El Camino College and the
CalWomenTech Project present

Women in Heating, Ventilation, Air Conditioning and Refrigeration (HVACR) are in High Demand!

For more information visit **www.womentechworld.org/ElCamino**

Program: Heating, Ventilation, Air Conditioning & Refrigeration (HVACR)

Valerie Brown's Photo Coming Soon!

"As a woman I can do anything I put my mind to. Finishing something that I started and getting my degree has given me confidence; it has put a little pep in my step!"
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Approx. Starting Salary:	$15 - 28 per hour for graduates with A.S. degree; at the high end, for example, graduates entering positions at ABM Engineering , a large facilities maintenance company, earn $28 per hour right out of class. Graduates with certificates may expect to earn $8 - 15 per hour.
Average Salary:	Experienced workers typically earn $25 - $60 per hour, depending on skill level and experience.
Average Wage at Placement:	$15 per hour
Placement Rate:	98% of students are placed thanks to the increasing demand for workers in this industry and retirements of existing workers. Students have been recruited right from classes and sometimes take on jobs and continue their class work part-time. The HVACR program at El Camino works directly with a wide variety of companies to ensure that students are placed.
Labor Market:	Demand for workers in this area is very high because of the needs for more efficient energy management, the heightened demand for air conditioning in most building environments, and the use of computers and technology in the field. Many experienced workers have also reached retirement age, opening up additional placements. There is a labor shortage of 100,000 workers in this field nationally.

Career Information

"There's no reason why women can't do this job. I did the job for 25 years, and I don't think there's anything out there that I did that a woman can't do. This industry needs to focus more on women, because they're a market that is untouched, and we need to bring them in. Anybody who I want to get out into the field [in a job] I can get out there, [placing students] is not a problem. Our industry has a shortage of over 100,000 technicians in the United States right now, and it gets worse every year. One of the ways that will help us solve it is to invite women into the program. That idea [that a woman can't fix something] is crazy, and has got to change. They can do it too. We need them."

Vic Cafarchia, Professor, HVACR Program, El Camino College

Career Path: Graduates enter the Heating, Ventilation, Air Conditioning and Refrigeration (HVACR) field in entry level positions as described below. With more experience, workers can advance to such positions as estimator, sales engineer, electrical appliance service technician, building maintenance person, boiler repair person, mechanic, installer, and HVACR service technician. Workers often receive ongoing training supplied by their employers, especially in larger companies, which helps them advance to higher level positions.

Nature of the Work: Much of the work in HVACR is technical and mechanical. Positions may include repair of consumer appliances, repair and maintenance of industrial equipment used to heat, ventilate, and air condition buildings, managing energy utilization, and maintenance of aircraft cooling systems. Many positions require hands-on mechanical repairs. Other positions, such as working in controls or in energy management, may require working with computerized systems. The work may also require knowledge of plumbing, electrical, and construction work. Some workers trained in HVACR are also hired into sales and estimating positions.

Work Environment: Work environments are varied. HVACR consumer repair technicians do repairs in homes, working from a truck or van which contains the tools needed. Building maintenance workers commonly work outside on roofs, in basements, and in other building equipment rooms where heating and cooling equipment (such as chillers and boilers) is maintained. Aircraft technicians work at airports. Some positions are located in retail showrooms or at a computer in an office environment.

Specific Jobs Available to Graduates: Graduates with an A.S. degree can enter the HVACR industry in entry level jobs as a sales person, refrigeration service technician, air conditioning service technician, counter sales person, energy management, control programming, controls technician.

Graduates of a certificate program can expect to find entry-level work as a maintenance engineer or filter changer. The greater the level of your certification or degree, the higher your starting salary is likely to be.

Industries Employing Graduates of this Program: Graduates of HVACR programs can find work in a wide variety of industries, including state, local, and Federal governments, schools, airports, hospitals, airlines, retail sales, and corporations.

El Camino College works directly with many companies, through an HVACR Advisory Board and the Women in Industry and Technology (WIT) Advisory Board. The HVACR board advises El Camino about what they're looking for in the industry. Involved companies include C & L, ACCO, Northrup Grumman, Carrier, Trane, Honeywell, Source Refrigeration, ABM Engineering, and Emcor, among others.

Course Information

Course Description: The Heating, Ventilation, Air Conditioning & Refrigeration (HVACR) program provides both an A.S. degree and multiple certificate programs in specific niche areas.

Upon completion of the degree or certificate requirements, graduates gain proficiency in service, troubleshooting, and installation of residential, commercial, and industrial heating, air conditioning, and refrigeration systems.

Courses include:

- Electrical Applications
- Refrigeration and Air Conditioning Control Systems
- Uniform Mechanical Code - Residential and Light Commercial
- Uniform Mechanical Code - Commercial and Industrial Applications
- Air Conditioning Fundamentals
- Basic Refrigeration
- Commercial Refrigeration Applications
- Residential Air Conditioning
- Heating Technologies
- Electric Controls
- HVACR Electronics
- Fundamentals of Pneumatic Controls
- HVACR Customer Service
- Special Topics in Air Conditioning and Refrigeration
- Cooperative Career Education (program for working and attending school at the same time in a job related to the major or career goal, or alternating work and school courses)
- Independent study

Prerequisites: There are no specific prerequisites for this program, although basic computer skills are recommended.

Hours Offered: Courses are offered during both daytime and evening hours. Class schedules vary by semester.

Length of Program: The A.S. Degree program in Air Conditioning and Refrigeration takes 2 to 2-1/2 years to complete. The program requires 38 units in HVACR courses, plus general education requirements to total 60 units. Some students spread their coursework over a longer period if family or work obligations prevent them from attending school full-time.

There are several certificate programs in HVACR of varying lengths. The full Certificate of Completion requires 38 units and can be completed in 1-1/2 years. Other certificates directed toward specific specialty areas such as Air Conditioning, Refrigeration, or Air Conditioning and Refrigeration Electric Controls require from 13 to 17 units, and can be completed in two semesters.

Program Contact Information

Instructor Information:

Vic Cafarchia, Professor
Shop, Room 200
16007 Crenshaw Blvd.
Torrance, CA 90506
310.660.3306
vcafarchia@elcamino.edu
http://www.elcamino.edu/academics/indtech/acr/

Financial Aid Contact

Abetta McQueen, Financial Aid Outreach Coordinator
16007 Crenshaw Blvd.
Torrance, CA 90506
310.660.6038
eccfaid@elcamino.edu
http://www.elcamino.edu/studentservices/fao/

Hours:

Mon - Thur:8:00am - 6:30pm
Fri:9:00am - 12:30pm

Tutoring Contact:

Tutoring is available for women in the Electronics program through the Women in Technology (WIT) program.

Idania Reyes, Program Manager
Women in Industry and Technology Program (WIT)
Technical Arts Building, Room 104B
16007 Crenshaw Blvd.
Torrance, CA 90506
310.660.6780
ireyes@elcamino.edu

Academic Counselor Contact:

Valencia Rayford
Career and Technical Education Counselor, Counseling Department
Technical Arts Building, Room 104B
16007 Crenshaw Blvd.
Torrance, CA 90506
310.660.6407
vrayford@elcamino.edu
http://www.elcamino.edu/studentservices/co/

Walk-in hours available at WIT office:

Wednesday12noon - 4:00pm
Thursday12noon - 4:00pm

Other hours available by appointment.

Job Placement Contact:

John Weitzel
Job Placement and Internship Coordinator
Student Services Center, Room 204B
16007 Crenshaw Blvd.
Torrance, CA 90506
310.660.3449
jweitzel@elcamino.edu
http://www.elcamino.edu/studentservices/cps/

Hours:

Monday - Friday8:00am - 4:30pm

CalWomenTech Library Contact:

Idania Reyes, Program Manager
Women in Industry and Technology Program
Technical Arts Building, Room 104B
16007 Crenshaw Blvd.
Torrance, CA 90506
310.660.6780
ireyes@elcamino.edu

Boosting Your Skills in the Technology Classroom

A small amount of preparation can help make your days in the classroom go more smoothly. Visit the CalWomenTech Learning Library to find software and other tools to advance your math, spatial reasoning skills and much more. Learn about El Camino's Tutoring Resources to find out how tutoring can help.

Academic FAQs

Math skills. **How much math do I really need?**
No particular math prerequisites apply to the HVACR program. Once you are enrolled in the HVACR program, a three-unit course called Technical Mathematics 1 is included as a part of the coursework, and is directed specifically to applying math to problems found in industrial settings. If you're worried about your math skills, visit the Women in Industry and Technology (WIT) program on campus – they have fun and entertaining software tools that can help you build your math skills. Math tutoring is also available at the WIT program.

Technology skills. **How can I prepare for the program if I don't have a background in technology?**
You don't really need a background in technology or trades to enter this program, but since you will be using computers during the program, it helps to develop basic skills with a personal computer and common desktop software and to be able to identify common tools that may be used in the classroom. At the Women in Industry and Technology (WIT) program on campus, you can work with entertaining software tools to help you develop the math and spatial reasoning skills (the ability to see things in three dimensions) you need to do well in your classes and you can also increase your chances of success by familiarizing yourself with common tools and basic blueprint reading before class via the CalWomenTech Learning Library. In addition, once you are enrolled in the program you have several options for tutoring assistance. Some high school students enroll in HVACR courses at El Camino College and receive college credit for free.

Courses required. **How can I find out what courses I need to take for the HVACR program?**
Visit the Air Conditioning and Refrigeration program section of the El Camino College website for descriptions of both the courses offered and the degrees and certificates programs available. The course catalog will also provide information about the general education requirements for the A.S. degree.

Placement tests. **Are placement tests required for this program?**
If you plan to enroll in an Associate of Science degree program in HVACR, placement tests are required to determine your level of English and math knowledge so you can be placed in the appropriate classes. The Assessment and Testing Center schedules test dates and times when students can drop in to take the tests. Some tests are also offered online. Visit the Assessment and Testing Center page for details.

Placement testing is not required for the HVACR certificate programs.

Length of program. **How long will it take to complete this technology program?**
The A.S. Degree program in Air Conditioning and Refrigeration takes 2 to 2-1/2 years to complete. The program requires 38 units in HVACR courses, plus general education requirements to total 60 units. Some students spread their coursework over a longer period if family or work obligations prevent them from attending school full-time.

There are several certificate programs in HVACR of varying lengths. The full Certificate of Completion requires 38 units and can be completed in 1-1/2 years. Other certificates in specialty areas such as Air Conditioning, Refrigeration, or Air Conditioning and Refrigeration Electric Controls require from 13 to 17 units, and can be completed in two semesters.

High school preparation. **Can I prepare myself for a technology program at ECC while I'm still in high school?**
It's helpful to develop comfort with using a personal computer and common desktop applications and be familiar with common tools used in a shop. Occasionally students take courses in HVACR at El Camino while they are still in high school to get a head start or shorten the length of the program. El Camino does a lot of outreach to young women in high schools to provide information about the Women in Industry and Technology program, so check with the Women in Technology program to see if anything is planned.

Weight-lifting requirements. **How can I prepare myself physically to meet the weight-lifting requirements for a job in HVACR?**
Typical jobs in HVACR require that workers lift at least 30 pounds; special cranes and lifting devices are used to carry heavy appliances and pieces of equipment. Students thinking about a career in this area should stay active and maintain their physical fitness and female students in particular may want to focus on increasing their upper body strength via a gym or the schools Physical Education courses to increase their ease and safety in lifting.

Career FAQs

Occupational outlook. **Are employers hiring for jobs in this area?**
Absolutely! In fact, companies often recruit students directly from our classes. Some students take on positions and continue their schooling on a part-time basis. There is a huge shortage of workers in this field, and the shortage increases every year. We have a 98% placement rate for our students, so any student who applies him or herself will be able to find work.

Technology background. **Can I pursue a career in this field without a background in technology?**
A background in technology is not necessary to enter this field, although ideally you should have basic computer and tool identification skills when you begin the program. Once you are enrolled in the program, you will learn the basic technology skills you need to succeed in an entry-level position in Heating, Ventilation, Air Conditioning and Refrigeration (HVACR). El Camino has many resources for women entering this field through its Women in Industry and Technology (WIT) program.

Accessibility for women. **Isn't HVACR a tough field for women to break into?**
There is a new openness toward women in the field of HVACR. Much of the equipment involved is computer-driven, making it more attractive to women, and heavy lifting is done by cranes and other lifting tools. Also, many workers in this field are retiring, leading to a high demand for trained workers.

In addition, women who enroll in the HVACR program at El Camino are eligible for a wide array of services, including child care, counseling, peer support groups, tutoring, internships, industry tours, educational speakers, and job placement assistance, all of which can smooth your way into the field. Networking and mentoring opportunities are also available.

Receptivity to hiring women. **Will employers hire women into male-dominated technology areas?**
Yes, definitely! Recruiters seek out our male and female students even before they graduate. Women have proved themselves to be fully capable of performing the varied jobs in the HVACR field. We work with an HVACR Advisory Board which also provides our students with assistance on job interviewing and preparing for work.

The Business Training Center at El Camino College also works directly with employers to help them identify and hire qualified students applicants through its Career Readiness Certificate program.

Jobs available. **What kinds of jobs can I get with a certificate and with an A.S. degree?**
Graduates of a certificate program can expect to find entry-level work in jobs such as a maintenance engineer or filter changer at $8 to $15 per hour. The greater the level of your certification, the higher your starting salary will be.

Graduates with an A.S. degree can enter the HVACR industry in entry level jobs as a sales person, refrigeration service technician, air conditioning service technician, counter sales person, energy management, control programming, or controls technician.

Salaries. **What kind of salary can I expect?**
At initial placement, graduates entering this industry with an A.S. degree can earn from $15 to $28 per hour. Graduates of certificate programs may start out at from $8 to $15 per hour. Workers with several years experience typically earn from $25 to $60 per hour, depending on the job and industry. Because the types of jobs and segments of industry are so varied, there is a large range in salaries. Salaries also vary in different parts of the country.

More information. **Where can I learn more about technology careers and what they're like for women?**
El Camino College offers the Women in Industry and Technology (WIT) program to help you learn about employment in this field from a hands-on perspective. When you enroll in the HVACR program and sign up for the WIT program, you'll receive notices about industry tours, field trips, guest speakers, support groups for women, internships, and more.

Women's Success Stories

VALERIE BROWN

African American
Heating, Ventilation, Air Conditioning & Refrigeration (HVACR) Service Tech Trainee
Employed by Element Service, Inc.

"As a women I can do anything I put my mind to. Finishing something that I started and getting my degree has given me confidence, it has put a little pep in my step!"

Career Quick Look

Salary:	$15 - $30 per hour	**Education:**
Years in Field:	Less than one year	El Camino College (plans to complete her A.S. Degree in the Summer of 2008)
City/State:	Los Angeles, CA	

Getting Started: Valerie Brown had a successful career in the insurance industry for over 20 years while she raised her children as a single parent. Although she made a good salary in this field, once her children were grown she felt she had gotten too complacent in her job and she wanted a new challenge, so she enrolled at El Camino College. She originally planned to become a radiology technician, but at a career fair she was invited by staff of the Women in Industry and Technology (WIT) program to tour the HVACR program, which really impressed her.

When she later determined that HVACR was a better match and would also provide a great salary, she moved into that program. She found that she really enjoyed using her hands, fixing things, and figuring out how to solve a problem, and that she didn't mind getting dirty. In the second year of the program, she was hired as an HVAC Service Tech trainee, and after three months on the job, she landed a Building Engineer position at ABM Engineering, which she was about to begin at the time of this interview. There, she will be responsible for monitoring and maintaining many building functions at a single location.

Education: Valerie took a variety of college courses earlier in her life, but once her children were grown she decided to complete her A.S. degree and enrolled in El Camino College. While she had planned to enter the medical field, she was drawn into the HVACR program through the Women in Industry and Technology program, where she took advantage of the amazing array of services for women who choose the HVACR program and other fields in which they are underrepresented. During the course of her studies, she obtained work as a trainee with the help of a very encouraging professor at El Camino, who also served as her mentor. Valerie plans to complete her degree in the summer of 2008. She says that the skills, knowledge, and encouragement she received during the HVACR program prepared her for many aspects of the trainee position, but also notes that some things are best learned hands-on once you get to the actual job site.

Greatest Professional Achievement: Valerie sees her most notable accomplishment to date as being able to demonstrate her competence as a woman in a field which has been dominated by male workers. She enjoys being able to satisfy her customers, and she gets many positive comments and compliments about her work.

Barriers: Valerie has noted that customers often expect men to do HVACR work, and may believe that men are more competent. She has enjoyed changing these perceptions by doing her job well and meeting her customers' expectations. On occasion, Valerie has had to ask for help with lifting heavy equipment, but her co-workers have been quite responsive.

Working with Men: "As a woman you have to prove yourself," says Valerie. "Men don't think you're capable." She has found that once the men understand that she has brains and as much to offer as they do, they accept her. She notes that while working with male trainees she has been able to help them solve problems they face, which has also increased her credibility.

Advice for Women: Through the HVACR program at El Camino, Valerie has learned that “as a woman I can do anything I put my mind to. Finishing something that I started and getting my degree has given me confidence, it has put a little pep in my step!” She advises other women that “whatever your dream is, go for it, don’t waver. Don’t let anyone tell you that you can’t do it.” Asked for tips she’s learned about how to deal with working with so many men, Valerie advises, “Be yourself. Don’t try to be a she-woman. If you know you can’t do something, say so. Learn from others, and be teachable.”

Typical Workday/Environment: In her job as an HVACR Service Tech trainee, each morning Valerie reviews her assignments for the day. Using a company vehicle, she picks up parts from a warehouse and heads for the customer location. As a trainee, she works on mainly refrigeration and air conditioning units, and she typically goes on two to three calls per day to commercial and residential locations. Typical calls might include installation of new equipment, regular maintenance, and repairs. Work environments may include roofs, attics, basements in both commercial and residential locations, and walk-in refrigeration units in restaurant kitchens. Job responsibilities are varied, and may include welding, brazing of copper tubing, working with condensers or evaporation coils, cleaning vents, checking refrigerant levels, changing belts or gaskets, lining pipes, cleaning ice machines, and trouble-shooting repairs.

Career Ladder: Since she’s new to the field, Valerie has not yet decided how she will direct her career in the future. At present, she thinks she may want to join an apprenticeship program or move into project management in electronics, but she wants to get more experience to see what she enjoys most. Because of both the current shortage of workers in this field and the variety of work environments open to workers with HVACR skills, Valerie is very optimistic about advancing her career.

Professional Associations: Valerie recently joined the Institute of Heating and Air Conditioning Industries Inc.

Hobbies: Because of her school, study, and work schedule, Valerie has not had much free time lately. When she finds the time, she enjoys watching football games, exercising (especially walking), taking drives along the coast, and just relaxing.

Women in HVACR Links

Women in HVACR
http://www.womeninhvacr.org
National organization with 200 members for Women in the HVACR industry with an annual conference, webinars, membership newsletter and member directory.

Work4Women
http://www.work4women.org
On-line Support groups for technical/mechanical, information technology, telecommunications, construction, and more. Virtual communities.

WomenTechWorld.org

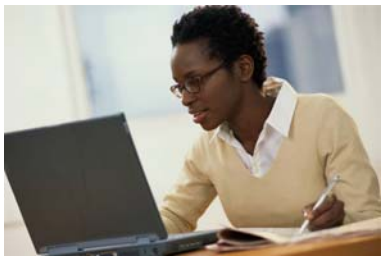
Welcome to the Women's Technician Club

The national online home for women technicians to connect with each other

WomenTechWorld.og: You're not alone any more. Check out all of the great resources that WomenTechWorld has to offer female technicians, whether you are a network administrator, an air conditioning and refrigeration technician or a female student in a tech major.

WomenTechTalk: Join the exciting WomenTech e-mail discussion group today! There's finally a great way to meet other women just like you through conversations that take place right in your email. WomenTech Talk serves as a source of support and inspiration for over 500 women and has been in existence since 2000.

E-Jobs: Find employers eager to hire women in traditionally male occupations. E-Jobs offers you an Auto Notify feature which gives you email notices when new jobs meeting your criteria have been posted. It also provides the My Checklist feature to save your favorite job opportunities for easy reference.



E-Mentoring: It's hard to be a newbie, but it just became a little bit easier. E-Mentors connects female students in technology/trades with women successfully working in male-dominated fields. E-mentors is for you if you are 18 years of age or older, female, and working in a male-dominated job or career.

Role Model Biographies: Read about women who have succeeded in occupations ranging from auto technician to computer network engineer to detective and more. They are all races and ethnic backgrounds, young and old, and are from urban, rural and suburban communities throughout the United States. These women are just like you!

CalWomenTech Project

Background:

IWITTS was awarded a $2 million National Science Foundation (NSF) Award to fund the CalWomenTech Project in April of 2006. Through this five-year grant, California community colleges receive expert support and technical assistance to help recruit and retain women into technology programs where they are under-represented.

Eight California community colleges were selected in a competitive process to receive **free** intensive CalWomenTech training and assistance on recruiting and retaining women in technology programs in which they are under-represented, for approximately 3 years. Our focus is terminal associate degrees or certificates in programs for newly emerging industries with jobs that are high skill and high wage, and have a strong connection to employers and local labor market demand.

CalWomenTech Core Strategies:

Tried and true strategies to increase the number of women in CalWomenTech Community College Sites' technology programs and retain them, based on "proven" methods. Our strategies are surefire, easy-to-implement and sites can start to see results the very next semester. See our WomenTech Digital Library to view the research our work is based on, in addition to our successful track record with community colleges in our national WomenTech Project.

Recruitment Assistance: We develop recruitment posters and flyers (see example on the right) featuring female role models from the site's college as well as a CalWomenTech section of each college's website - both the website content and design (see example on the right).

We provide "free" WomenTech training on "how to" recruit and retain women and the sites develop a detailed plan with a timeline as part of the workshop. We have been providing this training on a fee basis for over 10 years throughout the US and we've worked in 42 of the 50 states.

Sites receive $2,000 worth of software from our CalWomenTech Learning Library that enables them to assist students in developing technology building block skills in areas such as spatial relations and math that will increase their retention in the classroom.

Sites develop a CalwomenTech Leadership team of ten key

More Information

- Community College Sites Description
- Training and Technical Assistance
- Project expertise & project partners
- Our Total Quality Management approach
- Goals and outcomes/Timeline

Click here to enlarge sample poster

Click here to enlarge sample CalWomenTech website draft

players that enables them to showcase their technology program throughout the College. Leadership team members receive a stipend of $500 yearly. Leadership Team members travel to come to one two-day meeting in the Bay Area annually to meet jointly with the other community colleges in the Project, to share strategies and receive joint training.

We provide on-site WomenTech training and technical assistance and on-line webinars, podcasts, and phone trainings on specialty topic areas such as "how to" develop curriculum examples that appeal to female learning style and interests or how spatial reasoning software has increased retention of female engineering students. Each CalWomenTech site will receive stipends for adjunct faculty to participate as an incentive.

Female students have access to our online community of womentechworld.org and we focus on each site's program career areas. WomenTechWorld.Org includes e-mentoring, e-jobs job board and WomenTechTalk email listserv with over 500 members.

IWITTS Brings National Expertise To Your Tech Program:

The CalWomenTech Project is IWITTS's second grant working with community colleges to increase the number of women in technology, and our third National Science Foundation (NSF) grant. Other successful projects have included The Cisco Gender Initiative and we have worked extensively nationally with NSF Advanced Technology Education Centers in Community Colleges. We have been conducting WomenTech Training nationally on a fee basis for over ten years. **Click Here for More Information on Project Expertise**

Project Timeline:

This is a 5-year Project that will end in April 2011.

Current CalWomenTech Sites:

The first four CalWomenTech community colleges that were brought on board in June 2006 are:

- City College of San Francisco Computer Networking and Information Technology Program, with a focus on the new Digital Home Integration Technology certification
- San Diego Mesa College's Geographic Information Systems program
- Cañada College's new 3-D Animation and Video Game Art Program
- El Camino College's Air Conditioning Refrigeration program

The second set of colleges, brought on board in November 2007 are:

- Evergreen Valley College's new Hybrid-Alternative Fuel Program
- Irvine Valley College's Electronic Technology Program
- Las Positas College's Welding and Automotive Programs
- San Jose City College's Facilities Maintenance Technology Program

Read More about Each College's Program

Click here to see a sample flyer (pdf)

Endorsements:

"The CalWomenTech Project brings excellent resources to assist us in recruiting and retaining women in our technology programs. An excellent model that other community colleges would benefit from."

Thomas C. Mohr
President,
Cañada College
CalWomenTech Site, Year 1

"The CalWomenTech Project provided us with research-based strategies for recruiting and retaining women that were new to us and will greatly enhance our ability to attract and retain women and assist us with improving our program overall."

Dr. Pierre S. Thiry, P.E., C.C.A.I.
Principal Investigator, NSF sponsored project iCONS
Instructor, Computer Networking and Information Technology
Community College of San Francisco
CalWomenTech Site, Year 1

"The CalWomenTech Project applies research-based, tried and true strategies that provide a road map to recruiting and retaining women in technology. I highly recommend that community colleges apply to be a CalWomenTech Site."

Dr. Edward J. Leach
Vice President, Services and Programs
Director, Conference on Information Technology
League for Innovation in the Community College

CalWomenTech Project Goals Ensuring an Effective Project:

The primary goal of the CalWomenTech Project is to increase the number of women enrolled and retained in Science, Technology, Engineering and Math (STEM) education in the 8 selected CalWomenTech community colleges.

Read more about our goals

Ensuring an Effective Project: our Total Quality Management Model

We've built a Total Quality Management (TQM) approach directly into this project. Throughout the project, we ask for, and incorporate, feedback about our services from our community college team members to make sure we're on track.
Read more

Funded by The Program on Research in Science Engineering from The National Science Foundation - Grant no. 0533564

"The CalWomenTech Project is solutions oriented: our College has a very doable recruitment and retention success plan along with support on its implementation. We're confident that we'll increase the number of women in our technology programs."

Dr. Stephanie Rodriguez
Dean, Industry & Technology
El Camino College
CalWomenTech Site, Year 1

"The CalWomenTech Project assists community colleges with both the nuts and bolts of recruiting and retaining women in technology and bigger picture strategies that will be implemented over time. We highly recommend the CalWomenTech Project to other community colleges."

Otto Lee
Dean,
School of Business, Computer Studies, and Technologies
San Diego Mesa College
CalWomenTech Site, Year 1

1 2 3 4 5 Next Page