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Speaker Biographies

Alexandra Torres Galancid has been the Executive Director of Women In Non Traditional Employment Roles (WINTER) for 14 years. She has grown the organization to a national leader in women's and youth economic development and nontraditional careers. She is an advocate for women, youth, foster youth and nontraditional careers.

Lynn Shaw has been a miner, steelworker, longshore worker and union electrician. She has her PhD in Educational policy and is the founder of WINTER. She currently is on temporary assignment as a visiting faculty to the California Community College Chancellor's Office.



Nontraditional Careers for Women (and Men)

Practical Tips and Tricks



Dr. Lynn Shaw, Visiting Faculty
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Alexandra Torres Galancid, Executive Director
Women In Non Traditional Employment Roles

MINER



UNITED STATES STEEL



STEELWORKER





FOUNDER



Women In Non Traditional Employment Roles



RESEARCH

- 113 students and faculty in 14 different programs
- profiles of 21 nontraditional faculty and students.
- an analysis of gender roles in 12 textbooks in 8 departments.



HOW DID THEY CHOOSE?

Who or what was the strongest influence in choosing your nontraditional career?

- Fascination with the work of my chosen career
- Family/ Parents



TEXTBOOKS

Welding textbook had 84% men and 16% women in the photos.

Welding is a traditionally men's occupation.

The Child Development textbooks showed between 75%-65% women and 25%-35% men.



**WOMEN
AND
MEN
BREAKING
BARRIERS:**

**NON TRADITIONAL
CAREERS IN THE 21ST
CENTURY**

LYNN SHAW, PhD



AUTHOR

Women and Men Breaking Barriers: Nontraditional careers in the 21st
Century

Free link to the book:

<http://issuu.com/rmjonaahcoloma/docs/magazine/1>

KIM



DJ



STRONG WORKFORCE PROGRAM



WOMEN IN NON TRADITIONAL
EMPLOYMENT ROLES



TOOLS FOR SUCCESS
WOMEN IN NON
TRADITIONAL CAREERS





STRATEGIES THAT WORK

- Tutoring
- Basic skills instruction
- Organize Study Groups
- Vary instructional delivery: try group projects, flexible seating, on-line supplemental practice/materials
- Ensure instructors understand the needs of special population groups





STRATEGIES THAT WORK

- Increase awareness of financial aid
- Provide childcare
- Increase awareness of transportation options
- Loan text books
- Provide mentors, role models, and support groups for encouragement



STRATEGIES THAT WORK

- Promote high expectations of student achievement.
- Provide careful delineation of course methods and routines.
- Use varied and appropriate teaching methods and materials.
- Create a supportive, cooperative atmosphere.

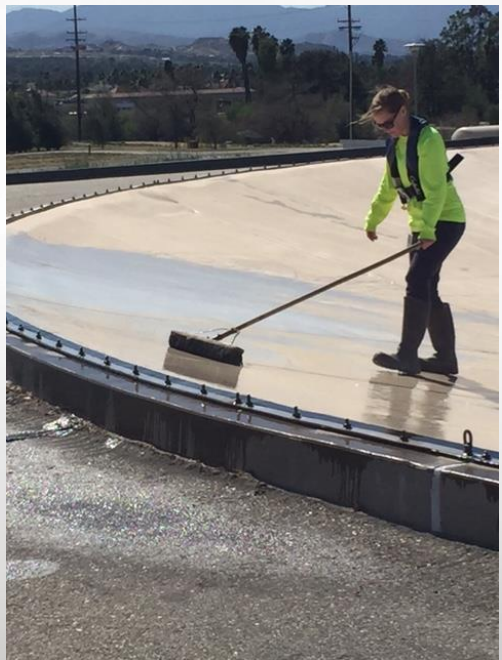




STRATEGIES THAT WORK



- Show enthusiasm, energy, caring, and maintain a nonthreatening atmosphere.
- Manifest a belief that their subject is important.
- Relate instruction to student interests.
- Demonstrate content expertise.





STRATEGIES THAT WORK

- Encourage cooperation among students through collaborative assignments and in class group exercises.
- Encourage active learning by having students apply course content to real-world situations





STRATEGIES THAT WORK

- Provide prompt feedback throughout the term.
- Emphasize time on task by indicating how long students should spend on an assignment.
- Communicate high expectations.






STRATEGIES THAT WORK

- Respect diverse talents and ways of learning by providing a variety of learning modes (written, oral, visual) that are culturally relevant.
- Encourage class discussion; invite students to share their knowledge and experiences; know whether class understands content.






STRATEGIES THAT WORK

- Provide internships, job shadowing and paid work experience
- Maintain strong working relationships with advisory committees and employers
- Provide job search and development services
- Ensure that students have “soft skills” in addition to technical skills (dress, conduct, timeliness, working well with others, etc.)





STRATEGIES THAT WORK

- Start small
- Involve Stakeholders Early
- Become a Shameless Advocate





STRATEGIES THAT WORK

- Collaborate With Math Department
- Maintain A Professional Environment
- Create And Implement Hands-on Activities
- Build Something!





STRATEGIES THAT WORK

- Start A Mentor Program
- Invite Tradeswomen To Speak To Class
- Invite Tradeswomen To Teach Hands-on Workshops
- Put Tradeswomen Posters in your classroom



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STRATEGIES THAT WORK

- Collaborate With Campus Early Childhood Development
- Collaborate With Campus Resource Center, Gain, WIA Or Your Local CBO's
- Compile A Resource Guide For Your Students Or Use The "Rainbow Book" To Provide Referrals To Students





STRATEGIES THAT WORK

- Teach Or Collaborate With Others In Campus That Teach Work Readiness Classes
- Partner with Employers and/or Apprenticeship Coordinators
- Partner with WIA Boards or One-Stop Centers

WINTER CAN HELP YOU







STRATEGIES THAT WORK

- Support Services provided make a difference.
- Students that we normally would lost due to life issues were able to stay and complete.





WHAT SHOULD COLLEGES DO?

- Maintain strong working relationships with advisory committees and employers.
- Ensure that students have workplace competency skills in addition to technical skills
- Offer programs that are up to industry standards



WHAT SHOULD K-12 SCHOOLS DO?

- Consider Dual Enrollment
- Connect with your local Community College
- Teach Soft Skills
- Invite Career Speakers



WHAT DOES INDUSTRY NEED?

- Pre qualified candidates
- Easy access to students
- Prompt replies to their requests
- Simple method to get information
- Be invited to speak to your students



WHAT DO YOUR TEACHERS NEED?

- Leadership
- Information
- Resources



THANK
YOU!



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