

STEM INCLUSION AND MENTORING FOR ACTION (SIMA) COUNCIL

WHAT HAVE WE BEEN DOING?

PURPOSE: Bring together individuals committed to increasing diversity and inclusion in the STEM workforce across business, industry, government and education sectors in order **to analyze the WNY status and recommend actions for improvement** to the WNY STEM Board. Our approach and guiding questions are:

Final report to be published in **SUMMER 2019.**

Over **20 ORGANIZATIONS** working together.

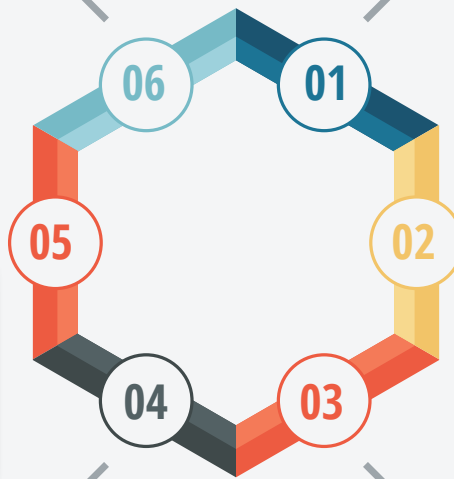
Collected over **1550** unique data points about **5** counties (and NYS) and **410** middle and professional skill STEM occupations.

What **INFORMATION** is important for the community to know?

Workers with sub-baccalaureate credentials currently occupy 39% of all WNY STEM jobs, but 37% of advanced manufacturing jobs may go unfilled each year. These "middle-skill" jobs represent an important opportunity for growth in our region.

What more can be done to **SUPPORT DIVERSITY** in STEM through collective impact?

What **PROGRAMS** and **SERVICES** actively support diversity in STEM across the education pipeline?



WNY WOMEN'S FOUNDATION



PROSPECT HILL CONSULTING LLC

BANK OF AMERICA

The National Academies of SCIENCES ENGINEERING MEDICINE



Oath: A Verizon company



ST. BONAVENTURE UNIVERSITY



United Way of Buffalo & Erie County

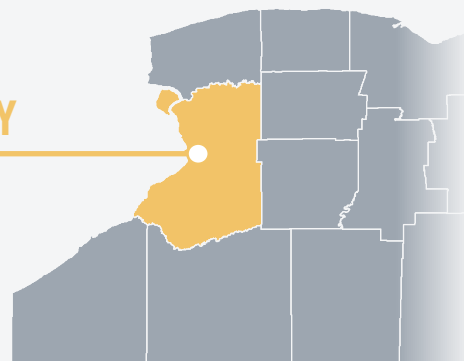
WHAT THE DATA TELL US

TOP 5 WNY STEM OCCUPATIONS (and median income) with highest growth potential according to the NYSDOL Long-Term Occupational Employment Projections (2014-2024):

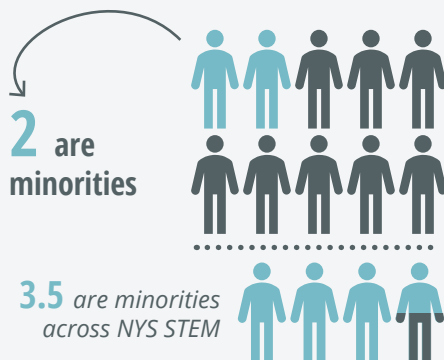
- \$69,370 - Computer and Mathematical Occupations
- \$30,740 - Healthcare Support Occupations
- \$63,990 - Healthcare Practitioners and Technical Occupations
- \$50,300 - Life, Physical, and Social Science Occupations
- \$72,050 - Architecture and Engineering Occupations

ERIE COUNTY

22% of labor force employed in STEM occupations and contributing over **\$6.1 billion** to NYS economy.



For every **10** people employed in Erie County STEM



How does this compare to our community?



If STEM jobs were distributed per labor force %s - women would be contributing **\$1.3B MORE** in Erie County.

Percentage distribution STEM degrees/certificates conferred by postsecondary institutions (2015-16)

32% Female

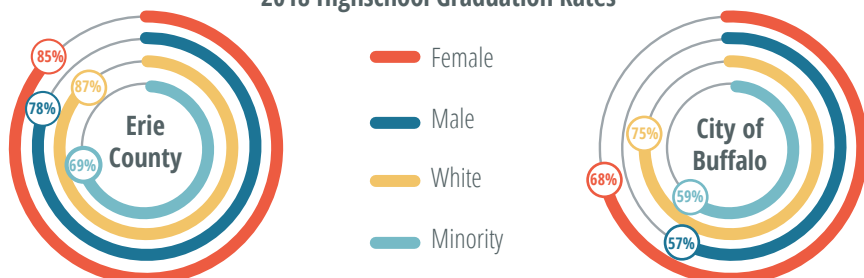
68% Male

63% White

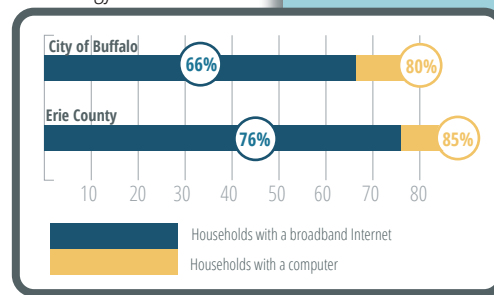
36% Minority

WHAT DOES THE PIPELINE LOOK LIKE?

2018 Highschool Graduation Rates



Do people have access to technology?



SOURCE: U.S. Census Bureau - American Factfinder 2018 and 2012-2016 American Community Survey 5-year estimates; U.S. Department of Labor - Bureau of Labor Statistics Q1-2018 Quarterly Census Employment and Wages (QCEW); NYS Department of Labor Long-Term Occupational Employment Projections 2014-2024; WNY STEM "Measuring Middle-Skills Occupational Gaps Within the Western New York Regional Economy" 2016; National Center for Educational Statistics - Table 318.45, 2016; NYS Education Department - nysed.data.gov 2018.