



STEM Education Works®

BUILDING A TALENT PIPELINE FROM THE CLASSROOM

A GUIDE FOR HR, WORKFORCE DEVELOPMENT, AND EARLY TALENT TEAMS

By 2030, STEM fields are expected to have a shortage of **1.4 million workers**. To fill these jobs, companies need to start preparing the next generation right now. Supporting early STEM education helps you create a larger pool of workforce-ready candidates for the future while giving students the opportunity to discover careers they may have never considered.

Unfortunately, many schools lack the time and funding to introduce students to advanced technology and build technical skills. As a result, students often have limited exposure to careers in their own communities. By supporting STEM education, employers can help bridge that gap, exposing students to careers in the community while developing critical thinking and problem-solving skills needed for tomorrow's workforce.

Supporting STEM education also creates opportunities for students who have been traditionally underrepresented in STEM fields. **Currently, women only make up 18% of the STEM workforce, with even fewer pursuing engineering and science careers.** When students have access to hands-on STEM learning experiences, they can see themselves pursuing careers they may not have considered otherwise. With demand for STEM professionals continuing to grow, building that pipeline today can help reduce recruiting challenges and strengthen your future workforce.

3 WAYS TO PREPARE YOUR FUTURE WORKFORCE

There are three ways organizations can help students explore STEM while strengthening their future talent pipeline.

First, introduce students to your company by bringing them into a STEM lab in your facility. Companies like [Cummins](#) and [Endress+Hauser](#) have invested in STEM labs at their facilities that prepare students for today's workforce. We provide industry-relevant technologies, like robotics, 3D printing, and coding, along with flexible curricula for students of all ages. Our team also provides comprehensive staff training and ongoing technical support, making it easy to launch and sustain a successful STEM program.

"For a company like ours, worried about the workforce of the future, this is where you start, with kids being excited about STEM and learning the fundamentals from kindergarten to a workforce."

-Jim Schacht, Vice President of Cummins Inc.'s Corporate Responsibility



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Second, partner with local schools to fund a STEM program to build the skills your industry will need the most. From this investment, schools can customize their STEM spaces with industry-standard tools such as robotic arms, 3D printers, and coding platforms. Accompanied by standards-aligned curriculum, students develop workforce-ready skills, like collaboration, communication, and critical thinking. By introducing these students to STEM early in their academic career, your company can inspire future talent and build stronger connections with the communities where you recruit.

Lastly, creating a grant program to fund STEM education helps educators support learning experiences that would otherwise be out of reach. Using this grant, schools can partner with us to build or expand their STEM program with modern technology and ready-to-use activities. It's an investment that benefits both students and the community as a whole.

Through early STEM education, you'll be creating a stronger, more prepared talent pipeline for the future. Supporting equitable access to STEM education expands opportunities for underrepresented groups, helping you build diverse teams that drive innovation and long-term growth. This investment builds a pipeline of workforce-ready candidates, reducing future hiring costs and increasing awareness of careers at your company.

At STEM Education Works, we support every stage of the process. We design and install complete STEM spaces, including room layouts, furniture, technology, and standards-aligned curriculum. Whether you build a STEM space or fund a local classroom, we provide professional development, technical support, curriculum updates, and ongoing guidance to help educators and staff deliver engaging, hands-on STEM learning with confidence.