

Graduating STEM Students

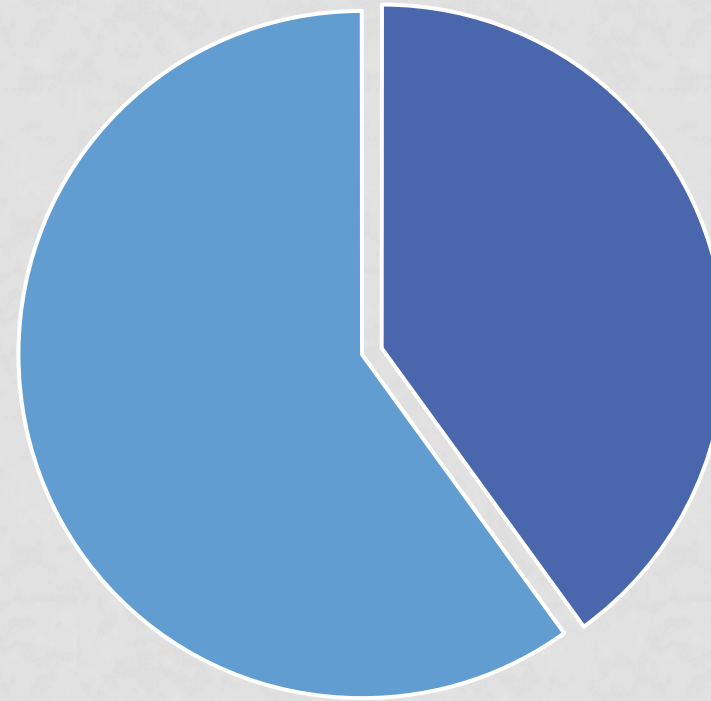
ENTERING THE WORKFORCE – WANTS & NEEDS



Robert Lapierre
Florida International University

Graduating STEM Students

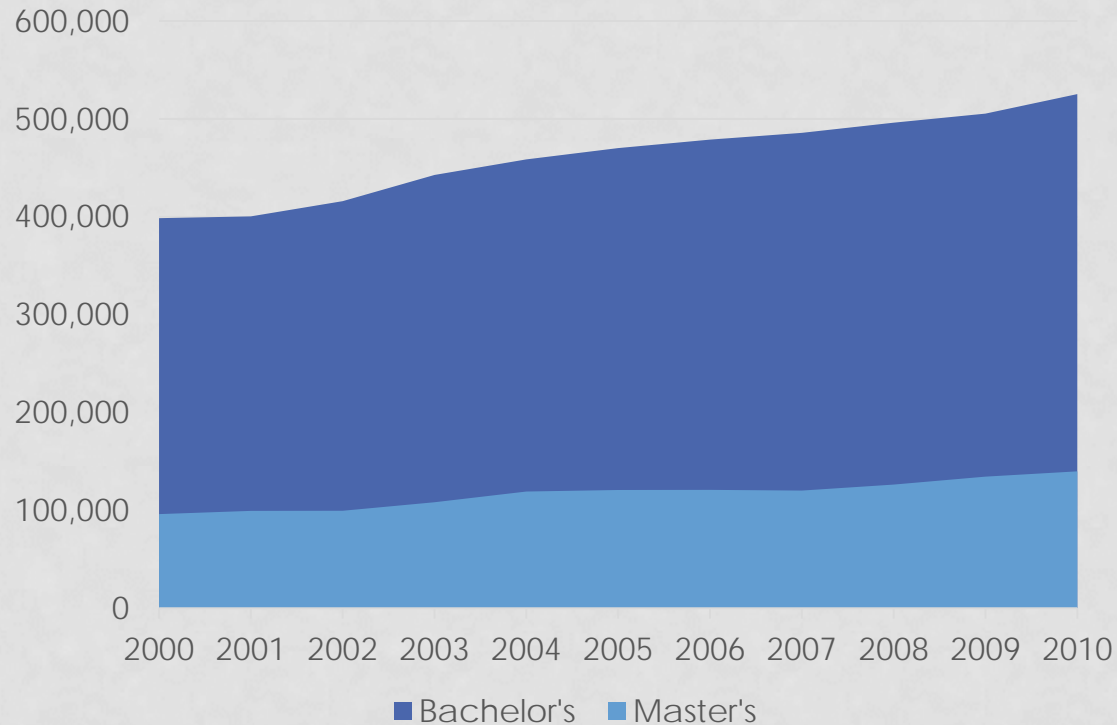
STEM Graduation/Retention



[CATEGORY
NAME]
~40%

Graduating STEM Students

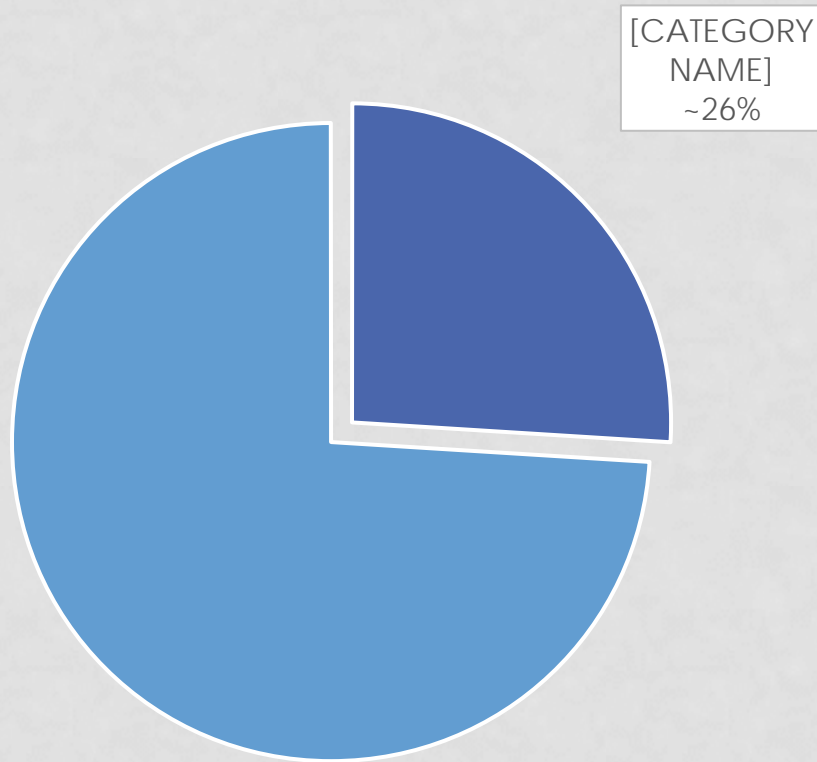
Bachelor's & Master's Degrees
Awarded



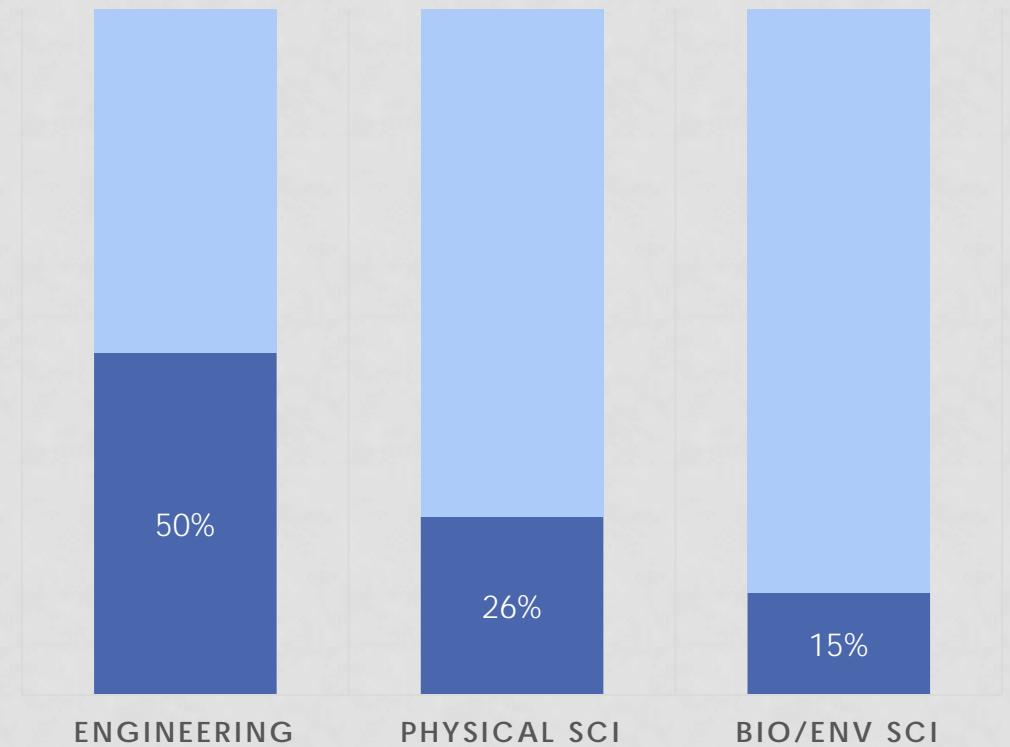
- Despite hiring trends, there has been a steady upward trend in Science and Engineering degrees awarded

Graduating STEM Students

STEM Employment



STEM Employment for stem majors



Graduating STEM Students

- Why?

- Considering the US's (often disputed) STEM crisis, the employment numbers are puzzling
- Two schools of thought on the matter
 1. There are more STEM graduates than jobs available
 2. **The STEM grads are finding attractive opportunities outside of STEM**
 - An NSF study found many STEM grads are finding jobs outside of their degree in alluring industries like management and finance

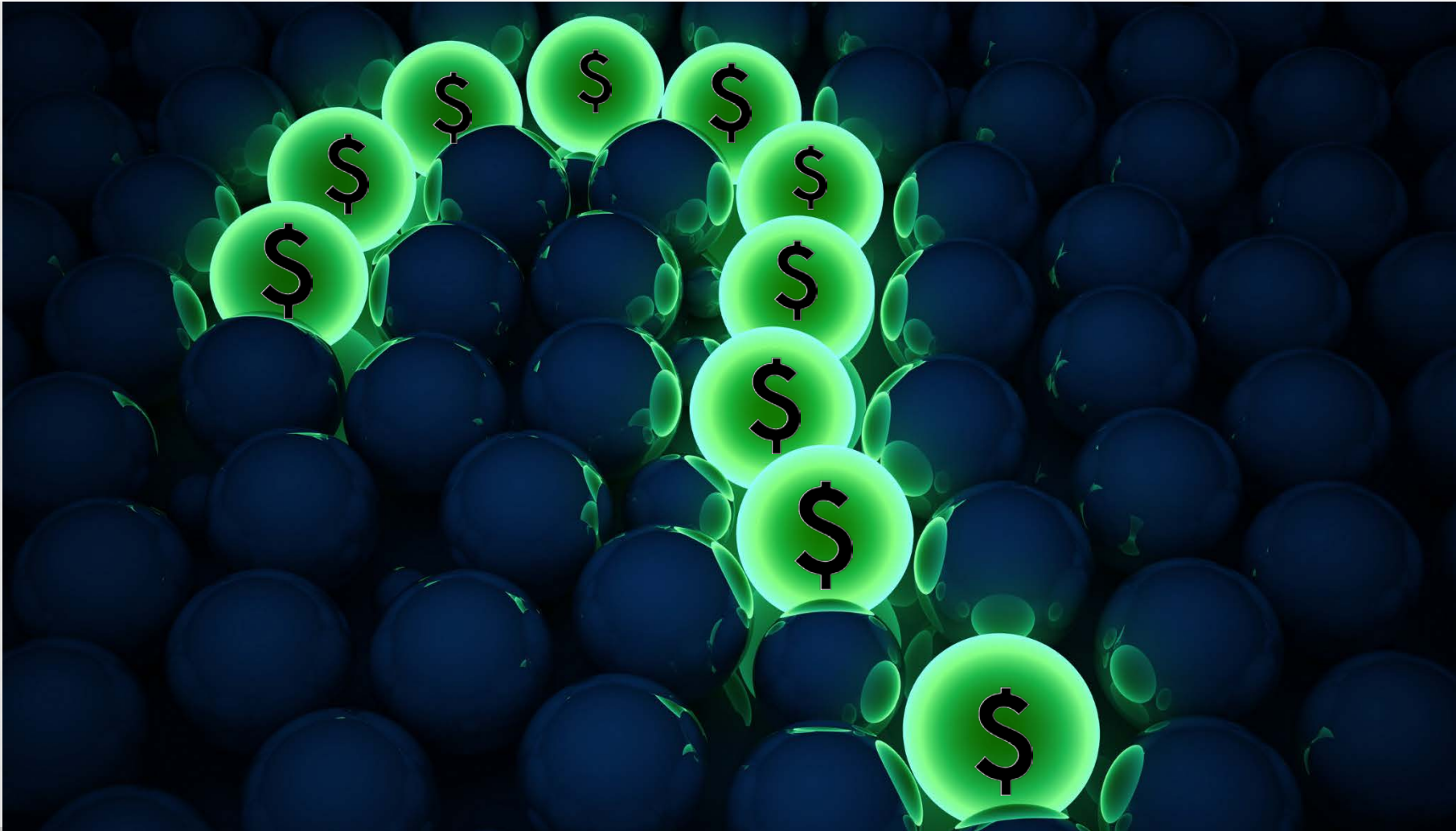
The Wants & Needs of Graduating STEM Students

WHAT IS IT THEY'RE LOOKING FOR?

\$\$ Money \$\$



The End



The Wants & Needs of Graduating STEM Students

MONEY. POWER. RESPECT.

Money. Power. Respect.

- Money

- Compensation commensurate with ability, effectiveness, education, and training while competitive with the marketplace

- Power

- The ability to take control of our own destiny
- The opportunity and support to define your own career path

- Respect

- The ability to look at how we invest our time and earn our living with pride

Compensation

- Graduates are considering rising tuition and ROI
 - Likely a major factor when you see STEM employment
- Benefits
 - Employer vs Individual Insurance plans
- Incentives
 - Growth
 - Bonuses
 - Friendly competition
 - Retirement contribution matching



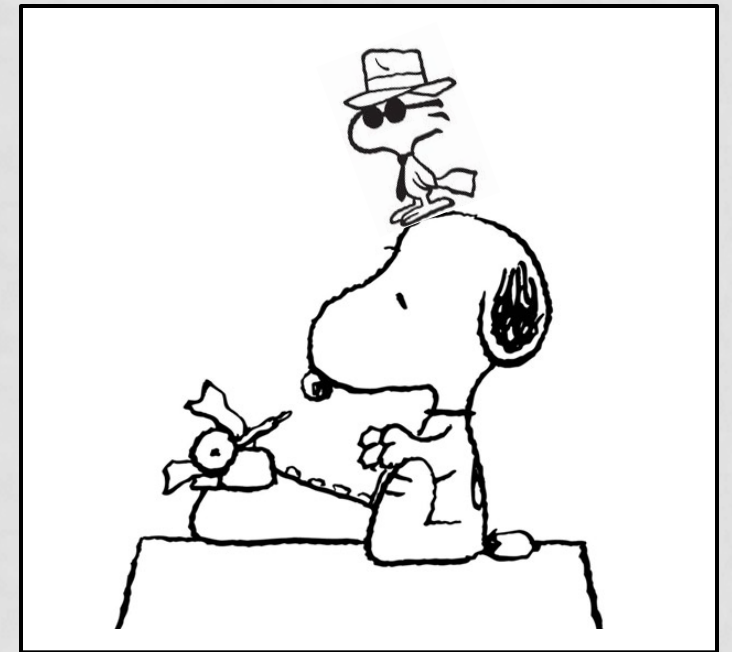
Power

- The ability to make a difference
 - What we are doing matters
- The freedom to express ourselves
 - We want to be heard
- The flexibility to have a life outside of work
- The opportunity to grow professionally
 - An investment into the individuals
 - Trainings
 - Professional development



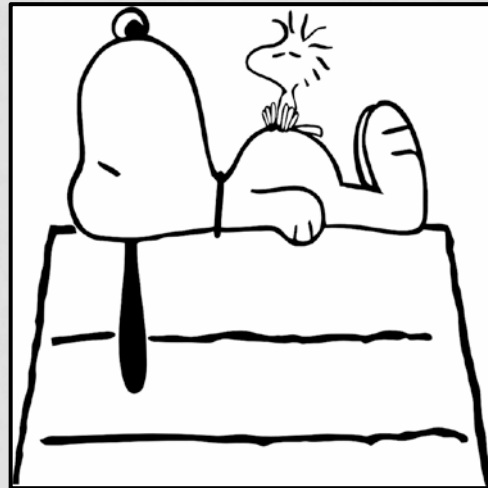
Respect

- Positive company morale/culture/philosophy
 - We want to be proud to associate and contribute
- Real responsibilities
- Mentorship
 - w/o micromanaging
- Challenging learning opportunities
 - Constructive criticism
 - Recognition of a job well done



Graduating STEM Students

- The narrative about millennials?
 - We are not entitled
 - We understand that many of these things are earned, rather than given and are willing to pay our dues
 - We can handle negative criticism for the sake of improvement



To the employers

- When considering this generation of graduating STEM students, it is important to remember who you are dealing with
 - Watergate & Berlin Wall vs Enron, Lewinsky, 9/11, and the Internet

To the employers

The answer is that we want it all. We want the pay, the benefits, a work environment where you can learn and freely express your ideas, and badass projects where we can help to save the world

Thank You.

