

Women in STEM – Closing the talent gap

The STEM fields are projected to be short 230,000 employees as early as 2018. But, by simply reducing female attrition in the U.S. by 25 percent, that shortage could be decreased to just 10,000 employees.

To begin closing the talent gap, we must create an inclusive environment that facilitates greater engagement and retention of females in STEM. We must make it a priority to eliminate bias and barriers, to deliver top-down support and institutional accountability.

How to attract women in STEM

Even with work-life balance being a top priority, women in STEM are primarily attracted to employers that will develop them and their careers, as indicated by the pink shading of attraction factors.

Women in STEM rate top 8 attraction factors by level of position

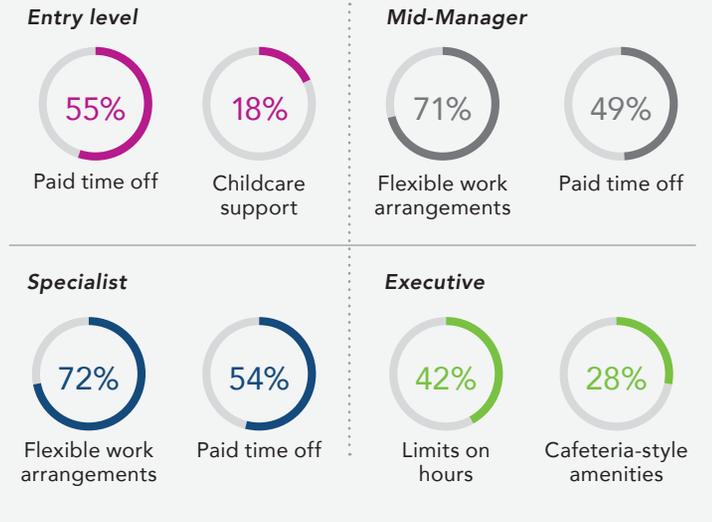
● Factors that are career development-based ● Factors that are values-based

RANK	STEM WOMEN GLOBAL AVERAGE	SPECIALIST	MID-MANAGER	EXECUTIVE
1	Salary/benefits 88%	Salary/benefits 90%	Salary/benefits 86%	Salary/benefits 85%
2	Career advancement 71%	Work/life balance 73%	Work/life balance 70%	Career advancement 70%
3	Work/life balance 71%	Career advancement 70%	Career advancement 68%	Work/life balance 68%
4	Training/dev. programs 67%	Training/dev. programs 68%	Training/dev. programs 64%	Innovative projects 66%
5	Knowledgeable colleagues 59%	Flexible work arrangements 63%	Innovative projects 59%	Training/dev. programs 61%
6	Flexible work arrangements 58%	Knowledgeable colleagues 61%	Knowledgeable colleagues 59%	Knowledgeable colleagues 61%
7	Innovative projects 55%	Innovative projects 53%	Flexible work arrangements 56%	Corporate values 51%
8	Exposure to latest technology 58%	Exposure to latest technology 46%	Corporate values 46%	Leadership development 50%

What STEM women value

STEM women value the benefits shown below that help support a positive work-life balance, and for many of the benefits, they typically value them far more than men in the same career stage do. STEM women value different types of support at different life and career stages.

Women value meaningfully more than men



What STEM women think about free agency

While still a distinct minority, a meaningfully higher percentage of women in STEM than men in STEM, in traditional employment, say they are highly likely to work as a free agent or freelancer in the future.

% "very likely to consider" working as a "free agent" or "freelancer" in the future



In addition to analyzing worker preferences and psychographic insights based on survey data from the 2015 and 2014 Kelly Global Workforce Index™ (KGWI), this study pulls insights from Kelly® Free Agent Research (2015) survey data and other research sources.

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