



STEM

TALENT PIPELINE



CULTIVATING TOMORROW'S WORKFORCE IN THE BIOPHARMACEUTICAL INDUSTRY

As we enter a new decade, there is both a need and an opportunity to invest in science, technology, engineering, and mathematics (STEM) education.

In the past 30 years, employment in STEM occupations has grown 79 percent—increasing from 9.7 million to 17.3 million.¹ These are often high-paying jobs that are readily available to applicants with varying educational levels, from high school to PhD. The biopharmaceutical industry recognizes that many of these jobs are going unfilled, and PhRMA is working in communities to help. Supporting vital STEM careers requires early engagement with young, curious minds. We are working to develop and grow partnerships between the biopharmaceutical industry and educators to grow the talent pipeline and foster STEM interest and experience.

PhRMA's STEM Talent Pipeline program was put in place to support existing or developing STEM initiatives and show students that the industry actively supports their passion for learning. Educational programs in schools and clubs can teach the building blocks of STEM skills that our workforce needs while providing students with critical opportunities.



STEM PIPELINE GRANTS ARE DRIVING IMPACT

Our STEM Talent Pipeline grants have supported a number of programs in partnership with K-12 schools, Boys & Girls Clubs, student clubs and STEM-oriented teams like Robotics teams, Girls Who Code, Health Occupations Students of America (HOSA), and many others. These grants are unrestricted and are intended to be used however the resources are needed. Programs established after-school STEM clubs, purchased materials or equipment, developed “maker spaces,” funded programs for educators, and supported STEM-focused summer camps, field trips, and more.

AN OPPORTUNITY FOR ENHANCED LEARNING

Students gain access to hands-on experiences, learn problem-solving techniques, and can feel more prepared to pursue higher education and employment in the ever-growing STEM-related industries. Studies have shown that STEM interest, especially in girls, peaks in middle school and drops off in high school. It is understood that a combination of social factors and lack of access may be to blame.² STEM Talent Pipeline grants help support students explore the subjects that interest them.

Our hope is to encourage future innovators to develop their interest in STEM, so that one day they might contribute to an industry workforce that needs their skills and expertise.

THE APPLICATION PROCESS

We seek to provide funding for schools or programs that serve students in need. Once we determine a school or program that meets our criteria, we will host an event at the school to announce the grant with elected officials, a representative from PhRMA, and the school. Local press will be invited.

Sources

¹ <https://www.pewresearch.org/fact-tank/2018/01/09/7-facts-about-the-stem-workforce/>

² <https://www.idtech.com/blog/stem-education-statistics>