faculty on effective educational strategies for supporting non-traditional students, and facilitate the development of an advisory council dedicated to improving non-traditional student enrollment, education and employment outcomes.

BTC seeks funding to continue its Students Helping Build an Inclusive Future in the Trades (SHIFT) program to help support gender equity in BTC professional technical programs. BTC's non-traditional student enrollment rates are typically low: the college did not meet Perkins V state targets or statewide non-traditional enrollment averages in 2018-19 (the most recent year for which data was available). Data analysis shows that both female student enrollments into training

programs for male-dominated fields (such as Welding) as well as male student enrollments into training programs for female-dominated fields (such as Nursing), are few.

BTC seeks funding to continue its Students Helping Build an Inclusive Future in the Trades (SHIFT) program. BTC's targeted efforts to increase non-traditional student enrollment rates are showing promise: SBCTC data shows that rates of female student enrollment into BTC training programs for male-dominated fields increased significantly in the 2018-19 and 2019-20 academic years. BTC's internal data show that enrollment numbers for new female students in non-traditional programs reached a high in Fall 2021. This peak occurred after a targeted recruitment campaign in Spring/Summer 2021, which was supported by previous Perkins Non-Traditional Gender Employment & Training (Non-Trad) grant funds. While the number of female students enrolling into training programs for male-dominated fields remain low in comparison to male student enrollments, these preliminary data results indicate that the college's efforts in this area may be having an effect.

The SHIFT team has piloted a variety of different strategies since 2017 to improve non-traditional student outcomes at BTC. Using lessons learned in previous years, the SHIFT team proposes using 2022-23 Non-Trad funds to increase existing efforts. The SHIFT team, which is composed of a cross-section of faculty and staff and led by a non-traditional faculty member, will

- 1) expand the role of the SHIFT faculty leader, providing an annual stipend amount to reflect this effort,
- 2) increase efforts to collaborate with state and local organization partners to host and/or support outreach, training, and advocacy events and activities,
- 3) expand SHIFT recruitment efforts into online venues, and
- 4) work closely with BTC's Data and Research Team to improve tracking and outcomes assessment efforts for non-traditional students at BTC. All activities will be intended to increase engagement and retention levels for BTC non-traditional students.

Over the past several years, the faculty and staff members leading the SHIFT program have piloted a variety of different strategies to engage and educate BTC students and employees, industry and other external partners, and state educational leaders regarding the experiences of and strategies to help non-traditional students enrolled in BTC programs; conduct research on non-traditional student experiences; and engage both female and male students enrolled in non-traditional programs in networking activities and maker-based learning opportunities.

Using lessons learned in previous years, the SHIFT team proposes using 2021-22 Non-Traditional Perkins funds to further improve the college's action plan for increasing enrollment and retention of non-traditional students. The SHIFT team, which is composed of a cross-section of faculty and staff and led by a non-traditional faculty member, proposes the use of Non-Traditional Perkins funds to

- 1) provide a stipend to the SHIFT faculty leader (\$3,600),
- 2) support a 2021 Equity Summit, which will be co-sponsored by the Northwest Washington Council of Tradeswomen (\$2,000), and
- 3) support SHIFT marketing support, including TV spots and bus ads (\$4,400). All activities will be intended to increase engagement and retention levels for BTC non-traditional students.

SHIFT proposes using 2023-24 Non-Trad funds to refine existing recruitment and outreach efforts, add focus to non-traditional student retention, and expand employer outreach and education efforts. The SHIFT team, led by a non-traditional faculty member, will

- 1) continue to support an expanded role of the SHIFT faculty leader, providing an annual stipend amount to reflect this effort,
- 2) increase efforts to collaborate with state and local organization partners to host and/or support outreach, training, and advocacy events and activities,
- 3) further expand SHIFT recruitment efforts into online venues,
- 4) collaborate with BTC's Data and Research team to track data and outcomes assessment for non-traditional students at BTC,
- 5) work closely with BTC's Diversity Office to support BTC's campus outreach and student support initiatives with a focus on prospective and current non-traditional students, and
- 6) collaborate with the BTC Foundation to build awareness and connections with local employers to support non-trad students post completion. All activities will be intended to increase engagement and retention levels for BTC non-traditional students.

## Social Media Outreach

Edmonds College  
2020-2021

We identified three programs in our CLNA that have low non-trad participation rates - Paralegal Studies; Early Childhood Education; and Engineering Technology. While our overall participation rate is above the required threshold for the Perkins Accountability metrics, we'd like to boost the outreach to the non-trad gender in these three programs. For this one-year project, we would invest the \$6,000 into using Google Adwords and other 'per click' marketing for these programs focused on outreach to non-trad students. This marketing is above and beyond our current efforts and would allow us to gauge if this is an effective strategy for future non-trad outreach plans.

## Supporting Women in Trades: Building Opportunity

Peninsula College  
2024-2025

Building on the momentum of previous years, we plan to send a cohort of 12 students and two staff/faculty members from our Skilled Trades programs (including Welding, Construction, and Automotive) to the annual Empower Women's Leadership Conference in March of 2025. In addition to this initiative, we're taking further steps by creating a survey tailored for our non-traditional students campus-wide. This survey aims to capture valuable insights into their experiences within non-traditional industries, informing our curriculum development efforts to better cater to their needs. Furthermore, we're launching a dynamic marketing campaign spotlighting the achievements of non-traditional students across various programs campus-wide. The survey will take place in Fall '24 and will include video testimonials from current and former students from our skilled trades programs. These testimonials will be used in the afore mentioned

marketing campaign. Peninsula will develop a marketing and outreach campaign targeted at highlighting non-traditional students in various fields of study.

## **TechFest Bothell: The Changing Face of Tech in Higher Education**

Cascadia College

2018-2019

We will be hosting an open-house / recruitment event called TechFest Bothell at Cascadia, in order to provide professional development, industry connections, and program information to prospective and current students in IT Professional-Technical programs at Cascadia College in IT. Specific focus will be placed on recruiting women and traditionally underrepresented students from local schools and labor areas. This event will include industry panel discussions, workshops, and a networking event. Additionally, the program will reach out to the local technology industry, area employers, and groups working with traditionally underrepresented students.

## **The Road Less Graveled**

Bellingham Technical College

2016-2017

This day-long conference showcases local women employed in non-traditional careers. The workshop highlights careers in the trades as a means toward economic stability for women. Information and resources for employment, funding, training, and scholarship opportunities are included in this day of demonstrations and hands-on activities.

## **Try a Trade/Try a Technology**

Bellingham Technical College

2017-2018

The program will offer local students the opportunity for in-depth program lab visits and demonstrations, with a focus on encouraging high school students to explore non-traditional fields. College program students, including as many non-traditional student role models as possible, will act as high school student guides and work with the high school students in classroom and lab activities and throughout the event. The event will be planned by a committee of Admissions staff, faculty, and students to maximize best practices and lessons learned from the previous year.

Student participation and satisfaction ratings and feedback from high school and college faculty and staff continue to be assessed and help inform Try-A-Trade program improvements. Planning and implementation of this non-traditional project has been sustained by integrating project coordination activities into the duties of regular Admissions staff; support is requested to maintain faculty stipends for participation in event planning and implementation and to purchase needed supplies and student transport.

Walla Walla Community College  
2017-2018

Walla Walla Community College will provide an opportunity to visit campus prior to the start of fall quarter 2017 targeted at non-traditional prospective students. Faculty will lead interactive activities related to their programs in career and technical education. Visitors will learn about education and career opportunities along with funding and support services such as Worker Retraining, Basic Food Employment & Training, Opportunities Industrialization Center, and the Dislocated Worker Program.

We will collaborate with community partners such as WorkSource and Blue Mountain Action Council to promote WWCC career pathways to a variety of people. We will market Try-A-Trade at numerous community outreach events throughout the summer months including National Night Out and the Walla Walla county fair. Our faculty have designed a trailer, which is a portable trade demonstration with hands-on displays and activities available for these types of events.

The College plans to host a second event off campus. We will partner with the Transitional Studies department to work with our Garrison Night School students, Adult Basic Education students, and English Language Learners. All community members will be welcome to attend. Again, the target population is non-traditional students. Faculty will travel to either Garrison Middle School or a similar community event space to present information and provide activities related to their degree programs.

Whatcom Community College  
2017-2018, 2018-2019, 2019-2020, 2023-2024, 2024-2025

WCC will again offer two day-long workshops to increase career awareness in non-trad occupations for:

- 1) girls in computer information systems, cybersecurity, and energy source fields, “Girls Go Tech” (GGT, 9th year); and,
- 2) boys in allied health fields, “Guys & Guts” (G&G, 8th year).

The 2017 workshops received high marks from participants. Enrollment in GGT maxed out at 24 several weeks in advance of the workshop. WCC will seek additional funding for lunches, t-shirts, giveaways<sup>1</sup> and in-kind support from local entities (e.g., Lions Club, AAUW, Rotary, Bellingham Fire Dept., restaurants), as well as CyberWatch West.

GGT exposes 7th and 8th grade girls to interactive technology-oriented labs in computer information systems and physics labs. The G&G workshop exposes boys of similar age to health-related prof-tech careers in medical assisting, nursing, and physical therapist assistant. The setting at WCC offers the opportunity for participants to utilize and observe emerging technology and equipment and to become comfortable with a campus environment.



Each workshop of up to 25 students is designed with hands-on activities to keep participants engaged. Guest industry and student speakers provide career information and serve as gender role models as they present personal experiences and educational requirements for these fields. Additional gender role models are present to assist in labs. A prof-tech program advisor holds a session for parents regarding Planning for College.

WCC will again offer four half-day workshops (two for middle school and two for high school) to increase career awareness in non-traditional fields among middle and high school students:

- 1) girls in CIS/cybersecurity and software development, “Digital Download”; and
- 2) boys in nursing and allied health, “Guys & Guts”.

Digital Download exposes middle and high school girls to technology-oriented careers and interactive activities in CIS/cybersecurity and software development labs. Depending on interest and availability, we will leverage other grant sources to also feature engineering and/or physics labs. Guys & Guts exposes middle and high school boys to healthcare-related careers in medical assisting, nursing, and physical therapist assistant. The setting at WCC offers the opportunity for participants to utilize and observe emerging technologies and equipment and to become comfortable with the campus environment.

Each workshop of up to 36 students (three cohorts of 12) is designed with hands-on activities to keep participants engaged. To the extent possible, WCC faculty and student leaders will represent the non-traditional gender to further serve as role models and inspiration.

A professional-technical program advisor will also provide a brief presentation on career opportunities and what students can do while in middle and high school to prepare for the respective programs and/or further explore related careers.

To minimize barriers for economically-disadvantaged individuals, the workshops are offered at no cost to participants. WCC will seek additional funding to provide food, t-shirts, giveaways, and in-kind support from local entities to help augment the program.

Four half-day workshop will be held on campus to engage up to 72 middle school participants and up to 72 high school participants. Though Whatcom has offered similar events in the past, the 2020 events were cancelled due to the pandemic and 2023 marked the first year of their return and in their revised format. Hence, progress will be tracked in comparison to 2023 milestones; e.g., dates of planning meetings, outreach activities, and registration trends.

Event planning will begin in fall quarter to secure event dates and faculty participants. Outreach will be made via the year-long social media campaign planned to more broadly promote Whatcom programs that lead to non-traditional fields (see Perkins Leadership application) and will be supplemented with direct outreach to local schools, home school associations, Boys and Girls clubs, Boy and Girls Scout organizations, advisory committee members.

Evaluations will be conducted at the end of each workshop to shape future events.

## **Update Website and Visual Assets to Reflect the Diversity of Student Body**

Lake Washington Institute of Technology  
2023-2024

We plan to hire a freelance professional photographer and videographer, to shoot new photos and video footage so we can update LWTech's website and marketing materials with non-traditional students' pictures, and video testimonials about their program, and highlight LWTech's representation of diverse populations within the LWTech community.

Our primary focus will be programs which are below the state target of 18% for 3P1 measure at LWTech for year 2020-21:

- Computer and Information Sciences
- Health Professions and Related Sciences
- Mechanics and Repairers
- Precision Production Trades
- Education

Project Timeline:

Summer 2023—We will identify the programs and classes we'd like to highlight.

Fall 2023—We will coordinate with Instruction and Student Services to identify programs, classes and students to highlight.

Winter and Spring 2024—We will edit and begin moving new images into existing and new marketing materials (printed, digital, and website). This timeline aligns with the development and launch of a new website in Spring 2024.

## Women in Advanced Manufacturing

Clark College  
2021-2022

Clark College will host an evening event that promotes identity development of women in advanced manufacturing programs, including Welding, Diesel, and Automotive. Evening event would allow participants to cycle through the three different buildings on main campus (~45 minutes at each program), for up to 2.5 hours of programming.

For 2019-2020, these programs represented significant underrepresentation of women in advanced manufacturing. Faculty and instructional administrators identified the barrier of familiarity and confidence for participation of women in male-dominated programs and professions. Recruitment of participants will be conducted in coordination with: Workforce Southwest Washington, WorkSource, and Regional Employers through Advanced Manufacturing Advisory Committee. This women-centered event will support both prospective women and their families to promote an inclusive environment – with the goal to have 100 attendees.

The event will be held in late August to promote a Fall 2021 start. Prospective students will be provided with information that can expedite their admissions and onboarding, with follow-up from the CTE Recruiter and Enrollment Navigators.

Everett Community College  
2017-2018

EvCC will utilize women as Classroom Lab technicians who have manufacturing experiences in Advanced Manufacturing. They will be able to assist our non-trad women in manufacturing. These technicians will model the experience gained over their years of experience working in machine shops and other advanced manufacturing areas. Consideration in the lab is given to all students, but this technician will be able to assist women in this program to overcome obstacles to training and employment in this career.

Skagit Valley College  
2024-2025

Skagit Valley College (SVC) will host two three hour events that promote awareness for women and girls of careers in advanced manufacturing. As female enrollment is a priority area for advanced manufacturing, faculty and college leadership has identified a barrier of confidence for participation of women in manufacturing programs.

The two winter quarter on-campus events will be facilitated by current female Student Ambassadors and female owners/managers of local manufacturing companies. Each event will have two separate stations where participants can participate in hands-on activities making (1 hour at each station), such as making a charcuterie board out of resin or creating a figure in a 3-D printer. Students leading each session will be able to speak to participants about their experiences in the program, while alumni and industry leaders will speak about careers as women in advanced manufacturing. These student ambassadors will also support recruitment and follow-up to share information to support the college application process. The first event will be held during the daytime and focus on regional high-school students. The second event will be in the evening, with a focus on adult women.

Participant recruitment will be conducted in the fall with local high schools, NW Educational Service District 189, NW STEM Network, WorkSource, and regional employers through SVC's Advanced Manufacturing and Design Advisory Committee. This women-centered event, that will also welcome non-binary students, will support both prospective students and their families to promote an inclusive environment – with the goal to have 40 attendees at each event for a total of 80 attendees.

## Women in Welding

Olympic College  
2017-2018, 2018-2019, 2019-2020, 2024-2025

Olympic College will replicate the “Try a Trade” project by offering a total of four “Women in Welding” classes at both the Bremerton and Shelton campuses. These all-day programs introduce women to welding as a career option, and provide them with the opportunity to try a

range of welding processes, as well as complete a project. The faculty begin by reviewing all safety requirements, and throughout the day they show attendees how to perform the various welding processes they will need to do to complete the class project. Faculty supervise and guide the students while each one tries the welding processes, they assess each woman's welds, and review projects at the end of the day. The women also hear from business/industry representatives, watch demonstrations of the various welding processes, including women welders. The students will complete a pre- and post-test, in exchange for lunch. The women will try all of the various welding processes by rotating through a variety of work stations. The project requires them to use two different processes to construct and braze a copper rose. OC will review the pre/post tests and evaluations, and the information will be used in planning future class activities. Supplies that are not consumed are retained by OC. WorkSource will promote the event utilizing an all-partner distribution list to include: Disabled Veterans Outreach, L&I, Division of Voc Rehab., Dept. of Social & Health Services, Dept. of Services for the Blind, etc. College reps will host information sessions at WorkSource, which will be promoted by WorkSource, to drive event attendance & program enrollment. Through the college's robust partnerships with CSOs, event info will be disseminated to each partner's network.

## Women of Welding (WOW!) Event

Columbia Basin College  
2017-2018

We will be utilizing the funds for two workshops as part of our Women of Welding (WOW!) programming:

- 1) Building on prior Women of Welding (WOW!) events, we intend to offer a second level workshop for females who have attended one of our three prior WOW! events to continue to build on their technical skills and encourage girls and women to consider enrolling in CBC's Welding Technology program.
- 2) To continue to develop and grow our interest base, we will offer a first level workshop for females who have never attended before and express an interest in the welding industry.

Both events will be led by two CBC Welding department faculty members for three evenings, two and a half hours each night. Information will be provided to the women regarding entry into CBC's welding technology department, certificate and degree pathways, and potential career opportunities.

## Women's DIY Auto Care Workshop

Lake Washington Institute of Technology  
2018-2019

Lake Washington Institute of Technology's (LWTech) Women's DIY Auto Care Workshop invites women from the community to visit our auto repair shops and learn simple car care such as checking oil, changing a tire, and other basic maintenance knowledge. Women will be encouraged

to bring guests (guardians, friends, partners, etc.) in an effort to help change societal perceptions of the field and gain the support of those around the potential student.

LWTech faculty will lead the event, but will be supported by members of the Student Services teams, including LWTech's Admissions Coach and multiple Navigators. Several members of LWTech's leadership have committed to supporting and being present at the program. Additionally, we have invited multiple female alumnae working at local dealerships and shops as technicians who have committed to supporting the program.

We have reached out and asked local industry and local government to be present. All stakeholders will be asked to participate day-of in promoting the benefits of the automotive repair industry and job prospects. Additionally, we ask that they help the college market the event prior to execution, of which some are already doing so.

Invitations and marketing materials has been provided to local high schools. A focus for this event is to encourage awareness in high school students and their guardians of the benefits of a career in the auto repair industry for women, and to change perceptions at a younger age.

---

<sup>i</sup> Students are not eligible for meals with Perkins V funding. Please refer to the Grant Guidelines for additional information.

<sup>ii</sup> Promotional items and meals for students are not allowable expenses with Perkins V funding. Many colleges seek other funds to pay for these items. Please refer to the Grant Guidelines for additional information.