INCREASING DIVERSITY AND NUMBER OF YOUNG PEOPLE CHOOSING STEM CAREERS

1. Diversity in the UK STEM Sector

Diverse teams produce more creative and innovative solutions to problems, and companies with diverse boards are more profitable.

However, for over 50 years, there has been a recognition that many STEM sectors are not diverse. Girls, young people from areas of higher level of socio-economic deprivation, and from black and some minority ethnic groups are under-represented throughout the sectors.

Increasing diversity of the STEM workforce will improve UK STEM sectors, and provide more people with interesting and fulfilling careers.
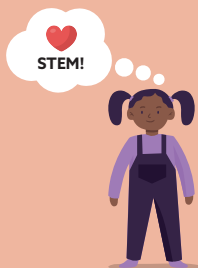
2. NUSTEM'S Role

NUSTEM's research is committed to creating a vibrant and sustainable STEM sector which meets the needs of learners and employers, reflecting the diversity of wider society.

A recent paper from NUSTEM outlined a theory of change exploring ways to improve diversity in the STEM sector, and increase the number of young people choosing a career in STEM.

This infographic aims to help business and organisations shape interventions that will make a difference.
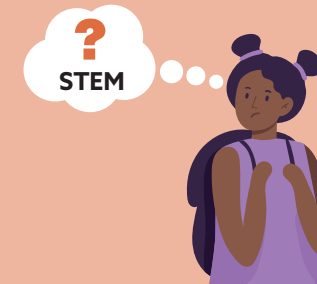
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3. The Context

Research consistently shows that **children and young people like science, and find it inspiring.** However, this **doesn't translate** into them wanting to have a career in science or STEM.

Many children and young people from under-represented groups don't see STEM as **being done by someone like them.**

Before the age of 8, **young children make career limiting decisions** about what they would and wouldn't like to do when they are older.
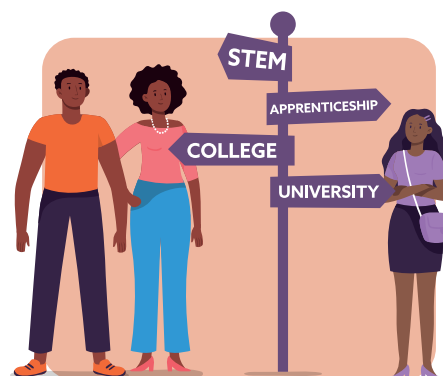
4. The Solution

Start working with families and children **from a young age.**

Use attributes of people working in STEM to help children to see what **they have in common with them.**

Show parents and carers the **different routes into STEM careers.**

Support teachers to include careers in their subject lessons. **Showcase local opportunities.**

Ensure that **company culture is inclusive of staff from different backgrounds.** Make STEM sectors good places to work.

To find out more, visit nustem.uk

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