

WISE

PATHWAYS

Women in Sustainable Employment



Implementation Toolkit

*Make a life,
not just a living.*

Agenda

WISE Pathways Background & Overview

WISE Pathways IMPACT *community*

Implementation Steps

Next Steps

WISE Pathways Background & Overview

What is WISE Pathways?

Career exploration program developed by [HHW Ohio](#) to address questions of women considering nontraditional career options.

What family-sustaining careers are available that I can access without extensive training?

What skills and knowledge do I need to do to compete successfully?

Where can I get needed training and/or supportive services?

How do I build a network of support to get in – and stay in?

Primary Elements Shaping Program Design

Career Exploration and Coaching



Role Model Speakers



WISE Pathways Format

Approximately 40 hours

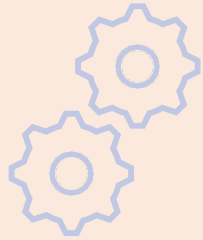
Approximately 16 sessions

Industry Modules

Leadership Development

Supportive Services

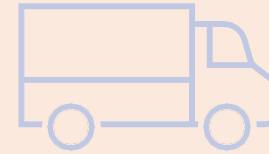
Industry Modules



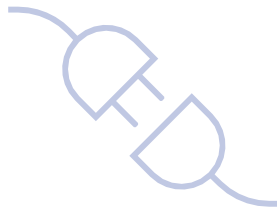
[Advanced
Manufacturing](#)



[Information
Technology](#)



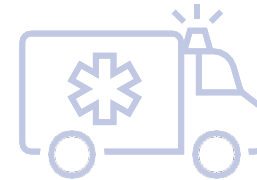
[Logistics/
Supply Chain](#)



[Energy and
Utility](#)



[Construction](#)



[Public Safety](#)

Shaded modules available on wisecareerpathways.com

All modules above are hyperlinked to SkillsCommons.

Additional Program Components

[Work Habits & Safety](#)

[Team Building](#)

[Sexual Harassment](#)

[Conflict Management](#)

[Technical Skills](#)

[Financial Management](#)

[Resume Writing](#)

[Applications](#)

[Interviewing & Networking](#)

Assessment,
Training, or
Employment

Modules above are hyperlinked.

She believed she could... so she did!

Sharonda Hall participated in a program at Oberlin Community Services that utilizes the WISE Pathways curriculum. The information and preparation provided in the program helped Sharonda land a job at Columbia Gas. She's since had several promotions and has purchased her first home.

"I used to worry if I would be able to pay my bills. I worried if I would be able to eat. Now I'm not stressed," Sharonda said. "WE3 changed my life. I believe in myself now and this is just the beginning for me."

As Lorain County Community College president Dr. Marcia Ballinger puts it, she believed she could, she built a support system, and so she did.

Read full story at:
<https://president.lorainccc.edu/building-support-system-empower-women/>



WE3 Coordinator LaToya Miller, Sharonda Hall, Ariana Hall, and Dr. Marcia Ballinger talking about the importance of women supporting women. Photo by Lorain County Community College.

WISE Pathways Expansion

Expansion Strategy

Women in Ohio experience gaps in STEM

- Underrepresented in STEM
- Face mobility gaps

Ohio businesses seek to fill critical roles in STEM

- Identify in-demand careers in region
- Few organizations engage women in STEM

Pilots will engage women to pursue nontraditional careers

- LCCC will assist pilots in capacity building

Capacity-building process integrates WISE Pathways into existing programming

- Planning results in readiness for implementation

[Click here](#) to review White Paper

WISE Pathways IMPACT *community*

WISE Pathways IMPACTcommunity

support.skillscommons.org/connect/impact-communities/wise/



Features OER curriculum that will be enhanced for online delivery



Comprised of organizations interested in improving opportunities for women in targeted fields



Fosters sharing of experiences, advice, tools, and collaborative problem-solving



Enables cost-effective innovations to be easily and widely adopted by teachers, learners, industries, and professional organizations

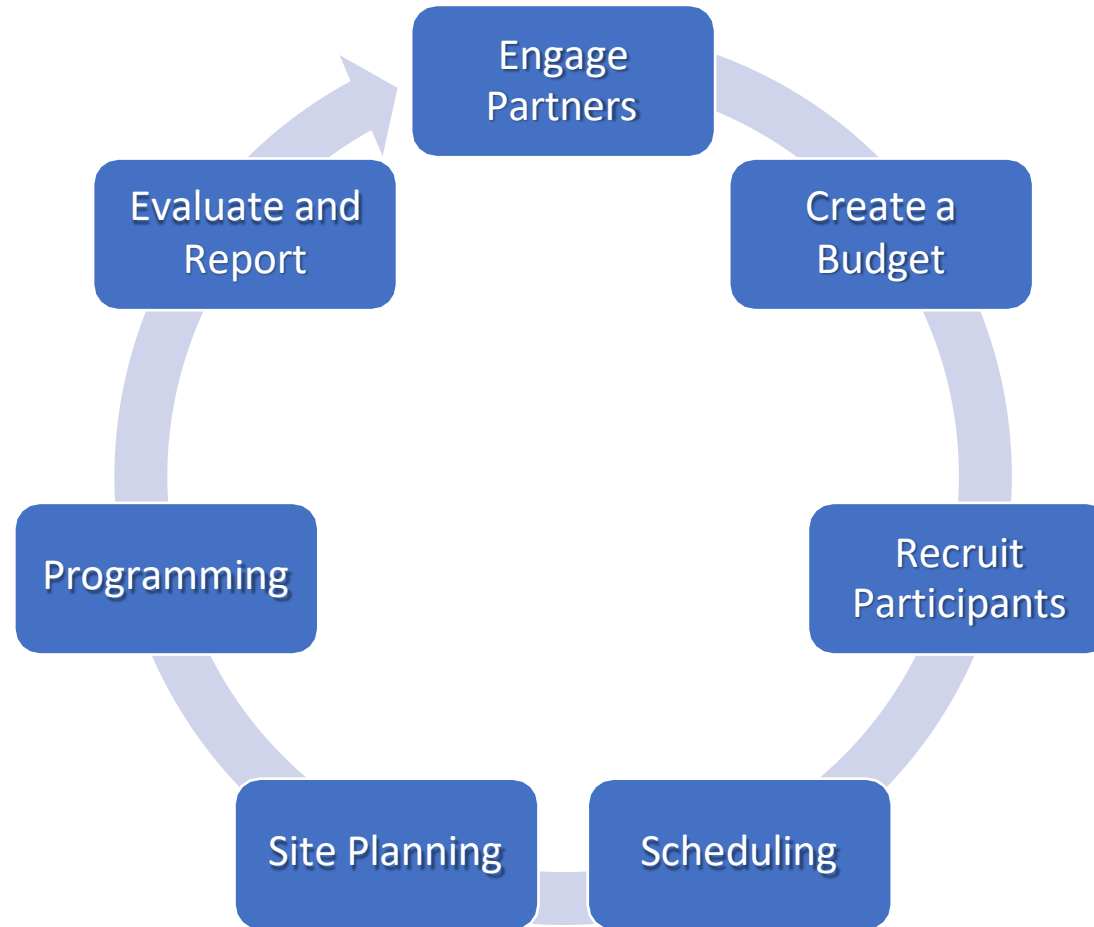
WISE Pathways Implementation

Key Implementation Roles



Facilitator and Coordinator roles can be completed by one individual
Implementation Resources available on [Cureo](#)

Implementation Cycle



Partner Engagement

- Provide input into curriculum
- Share information on in-demand jobs
- Identify Role-model Speakers
- Share information on what it takes to be a successful candidate
- Identify resources for participants and completers (e.g. supportive services)



Industry



Education and Training Providers

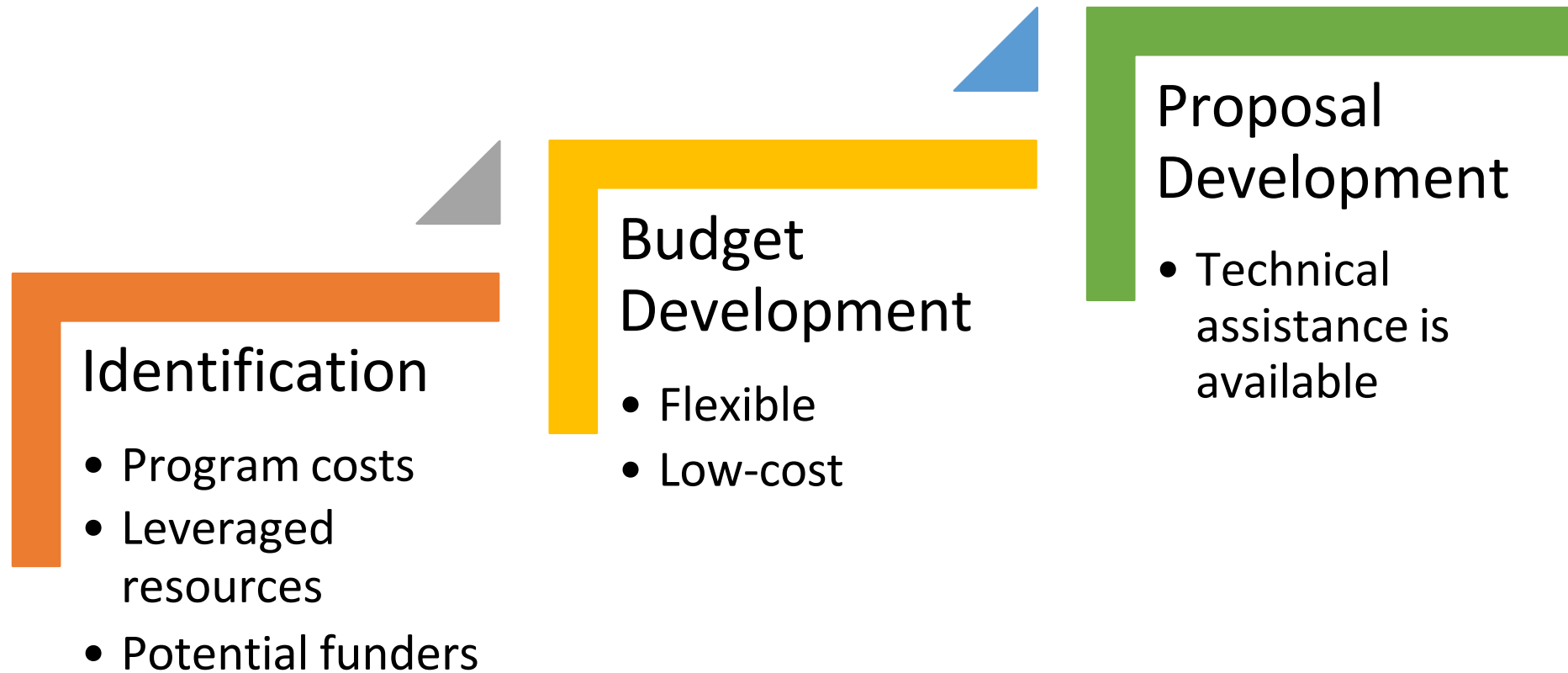


Workforce Partners



Community-Based Organizations

Budgeting & Sustainability Planning



Potential Leveraged Resources

Community-based organizations

- Provide supportive services to women
- Specialize in topics for workshops

Local American Job Centers (e.g. OhioMeansJobs)

Industry partners/initiatives

- Individual employers
- Industry associations
- Manufacturing Institute's [STEP Women's Initiative](#)

Education and training providers

Other funding or awards

- [AmeriCorps VISTA](#)

Participant Recruitment



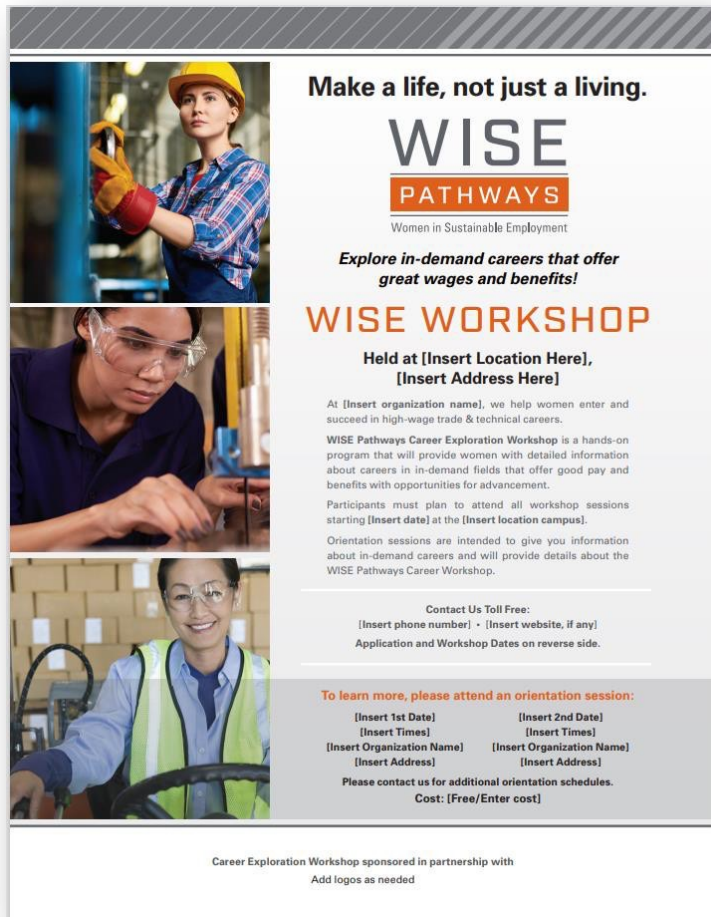
- Identify next steps/resources
- Finalize outreach materials
- Print materials
- Prepare digital content

- Offered regularly and ongoing
- Provide overview of available jobs
- Connect women to resources/next steps

- Local American Job Centers
- Community organizations
- Libraries
- High schools, colleges, universities
- Childcare facilities

- Press release
- E-blast
- Social media
- Flyer distribution

Participant Recruitment



Make a life, not just a living.

WISE
PATHWAYS
Women in Sustainable Employment

Explore in-demand careers that offer great wages and benefits!

WISE WORKSHOP

Held at [Insert Location Here],
[Insert Address Here]

At [Insert organization name], we help women enter and succeed in high-wage trade & technical careers.

WISE Pathways Career Exploration Workshop is a hands-on program that will provide women with detailed information about careers in in-demand fields that offer good pay and benefits with opportunities for advancement.

Participants must plan to attend all workshop sessions starting [Insert date] at the [Insert location campus].

Orientation sessions are intended to give you information about in-demand careers and will provide details about the WISE Pathways Career Workshop.

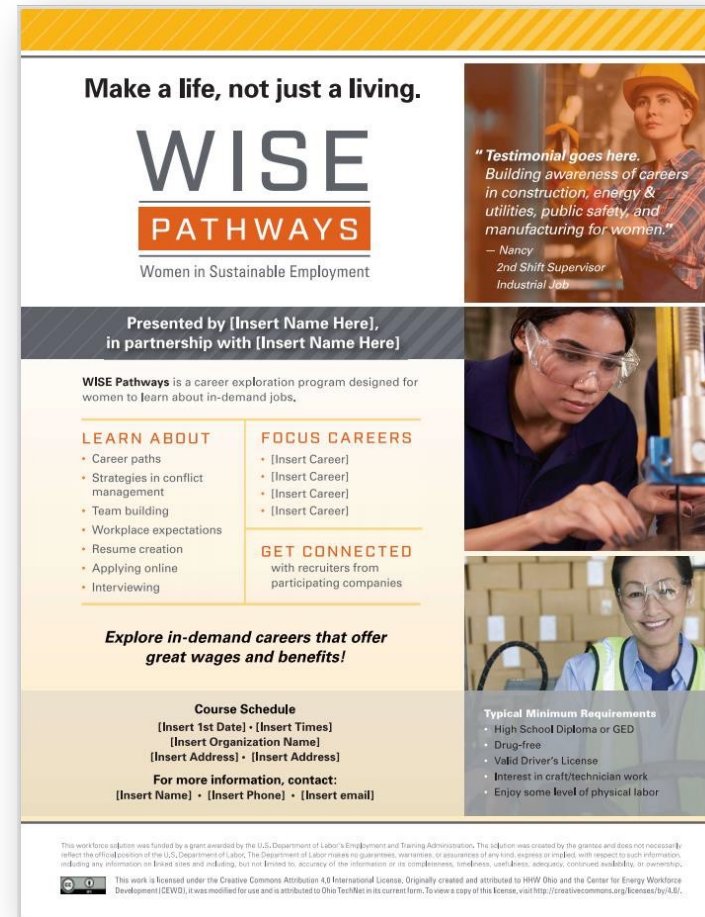
Contact Us Toll Free:
[Insert phone number] • [Insert website, if any]
Application and Workshop Dates on reverse side.

To learn more, please attend an orientation session:

[Insert 1st Date]	[Insert 2nd Date]
[Insert Times]	[Insert Times]
[Insert Organization Name]	[Insert Organization Name]
[Insert Address]	[Insert Address]

Please contact us for additional orientation schedules.
Cost: [Free/Enter cost]

Career Exploration Workshop sponsored in partnership with
Add logos as needed



Make a life, not just a living.

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*"Testimonial goes here.
Building awareness of careers
in construction, energy &
utilities, public safety, and
manufacturing for women."
— Nancy
2nd Shift Supervisor
Industrial Job*

**Presented by [Insert Name Here],
in partnership with [Insert Name Here]**

WISE Pathways is a career exploration program designed for women to learn about in-demand jobs.

LEARN ABOUT	FOCUS CAREERS
<ul style="list-style-type: none"> • Career paths • Strategies in conflict management • Team building • Workplace expectations • Resume creation • Applying online • Interviewing 	<ul style="list-style-type: none"> • [Insert Career] • [Insert Career] • [Insert Career] • [Insert Career]
	GET CONNECTED
	with recruiters from participating companies

Explore in-demand careers that offer great wages and benefits!

Course Schedule
[Insert 1st Date] • [Insert Times]
[Insert Organization Name]
[Insert Address] • [Insert Address]

For more information, contact:
[Insert Name] • [Insert Phone] • [Insert email]

Typical Minimum Requirements

- High School Diploma or GED
- Drug-free
- Valid Driver's License
- Interest in craft/technician work
- Enjoy some level of physical labor

This workforce solution was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The solution was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on these sites and software, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, appearance, continued availability, or ownership.

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Scheduling

Determine available dates for key partners



Identify suitable locations



Set dates and deadlines

Orientation and session dates

Application Deadlines



Schedule Speakers and Facilitators

Role Model Speakers

Industry Speakers

Other Facilitators



Schedule Training (as needed)

Facilitators

Role Model Speakers

Site Planning



Finalize Location



Secure Supplies and Equipment



Determine Staff Roles

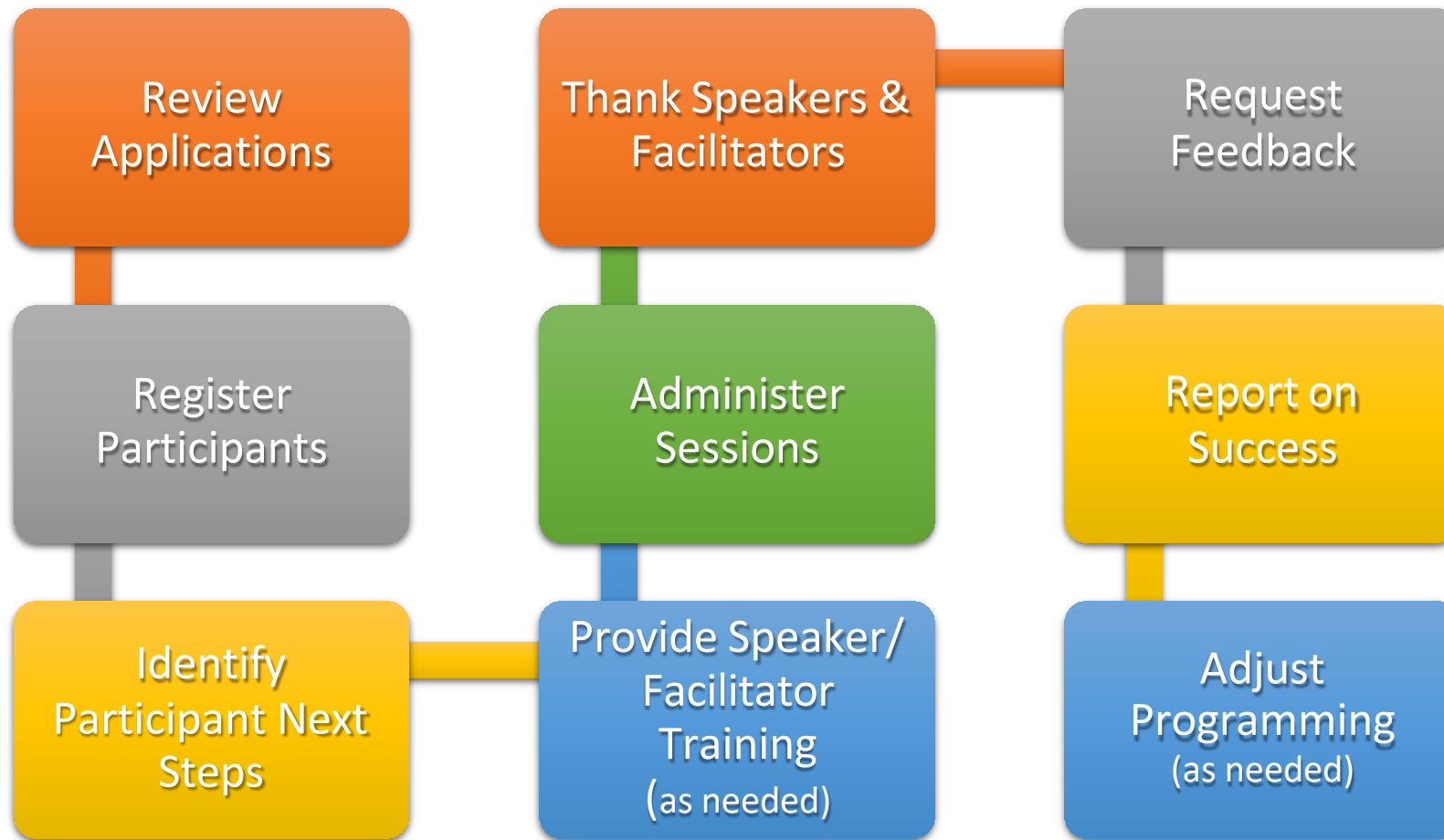


Prepare Staff Binders/Toolkits



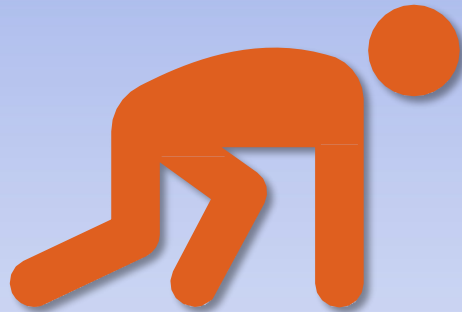
Set Up Site(s)

Programming, Evaluation & Reporting



Next Steps

Ready to Get Started?



- ✓ Join WISE Pathways [Cureo channel](#)
- ✓ Develop Initial Project Concept with HHW Ohio

Questions/Concerns?

Email Kaci Roach at director@hhwohio.org