



Education Foundation



Closing the gender gap, increasing the number of women in leadership roles and inspiring the next generation of women in manufacturing.

"Having female leaders in positions of influence to serve as role models is not only critical to the career advancement of women but stands to generate broader societal impacts on pay equity, changing workplace policies in ways that benefit both men and women, and attracting a more diverse workforce."

- The Rockefeller Foundation: "Women in Leadership: Why it Matters"

A decade of concentrated investment in upskilling and STEM education for girls has resulted in more women working in manufacturing. This is encouraging because manufacturing jobs hold great potential, as women who work in manufacturing earn 16% more than those working in other industries.

That advantage, however, does not extend to leadership roles in the sector as only one in four management positions in manufacturing are held by women. This is significant because the case for leadership diversity is well-documented and good for business: Equitable workplaces see higher revenue growth, greater innovation and stronger employee recruitment and retention than their less-equitable counterparts.

Diverse workplaces are also better equipped to meet impending skills/labor gaps. Yet, the lack of representation of females in leadership roles and the lack of women of color, specifically, limits the availability of mentors and role models for women entering the manufacturing industry.

Therefore, it is essential to not only increase women's participation in the manufacturing workforce overall but also to provide them with leadership opportunities and dedicated support to succeed in management roles.

Customized leadership training and mentorship are invaluable resources for women leaders seeking to overcome the unique challenges they face in manufacturing. This support can help them advance more efficiently and effectively, ultimately benefiting employers who must compete with other sectors to attract top talent.

Since 2016, more than 700 women have enrolled in the WiM Education Foundation's suite of leadership programs, which provides customized leadership training including personalized skills assessment, one-on-one coaching, peer mentorship and 100% online learning of core competencies geared towards women at all levels of their manufacturing careers.

In addition, the WiM Education Foundation hosts a monthly webinar featuring action-oriented and solutions-driven objectives on industry-related topics hosted by a diverse assemblage of industry experts.

Women represent 47% of the U.S. workforce but only 29% in manufacturing.

- Bureau of Labor Statistics 2023

Only 1 in 4 management positions in manufacturing are held by women.

- Department of Commerce

Only 12% of C-suite positions in manufacturing are held by women.

- Equilar 2022

Manufacturing only hires 14% of STEM talent compared to other sectors.

- Bureau of Labor Statistics 2022

On average, women working in manufacturing earn 16% more than the national median annual income for women who are employed.

- Department of Commerce 2022

72% of manufacturers agree that DEI is a key focus for their companies.

- Manufacturers Alliance 2023

	Empowering Women in Production	Management Development Program	Leadership Institute for Women in STEM & Manufacturing	Virtual Learning Series
Audience	Production or shop floor employees who show leadership interest or potential	Aspiring managers, team leaders and supervisors or new managers with less than 3 years of supervisory experience	Director or senior manager with 3+ years of leadership experience with one or more direct reports	Open to all, free for WiM members
Program Duration	20 weeks; 1 hour – 1.5 hours per week	Twelve 90-minute workshops over 6 weeks	Ten days over 4 months	60-minute webinar offered monthly
Cohort Size Limit	90 participants	40 participants	35 participants	Unlimited
Live/recorded	Recorded learning modules	10 interactive live sessions with industry experts	10 interactive live sessions with industry experts	Live presentation with Q&A
Skills Assessment	✓	✓	✓	
One-on-one coaching	✓	✓	✓	
Peer Mentorship	✓	✓	✓	
Core Competencies	<ul style="list-style-type: none"> ·Customer Perspective ·Adaptability ·Impactful Communication ·Accountability & Conflict Management ·Social/Emotional Intelligence ·Decision Making & Execution ·Teamwork / DEI 	<ul style="list-style-type: none"> ·Social/Emotional Intelligence ·Decision Making & Execution ·Developing Others ·Impactful Communication ·Accountability & Conflict Management ·Building Organizational Capacity ·Teamwork / DEI 	<ul style="list-style-type: none"> ·Ethics & Integrity ·Social/Emotional Intelligence ·Adaptability ·Developing Others ·Inspiring impactful Communication ·Accountability & Conflict Management ·Leading Change ·Building Organizational Capacity Teamwork / DEI 	Varies based on WiM member feedback. Webinars include a range of topics specific to women and manufacturing including negotiation skills, work-life balance, effective communication, cybersecurity, DEI in company culture and more.
Offered	February 2024 June 2024 October 2024	March 2024 October 2024	March 2024	Monthly



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