

How do we get **more Women** in STEM internships

Marjolein Opsteegh
a Women in STEM
January 2023

STEM students

34.0%
+1.0%

of the STEM students are **women**

2019 vs 2018

Employees

47.5%
+0.2%

of the employees are **women**

2019 vs 2018

STEM employees

27.6%
+0.6%

of the STEM employees are **women**

2019 vs 2018

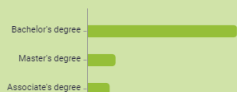
Conclusions and recommendations

The percentage of female STEM students is significantly higher than the percentage of female STEM employees. There are a lot of students who don't stay in STEM. This is an opportunity.

This shows that there is potential to get more female STEM students into STEM internships.

Develop a marketing campaign, targeting women on campus, to convince them to stay in STEM and do an internship.

Most' female STEM students education level is Bachelor



Of the total population, most' female employees are professionals or management



Most' female STEM employees work in computers and mathematical occupations



There are no STEM occupations in the female top 3.

The first one, "Computer and mathematical occupations" stays at position 27, followed by position 41 and 90.

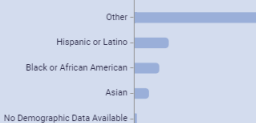
Men are not that much better, their top 3 are at position 10, 46 and 60, of all occupations.

Promote STEM occupations for both man and women.

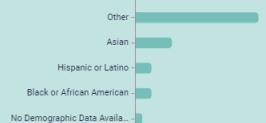
In total 45 % of the female STEM students have a non-white demographic background



Only 36% of the total population has a non-white demographic background



Relatively, a lot of Hispanic or Latino students are lost between STEM study and work



A high percentage of female STEM students has a non-white demography (45%) in relation to the total population of employees (36%).

A large proportion of the female STEM students (15%) and STEM employees (16%) are Asian. This is relatively high looking at the total employees (7%).

Focus on female STEM Hispanic or Latino students. There are relative few of them going from a STEM education to a STEM occupation.



Women
in **STEM**

Science, Technology, Engineering, & Mathematics