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

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September 2023
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.
Our Approach to Workforce Development

How we work?

- Community Engagement / Workshops / Working Groups
- Project Calls / Project Portfolio
- NIIMBL-Led Programs & Initiatives
- External Partnerships
- Building Industry-Academic Relationships
- Thought Leadership / Publications

Build national capacity to meet the talent, training, and workforce development needs of the biopharmaceutical manufacturing ecosystem. We believe that ensuring the US has a strong workforce to meet the needs of the industry will help to secure US biopharmaceutical manufacturing leadership.
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.
Opportunities for Global Biomanufacturing Workforce Development

Don’t forget to build a talent pipeline. Biopharmaceutical and vaccine manufacturing careers are not in the minds of most young people.

Consider “skills-first” pathways. Employers are increasingly considering non-degree employment pathways including certifications, microcredentials, and apprenticeships.

Industry-academic partnerships drive “real world” learning. Students are increasingly getting real world, case-study based training through innovative partnership models.

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.

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: