



## Penelope (Penny) Paine, Santa Barbara, CA

Penny Paine has traveled to every state in the union in her many years as a trainer and consultant on girls' issues, nontraditional occupations, serving special populations and comprehensive career guidance programs. She has conducted hundreds of workshops. A graduate of the University of London Penny resides in Santa Barbara, California.

**Website:** [www.pennypaine.com](http://www.pennypaine.com)

**Email:** pennypaine@aol.com

### Workshop topics:

#### **Reaching Parents: Ways to Encourage Support for Girls and Women in *STEM***

Workshop participants will explore real and perceived barriers for nontraditional/ *STEM* students and ways to reach parents. They will review 14 ways that parents can encourage nontraditional students and become familiar with printed and web-based resources.

Audience: Ideal workshop for counselors, *STEM* teachers and instructors, administrators and project coordinators. Can address K-12 students as well.

Format: Lecture, group activities and discussion.

Length: 1-2 hours.

#### **Marketing Nontraditional Occupation Education and Training**

Workshop offers an overview and guide for marketing and promoting nontraditional occupation training to students. Promotion to include all forms of media, presentations, gender equity awareness and best practices.

Audience: Ideal for administrators, project coordinators and instructors.

Format: Lecture, discussion and hands-on activities.

Length: 2-3 hours.

### **Freshman Transition Initiative: Creating a 10 Year Plan for Self-Sufficiency**

This workshop provides an overview of the ten steps needed to implement a Freshman Transition initiative (career and life planning) and how to infuse the value of STEM occupations. Additionally participants will review the effectiveness of 10 year planning and encouraging self sufficiency.

Audience: Ideal for administrators, counselors and teaching teams.

Format: Lecture, discussion, small group activities, large group activities.

Length: 6 hours.

### **Infusing Equity into Career Guidance**

This workshop will review a selection of career guidance curricula and activities that can be used by counselors, instructors and teachers. Participants will explore ways to overcome stereotypes and illustrate the value and opportunities for nontraditional workers. The workshop will utilize hands on activities and a variety of ways to present the "workplace" to all students. It will also afford teachers with different disciplines to explore ways to infuse and enrich their courses with equitable messages about STEM and nontraditional work into core curriculum.

Audience: Ideal for administrators and project directors, instructors and career counselors along with core curriculum educators.

Format: Hands on activities, simulations, and small group activities. Workshop can utilize online resources if access to internet and computers is available.

Length: 3-6 hours.

### **Nontraditional Occupations: Recruitment and Retention**

This workshop will introduce a variety of best practices used to recruit and retain nontraditional students. Participants will review current data on nontraditional occupations and learn how to utilize collected school reporting data to better target students and their needs. They will also discover how to benefit from business, industry and community support. Participants will enjoy hands on activities, group discussion and problem solving and leave with many new resources and ideas.

Audience: Ideal for project coordinators, counselors and educators responsible for registration and recruitment.  
Format: Hands on. Simulations and small group activities.  
Length: 1-3 hours.

### **Selected Publications:**

Nontraditional Occupations/Equity brochures:

*Girls and Women Today*, Freda Walker and Penelope C. Paine  
*Boys and Men Today*, Penelope C. Paine, Sacramento Office of Education

*It All Adds Up to a Better Future*, Penelope C. Paine, San Diego County Office of Education

Children's Picture Books with "Equity" concepts

*My Way Sally*

*Molly's Magic*

*Time for Horatio*

*Papa Piccolo*

*Clarissa*

### **Contracts:**

California Department of Education, Office of Gender Equity  
Chancellor's Office, California Community Colleges  
California State University Department of Engineering Women's Program

Girls Incorporated®

Joint Special Populations Advisory Committee (California)

Business and Professional Women/USA

National Alliance for Partnerships in Equity

Gear Up North Carolina

### **Previous Projects:**

*Choices: A Teen Woman's Guide for Self-awareness and Personal Planning.* Bingham, Stryker and Edmondson  
Involved in the development of this landmark curriculum. Provided national technical assistance and training.

*Mother Daughter Choices/Women Helping Girls With Choices:*  
National project coordinator serving 10,000 girls in 10 states through collaboration with Business and Professional Women, BPW USA.

*CTEacher.info* Online resources for teachers regarding nontraditional occupations and instruction.

*Creating Opportunities for Special Populations and Students in Nontraditional Training.* A guide developed for the National Alliance for Partnerships in Equity highlighting best practices in the recruitment and retention of special populations in career/technical education.

*Nontrad 101 and 102.* Research and writing for online curriculum for the recruitment and support of nontraditional students in career technical education.

*Willa Brown Aviation Project, California.* Coordinator/technical assistant to project designed to encourage women to enter aviation occupations especially aviation maintenance.

**Qualifications:**

B.A. University of London, Goldsmiths College  
Transition Girls Incorporated® Operation SMART  
Academic Innovations: Career Choices and My10yearPlan.com  
George Washington University: Freshman Initiative

**Member:**

Career and Technical Education Equity Council (CTEEC)  
Association for Gender Equity Leadership in Education (AGELE)  
Association of Women in Aviation Maintenance (AWAM)  
American Association for Career Education (AACE)  
Women in Communications