



The National Institute for Innovation in Manufacturing Biopharmaceuticals

---

## AMERICAN INNOVATION AT WORK

---

### LIFE SCIENCE WORKFORCE & TALENT DEVELOPMENT: Lessons & Perspectives from the United States

John Balchunas, NIIMBL

September 2023

# NIIMBL Mission & Strategy

The NIIMBL mission is to accelerate biopharmaceutical manufacturing innovation, support the development of standards that enable more efficient and rapid manufacturing capabilities, and educate and train a world-leading biopharmaceutical manufacturing workforce, fundamentally advancing U.S. competitiveness in this industry.



## Membership

Secure a **strong membership** to lead and transform the development and adoption of next-generation biopharmaceutical technologies



## Project Portfolio

Pursue a strategic portfolio of **projects and programs** that support the development, acceleration, and adoption of new technologies.



## Workforce Development

Build national capacity to meet the **talent, training, and workforce development** needs of the biopharmaceutical manufacturing ecosystem.



## Thought Leadership

Establish NIIMBL and its leadership as the ecosystem's **prime voice**.



## Future Investment

Achieve **operational excellence** to maximize technology and education and workforce investment opportunities.



2

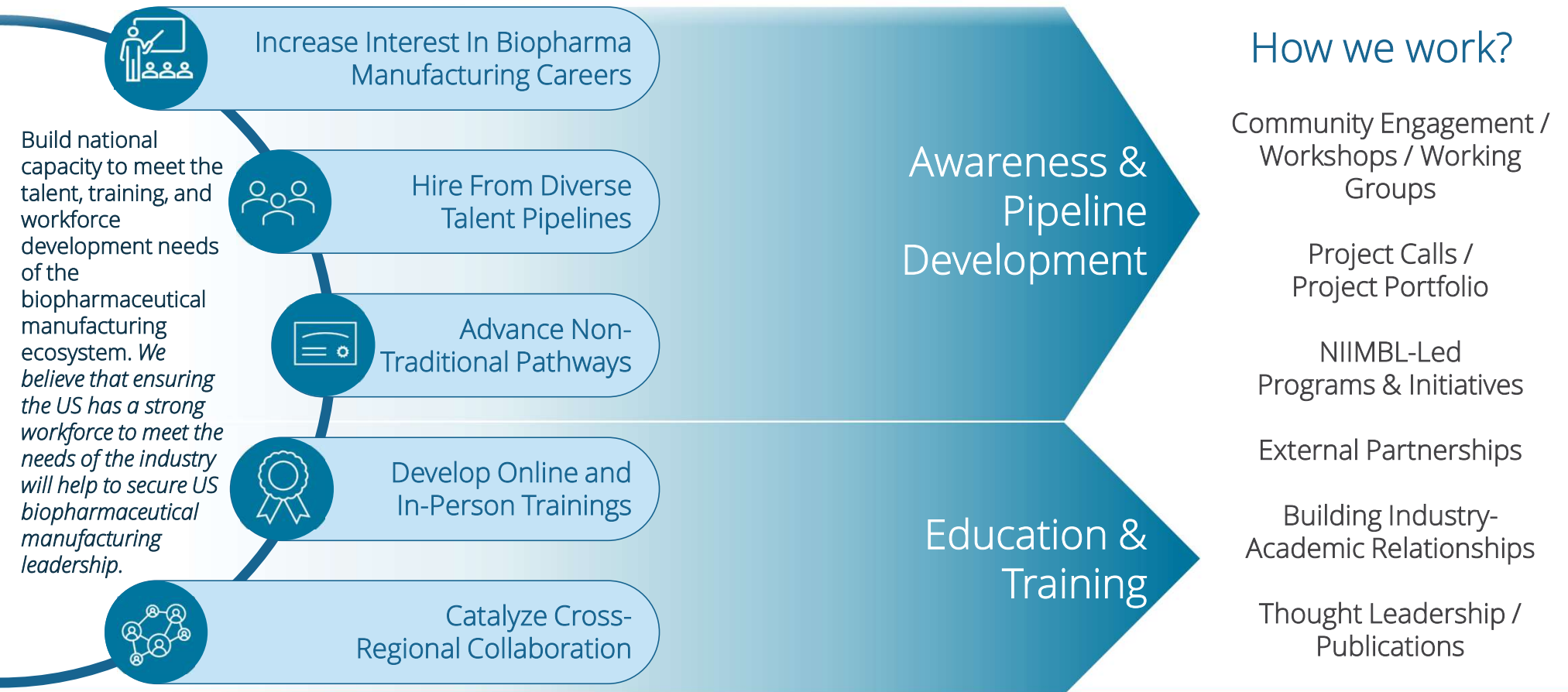


©2023 NIIMBL

AMERICAN INNOVATION AT WORK

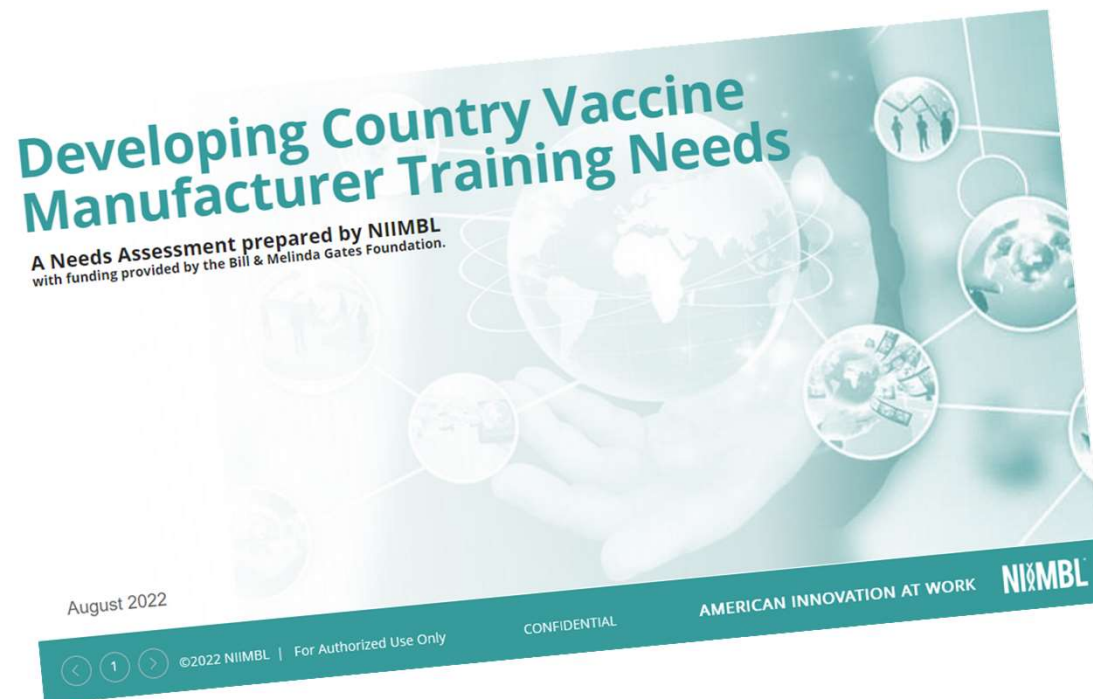
NIIMBL

# Our Approach to Workforce Development



# Our Partnership with DCVMN

- NIIMBL partnered with DCVMN in 2022 to conduct a **needs assessment** focused on workforce training needs at DCVMs
- The needs assessment identified **lack of training access and awareness** a fundamental priority
- The organizations have expanded partnership to focus on the development and launch of a globally-accessible **training directory**



4



©2023 NIIMBL

AMERICAN INNOVATION AT WORK

NIIMBL

# Opportunities for Global Biomanufacturing Workforce Development

While the NIIMBL National Meeting is US focused, the discussion themes from this year's meeting are globally universal. We identified 4 key opportunities for the biomanufacturing industry:

- 1 Don't forget to build a talent pipeline.** Biopharmaceutical and vaccine manufacturing careers are not in the minds of most young people.
- 2 Consider "skills-first" pathways.** Employers are increasingly considering non-degree employment pathways including certifications, microcredentials, and apprenticeships.
- 3 Industry-academic partnerships drive "real world" learning.** Students are increasingly getting real world, case-study based training through innovative partnership models.
- 4 Cross-regional collaboration is needed.** Biopharmaceutical and vaccine manufacturing education and training is often done in siloes. We must partner across regional lines to deliver ROI faster.

