

Background & Research Findings

November 2022 – June 2023



Overview of Completed Work

- **2022 Massachusetts Life Sciences Workforce Analysis Report**
 - Continued growth of Massachusetts life sciences industry requires significant programs to meet the increased workforce demand
- **Employer Roundtables (2)**
 - Employer convening to present results of the 2022 analysis report and introduce Bioversity.
- **Executive Interviews (7):**
 - One-on-one interviews with talent acquisition and diversity teams at member firms to understand individual employer needs for minimum training requirements and desire to hire program graduates.
- **Quantitative Survey (58):**
 - To quantify the qualitative data gathered from the two roundtables and seven one-on-one interviews

Massachusetts Life Sciences Workforce Analysis Report (2022)

- **The Massachusetts Life Sciences Industry is expected to grow in the coming years.**
- **Equity-focused programs accounted for only 11.5 percent of all existing workforce training and development programs.**
- **Diversity in the industry is also low with only 15 percent of the biopharma workforce being persons of color.**
 - Compared to 32 percent persons of color in the Massachusetts population.

**Employer
Roundtables &
Executive
Interviews**

**Foundational
Knowledge &
Skills**

Firms expressed a desire for training to cover the following:

- **Basic grasp of GMP, GDP, adherence to SOPs and documentation**
- **Basic technical skills:**
 - Pipetting, familiarity with lab equipment (centrifuges and counterbalances), Aseptic technique, Weights and measurements
- **Basic clean room and PPE practices:**
 - Gowning, degowning and basic safety
- **Basic non-technical skills:**
 - Literature reviews, punctuality, good communication with manager and team, collaboration and group/team work, awareness of general business practices

**Bioversity at Southline
Boston**

**Employer
Roundtables &
Executive
Interviews**

**Early Exposure
to Industry**

Firms suggested the following experiences to aid with early exposure to the industry:

- Capstone projects in the final four weeks of the program
- Weekly small group tours of different facilities
- One-on-one conversations with company employees

Quantitative Survey

The survey, administered between April and June 2023, yielded the following:

- Of the hypothesized roles that the Bioversity curriculum could train for, most companies (71 percent) employ a high percentage of laboratory operations associates and similar roles.
- Most respondent firms (61 percent) are at least somewhat likely to hire a candidate with a high school diploma who has received training from a program like Bioversity.
- Collaboration and teamwork, and communication skills using multiple channels were identified as the most important skills for Bioversity participants to develop.
- Respondents identified the ability to pass a formative evaluation assessment or a certificate of completion as the most likely outcome to impact candidate success in getting hired at their firms.