

Career Insights:
Women, STEM, and
the Talent Shortage

**WOMEN HAVE THE NATURAL TALENT
FOR TODAY'S IN-DEMAND STEM JOBS**

Female students have a high aptitude for technology careers.

CAREER EXPOSURE GAP FOR WOMEN REFLECTS IN CAREER INTERESTS VERSUS APTITUDE



Female students show a high aptitude for technology careers, but interest lags. National research conducted among 116,372 female juniors and seniors in high school shows high aptitude, but low interest in in-demand careers such as engineering and technology.

YouScience analyzed the top 50 most frequent aptitude and interest-based career recommendations and found that, based on interest alone, 0% of female high school juniors and seniors were encouraged to consider engineering and technology careers. Using aptitude-based measurements that number increased to 44%.

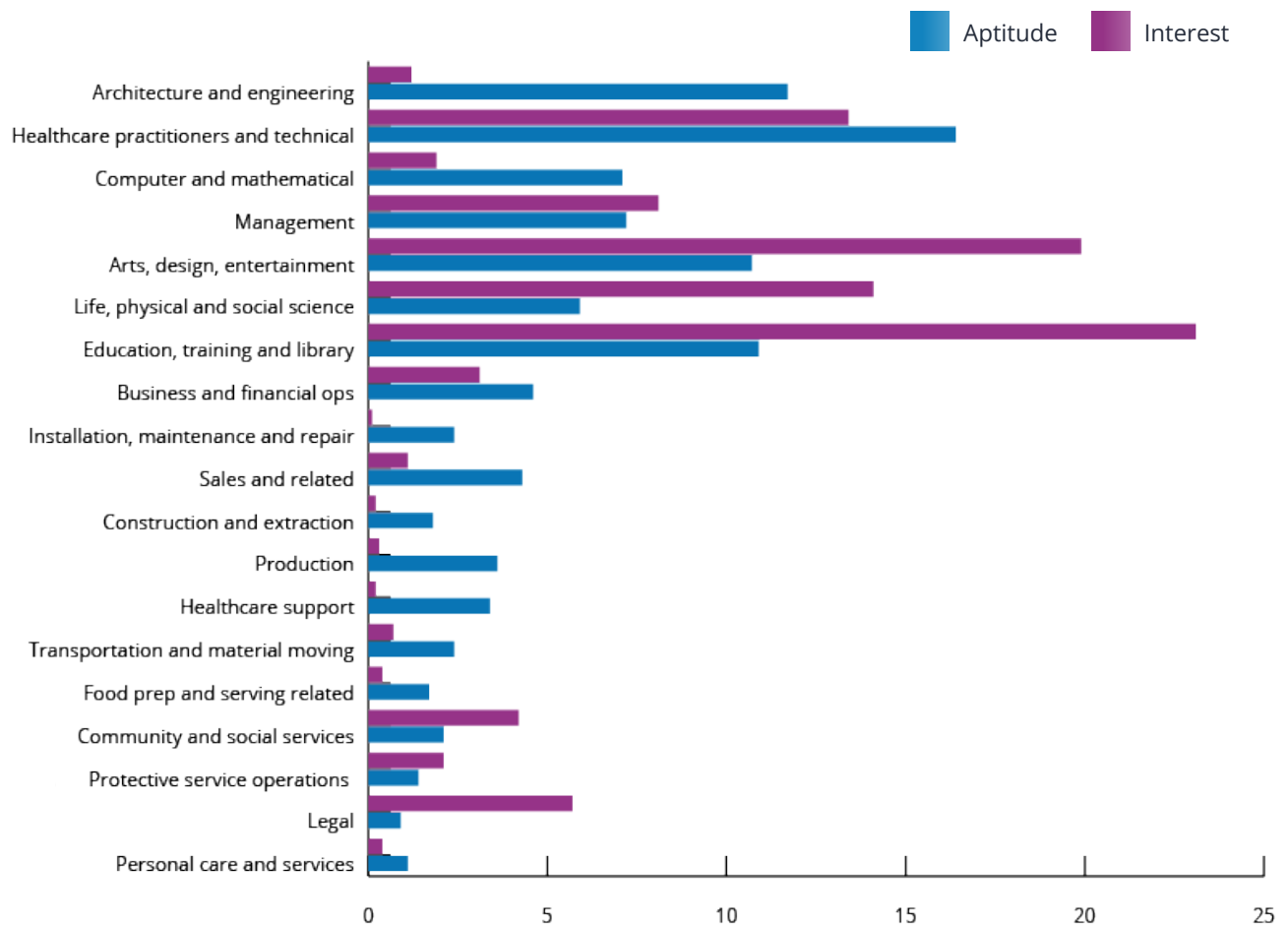
This finding underscores a core challenge that many educators, parents, and students grapple with, namely, how to best connect education and career preparedness in a way that encourages student participation and engagement and provides data-based direction beyond high school.

One of the challenges facing many high school students is the use of interest-based, not aptitude-based, tools to gauge student talents, abilities, and pathways. Interest-based tools reflect primarily what the student already knows, while aptitude measures surface known and unknown talents that are less recognized and can surprise students, teachers, and parents.

A closer look at the data

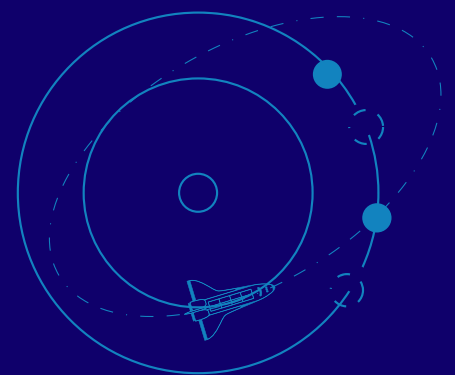
ALIGNMENT BY STANDARD OCCUPATIONAL CLASSIFICATION (SOC) GROUP

The following graph shows female students' aptitude, or natural talents, versus their interest, showing a clear gap between what they have an interest in and what they can do. For instance, it shows that female high school juniors and seniors have more than 10x the aptitude for careers in architecture and engineering than they do interest.



Sample size: 116,372 female students

Female high school juniors and seniors have more than **10x the aptitude than interest** for careers in architecture and engineering



Aligning talent, education & industry.

YouScience lets you uncover aptitudes, align talent with education pathways and lets students show their knowledge and skills and connect with apprenticeships, internships and jobs. You get a complete solution to get your students college and career ready. Learn more at www.youscience.com.

EQUITY

YouScience shows individuals the best-fit careers for their aptitudes to cut through the social noise and gender biases that limit an individual's exposure to career possibilities.

FUTURE READY STUDENTS

Students earn industry-recognized certifications that give them tangible proof of the skills and knowledge employers need. More than 200 certifications are available.

COMMUNITY ENGAGEMENT

Students connect with local internships, apprenticeships and career opportunities that align with their aptitudes, interests and skills.

DATA-DRIVEN INSIGHTS

Educators have accessible data for better secondary, post-secondary and career guidance as well as funding and program improvement.