

STEM Teacher

Externship Program

“Host a teacher...inspire a generation!”



2025 Program Snapshot

Coordinated by the Alabama STEM Council, the STEM Teacher Externship Program (STEP) is an exciting initiative launched in 2022 to bring real-world industry experiences into the classroom.

This past summer, middle and high school STEM and Career & Technical Education teachers from across the state participated in a dynamic 3-day professional development experience. Partnering with local STEM-focused industries in their workforce regions, these educators stepped into the world of work to gain firsthand insight into today's STEM careers.

As part of the program, teacher externs created lesson plans that connect classroom learning to real-world applications. They also collaborated with their industry partners to bring expanded learning opportunities back to their students—bridging the gap between education and the workforce in meaningful, lasting ways!



Externship experiences expanded to all 7 of Alabama's workforce regions!



43 STEM and CTE teachers from 21 school districts participated!



1,032 hours of teachers and industry hosts engagement!



Expanded to include software engineering and natural resource management industries!



Industry Engagement

The STEM Teacher Externship Program would not be possible without the support and commitment of the worksite host and industry partners. Their expertise and resources fueled its success and redefine the boundaries of traditional education!

2025 Teacher externs at Hyundai Motors
Manufacturing



Region 1

Hudson Alpha

Region 2

Calhoun County Economic
Development Council
Anniston Army Depot
Carmin Industries, CREATE,
KW Plastics, M&H Valve, Tyler
Union

Region 3

BF Goodrich
Insuresoft
Mercedes Benz USI

Region 4

Jefferson County Greenways

Region 5

Hyundai Motors Manufacturing-
Alabama

Region 6

Southeast Alabama Works
(Troy)- Blockwire, CSPIRE, Goshen
Ag Academy, Johnson Labs,
Judith March,
Rex Lumber, Troy Medical Center,
Troy University STEM Lab

Region 6

Southeast Alabama Works
Dothan-Abbeville Fiber,
The ATTA, Conecuhridge
Distillery, Glassstream
Powerboats, GL Robotics, Golden
Peanut, McLane Distribution,
Qualico Steel, Peak Renewables,
Venture Overland Campers

Region 7

Georgia Pacific



2025 Teacher externs at Qualico

“We have great relationships with all of our county schools, but this program was an excellent way to get them more involved here at the mill and learn firsthand from our people about what they do ...we’d gladly welcome more teachers next year. We know how important the relationship with schools is for a healthy talent pipeline, and we want to nurture it any way possible”

-David Jones

Georgia Pacific/Alabama River Cellulose
2025 STEP Worksite Host

100%
of the worksite hosts
encourage more
industry partners to
host externships

88%
reported that this
experience met or
exceeded their
expectations

90%
of worksite hosts will
serve as hosts in
future externship
experiences

Education Connections

In order to extend the benefits of the externship beyond the summer experience, the teachers and worksite hosts are planning classroom and school-based events. Field trips, classroom outreach, job shadowing, career days and STEM projects are among the activities that will be implemented.



2025 Teacher externs at Carmin Industries

2025 Teacher externs represented 28 Alabama schools from 21 school districts!

Region 1

Madison City Schools
Madison County Schools

Region 2

Calhoun County Schools
Oxford City Schools

Region 3

Holy Spirit Catholic School
Tuscaloosa City Schools
Tuscaloosa County Schools

Region 4

Birmingham City Schools
Hoover City Schools
Jefferson County Schools

Region 5

Montgomery Public Schools
Phenix City Schools

Region 6

Barbour County Schools
Crenshaw County Schools
Coffee County Schools
Daleville City Schools
Henry County Schools
Houston County Schools
Pike County Schools
Troy City Schools

Region 7

Monroe County Schools



2025 Teacher externs at Jefferson County Greenways

“I didn’t know there was so much here that I can incorporate in my classroom. I’m ready for the next school year so I can tell my students about all the STEM things here at Hyundai Motors

Manufacturing Alabama.”

-Tina Lewis, Teacher Extern
Montgomery Public Schools

87%
of participants increased
their confidence in
teaching about STEM
careers

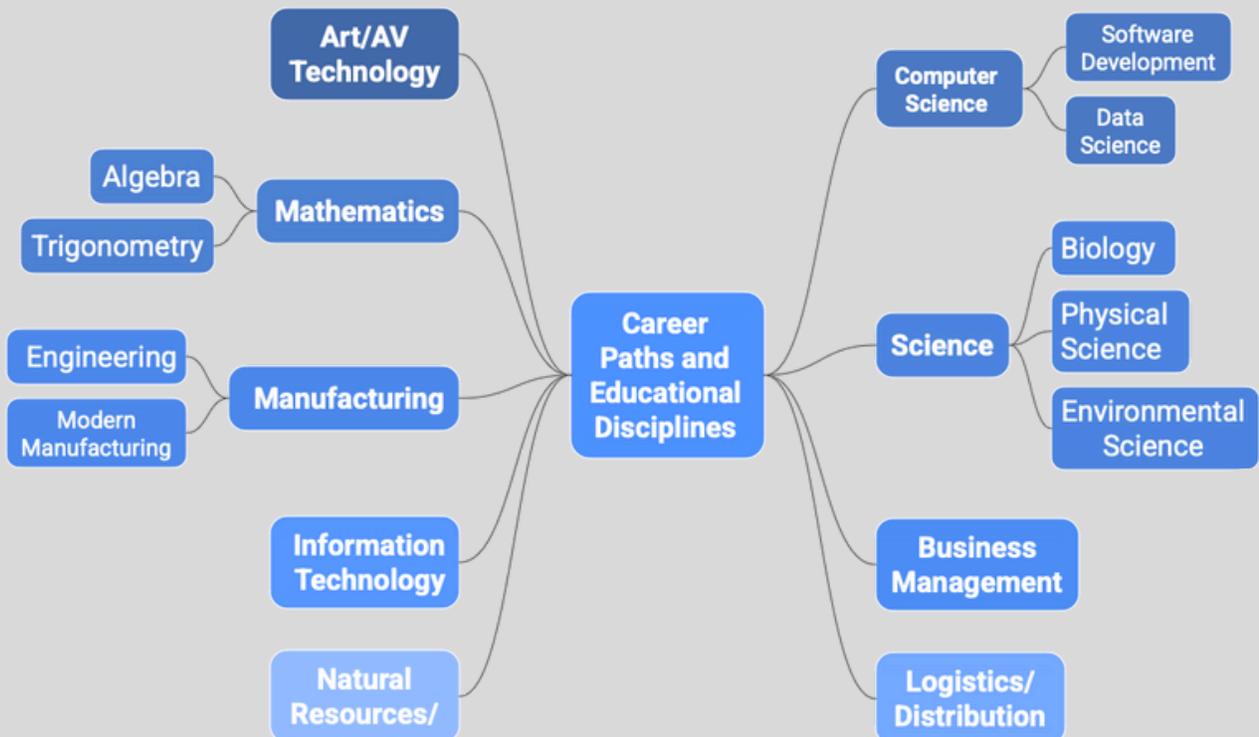
95%
believe their students will
greatly benefit from the
participation in the
externship

~4,485
students will be
taught by STEP Teacher
Externs and gain exposure
to STEM industries in
their region

Host a Teacher...Inspire a Generation!

STEP teachers developed lesson plans and activities in order to explore their STEM and Career and Technical Education subjects in a new way Their students will be able connect educational experiences with to local industries and careers.

Courses and Subjects being enhanced by STEP Teacher Externs



Activities that will bring the workforce skills to the classroom!

-  Science in Motion: Exploring Newton's Laws- students engage in the science behind Hyundai's manufacturing process by constructing a toy car assembly line
-  Mercedes Benz Math- students will analyze actual production data to determine profit maximization
-  iHydrant Water Audit- students track and analyze their water usage while exploring M&H valves' iHydrant technology

“The Alabama Department of Workforce is one of our many valuable partners helping to prepare people of all ages for the many career opportunities HMMA offers. Our teachers at every educational level are on the front lines of this effort and programs like STEP provide them with the information and insight they need to connect people with life-changing careers.”

Sydni Bullard

Hyundai Motor Manufacturing Alabama
2025 STEP Worksite Host

**For more information , please contact
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You may also visit www.stemcouncil.alabama.gov

