**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:

1. **What INFORMATION is important for the community to know?**
2. **What PROGRAMS and SERVICES actively support diversity in STEM across the education pipeline?**
3. **What more can be done to SUPPORT DIVERSITY in STEM through collective impact?**
4. Collected over 1550 unique data points about 5 counties (and NYS) and 410 middle and professional skill STEM occupations.
5. 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.
6. Final report to be published in **SUMMER 2019**.

**OVER 20 ORGANIZATIONS** working together.
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):

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

**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:

- 4 are women
- 2 are minorities
- 3 in professional skills occupation
- 1 in middle skills occupation

**How does this compare to our community?**

- Women in Erie County labor force: 59%
- Minorities in Erie County: 24%
- Minorities in City of Buffalo: 56%

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

**WHAT DOES THE PIPELINE LOOK LIKE?**

2018 Highschool Graduation Rates

- Female: 59%
- Male: 56%
- White: 79%
- Minority: 57%

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

- Female: 32%
- Male: 68%
- White: 63%
- Minority: 36%

**Do people have access to technology?**

- Erie County: 80%
- City of Buffalo: 85%
- Households with a broadband Internet: 66%
- Households with a computer: 75%