



Succeeding *with* STEM

Brid Horan

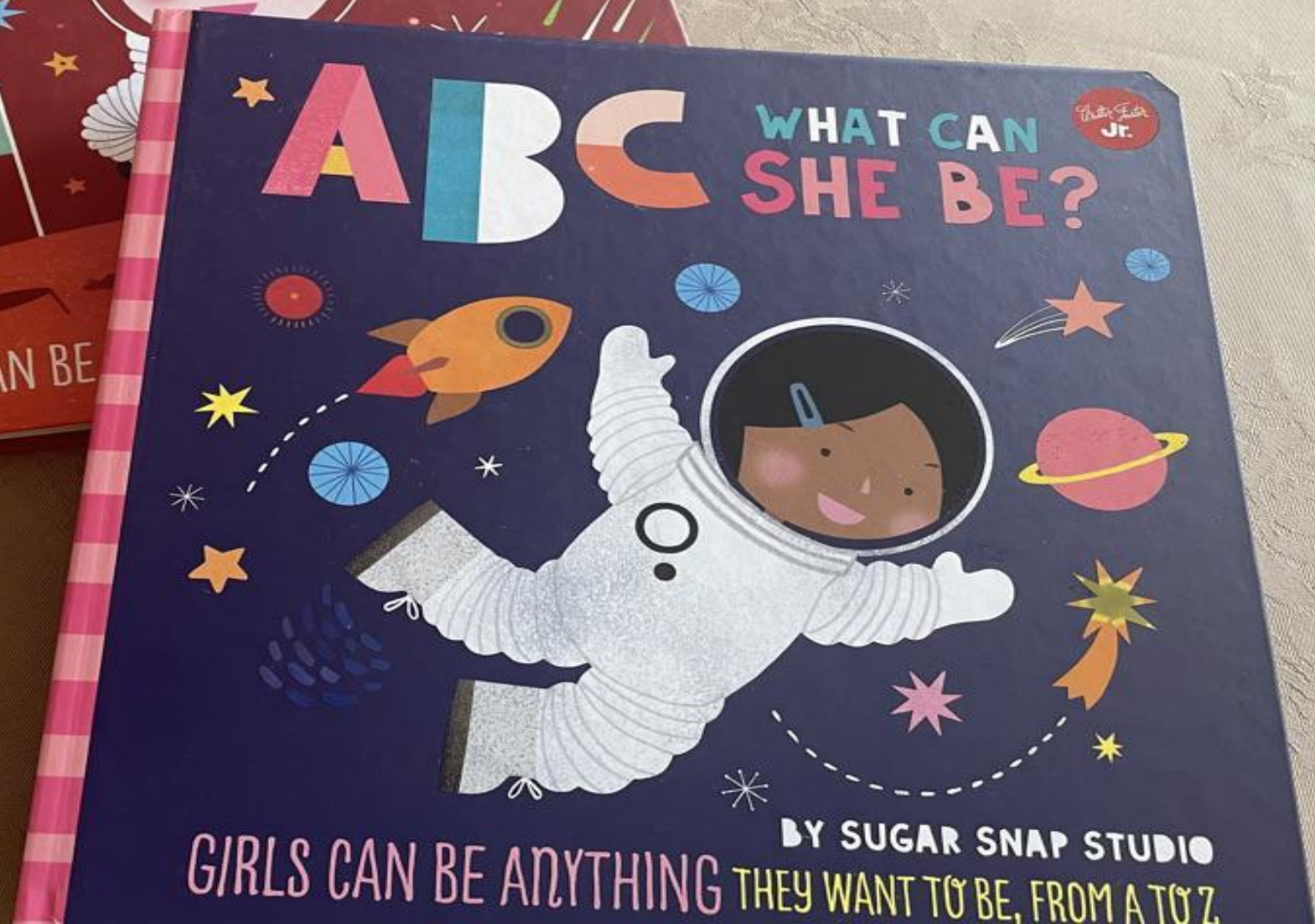
ABC WHAT CAN HE BE?

Walter Foster Jr.



BY SUGAR
SNAP STUDIO

BOYS CAN BE ANYTHING THEY WANT TO BE, FROM A TO Z



m is for **Mechanic**



SHE fixes cars, trucks,
and even planes to keep them
running smoothly and safely.

N is for **Neurosurgeon**



SHE performs surgery
to help our brains work
the best they can.

is for
Nurse

HE keeps us
healthy and helps
us feel better
when we are sick.



T is for **Teacher**



HE shares his knowledge, teaching his students all about the world.

T is for **Teacher**



SHE teaches us new things so we can make our dreams come true.

While women make up over half the world's population, it remains the case they are not fulfilling their potential in measured economic activity or in their contribution to the labour market.

This has clear social and economic consequences, and business has an important role to play in finding solutions.

Danny McCoy, Ibec CEO

**13.9% lower average hourly pay for women v. men in Ireland in 2014
(Eurostat 2019)**

Opportunities

Demand for STEM professionals and associated professionals expected to grow by around 8% between now and 2025, much higher than average 3% growth forecast for all occupations.

Employment in STEM-related sectors is also expected to rise by around 6.5% between now and 2025.

European Centre for the Development of Vocational Training

Challenges

In Ireland, almost 120,000 working in STEM industries – 25% female

In Europe, <7% tech jobs held by women

In USA, number of female entrants to computer science declining

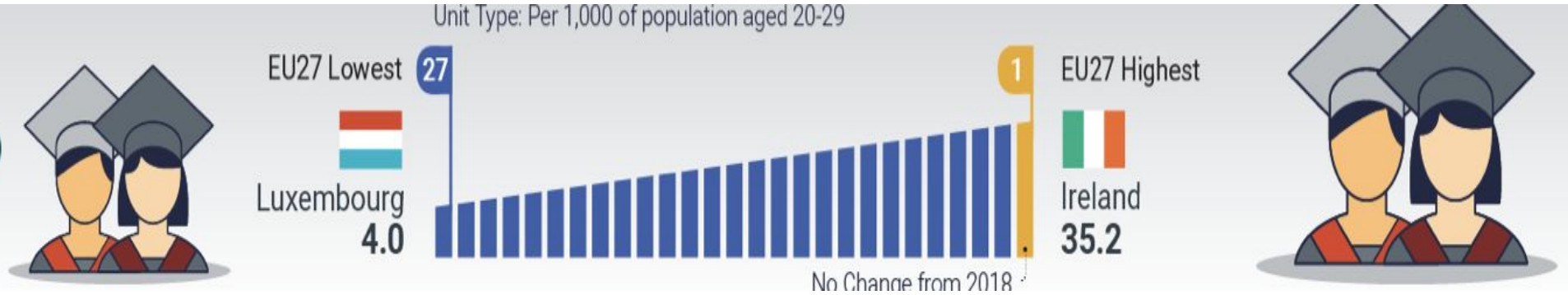
From Recommendations on Gender Balance in STEM education (March 2022)



An
Phríomh-Oifig
Staidrimh

Central
Statistics
Office

STEM Graduates



Ireland had highest rate of STEM graduates in 2018 – 35.2 per 1000 persons aged 20-29

Ireland also had largest gender differential in EU27 – gap of 24.3 with 47.3 male STEM graduates per 1000 persons aged 20-29 compared with 23.0 females

While Luxembourg had lowest gender differential, they also had lowest overall proportion – 4.0 per 1000



Women in Technology and Science
IRELAND

48% of 2018 Junior Cert Science candidates were girls (CSO 2019)

9 girls sat Leaving Cert Biology for every 1 who sat Physics in 2018 (CSO 2019)

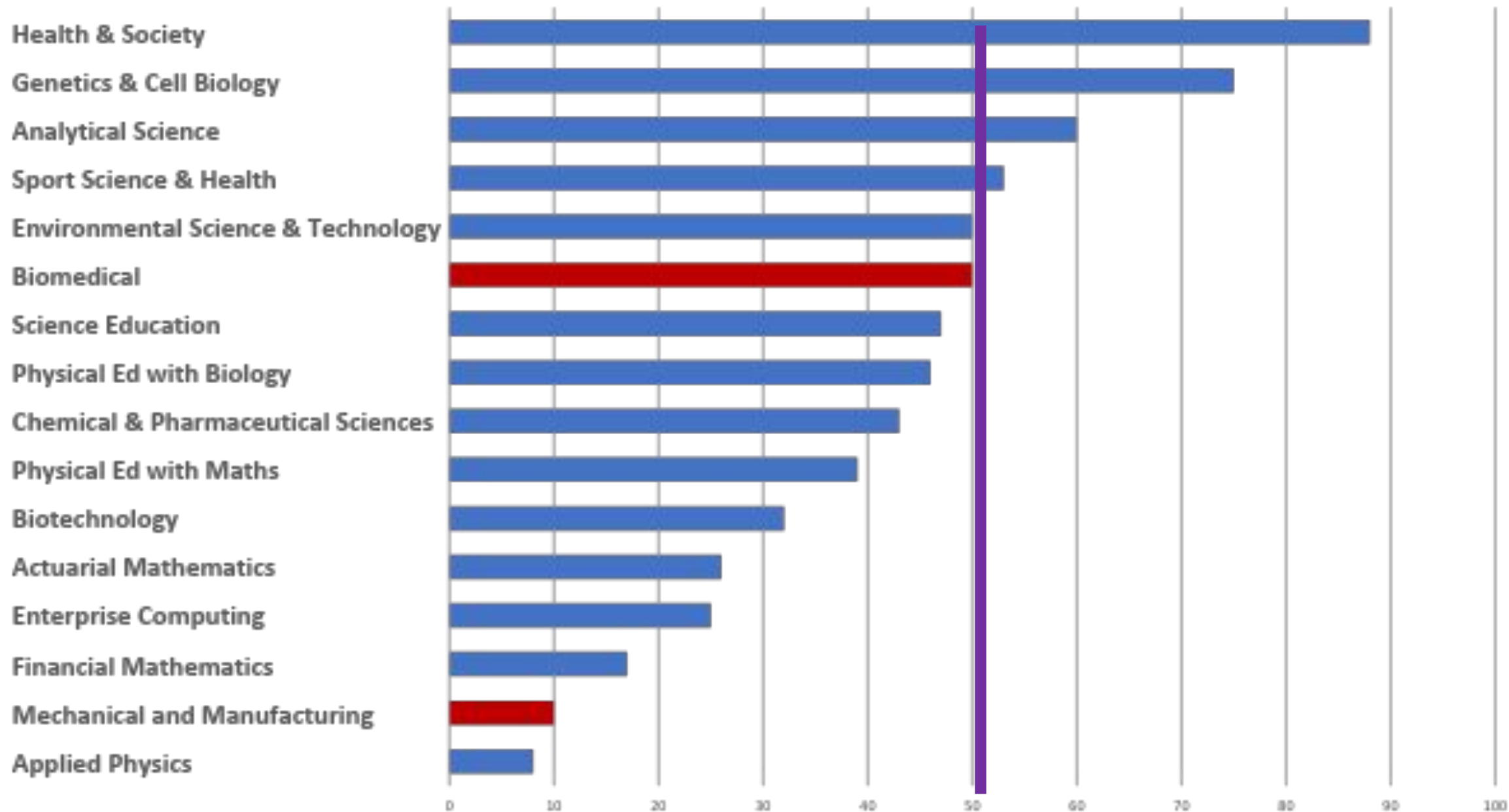
12% of Engineering professionals female (Engineers Ireland 2018)

13% of 2018 Engineering graduates female (Engineers Ireland 2019)

2% of apprentices completing training in October 2018 were women (Solas 2018)

WITS vision is a society where women have equal opportunities, experiences and recognition in STEM.

(Unscientific) Sample BSc and BEng – Feb. 2022 - % Female



www.idaireland.com



Attract

35 programmes and initiatives that **inspire female participation** in science, technology, engineering and mathematics.



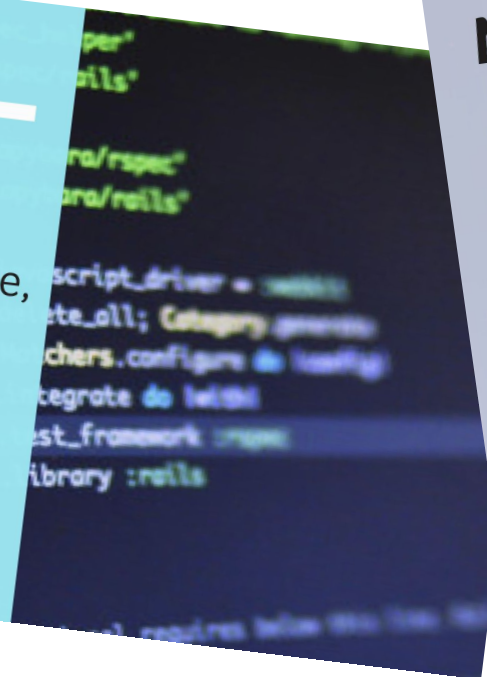
Retain

15 programmes and initiatives that **engage** females in the fields of science, technology, engineering and mathematics and **encourage** their progression.



Promote

21 programmes and initiatives that **elevate & advance** females in science, technology, engineering and mathematics industries.



Meet-up Groups & Networks

40 programmes and initiatives to **elevate, empower & advance** females in science, technology, engineering and mathematics industries.



The book cover has a dark blue background with various space-themed illustrations. At the top left, an orange rocket with a red flame is shown with a dashed white line indicating its path. Scattered around are several stars in yellow, orange, and white, and planets in blue, red, and pink. In the bottom left corner, a cartoon astronaut with dark skin and black hair is floating in space, wearing a white spacesuit with a circular window. A large, irregular yellow shape in the center contains the text.

ABC What Can SHE Be?

explores a world of possibilities for little girls with big dreams. From astronaut to zoologist and everything in between, you really can be anything you want to be. Encourage the special little girl in your life to reach for the stars, and ask yourself, "What Can She Be?" from A to Z.

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Thank you