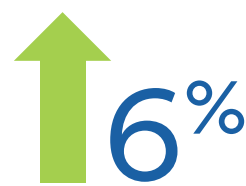
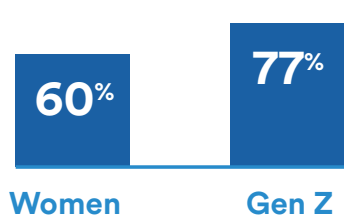


MetLife 2024 U.S. TTX Survey on Women and STEM

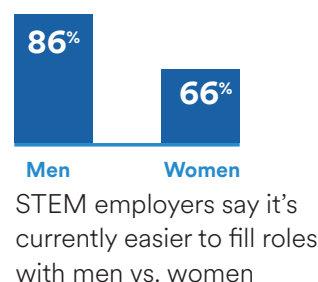
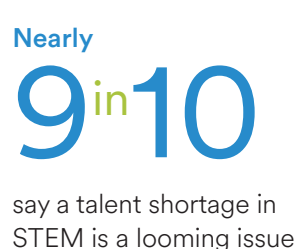
KEY FINDINGS

The majority of women and Gen Z employees (men and women) in the workforce find science, technology, engineering, and math (STEM) careers appealing.



Women are also more likely to say they've considered pursuing a STEM career this year than last

This comes amid concerns from STEM employers about talent scarcity in their fields.



Disruption is an effective tool in attracting and retaining today's top female and Gen Z talent.

WOMEN

GEN Z

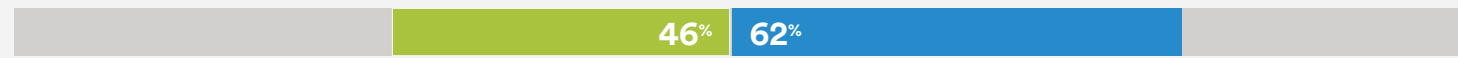
see disruption as advantageous in the workplace



believe disruptive innovations, ideas, and individuals are key to creating more opportunities for inclusion in the workplace



believe there would be more opportunities to progress their careers if their employers were more open to embracing disruption



prefer to work for a company, manager, or with colleagues that embrace disruption

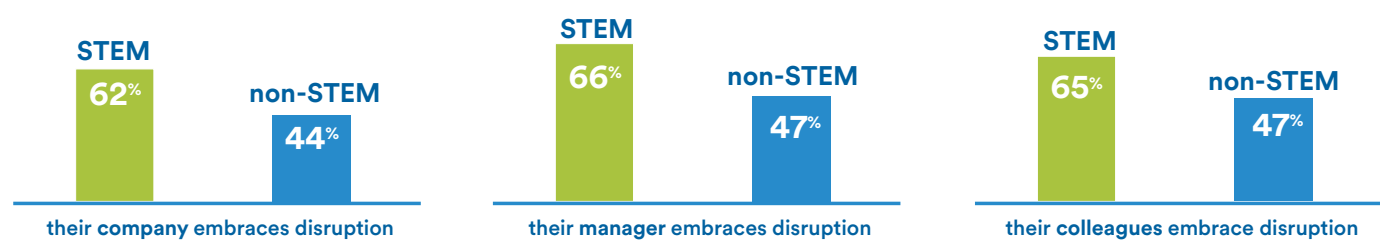


say they would be more loyal to their employer if they embraced disruptive ideas

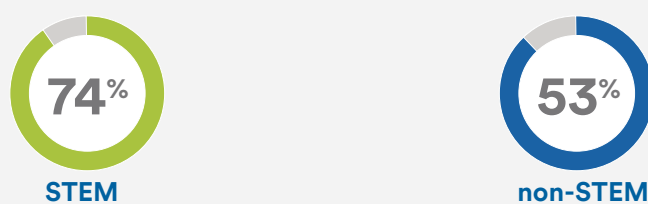


STEM organizations are seen as far more likely to embrace disruption—fueling women & Gen Z's interest.

% employees satisfied with how

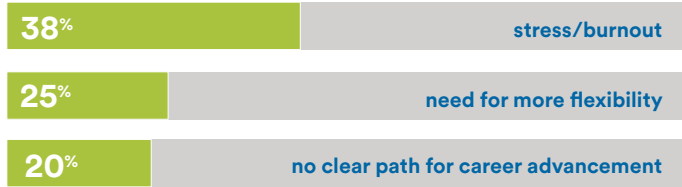


STEM workers are more likely to say their organization gives employees the autonomy and freedom to propose new ideas, solutions, and ways of thinking



Still, more can be done to make STEM inclusive.

Top challenges for women in STEM:



Top challenges for new generations coming into STEM:



Embracing disruption and heightening inclusion efforts are key to supporting and empowering women and younger generations in STEM—which, in turn, can address the talent shortage and give organizations a competitive edge.

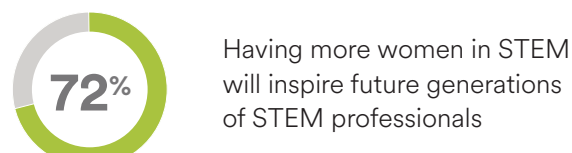
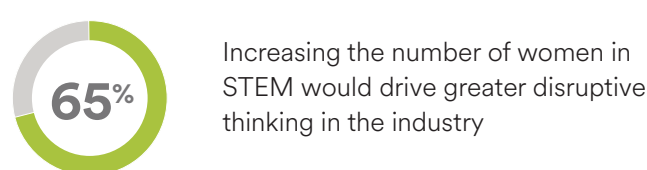
According to employees...

Making STEM more inclusive is key to solving the impending talent shortage in the industry

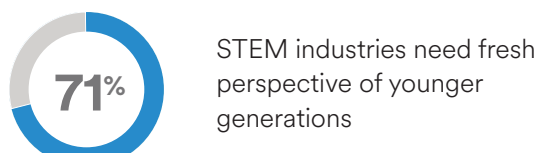
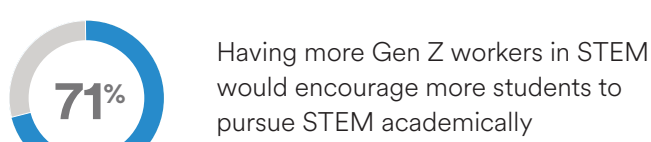
% agree:



Benefits of women:



Benefits of younger workers:



Research Methodology

The survey was run in August 2024 among 2,000 women and men in the U.S. workforce with a focus on women in STEM (total: 300) and college/university students (total: 250). The sample is representative of age, ethnicity, and region. An additional STEM employer survey (300) provides comparison points and identifies gaps against employee expectations.

About STRAT7 Incite

STRAT7 incite is a global strategy, insight and planning consultancy. Since its inception, STRAT7 incite has worked collaboratively with leading companies to help define opportunities for brands, categories and businesses. Its expertise spans across Financial Services, Food and Drink, Beauty, Healthcare, Telecoms, Technology, Entertainment, and Travel. For more information, visit www.incite-global.com