

STRENGTHENING the PIPELINE from SERVICE to STEM TRANSITIONING to the STEM WORKFORCE

A CONVENING ON THE FUTURE OF WOMEN VETERANS IN STEM • EDUCATION DEVELOPMENT CENTER • CONFERENCE • MARCH 2-5, 2021

HELP IN AVOIDING GETTING STUCK IN ROLES



THERE IS GREAT DIVERSITY IN THE INTER-SECTIONALITY OF WOMEN VETERANS

NETWORKING and MENTORING with PROFESSIONAL SOCIETIES and AFFINITY ORGS.

NORMALIZE

- CAREGIVING + EMPLOYMENT
- FLEXIBLE WORK OPTIONS and the FAMILY BENEFITS
- DUAL CAREER PLANNING

THAT LOOK LIKE THEM

SEEING ROLE-MODELS



DIRECT WOMEN INTO EDUCATION to CONNECT TECHNICAL SKILLS

EMPOWER WOMEN'S VOICES with RESOURCES for SELF ASSESSMENT and SUPPORT



MENTORSHIP IS CRITICAL AT ALL LEVELS

PARTNERSHIPS to PROMOTE VSO ROSTERS to WOMEN VETS



STRENGTHENING the PIPELINE from SERVICE to STEM HEALTH and WELL-BEING

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NORMALIZE SEEKING OUT SUPPORT
(FEAR OF DISABILITY RATINGS)

#NORMALIZE MENTAL HEALTH

MORE MEN to ADVOCATE for WOMEN in MILITARY

the VALUE of NETWORKING

MORE ACCESS to VA SERVICES

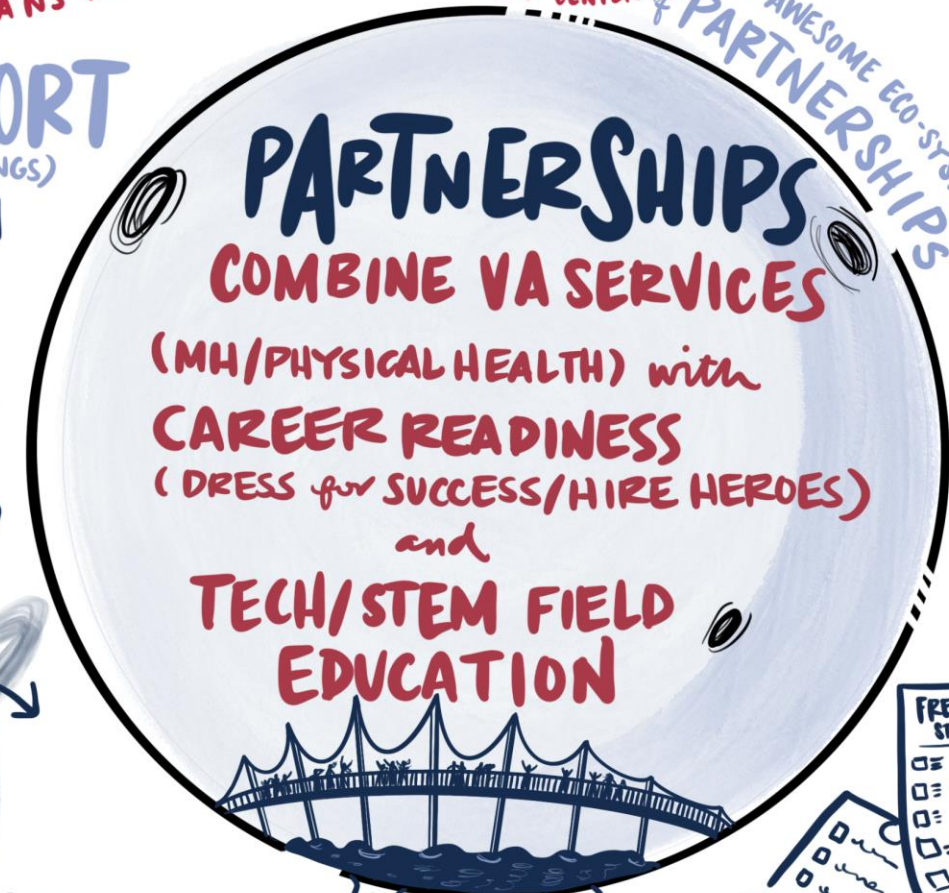
DUAL CAREERS and TRADITIONAL GENDER ROLES

WOMEN MENTORS:
- as a CAREER
- as a SERVICE
- as a TRAINING PROGRAM

HELP them BE SEEN



MENTORING and COACHING



AWESOME ECO-SYSTEM of PARTNERSHIPS

the IMPORTANCE of KNOWING NEEDS & VALUES before JOB SEEKING

TEACH FAMILY & FRIENDS HOW to HAVE "the" TALK



#PURPOSE & #VALUES
(and MEANING)

PROMOTE SUPPORT/SERVICES at CHAMBERS of COMMERCE, LOCAL MILITARY ORGs, VSO BASES, etc.

the "FREE" LIST of SUPPORT SERVICES by COUNTY/STATE and FEDERAL

IF YOU SERVED, YOU DESERVE

CREATE a CHECKLIST of HOW-TO EXAMPLES for a CAREER SWITCH into STEM JOBS

DE-MYSTIFY PATHWAYS to STEM



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EDUCATION PATHWAYS



BETTER EDUCATE VETERANS TO **ASSESS QUALITY PROGRAMS** THAT WILL YIELD THE OUTCOMES THEY WANT

BETTER EDUCATE **FACULTY** WITHIN UNIVERSITIES ON VETERAN NEEDS

INCORPORATE STEM INTO EARLY, MID & LATE CAREER TAP EDUCATION

INCORPORATE STEM COURSES INTO MOS TRAINING

HAVE CIVILIAN STEM WOMEN MENTOR WOMEN SERVICEMEMBERS INCLUDE FREE MEMBERSHIPS TO PROFESSIONAL ASSOCIATIONS

TEACH VETS TO REFRAME SERVICE TO WHAT IS PRIZED/NEEDED FOR CIVILIAN WORKFORCE

CHILD CARE RESOURCES FOR STUDENTS THAT ARE ACCESSIBLE DURING CLASS & STUDY TIME

BETTER & MORE COMMUNICATION
RESOURCES / EDUCATION / INFO ON TUITION ASSISTANCE
OUTREACH RESOURCES FOR ON-BASE EDUCATION CENTERS, INFORMATION ON CERTIFICATION PROGRAMS

PROVIDE CERTIFICATION THAT TRANSFER TO CIVILIAN SPACE, UNIVERSITY SABBATICAL PROGRAMS

PAID INTERNSHIPS ARE KEY!

MENTORSHIP PROGRAMS (WITH INDUSTRY, PROFESSORS, PEERS...)

BRIDGE PROGRAMS TO PREPARE WOMEN VETERANS FOR THE INTEGRATION INTO EDUCATION

FOLLOWED WITH CONTINUOUS ENGAGEMENT WITH RESOURCES

TEACH TARGETED NETWORKING THROUGH PROFESSIONAL ORGS



STRENGTHENING the PIPELINE from SERVICE to STEM CAREER

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BETTER AWARENESS

EDUCATION AT THE POINT OF SEPARATION OF THE OPPORTUNITIES THAT WE KNOW ARE HIGH-VALUE SPECIFICALLY FOR STEM CAREERS VIA A RESOURCE CLEARING HOUSE

CERTIFICATE OPPORTUNITIES
RESUME-WRITING SUPPORT
ASSISTANCE ORGANIZATIONS

ENCOURAGE AND EXPLAIN THE USE OF THE TUITION ASSISTANCE PROGRAM and/or THE POST 9-11 GI BILL ON HOW TO PURSUE A DEGREE IN A STEM RELATED FIELD

DEVELOP & DISTRIBUTE EFFECTIVE BIAS TRAINING EMPHASIZING THE VALUE OF EXPERIENCE

EXPAND OPPORTUNITIES FOR SERVICE MEMBERS TO GET EXPERIENCE TO PREPARE FOR LIFE AFTER SERVICE

PROFESSIONAL ORGANIZATIONS

- OUTREACH TO MILITARY INSTALLATIONS
- OUTREACH TO STUDENTS

PROVIDE FLEXIBLE OPPORTUNITIES TO CONTINUE AND STAY IN THE WORKFORCE

REVERSE MENTORING

RELATABILITY TO THE MENTOR and VICE VERSA - CROSS IDENTITY GROUP MENTORING

BE YOUR OWN ADVOCATE

UTILIZE UNIQUE EXPERIENCES AS A PLATFORM TO PROGRESS & STRIVE

FACILITATE WAYS TO BROADEN THE NETWORKS of those

VOCATIONAL SCHOOLS
COMMUNITY INFLUENCERS
CONDUCTING RECRUITING ACTIVITIES ON BEHALF OF EMPLOYERS
LINK TO COMMUNITY COLLEGES
APPRENTICESHIP PROGRAMS

FINDING A GROUP THAT UNDERSTANDS YOUR CIRCUMSTANCES and INTERESTS

HIGHLIGHTING LEADERSHIP AND PROBLEM SOLVING QUALITIES ASSOCIATED WITH VETERANS

