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KAY IVEY
GOVERNOR

April 7, 2026

The Honorable Kay Ivey Governor of Alabama
State Capitol
600 Dexter Avenue
Montgomery, Alabama 36130

Dear Governor Ivey:

It is my privilege to share with you the Alabama STEM Council Annual Report for 2025, which highlights Alabama's significant progress in strengthening STEM education and preparing a highly skilled workforce for the future. This report reflects the dedication of our educators, industry partners, STEM Hubs, and workforce development leaders across all seven regions of the state. Together, these efforts are building a more connected and more resilient STEM talent pipeline for Alabama.

Programmatic highlights from the report include major accomplishments across our statewide initiatives, from the expansion of hands-on learning through Alabama's STEM Hubs, the continued success of the STEM Teacher Externship Program, and the growth of UTeach Alabama. In addition, the STEM Council staff worked hard to increase STEM Officers, who are empowering students to lead and innovate within their schools and communities and provided invaluable oversight in evaluating the implementation of Alabama's Numeracy Act.

A milestone of 2025 was the codification of the Alabama STEM Council in Act 2025-449, ensuring a stable and strategic role for the Council within the Alabama Department of Workforce. This transition aligns our work more closely with statewide workforce priorities and strengthens our ability to support high-demand career pathways in STEM.

The data highlighted in this report demonstrate impactful outcomes, including enhanced teacher-industry partnerships, expanded regional programming, meaningful student engagement, and measurable progress in areas such as STEM career awareness and workforce-aligned training. These successes are a testament to the collaboration and commitment of stakeholders across the state.

Thank you for your continued partnership and commitment to the future of our state.

Sincerely,

Greg J. Reed
Secretary
Alabama Department of Workforce

Cc:

Lieutenant Governor Ainsworth
Representative Nathaniel Ledbetter, Speaker of the House
Senator Garlan Gudger, President Pro Tempore of the Senate
Representative Danny Garrett, Chair of the House Ways and Means Education Committee
Representative Terri Collins, Chair of the House Education Policy Committee
Senator Arthur Orr, Chair of the Senate Finance and Taxation Education Committee
Senator Donnie Chesteen, Chair of the Senate Education Policy Committee
Dr. Jim Purcell, Executive Director of the Alabama Commission on Higher Education
Dr. Eric Mackey, Alabama State Superintendent of Education
Mr. Jimmy Baker, Chancellor of the Alabama Community College System
Mr. Phil Webb, Chair of the Alabama Workforce Board



Alabama STEM Council

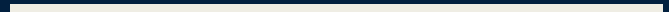
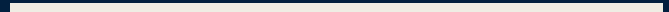
Building A STEM Ready Alabama

Annual Report 2025



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About Us

The Alabama STEM Council leads statewide efforts to strengthen STEM education and align it with Alabama’s workforce needs by expanding high-quality pathways from K–12 through postsecondary education. The Council works with education, industry, and community partners to increase educator capacity, broaden hands-on learning opportunities, and connect students to high-demand, high-impact career sectors including aerospace, advanced manufacturing, bioscience, healthcare, cybersecurity, and emerging technologies.



Workforce
Alabama



STEM Council Operations Team

The Council’s work is grounded in data-driven decision-making, regular evaluation, and a commitment to STEM access across all seven workforce regions. The Council is supported by Acting Director Dr. Cynthia McCarty, Senior Director of STEM Hubs and Alabama STEM Officers Rene McNeal, and Operations Manager Elizabeth Mohr.

STEM Programs' Vision

The Alabama STEM Council's programs strengthen the education-to-workforce pipeline by expanding access to high-quality STEM learning and career pathways. Through partnerships with education, industry, and community leaders, these initiatives align classroom learning with real-world applications to build skills, workforce readiness, and long-term economic growth across the state.

Program Overview

Alabama STEM Officers (ASO) (formerly known as "Chief Science Officers") empower middle and high school students to lead STEM initiatives and elevate student voice in their schools and communities.

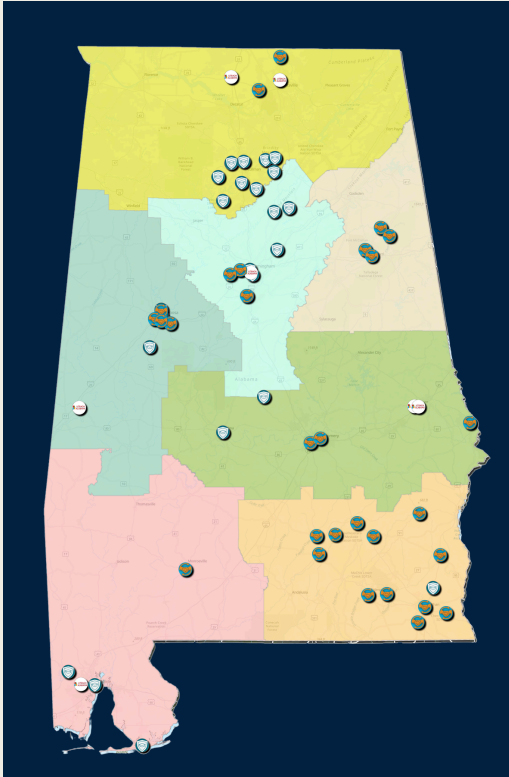
Alabama STEM Hubs connect education, industry, and community partners to coordinate STEM learning, workforce development, and regional opportunities that meet local needs.

STEM Teacher Externship Program (STEP) places educators in industry settings to gain real-world experience that informs classroom instruction and strengthens career-connected learning.

UTeach Alabama (UTA) prepares and supports certified STEM educators by strengthening teacher pipelines and expanding high-quality STEM instruction in classrooms across the state.



By The Numbers



- **100** total Alabama STEM Officers (ASO) Statewide
- **20** schools impacted across **6** workforce regions (ASO)
- **24+** student action plans completed with many more executing (ASO)
- **28** Workforce Incentives (WI) Awarded Across All 7 Workforce Regions
- **400+** total classrooms impacted with over **65,000** students reached (WI)
- **8,000+** parents shared STEM experiences (WI)

- **841** current UTeach Alabama (UTA) students exploring teaching as a career
- **506** classroom teachers have received training and provided student mentorship (UTA)
- **22,500** K-12 students have engaged in lessons taught by UTeach students in field experiences (UTA)
- **15%** increase in total Alabama math and science teacher graduates within the first two years of program implementation (UTA)
- **24** STEM Teacher Externship Program (STEP) business and industry participants
- **100%** of worksite host participants expressed satisfaction and encourage participation (STEP)



Alabama STEM Officers

In 2025, the Alabama STEM Council developed and launched an independent, Alabama-based student STEM program replacing Chief Science Officers to better meet the needs of students and schools across the state. The 2024–2025 Alabama STEM Officers program engaged middle and high school students in STEM leadership development, action plan implementation, and industry connections. End-of-year surveys captured student insights on learning, growth, and overall program experience, helping inform and strengthen the transition to the new Alabama STEM Officers initiative.



The program strengthened student leadership skills, expanded awareness of STEM career pathways, and supported meaningful community engagement. Student-led action plans ranged from elementary STEM activities to research labs and community outreach efforts. Students reported that leadership opportunities, career exploration, skill development, and teamwork were the most rewarding parts of their experience.

Advisors emphasized the value of hands-on STEM projects, leadership growth, and exposure to future career and postsecondary options. Students from more than 20 schools across six workforce regions participated, representing middle schools, high schools, and specialty schools. The STEM Council is actively growing this program to expand its footprint.

Alabama STEM Hubs

The Alabama STEM Council is working with three state-appointed STEM Hubs, designated under Alabama Act 2025-449, to connect education, industry, and communities in support of STEM workforce development. Through partnerships with the Cook Museum of Natural Science, the Saban Center, and the McWane Science Center, this effort aligns schools, employers, and community organizations to ensure STEM programs reflect real job opportunities and regional needs, while supporting high-demand career pathways and clear routes from K–12 through postsecondary education and into Alabama’s workforce.



The Council and Hubs advance data-driven planning and continuous improvement by monitoring outcomes, tracking workforce alignment, and supporting accountability across regional programming. Educators benefit from professional development and industry-connected learning, including teacher externships that bring workplace insight directly into classrooms. Students gain access to hands-on learning, internships, and mentorships that prepare them for fu-

ture STEM careers. Families and communities are engaged through outreach that builds awareness of high-demand, high-wage opportunities available across the state. STEM Council efforts highlight successes and best practices from all seven workforce regions to elevate programs that connect education to employment and promote scalability.

STEM Teacher Externship Program

The STEM Teacher Externship Program continued to provide meaningful professional development for Alabama educators in 2025. Coordinated by the Alabama STEM Council since 2022, the multi-day program places middle and high school teachers within STEM-focused industries to gain firsthand exposure to real-world careers. Teachers return to their classrooms better prepared to connect academic content to practical applications and workforce opportunities. Each year, participating educators reach an estimated 4,485 students, expanding awareness of STEM careers across all Workforce Regions.



In 2025, teachers partnered with a wide range of business and industry hosts, including biotechnology research, advanced manufacturing, regional economic development organizations, technology and engineering companies, agricultural, natural resource management, and additional employers representing Alabama's diverse economy. An overview of 2025 successes are as follows:

- 43 STEM educators participated from 28 schools representing 21 unique school systems
- 1,032 hours of teacher and host engagement
- 4,400 plus STEM and CTE students will be impacted by their lessons
- 87% increase in confidence reached when teaching about STEM careers

UTeach Alabama

Currently in its third year of implementation across six new partner universities, UTeach Alabama is on track to fully establish permanent secondary STEM teacher preparation programs statewide. This builds on the success of the University of Alabama at Birmingham's UTeach program, which has operated for a decade and graduated more than 100 students in its first six years of full implementation. Together, these programs are positioned to significantly increase the number of fully certified middle and high school science and mathematics teachers produced by Alabama universities.



In 2025, the Alabama STEM Council expanded the reach of the UTeach program into local community colleges to recruit more students into this innovative STEM teacher preparation pathway. Through first-of-its-kind partnerships with Calhoun, Lawson State, and Wallace State Community Colleges, the program offers introductory UTeach coursework, creating a clear pathway for STEM majors to seamlessly continue at a four-year UTeach participating institution.

In October, we hosted the inaugural UTeach Alabama Summit at the University of Alabama at Birmingham (UAB). Approximately 60 UTeach Alabama staff, students and stakeholders attended the event. Attendees engaged in a dozen presentations and roundtable discussions. Featured speakers included Harrison Adams (Deputy Secretary of the Alabama Department of Workforce and Dr. Alethea Hampton (Alabama State Department of Education).

STEM Council Codification

In May 2025, the Alabama STEM Council was officially codified into law through the passage of Act 2025-449, marking a significant milestone in the state's commitment to building a STEM-ready Alabama. This legislation, which took effect on October 1, 2025, formally establishes the Council within the Alabama Department of Workforce and outlines its structure, responsibilities, and strategic role in advancing STEM education and workforce development across the state.

The codification was strongly endorsed and championed by Representative Terry Collins and Senator Donnie Chasteen, whose leadership was instrumental in securing this achievement. This act not only affirms the importance of STEM in Alabama's future but also ensures the Council's continued presence in shaping policies and programs that prepare students and workers for high-demand STEM careers.



House Bill 365 Signing Ceremony

July, 31, 2025

Alabama Department of Workforce Transition

In October 2024, the Alabama STEM Council began its transition to the newly established Alabama Department of Workforce (ADOW), a move that was successfully completed by October 2025. All of the STEM Council team are now fully integrated into ADOW, ensuring a seamless continuation of services and support throughout the transition period.

and the Chief of the Workforce Pathways Division Franklin Johnson. Their guidance has been instrumental in maintaining uninterrupted service and setting a strong foundation for future workforce development in Alabama.

We are proud to now be part of the Workforce Pathways Division, alongside the Alabama Office of Apprenticeship, the Office of Workforce and Education Statistics, and the Alabama Workforce Board. This exciting new chapter would not have been possible without the visionary leadership of Secretary Greg Reed, Deputy Secretaries Harrison Adams and Jennifer Holton—

Through our work within ADOW, we look forward to further advancing workforce development efforts that prepare Alabamians for the STEM jobs of today and tomorrow.



ANA Evaluation



In alignment with the Alabama Numeracy Act passed in 2022, the STEM Council provides strategic oversight of the Act's external evaluation process by setting evaluator priorities and working closely with the Alabama State Department of Education to ensure access to essential data. Throughout the year, the Council publishes comprehensive quarterly and annual evaluation reports that highlight key findings, assess the implementation of mandated actions, present return-on-investment analyses, and offer informed recommendations for continued improvement.

Focus on STEM Careers and Workforce Development



The Alabama STEM Council works to align education pathways with the evolving needs of industry across the state. Through collaboration with K-12 systems, higher education, and employer partners, the Council supports initiatives that expand access to high-demand fields, strengthen work-based learning, and promote career awareness. By advancing programs such as apprenticeships, educator training, and regional STEM Hubs, the Council is helping build a skilled talent pipeline to meet Alabama's current and future workforce needs.

STEM Pathways and Workforce Readiness

Alabama’s Regional Workforce Incentive programs strengthened education, industry, and workforce alignment statewide. As of September 30, 2025, initiatives reached 44 counties, served more than 700 students, and are projected to engage over 1,000 additional students. More than 150 educators completed professional development in high-demand fields, supported by partnerships with over 50 industry organizations providing hands-on learning and career exposure.

Alabama’s workforce regions advanced initiatives aligned to regional needs. Efforts included expanded AI and emerging technology training, cybersecurity internships leading to credentials, aviation, aerospace, health science simulations, and bioscience career exploration. Workforce incentives allowed regions to strengthen access to invention and innovation opportunities through university partnerships, museums, industry collaborators, and hands-on learning experiences.

Educator professional development remained a central focus statewide. Teachers received training in AI integration, simulation-based learning, invention curriculum, culturally relevant pedagogy, and advanced STEM content, with an emphasis on immediate classroom application. Programs prioritized project-based learning and expanded access for challenged communities.



Programs tracked growth, skill mastery, completion rates, educator confidence, and student interest across 120+ schools, demonstrating strong outcomes and a foundation for scaling workforce-aligned STEM pathways statewide.

Executive Director

Sheila Holt Retirement

In May 2025, the Alabama STEM Council bid farewell to Mrs. Sheila Holt, who retired shortly after joining the Council in June 2024. Though her time with us was brief, her impact was immediate and deeply felt. A passionate advocate and educator for over two decades, Mrs. Holt played a pivotal role in advancing STEM education across the state and was instrumental in the development of the Alabama Numeracy Act.

Her legacy of leadership, mentorship, and unwavering commitment to Alabama's students and educators will continue to inspire our work for years to come. Her contributions helped strengthen the foundation of STEM education in Alabama, leaving a lasting imprint on the Council's mission. We are profoundly grateful for her service and dedication.

Mrs. Holt's influence extended far beyond her role with the Council, shaping conversations and initiatives that strengthened learning opportunities statewide. As we move forward, we remain committed to honoring her vision by continuing the important work she championed for Alabama's educators and students.



