



For Immediate Release

June 9, 2016

Media Contacts

Carolyn Hawley, Biocom Institute

Carolyn@canalecomm.com

Will Zasadny, California Life Sciences Association

Wzasadny@CALifeSciences.org

Biocom Institute and California Life Sciences Institute Release 2016 California Life Sciences Sector Workforce Trends Report

Report shows California's life science industry is one of the leading employers in the state, creating jobs for over 280,000 people.

SAN FRANCISCO – [Biocom Institute](#) and [California Life Sciences Institute \(CLSI\)](#) today released a joint life sciences industry workforce trends report entitled, "[2016 Talent Integration: California Workforce Trends in the Life Science Industry](#)." Released at the BIO International Convention in San Francisco, the biennial report captures up-to-date information on the most pressing current and anticipated talent needs of the dynamic life sciences sector in California.

Biocom Institute is the non-profit workforce development and science, technology, engineering and math (STEM) arm of [Biocom](#). California Life Sciences Institute (CLSI) is the non-profit partner of the [California Life Sciences Association \(CLSA\)](#), and supports the foundations of innovation - workforce development, STEM education, and entrepreneurship - that have made California home to the world's most prominent life sciences ecosystem.

The [report](#) shows that California's life science industry is one of the leading employers in the state, creating jobs for over 280,000 people. "Disruptive" discoveries and the dynamic and cyclical nature of the industry are creating a demand for new skills and talent to drive the life sciences' unparalleled innovation. The report analyzes three data sets from 2015 and the first quarter of 2016, including interviews with over 30 leading life sciences employers across the state, survey responses from close to 250 human resource and hiring managers, and over 16,000 life science job postings in California.

Assemblymember Kevin Mullin (D-South San Francisco), Chairman of the Assembly Select Committee on Biotechnology hailed the report, noting:

"California's world leading life sciences community is one of the biggest contributors to California's economy. The California Assembly's Select Committee on Biotechnology welcomes the Biocom Institute and California Life Sciences Institute's 2016 California Workforce Trends Report. As with the 2014 analysis, we expect this year's report to serve as a valuable tool for legislators and academic institutions who are focused on ensuring that the talent pipeline for the life sciences industry remains strong."

Key Findings & Highlights from the 2016 California Workforce Trends Report:

- Job growth in the sector is expected to approximate the impressive rates of the prior two years, with the exception of R&D positions, which are expected to spike. Science and technology-based positions lead occupational demand.
- Most positions require a 4-year degree, although many employers are also willing to consider work experience over degrees, suggesting that more work-based learning opportunities for students will make them more attractive job candidates.
- “Disruptive” advancements in big data and personalized medicine are spiking demand for skills in collecting, managing, analyzing and interpreting large data repositories.
- The shift to value-based healthcare is creating need for expanded skill sets for understanding reimbursement and the health care system, structuring business partnerships, relationship management, and policy and regulatory expertise.
- Strong soft skills – effective communication, collaboration, teamwork, listening, leadership, influence– and the ability to adapt, problem-solve and work with ambiguity in a cyclical industry - are frequently cited as just as, or more important than, technical skills.
- Diversity (race, ethnicity, gender, culture) on teams creates the most robust solutions and yields the best decisions, but will require much greater industry and academic effort to fully develop this talent pipeline.
- Industry partnerships with academia at all levels are vital for developing collaborative research and preparing and inspiring new generations of talent with industry-relevant knowledge.

“In order for our industry to continue as an economic engine for the state of California, we need to understand its evolving talent needs and how best to meet them,” said Liisa Bozinovic, Executive Director, Biocom Institute. “In short, as our industry continues to create jobs, it is critical that we have people prepared to step into those jobs.”

“Our 2016 California Workforce Trends Report serves as a roadmap for ensuring that we are properly supporting California’s innovative life sciences sector,” said Lori Lindburg, Executive Director, California Life Sciences Institute (CLSI). “By adequately preparing our workforce through industry and academic partnerships, informing legislators where training dollars are most needed, and helping companies develop their internal talent, we can help ensure that the workforce pipeline for California’s life sciences sector remains strong.

The report is available at the 2016 BIO International Convention in San Francisco, with a launch presentation by Cal Poly President Jeffrey D. Armstrong at 11:30 am PT at the California Pavilion. [Click here](#) to learn more.

An executive summary and full copy of the report can be found at:
www.califescienceworkforcetrends.org

About Biocom Institute:

Biocom Institute, based in San Diego, CA was founded in 2008 as the non-profit workforce development and science, technology, engineering and math (STEM) arm of Biocom, Southern California’s life science trade association. Biocom Institute’s mission is to support life science innovation and success in Southern California by creating opportunities for STEM participants, teachers, enthusiasts and life science industry companies and scientists to work together. Our vision is to create a diverse community of life science professionals actively sharing knowledge as engaged citizens and contributing to the success of our industry. We were established to be the voice of educators, participants and hiring managers in the life science industry. In addition to producing talent and career reports, we engaged

with Biocom's member base, allowing corporate social responsibility and community outreach initiative to reach the life science community.

About California Life Sciences Institute (CLSI)

California Life Sciences Institute (CLSI) supports the foundations of innovation that have made California home to the world's most prominent life sciences ecosystem. With a focus on the San Francisco Bay Area, CLSI's mission is to maintain California's leadership in life sciences innovation through support of entrepreneurship, education and career development. CLSI is an affiliate of the California Life Sciences Association (CLSA), which represents more than 750 life sciences organizations. The California Life Sciences Institute is a non-profit 501(c)(3), and was established in 1990 as the BayBio Institute. Learn more at <http://califesciencesinstitute.org>.

Media Contacts:

Biocom Institute
Carolyn Hawley
Canale Communications
Carolyn@canalecomm.com
(619) 849-5382

California Life Sciences Institute (CLSI)
Will Zasadny
California Life Sciences Association
Wzasadny@califesciences.org
(619) 961-8848