



# 2025 IMPACT REPORT



**STEM**  **UP**  
**NET**  **WORK**

Advancing Women in STEM

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[www.stemupnetwork.org](http://www.stemupnetwork.org)

# MISSION & PURPOSE

To provide women in STEM with real-world strategies and relationships that support their ability to flourish, prosper, and advance personally and in their careers.

The STEM-UP Network addresses the workforce and gender talent gap in STEM by focusing on retention strategies. The STEM-UP community works directly with women in STEM to provide them with real-world strategies and opportunities to build their professional networks and relationships, to mentor and be mentored, to develop their leadership and career skills, and to navigate and advance their careers.



We are a leading network of women professionals and allies in STEM working to create a national community in support of the retention and advancement of our next generation of women in STEM. We aim to build a more gender-diverse STEM workforce that drives innovation, productivity, and competitive advantage. To build an inclusive STEM workforce where women can thrive, benefiting individuals, the economy, and society as a whole.

## Pillars of Our Work

### Increased Representation

STEM-UP addresses the underrepresentation of women in STEM by supporting women pursuing STEM education and training.

Through a supportive environment and targeted resources, STEM-UP helps increase retention, completion, and entry into the STEM workforce.

### Retention & Advancement

The initiative champions retaining women in STEM careers and supporting their professional growth. STEM-UP provides mentorship, guidance, and support systems that equip early-career women with the tools and relationships needed to persist, thrive, and advance.

### Collaboration & Networking

STEM-UP recognizes the critical role of networks in career advancement. The Network initiative bridges gender gaps in access by creating equitable opportunities for women in STEM to connect, collaborate, and build relationships with industry professionals, mentors, allies, and sponsors.

### Awareness & Advocacy

STEM-UP raises awareness of the importance of gender equity in the STEM workforce. Through advocacy, inclusive practices, and workforce development efforts, the Network works to dismantle systemic barriers, challenge stereotypes, and promote role models that support women's entry, persistence, and advancement in STEM careers.

### Long-Term Sustainability

STEM-UP aims to create a sustainable professional climate that advances gender equity in STEM beyond individual projects. Through partnerships with organizations, universities, and institutions nationwide and beyond, the Network expands its reach to empower women in STEM for the long term.

# EXECUTIVE DIRECTOR LETTER

Greetings!

I am pleased to share STEM-UP Network's 2025 Impact Report highlighting the key impacts of our community and programs over the past 2 years.

The STEM-UP Network continues to address the workforce and gender talent gap in STEM. STEM-UP specifically targets the next generation of women in STEM with its work; and engages more experienced women in STEM professions as mentors, facilitators, and speakers. The network has grown to well over 1,000 women and allies across the country with over 200 women who have successfully participated in the research-based **LEVEL-UP Your STEM Career** program and with almost 500 women having participated in the signature **STEM-UP Mentoring Program**.

With clear strategic focus on the retention and advancement of our next STEM generation, we have introduced our **NextGen Women in STEM™** events and programs. In 2026, we will already grow to three events across Pennsylvania and are developing a model to expand beyond Pennsylvania and, eventually, across the country. Again, this year alone, we engaged 26 colleges and universities, over 250 participants, and 40 premier STEM organizations that provided over 50 mentors for our events. A win all around that connected nextgens with each other across institutions, and with companies and mentors to expand their networks, relationships, and career opportunities.

As a lens for this work, it is important to look at our "why." There is a lot of good and impactful work happening to get young girls interested in STEM. All work and investments are very much needed on the recruitment side. Statistics, however, show us that between the time STEM girls graduate from high school and into about the 7<sup>th</sup> or 8<sup>th</sup> year of their STEM career, we lose almost 60% of STEM women to non-STEM careers. Said differently, women make up roughly 50% of the workforce; about 30% of the STEM workforce; and we lose almost 60% of that 30% before they reach mid-career. We lose these aspiring and early career STEM women for researched reasons that we have studied to include isolationism; micro aggressions and not so micro aggressions; unfair and uncivil and non-inclusive work environments; lack of professional development opportunities outside of their technical skills; lack of clear pathways for advancement in their careers; and lack of flexibility in work models. So, the shortage of skilled STEM professionals and the cost of turnover punctuate the need for an emphasis on retaining STEM women into, and through, their early careers and beyond a focus on recruiting a more gender-diverse STEM workforce.

The researched solutions to this severe retention problem in the STEM workforce are what drive the actions and initiatives and programs for the STEM-UP Network. It is proven that STEM women, from early on, who have the support, connections, relationships, strategies, and skills they need (beyond their discipline expertise and experience) to persist, thrive, and advance in their chosen STEM studies and professions is the best retention strategy. A focus on retention of STEM women, overall, makes the return on investment on getting young women and girls interested in STEM much more real.

We hope this report is of value to you, and invite you to join us on our journey toward workforce development for competitive advantage through gender equality in STEM. Together we can equip our next generation of women in STEM with what they need to thrive and advance.

Best Regards,



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 Executive Director  
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# IMPACT RESULTS

90%

of respondents reported some impact to strong impact regarding their participation in STEM-UP Network

96%

of respondents would recommend STEM-UP Network to a colleague or peer



2025

STEM-UP Network helped me feel more enthusiastic about my work.

91%

STEM-UP Network helped me feel more connected to other professionals in my field.

92%

STEM-UP Network enhanced my skills and relationships to navigate my STEM career more effectively.

91%

I established at least one new professional contact during my STEM-UP Network experience.

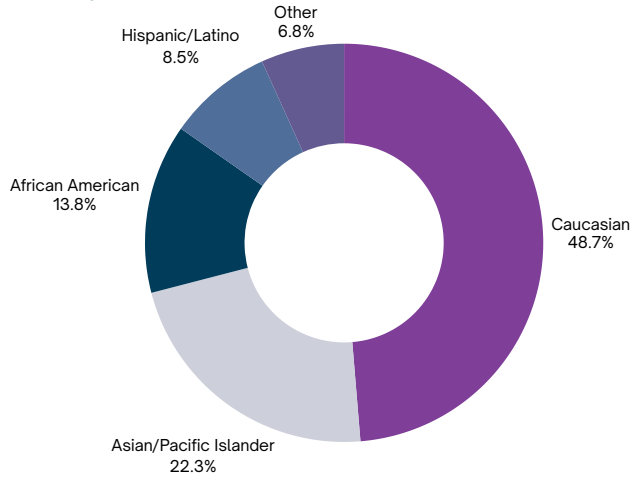
82%

I learned new things that I can apply to my job or my studies.

95%

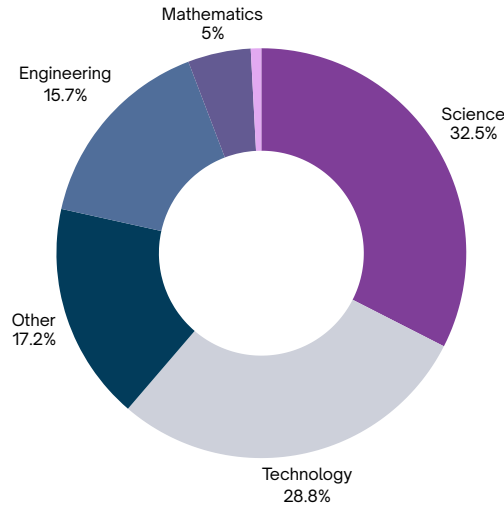
# DEMOGRAPHICS

## Ethnicity:



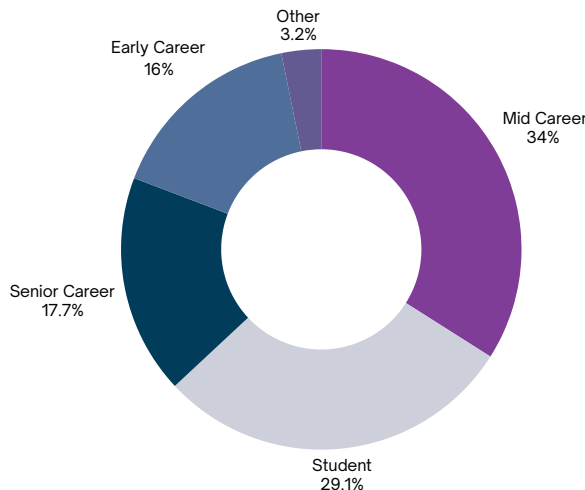
51.3% of members are of racially or ethnically diverse groups

## Discipline:



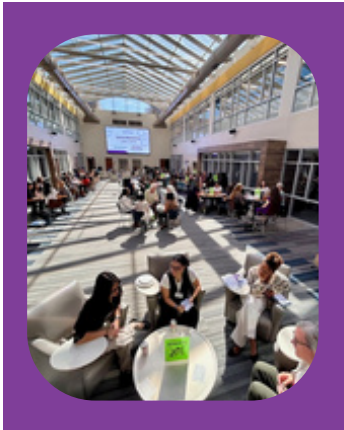
49.5% of our members are women in Technology, Engineering, and Mathematics (fields where women remain underrepresented)

## Career Level:



Over 80% of participants are actively building or advancing their careers, spanning students through senior-level professionals.

# WHAT MEMBERS ARE SAYING



“I joined the STEM-UP network as a fresh graduate from Harrisburg University. I’ve had a long lived goal of pursuing graduate school and the STEM-UP network helped get me to where I am now, a PhD candidate at Virginia Tech. The workshops and one on ones with coaches allowed me access to resources and discussions with women who have pursued a similar path. These were invaluable. I was a part of the mentorship program in 2021-2022 and my mentor gave me brilliant tips that I believe ultimately got me into graduate school.”



“Being part of the STEM-UP Network has been an incredibly enriching experience for me both personally and professionally. It has provided a strong community of like-minded women in STEM who inspire, mentor, and support each other. I have gained not only knowledge in my field but also a sense of empowerment and belonging. The encouragement and resources from STEM-UP have helped me grow, expand my professional network, and stay motivated in my career journey within the STEM industry.”



“STEM-UP was a great environment for me. Both of my previous IT positions were mainly male dominated. It was great to speak with more like minded people that have experienced work environments similar to mine. The first thing I did when I came back to my job was recommend it to the people around me.”

# NEXTGEN WOMEN IN STEM™

The STEM-UP Network **NextGen Women in STEM™** initiative empowers women launching their STEM careers by connecting soon-to-be and recent graduates across institutions.

**73%** of participants **want more** NextGen Women in STEM™ Events



**The results are in the numbers.**

- 26** colleges and universities participated,
- 250+** women in STEM registered,
- 40** STEM companies participated and provided...
- 50+** mentors for the events

**NextGen Women in STEM™** events by the STEM-UP Network connect participants with peers, mentors, and STEM professionals through panels, workshops, and guided conversations. Attendees gain practical skills, career insights, and confidence while building community and mentorship that support long-term success and retention in STEM fields.

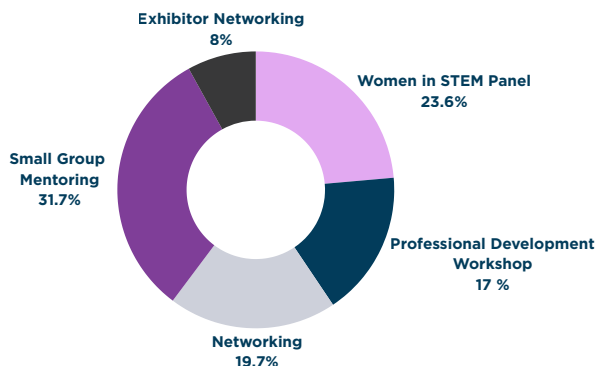
**What attendees have to say:**

“I thought this was **amazing**, and I was so happy to have attended! **This space is necessary** for women like me who struggle with where to go next in their undergraduate career.”

**The power of community:**

“The insecurity and hesitation I face in my professional setting is very common. **I am not alone in this journey.**”

**Favorite Part of the Event**



# FUTURE OUTLOOK



## NextGen Women in STEM™

STEM-UP Network is focusing its efforts on growing its impactful NextGen Women in STEM™ program.

2026 will see three NextGen Women in STEM™ events, in Pittsburgh, Harrisburg, and Lehigh Valley, Pennsylvania.



## On-Going Mentorship Opportunities

Participants of the NextGen Women in STEM™ events are encouraged to continue their mentoring journey by joining our 5-month one-on-one Mentoring Program. This Program gives them an individualized experience where they can set personal or professional goals and work with a mentor to develop a strategy to make those goals achievable. Many Mentoring Program partnerships have gone beyond the 5-month program with mentees and mentors continuing the mutually beneficial relationship.



## LEVEL-UP for What's Ahead

LEVEL-UP Your STEM Career is our signature professional development program that invests in the future of women in STEM by equipping early-career professionals, graduate students, and faculty with the skills, confidence, and support needed to thrive. Through personalized coaching, skills-building workshops, and peer connections, participants grow into leaders and mentors who shape more inclusive, innovative STEM workplaces.

# CONTACT US



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# THANK YOU