The State of Girls and Women in STEM

MARCH 2026

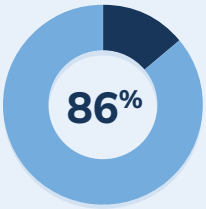
GIRLS AND YOUNG WOMEN DO WELL IN MATH AND SCIENCE

However, multiple barriers inhibit girls' and young women's confidence in STEM and development of a positive STEM identity. These barriers are even greater for girls of color and of low socioeconomic status.[1]

Stereotypes about STEM people and careers

Stereotypes about girls' interest in computer science and engineering are **formed as early as age 6 and are evident from childhood through adolescence**[2]

STEM curriculum is often irrelevant and disconnected from girls' lives



86% of girls/young women want a career where they can help others[3]

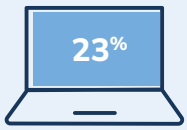
Girls often have limited exposure to relatable women STEM role models

Interaction with diverse women role models can shift girls' perceptions about who participates in STEM and increase girls' identification with STEM[4]

POSTSECONDARY STEM PATHWAYS

Women earn **50% of bachelor's degrees** in science & engineering[5], but they earn only

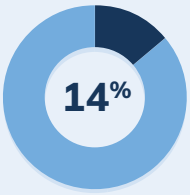
in Engineering



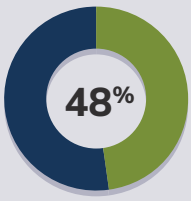
in Computer & Information Science[6]

in Physics[7]

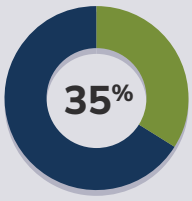
Women represent only **14% percent** of registered apprentices, paid training programs that provide a pathway to employment and offer an alternative to college[8]



THE STEM WORKFORCE IS BECOMING MORE DIVERSE, YET WOMEN REMAIN UNDERREPRESENTED

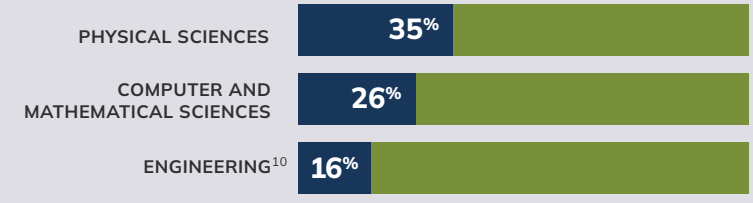


Women constitute **48% of the total workforce**



Women constitute **35% of the STEM workforce**[9]

Women STEM professionals are **concentrated in different fields that men**, with relatively high shares of women in social sciences (65%) and life sciences (48%) but only



Women constitute only **22% of those working in AI globally**[11]

Women are **20% less likely than men** to directly engage with generative AI technology[12]

The increase in women's participation in the STEM workforce includes all racial and ethnic groups, but Latina, Black, and Native American women **represent less than 10% of the STEM workforce overall**[13]

Women in STEM occupations earn less than men in STEM occupations[14]

Across all careers, women earn **81 cents for every dollar earned by men**[15]

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