

WEBINAR

Staying in STEM: Keys to Acquire & Retain Manufacturing Talent

UNDERWRITTEN BY



Today's speakers



Ryan Burke

Supplier Relationships,
Employee Experiences

Eli Lilly and Company



Elizabeth Myers, PhD

Senior Director,
Thought Leadership

Bright Horizons

A woman wearing a yellow hard hat and safety glasses is working in a factory. She is looking intently at a task. The background is blurred, showing industrial equipment and other workers.

83%
of manufacturers
cite attracting
and retaining a
quality workforce
as their **top challenge**



Child Care, Education, and the STEM Workforce

A new survey gives STEM industry leaders critical insights into what attracts and retains employees.

Elizabeth Myers, PhD

Senior Director, Thought Leadership, Bright Horizons Workforce Consulting

New Research



STEM and Manufacturing

STEM-related industries support

69% of the U.S. GDP

Predicted STEM jobs to fill by 2025

3.5 million in U.S.

Unfilled STEM positions

2+ million

Sources: Aerospace Industries Association and Deloitte Insights

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Productivity and innovation

54% of parents said child care difficulties impact their **attendance** at work

40% of parents said child care difficulties impact their **productivity** at work

34% of parents said child care difficulties impact their ability to **collaborate and innovate** at work



Parents N = 671
Source: [Child Care Education and the STEM Workforce](#)

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Education and advancement

61%

of STEM employees said they plan to **change employers eventually, 7% within the year**

92%

said an opportunity to advance their STEM education would **impact their decision to change employers**

90%

of those who left the STEM field, reported high-quality on-site child care and back-up/emergency child care would **impact their decision to rejoin the STEM industry**

Attraction and retention

69%

of job-searching mothers with young children said they'd be more likely to **choose an employer that offered on-site day care** or financial assistance for child care

80+%

of men and women said that **child care benefits would be an important factor** in their decision to stay with their existing employer




Parents N = 671
Source: [Child Care Education and the STEM Workforce](#)

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2.7 million

more retirees than predicted

A woman with long brown hair, wearing safety glasses and a white lab coat, is working in a laboratory. She is using a pipette to transfer liquid into small vials. The lab coat has a name tag that says "Sara". The background shows laboratory equipment and shelves with various containers. The text "50% of pharmaceutical and medicine manufacturing employees are 45 years or older" is overlaid on the right side of the image in a large, bold, light blue font.

50%
of pharmaceutical and
medicine manufacturing
employees are
45 years or older



Hours parents spend daily caring for children

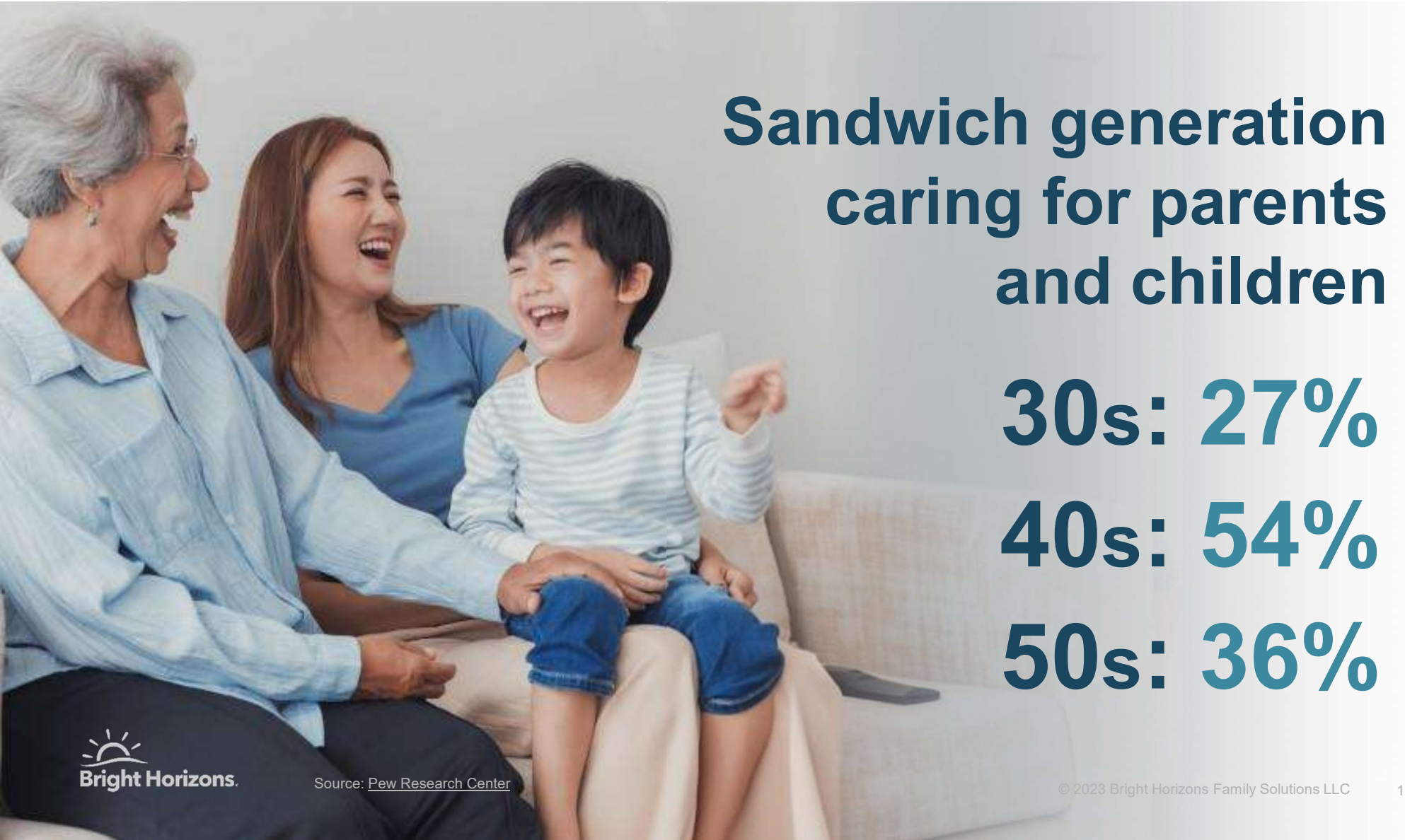
5.3 to **7.5**
ages <6

4.2 to **5.7**
ages 6-12

3 to **3.8**
ages 13-17

Workplace absences due to child care issues





Sandwich generation caring for parents and children

30s: 27%

40s: 54%

50s: 36%



\$600 billion

economic value of
family caregivers

18 hours

average weekly
time spent



49%

of employees say their
company's benefits
were **never clearly
defined or explained**



Source: 2023 Bright Horizons Modern Family Index

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72% increase

in program use through direct bill option



93%

retention
of education
assistance
program users

To fill a non-executive role in life sciences...



105
days



\$500
per day



up to
\$52K+

Resources

- **Research: Child Care, Education and the STEM Workforce**
- **Research: Meeting the Needs of Millennials and Gen Zs in the New World of Work**
- **Eli Lilly and Company: Inside Lilly's Corporate Center**
- **United Therapeutics: On-site Child Care Enables Life-saving Innovation at Leading Biotech Company**
- **Hormel responds to expanding child care need**
- **Hormel Foods video featuring Angie Bissen, Manager of HR Business Partners**



Resources & Presentation



Q&A

Resources & Presentation



Thank you