2023-2028
Strategy

In2science UK
Our mission is to support young people from disadvantaged backgrounds to progress to careers in science, technology, engineering and maths (STEM).

We are working to create a future in which:

- Young people can progress to vibrant STEM careers and education regardless of their background
- The value of diversity in STEM careers is understood and respected
- The power of a diverse STEM workforce is harnessed to solve key global problems

In our work we strive to be:

- Supportive
- Inclusive
- Positive
- Game-changing
- Impactful
- Curious
### Our programmes

<table>
<thead>
<tr>
<th>In2science</th>
<th>In2research</th>
<th>STEM Careers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Aim</strong></td>
<td>Empower young people from disadvantaged backgrounds to pursue STEM careers</td>
<td>Empower young people from disadvantaged backgrounds to achieve academic research careers</td>
</tr>
<tr>
<td><strong>Participants</strong></td>
<td>16-17 year old students studying STEM subjects</td>
<td>Undergraduate students and graduates</td>
</tr>
<tr>
<td><strong>Programme</strong></td>
<td>Young people gain hands-on experience through hosted work placements in STEM workplaces</td>
<td>Participants undertake an 8 week summer work placement with an academic research group</td>
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<tr>
<td><strong>Additional support</strong></td>
<td>The placements are underpinned by a series of workshops that build skills and awareness of the breadth of opportunities in STEM careers</td>
<td>The placements are underpinned by a year-long programme of workshops, mentoring and training</td>
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<tr>
<td><strong>Recruitment</strong></td>
<td>Regional recruitment through schools and direct to young people through social media</td>
<td>Recruitment through target universities</td>
</tr>
<tr>
<td><strong>Duration</strong></td>
<td>2 months over the summer</td>
<td>12 months</td>
</tr>
<tr>
<td><strong>Monitoring and impact</strong></td>
<td>All programme participants are evaluated at key stages of their programme to determine whether the programme has met its goals. Additional data is triangulated to determine the overall impact on progression to next key stages of the participant’s education and career</td>
<td></td>
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</tbody>
</table>

### How we work

#### Our top priority is social mobility

We keep our values and our mission close to our hearts. We will achieve our goals by:

- Putting young people from disadvantaged backgrounds at the centre of our work
- Creating a pipeline of support from school to employment
- Equitably supporting access to all STEM subjects
- Letting data drive our approach
- Focusing on inclusivity - especially for young people with protected characteristics
- Taking a continuous learning approach to our programmes and ourselves
- Developing strong underpinning structures that enable growth

[Strategy 2023-2028](in2scienceuk.org)
Our six strategic challenges

Scaling our work and supporting our community in new ways will allow us to increase our scope and impact. We will support young people in greater numbers and with more high quality programmes.

To achieve this ambition, we will tackle six strategic challenges. Over the next five years we will:

- Support more eligible young people across STEM subjects
- Launch young people’s vibrant careers in STEM
- Harness our expertise to influence UK policy
- Leverage our impact to address global challenges
- Empower the future healthcare workforce
- Change the global discourse on social mobility in STEM
Launch young people’s vibrant careers in STEM

We will create an inclusive alumni community to directly impact the employability of young people from disadvantaged backgrounds. To support this work we will:

• Identify gaps and reinforce the STEM careers pipeline
• Partner with employers and experts to create bespoke training opportunities for alumni that accelerate their employability and lead to a job
• Support young people in our in2science programme who are seeking alternatives to a university degree
• Roll out employability programmes beyond the alumni community
• Influence workplace culture to be more inclusive

Support more eligible young people across STEM subjects

We will achieve this by:

• More than doubling the number of young people from disadvantaged backgrounds we reach across our programmes
• Scaling the In2science and In2research programmes to reach across the UK in targeted locations
• Reaching a large number of young people and knocking down barriers with a parallel, high quality In2science programme that is delivered entirely online
• Focusing growth on under-served subjects in technology, engineering and mathematics

Harness our expertise to influence UK policy

We will influence policymakers to put social mobility and STEM diversity high on the agenda to erase the structural barriers to progression for young people from disadvantaged backgrounds. To underpin this work we will:

• Research, write and disseminate high quality policy reports and fact sheets that further support our social mobility mission
• Engage with Educational leaders, All Party Parliamentary Groups, members of Parliament, policy thinktanks and learned societies to upskill relevant individuals in social mobility in STEM careers

Leverage our impact to address global challenges

We will leverage our strengths as a charity to supporting young people to choose degrees and career paths that contribute to significant global issues. We will shape our programmes to create pipelines to STEM careers that can have a real and lasting impact on global issues, such as climate change and cyber security. To underpin this work we will:

• Draw the global challenges that we focus on from the UN Sustainable Development Goals
• Highlight the link between global challenges such as climate change and technology, engineering and mathematics subjects
We will create support and opportunities for young people from disadvantaged backgrounds to be accepted onto and succeed in a competitive healthcare degree (e.g. medicine, dentistry, veterinary science). We will:

- Fill in gaps in access and knowledge that are critical for gaining a place in medical school, building on the In2science programme
- Collaborate with other organisations working on widening participation in medicine and other competitive healthcare degrees

We will spread our influence and impacts to other countries with social mobility issues and vibrant STEM industries. We will:

- Roll out a version of our programmes internationally to reach young people from disadvantaged backgrounds across the globe
- Develop networks of like-minded organisations to share best practice and build collaborations
- Engage in and influence policy in our countries of operation

Get involved

Excited about our plans to empower young people? There are lots of ways to get involved:

- Financially supporting our work
- Supporting our participants as a host, employer or facilitator
- Sharing your expertise to help shape our organisation

To find out more visit our website: in2scienceuk.org

Or contact us directly:
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Ty Watson, Head of Development: ty@in2scienceuk.org