



# STEM for Everyone™ Impact Report 2025



## FIRST® exists to prepare the young people of today for the world of tomorrow.

At FIRST®, we believe in *STEM for Everyone™*. FIRST is committed to fostering, cultivating, and preserving a culture of unity. We embrace and celebrate our global community. Exploring, developing and implementing strategies to ensure opportunities for any young person who engages in our programs is critical for FIRST to fulfill its mission. ALL young people should have the opportunity to become science and technology leaders who have the skills, confidence and resilience to build a better world. To globally engage our community, in FY25 (July 2024 - June 2025) our strategy focused on a welcoming community for all FIRST participants.

## Our STEM for Everyone™ Strategy

1. **Increase Capacity** through the commitment of FIRST Headquarters Social Impact & Engagement (SI&E), Volunteer Resources, Global Field Operations, and Education teams; a growing community of volunteers, participants, and educators; galvanizing alumni to champion STEM (Science, Technology, Engineering, and Math) education; and engaging youth and industry leaders.
2. **Build Skills and Resources** through developing inclusive and accessible programs, curriculum, and events; *STEM for Everyone™* training for FIRST volunteers and students, all FIRST Headquarters staff and Program Delivery Organizations and Partners; professional development for classroom teachers; and activating thought leadership to share our best practices internally and externally.
3. **Engage Youth Where They Are** through a focus on all K-12 students, STEM Community Innovation Grants, partnering with youth serving organizations, opportunities to learn STEM via Educator Resources, and in school through *FIRST Class Pack*.
4. **Build Community** through expanding our alliances and partnerships with mission-driven organizations that embody and align with *FIRST Core Values* and continuing support for alumni through scholarship programs and career development pathways.
5. **Strategy Refinement** through assessment and reflection, we continuously refine our *STEM for Everyone™* strategy at FIRST to meet the needs of the global community we serve and integrate it in our work across all departments at FIRST Headquarters.

# An Expanded Focus on *STEM for Everyone*™

## OUTCOMES FOR FY25 INCLUDED:

- *FIRST*® Tech Challenge Curriculum Translation
- Language pins made available for event organizers to offer to volunteers and teams
- Over 4,700 participants engaged in the online *STEM for Everyone*™ module training in FY25, and nearly 17,000 participants since launch in 2021

## Connecting All Youth To STEM

### Five Innovative Organizations Awarded STEM Community Innovation Grants

#### THE 2024-2025 *FIRST* STEM COMMUNITY INNOVATION GRANT AWARD RECIPIENTS:

- Eureka Enrichment Services (San Juan, Puerto Rico)
- Infinity Center of Education (Melbourne, Florida)
- Laurel Highlands Education and Robotics, Inc. (Hollisopple, Pennsylvania)
- Robotix Foundation (Mexico City, Mexico)
- The Institution of Engineering and Technology (Hertfordshire, United Kingdom)

### *FIRST* STEM Community Innovation Grant

Launched in 2016, the annual competitive *FIRST* STEM Community Innovation Grant (SCIG) increases STEM learning for all students in *FIRST* programs. The goal of this grant is to expand STEM education to all students.

Furthermore, since 2021, **grants have provided STEM engagement opportunities for youth globally** across India, Nigeria, the United States of America, Canada, Greece, Turkey, Morocco, Chile, Libya, the United Kingdom, and Mexico.

#### FOR THE 2024-2025 SEASON

**6,400+**  
Youth Reached\*

#### FOR ALL TEAMS, EMERGING OUTCOMES SHOW A TREND TOWARD GAINS IN:

**STEM Interest  
Leadership Skills**

**Sense of Belonging  
Problem Solving**

#### FINDINGS FROM YOUTH TEAM MEMBER SURVEYS\*\*

**FIRST  
LEGO  
LEAGUE**

EXPLORE

**95%**  
said they had fun in the program

**88%**  
would like to participate again

**FIRST  
LEGO  
LEAGUE**

CHALLENGE

**95%**  
said they had fun in the program

**79%**  
would like to participate again

**FIRST  
TECH  
CHALLENGE**

**96%**  
said they had fun in the program

**78%**  
would like to participate again

Note: \*Data is from FY2025 and summarizes data reported by grant site administrators.  
\*\*Data is from 49 *FIRST*® LEGO® League Explore youth, 176 *FIRST*® LEGO® League Challenge youth, and 56 *FIRST*® Tech Challenge youth.



## Notable Highlights in 2024-2025

### Expanded Partnership with AISES

In November 2022, we announced the *FIRST* and AISES partnership to bring robotics programming to schools in the United States. The goals of this partnership are to 1) Remove barriers to participation in STEM education, 2) Build awareness and increase retention for students in grades 6-12, and 3) Increase success in STEM higher education through scholarships. For FY25, we reached students and teachers in communities in North Carolina, New Mexico, and Minnesota. We also continued a second year of a scholarship program for higher education, to award 20 undergraduate students and 10 graduate students for the 2024-2025 academic year, and more students for the 2025-2026 academic year.

### Continuation of *FIRST* and UNCF Scholars Program for the 2025-2026 Academic Year

The *FIRST* x UNCF Scholars Program was announced in March 2022, as an initiative designed to provide scholarship and academic support for *FIRST* alumni who aspire to become leaders and innovators in their respective fields. Since March 2023 and continuing for the 2025-2026 Academic Year, the Program was expanded to award students with renewable undergraduate scholarships.

### #PeopleofSTEAM: *A STEM for Everyone™* Storytelling Campaign

Inspired by "*Humans of New York*," People of STEAM is an ongoing blog series featuring a wide array of people of all ages and backgrounds who are involved in *FIRST* and/or making an impact in the world of STEAM. In February 2025, we celebrated our two-year anniversary of #PeopleofSTEAM to amplify the voices of our global community.



## Notable Highlights in 2024-2025 continued

### Thought Leadership Speaking Engagements

Dr. Janell N. Catlin, *FIRST* Vice President, Social Impact & Engagement, represented *FIRST* to amplify our commitment to *STEM for Everyone™* at the following professional conferences during FY25:



#### **SOCIETY OF WOMEN ENGINEERS**

The annual conference of the Society of Women Engineers (SWE) was held in October 2024 (Chicago, Illinois). Her presentations included, "*FIRST* Robotics: A Global STEM Community for All," and a panel discussion as part of WE24's "Invent It. Build It." During her presentation, Dr. Catlin discussed the *FIRST* mission, programs, strategy, and ongoing partnership with SWE. Attendees learned new findings from the *FIRST* longitudinal study, with an emphasis on outcomes for girls and women in STEM and learned about how to become more involved in supporting *FIRST* to build a better world.



#### **BOOST**

The BOOST conference was held in April/May 2025 (Palm Springs, California). BOOST is the largest gathering of after school professionals in the United States. As part of a panel, Dr. Catlin discussed the importance of providing support and welcoming all students to participate fully in STEM. Other panelists included leaders from the Human Rights Campaign, the National Education Association and Positive Coaching Alliance.



#### **STEMCONNECTOR**

The STEMconnector Innovation Lab was held in February 2025 (Miami, Florida). As part of a panel, "Defining and Exploring the Power of Experiential Learning to Drive STEM Outcomes," Dr. Catlin discussed how hands-on learning experiences and mentorship can build the next generation of STEM leaders.



#### **JOBS FOR THE FUTURE**

The Jobs for the Future Horizons conference was held in June 2025 (New Orleans, Louisiana). This year's Horizon conference theme was "Dare to be Brave." As part of a panel, "Empowering STEM Futures: Hands-On Learning, Local Leadership, Lasting Impact," Dr. Catlin discussed the importance of the connection between education and the workforce.

### Social Features and Articles

- [Bricks for the Blind and \*FIRST\*](#)
- [Meet Joe](#)
- [Team Hammerheads](#)
- [Meet Ella](#)
- [The Importance of Mentorship](#)
- [Transform the Future of Work](#)



## FIRST is committed to STEM for Everyone™

FIRST® is a global robotics community that prepares young people for the future, and key to our strategic intent is to serve every student, everywhere. This commitment includes promoting and engaging in initiatives that ensure a welcoming community for all participants, including students, adult mentors, coaches, and volunteers.

### FIRST Core Values

The FIRST Core Values emphasize friendly sportsmanship, respect for the contributions of others, teamwork, learning, and community involvement and are part of our commitment to fostering, cultivating, and preserving a culture of unity. The FIRST Community expresses the FIRST philosophies of *Gracious Professionalism®* and *Coopertition®* through our Core Values:



#### Discovery

We explore new skills and ideas.



#### Innovation

We use creativity and persistence to solve problems.



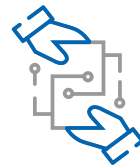
#### Impact

We apply what we learn to improve our world.



#### Inclusion

We respect each other and embrace our differences.



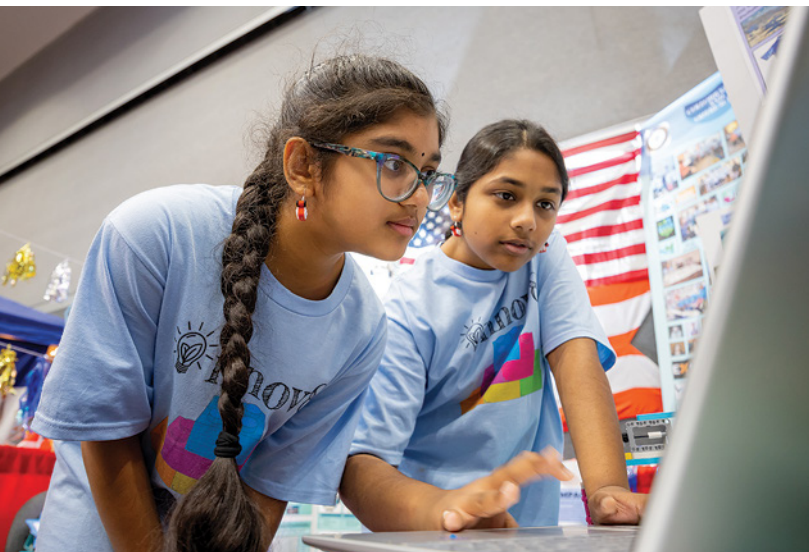
#### Teamwork

We are stronger when we work together.



#### Fun

We enjoy and celebrate what we do!



### Thank You to Our Sponsors

Thank you to our sponsors for their generous support and commitment to *STEM for Everyone™* at FIRST. Their support enables us to explore, develop, and implement strategies to ensure a welcoming community for all.

🔗 Questions, contact us directly [sie@firstinspires.org](mailto:sie@firstinspires.org) 🌐 Learn more about FIRST at [www.firstinspires.org](http://www.firstinspires.org)

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