



Executive Summary

Recognizing a lack of diversity in the chemical industry workforce, in 2020, the American Chemistry Council (ACC), American Institute of Chemical Engineers (AIChE), Chemours and HBCU Week Foundation partnered to establish the Future of STEM Scholars Initiative (FOSSI). FOSSI is a national program which provides \$40,000 scholarships to students pursuing **preferred*** STEM degrees at Historically Black Colleges and Universities (HBCUs).

FOSSI helps to eliminate financial barriers to higher education, recognizing and rewarding demonstrated achievement, and, importantly, future potential of students in the communities in which we operate and across the nation.

Each FOSSI scholar receives \$10,000 per year for four years as well as leadership development, mentoring and internship opportunities with program sponsors. Students also participate in AIChE's Fundamentals of Success program, which includes virtual career development workshops, industry-specific webinars, on-demand learning, and sponsor and scholar networking events.

FOSSI has brought together nearly [50 chemical manufacturers](#) and related industry stakeholders to date, creating meaningful and robust opportunities for groups historically overlooked and underrepresented. The program supported 151 scholars across 28 states in 2021, with students attending 25 HBCUs.

In its inaugural year, more than 1,700 high school students across the nation applied for FOSSI scholarships, demonstrating both the urgent need for this program and the enormous pool of untapped talent.

Eligible applicants must:

- Complete or have completed high school with a minimum GPA of 3.0 on a 4.0 scale (unweighted) and be entering their freshman year of college
- Pursue a preferred*, FOSSI-approved STEM major
- Have interest in pursuing a career in chemical manufacturing, engineering, environmental health and sustainability or other related chemical-industry fields
- Attend a Historically Black College or University (HBCU)
- Demonstrate financial need
- Be a citizen or legal permanent resident of the United States

Learn more at FutureOfSTEMScholars.org.

**Preferred STEM majors are identified on a yearly basis by FOSSI administrators based on relevance to the chemical industry and supporting sponsor preferences. Preferred majors may include, but are not limited to: Chemical Engineering, Mechanical Engineering, Electrical Engineering, Biology, Physics, Chemistry, Math, Computer Science, Biochemistry, Material Science, Environmental Sciences, IT, and Sustainability. FOSSI is not intended for students interested in pursuing careers in nursing, medicine, psychology, social sciences and other associated fields. Some fields of study which may be generally considered as STEM may not qualify for FOSSI scholarships.*