

Supplementary Materials

Table SUP1: Means, standard deviations, and *N*s for the RIASEC scales of students' occupational interests (Min. = 1; Max. = 5).

		Mean	SD	<i>N</i>
Realistic	male	3.2409	0.95375	5519
	female	2.5847	0.82097	7393
	total	2.8651	0.93811	12912
Investigative	male	3.3006	0.86386	5519
	female	3.0186	0.94630	7393
	total	3.1391	0.92255	12912
Artistic	male	2.4158	0.85716	5519
	female	3.1581	0.97078	7393
	total	2.8408	0.99419	12912
Social	male	3.2164	0.89487	5519
	female	3.8966	0.83702	7393
	total	3.6059	0.92553	12912
Enterprising	male	3.3806	0.75266	5519
	female	3.4204	0.73283	7393
	total	3.4034	0.74161	12912
Conventional	male	2.6953	0.77319	5519
	female	2.8238	0.78701	7393
	total	2.7689	0.78369	12912

Table SUP2: Means, standard errors, and confidence intervals for Figure 3 – Students’ realistic interests (Min. = 1; Max. = 5).

		Mean	Standard Error	95%-Confidence Interval	
				Lower Level	Upper Level
STEM-L	male	3.655	0.014	3.627	3.683
	female	3.349	0.028	3.294	3.405
STEM-M	male	2.958	0.026	2.907	3.008
	female	2.726	0.019	2.689	2.762
MED-M	male	2.816	0.055	2.708	2.923
	female	2.526	0.036	2.455	2.597
ECO-M	male	2.561	0.028	2.506	2.617
	female	2.331	0.023	2.286	2.376
EDU-H	male	2.535	0.067	2.405	2.666
	female	2.419	0.025	2.371	2.467
Lang-H	male	2.564	0.039	2.487	2.641
	female	2.422	0.017	2.389	2.456

Note. STEM-L = STEM subjects with a low proportion of females; STEM-M = STEM subjects with a medium proportion of women; MED-M = medicine (with a moderate proportion of females); ECO-M = economics (with a moderate proportion of females); EDU-H = education (with a high proportion of females); Lang-H = languages (with a high proportion of females).

Table SUP3: Means, standard errors, and confidence intervals for Figure 4 – Students’ social interests (Min. = 1; Max. = 5).

		Mean	Standard Error	95%-Confidence Interval	
				Lower Level	Upper Level
STEM-L	male	2.975	0.014	2.948	3.003
	female	3.272	0.028	3.218	3.326
STEM-M	male	3.406	0.025	3.357	3.455
	female	3.826	0.018	3.790	3.861
MED-M	male	4.356	0.053	4.252	4.460
	female	4.557	0.035	4.488	4.627
ECO-M	male	3.108	0.028	3.054	3.162
	female	3.393	0.022	3.350	3.437
EDU-H	male	4.359	0.065	4.233	4.486
	female	4.444	0.024	4.397	4.491
Lang-H	male	3.814	0.038	3.739	3.888
	female	4.058	0.017	4.025	4.090

Note. STEM-L = STEM subjects with a low proportion of females; STEM-M = STEM subjects with a medium proportion of women; MED-M = medicine (with a moderate proportion of females); ECO-M = economics (with a moderate proportion of females); EDU-H = education (with a high proportion of females); Lang-H = languages (with a high proportion of females).

Table SUP4: Means, standard deviations, and *N*s for the RIASEC scales of the interest profiles of students' occupational aspirations (Min. = 1; Max. = 7).

		Mean	<i>SD</i>	<i>N</i>
Realistic	male	3.5682	1.88581	3877
	female	2.3533	1.31768	5983
	total	2.8310	1.67446	9860
Investigative	male	4.4759	1.89344	3877
	female	3.6487	1.61019	5983
	total	3.9740	1.77367	9860
Artistic	male	3.0785	1.38235	3877
	female	3.8271	1.27739	5983
	total	3.5328	1.36932	9860
Social	male	3.7695	2.37185	3877
	female	5.6769	1.95647	5983
	total	4.9269	2.32428	9860
Enterprising	male	3.7682	1.32062	3877
	female	3.8017	1.10274	5983
	total	3.7885	1.19321	9860
Conventional	male	3.8232	1.14660	3877
	female	3.3957	0.98727	5983
	total	3.5638	1.07326	9860

Table SUP5: Means, standard errors, and confidence intervals for Figure 5 – Students’ occupational aspirations realistic profile (Min. = 1; Max. = 7).

				95%-Confidence Interval	
		Mean	Standard Error	Lower Level	Upper Level
STEM-L	male	4.726	0.027	4.673	4.779
	female	4.373	0.055	4.266	4.480
STEM-M	male	2.477	0.044	2.391	2.562
	female	2.355	0.030	2.296	2.414
MED-M	male	4.152	0.084	3.987	4.316
	female	4.166	0.056	4.056	4.275
ECO-M	male	2.263	0.052	2.160	2.365
	female	2.075	0.044	1.988	2.161
EDU-H	male	1.873	0.109	1.658	2.087
	female	1.743	0.041	1.663	1.823
Lang-H	male	1.809	0.061	1.689	1.929
	female	1.813	0.027	1.761	1.866

Note. STEM-L = STEM subjects with a low proportion of females; STEM-M = STEM subjects with a medium proportion of women; MED-M = medicine (with a moderate proportion of females); ECO-M = economics (with a moderate proportion of females); EDU-H = education (with a high proportion of females); Lang-H = languages (with a high proportion of females).

Table SUP6: Means, standard errors, and confidence intervals for Figure 6 – Students’ occupational aspirations social profile (Min. = 1; Max. = 7).

		Mean	Standard Error	95%-Confidence Interval	
				Lower Level	Upper Level
STEM-L	male	2.383	0.038	2.309	2.457
	female	2.860	0.076	2.711	3.009
STEM-M	male	5.389	0.061	5.269	5.508
	female	5.974	0.042	5.891	6.057
MED-M	male	5.550	0.117	5.321	5.779
	female	5.570	0.078	5.417	5.723
ECO-M	male	3.421	0.073	3.279	3.563
	female	3.877	0.061	3.757	3.997
EDU-H	male	6.403	0.152	6.105	6.701
	female	6.442	0.057	6.330	6.553
Lang-H	male	6.394	0.085	6.228	6.561
	female	6.489	0.037	6.415	6.562

Note. STEM-L = STEM subjects with a low proportion of females; STEM-M = STEM subjects with a medium proportion of women; MED-M = medicine (with a moderate proportion of females); ECO-M = economics (with a moderate proportion of females); EDU-H = education (with a high proportion of females); Lang-H = languages (with a high proportion of females).

Table SUP7: Means, standard errors, and confidence intervals for Figure 7 – Students’ realistic interests in STEM-L for the different subject groups: IEC = Industrial Engineering, focus on economics; CS = Computer Science; PHY = Physics, Astronomy; ENG = Engineering, general; ME = Mechanical Engineering; EE = Electrical Engineering; TE = Traffic Engineering; CE = Civil Engineering; IEE = Industrial Engineering, focus on engineering

				95%-Confidence Interval	
		Mean	Standard Error	Lower Level	Upper Level
IEC	male	3.563	0.039	3.488	3.639
	female	3.359	0.074	3.214	3.504
CS	male	3.054	0.032	2.992	3.116
	female	2.932	0.060	2.814	3.050
PHY	male	3.251	0.051	3.151	3.350
	female	3.051	0.082	2.890	3.212
ENG	male	4.056	0.057	3.945	4.167
	female	4.089	0.195	3.706	4.472
ME	male	4.025	0.025	3.976	4.074
	female	3.511	0.053	3.408	3.615
EE	male	3.655	0.042	3.573	3.736
	female	3.765	0.130	3.510	4.019
TE	male	3.846	0.086	3.678	4.014
	female	3.391	0.140	3.115	3.666
CE	male	3.968	0.053	3.863	4.073
	female	3.739	0.075	3.592	3.885
IEE	male	3.499	0.062	3.377	3.620
	female	3.190	0.117	2.962	3.419

Table SUP8: Means, standard errors, and confidence intervals for Figure 8 – Students’ social interests in STEM-L for the different subject groups: IEC = Industrial Engineering, focus on economics; CS = Computer Science; PHY = Physics, Astronomy; ENG = Engineering, general; ME = Mechanical Engineering; EE = Electrical Engineering; TE = Traffic Engineering; CE = Civil Engineering; IEE = Industrial Engineering, focus on engineering

				95%-Confidence Interval	
		Mean	Standard Error	Lower Level	Upper Level
IEC	male	3.043	0.043	2.959	3.126
	female	3.183	0.082	3.022	3.343
CS	male	2.967	0.035	2.898	3.036
	female	3.261	0.067	3.130	3.392
PHY	male	3.129	0.056	3.019	3.239
	female	3.420	0.091	3.242	3.597
ENG	male	2.985	0.062	2.863	3.108
	female	3.400	0.216	2.977	3.823
ME	male	2.940	0.027	2.886	2.994
	female	3.204	0.059	3.089	3.319
EE	male	2.904	0.046	2.814	2.995
	female	3.480	0.143	3.200	3.761
TE	male	2.996	0.095	2.810	3.181
	female	3.218	0.155	2.914	3.523
CE	male	3.008	0.059	2.893	3.124
	female	3.418	0.083	3.256	3.580
IEE	male	2.944	0.068	2.810	3.078
	female	3.063	0.129	2.811	3.316

Table SUP9: Means, standard errors, and confidence intervals for Figure 9 – Congruence (lowest congruence = 4; highest congruence = 0).

		Mean	Standard Error	95%-Confidence Interval	
				Lower Level	Upper Level
STEM-L	male	0.941	0.007	0.927	0.954
	female	0.963	0.014	0.936	0.991
STEM-M	male	0.973	0.011	0.951	0.995
	female	0.872	0.008	0.856	0.887
MED-M	male	0.648	0.021	0.606	0.690
	female	0.715	0.014	0.687	0.743
ECO-M	male	0.842	0.013	0.816	0.868
	female	0.846	0.011	0.824	0.868
EDU-H	male	0.678	0.028	0.623	0.733
	female	0.657	0.010	0.637	0.678
Lang-H	male	0.777	0.016	0.746	0.807
	female	0.666	0.007	0.653	0.680

Note. STEM-L = STEM subjects with a low proportion of females; STEM-M = STEM subjects with a medium proportion of women; MED-M = medicine (with a moderate proportion of females); ECO-M = economics (with a moderate proportion of females); EDU-H = education (with a high proportion of females); Lang-H = languages (with a high proportion of females).

Table SUP10: Means, standard errors, and confidence intervals for Figure 10 – Congruence in STEM-L for the different subject groups: IEC = Industrial Engineering, focus on economics; CS = Computer Science; PHY = Physics, Astronomy; ENG = Engineering, general; ME = Mechanical Engineering; EE = Electrical Engineering; TE = Traffic Engineering; CE = Civil Engineering; IEE = Industrial Engineering, focus on engineering

				95%-Confidence Interval	
Mean			Standard Error	Lower Level	Upper Level
IEC	male	0.890	0.021	0.849	0.930
	female	0.892	0.044	0.806	0.978
CS	male	0.894	0.016	0.863	0.924
	female	0.883	0.031	0.821	0.945
PHY	male	0.962	0.027	0.910	1.015
	female	0.874	0.040	0.796	0.952
ENG	male	0.964	0.034	0.898	1.030
	female	1.106	0.143	0.826	1.386
ME	male	0.932	0.014	0.904	0.959
	female	0.957	0.030	0.898	1.016
EE	male	0.999	0.022	0.957	1.042
	female	1.168	0.077	1.016	1.320
TE	male	0.929	0.049	0.832	1.025
	female	1.157	0.080	1.001	1.313
CE	male	1.065	0.025	1.015	1.114
	female	1.109	0.037	1.036	1.183
IEE	male	0.923	0.035	0.855	0.991
	female	0.999	0.067	0.869	1.130

Table SUP11: Means, standard errors, and confidence intervals for students' enterprising interests (Min. = 1; Max. = 5).

		Mean	Standard Error	95%-Confidence Interval	
				Lower Level	Upper Level
STEM-L	male	3.252	0.013	3.227	3.278
	female	3.145	0.026	3.094	3.196
STEM-M	male	3.346	0.023	3.300	3.392
	female	3.277	0.017	3.243	3.310
MED-M	male	3.381	0.050	3.283	3.479
	female	3.306	0.033	3.241	3.371
ECO-M	male	3.787	0.026	3.737	3.838
	female	3.632	0.021	3.591	3.673
EDU-H	male	3.592	0.061	3.473	3.710
	female	3.477	0.022	3.433	3.521
Lang-H	male	3.578	0.036	3.508	3.648
	female	3.525	0.016	3.494	3.556

Note. STEM-L = STEM subjects with a low proportion of females; STEM-M = STEM subjects with a medium proportion of women; MED-M = medicine (with a moderate proportion of females); ECO-M = economics (with a moderate proportion of females); EDU-H = education (with a high proportion of females); Lang-H = languages (with a high proportion of females).

Table SUP12: Means, standard errors, and confidence intervals for students' conventional interests (Min. = 1; Max. = 5).

		Mean	Standard Error	95%-Confidence Interval	
				Lower Level	Upper Level
STEM-L	male	2.652	0.014	2.625	2.680
	female	2.866	0.028	2.812	2.921
STEM-M	male	2.797	0.025	2.748	2.846
	female	2.894	0.018	2.858	2.929
MED-M	male	2.322	0.053	2.217	2.427
	female	2.478	0.035	2.408	2.547
ECO-M	male	2.897	0.028	2.843	2.951
	female	3.027	0.022	2.984	3.071
EDU-H	male	2.498	0.065	2.371	2.624
	female	2.637	0.024	2.590	2.684
Lang-H	male	2.654	0.038	2.579	2.728
	female	2.803	0.017	2.770	2.835