

c3bc Panel

What did we do & learn?

San Francisco

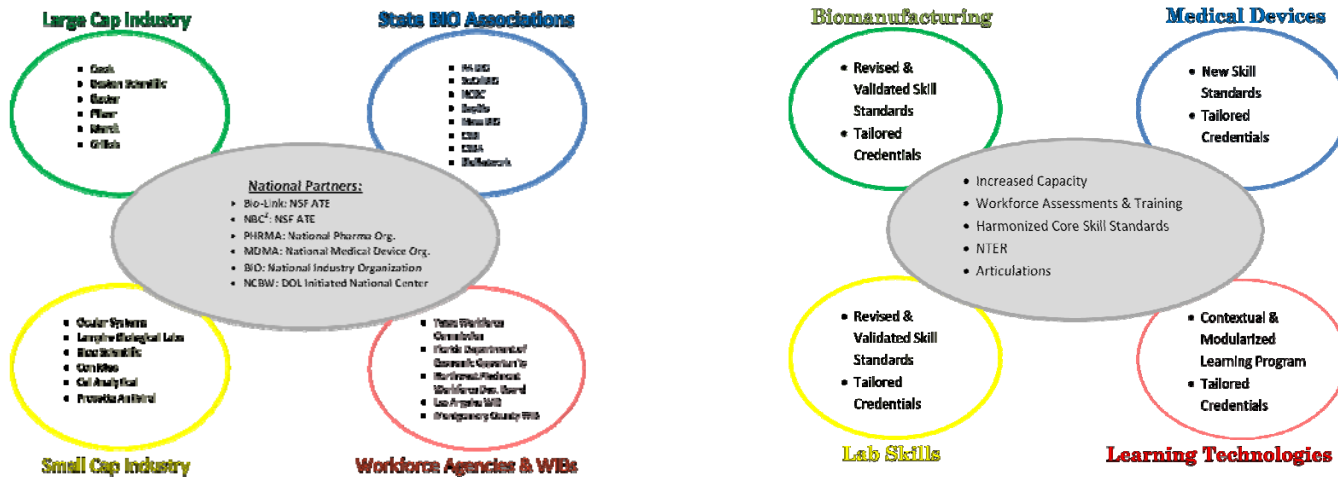
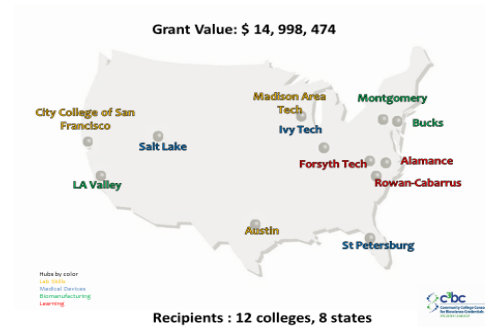
June 6, 2016

Russ H. Read, Sengyong Lee, Elaine Johnson, Sonia Wallman, Michael Ayers,
Steve Dahms

c3bc- Mission

- What did we set out to do?
- What did we accomplish?
- What did we learn?

The Players & Plan







Addressing HS students at the NCBW

National Approach



SLCC StudentFactured program

- Increase capacity by building new programs - credit & short non-credit programs for technicians
- Build Bioscience Harmonized Skill Standards. Create Medical Device Skill Standards.
- Remove barriers to achieving training (flexible labs, simulations & gaming programs)
- Industry Advisory Council's input on credentials & program development
- Promote seamless articulations from 2-year schools to 4-year schools = 2+2 and back to 2-year from 4-year schools and beyond for hard skills training
- Promote internships



Capstone Boot Camp Students



LAVC Bridge Class

Accomplishments



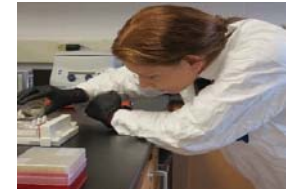
Austin CC students

- Completed expansion of upgrades on equipment and training capacity at multiple colleges
- Created the first set of industry-validated Medical Device Skills Standards for training entry-level technicians
- Created industry-validated Core Bioscience Skill Standards
- Delivered a modular and open resource approach to learning the biosciences and a novel Science Skills Laboratory
- Well into the process of uploading grant products to the virtual entities of NTER & Skills Commons.org for universal access
- Bioscience training opportunities were provided to over 3,000 displaced workers and students and a successful LAVC Bridge Program
- c3bc colleges created multiple new certificates, programs and degrees to accelerate students completion
- The unique BioNetwork Capstone experience has been offered to 35 students from across the country



Austin Veteran Grad

Accomplishments



Bucks CC student

- The National Advisory Council has met to review the progress of the grant either virtually or in person several times for guidance and input
- The Manufacturing Institute(MI) has teamed up to produce case histories of work with employers and job training placements of c3bc graduates
- The Abt Evaluation team has been proactive with the sites and has tapped into some of the great partnerships occurring between colleges, workforce and industry
- The grant is actively disseminating information through IMPACT magazine, MI & conference presentations & posters & Skills Commons
- The grant has undergone 6 budget modifications to meet the needs of the twelve participating colleges and two successful site visits by the US DOL

Sengyong Lee- Medical Devices Hub

What did we do ? What did we learn?

- Medical Devices Skills Standards



Dissemination of Medical Device Skill Standards

San Francisco, CA

June 5, 2016

Funded by DOL #TC-23761-12-60-A-37

Sengyong Lee Ph.D.

Medical Device Hub Leader

Professor & Program Chair

Biotechnology

Ivy Tech Community College Bloomington



✓ ***The Medical Device Hub Partner Colleges***

Anoka Ramsey Community College in MN

Austin Community College in TX

College of the Canyons in CA

Ivy Tech Community College in IN

Moorpark College in CA

Mount Wachusett Community College in MA

Saint Petersburg College in FL

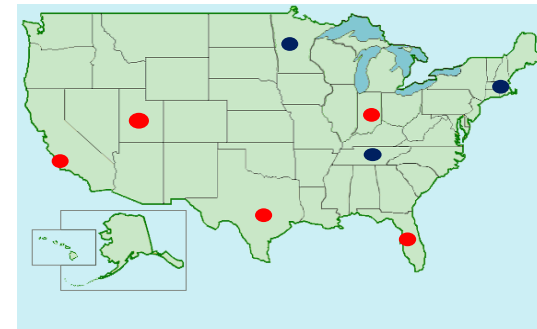
Salt Lake Community College in UT

Southern California Biomedical Council in CA

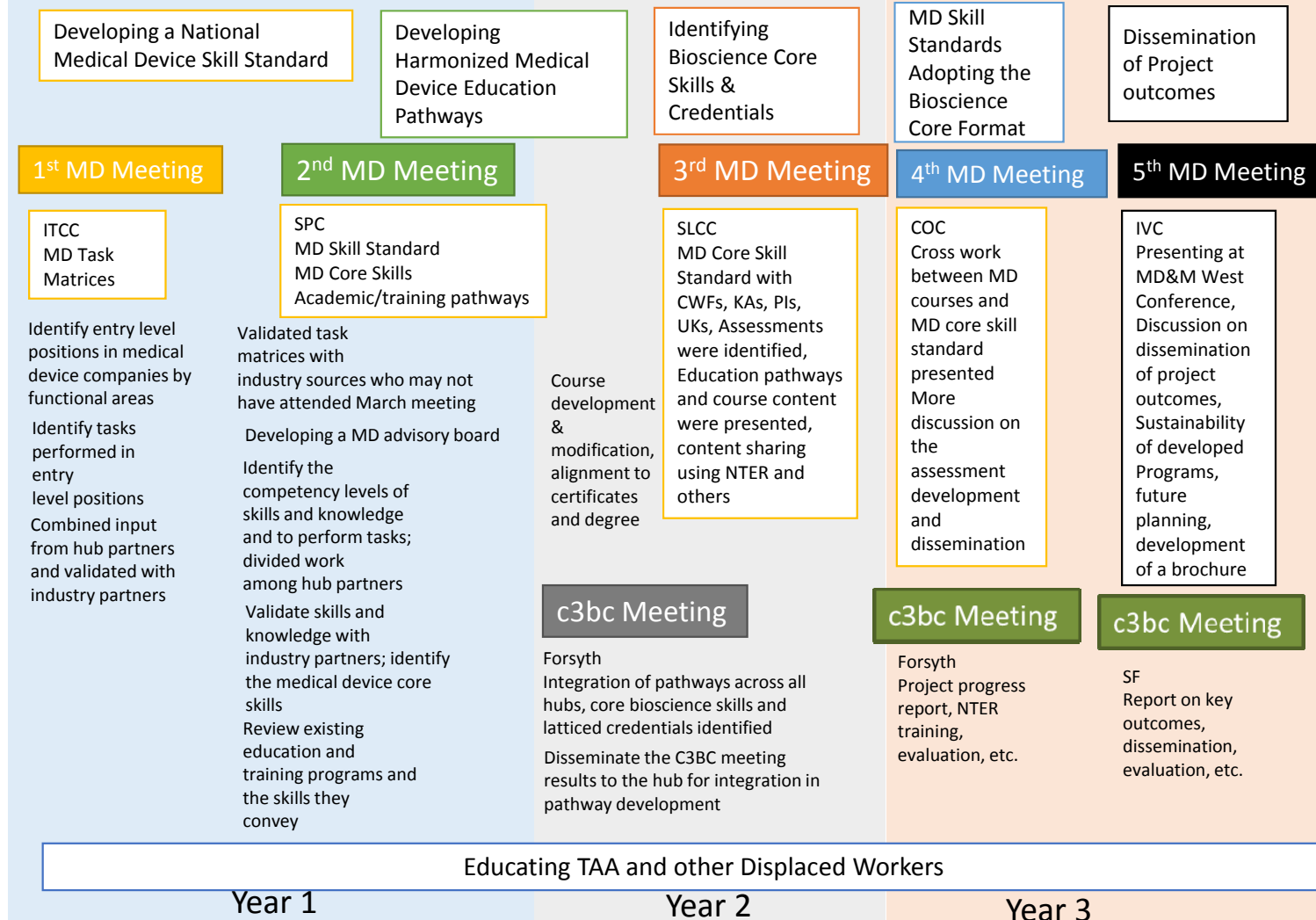
Ventura County Community College District in CA

William Moor College of Technology in TN

**** The Grant Funded Colleges were italicized.***



Medical Device Hub Project Flowchart





✓ **Main Project Outcomes from the MD Hub**

- *Development of the first skill standards for the entry level jobs in the Medical Device industry*
- *Education program alignment and development based on the new skill standards*
- *Disseminating instructional materials for courses and modules*





- ✓ ***The Medical Device Skill Standards***
 - *The first skill standards for the entry level jobs in the medical device industry*
 - *Developed by the industry SMEs through so many regional and national meetings*
 - *Describe entry level jobs, critical work functions, key activities, performance indicators, underlying knowledge and assessments*
 - ***Provide guidelines to develop education & training programs for medical device industry careers***

✓ ***Education Program Development and Implementation***

- *Partners colleges utilized the new skill standards in their courses, certificates, and degree programs*
 - *Austin CC – Framework for a new MD manufacturing program*
 - *Ivy Tech CC – New RA certificate & plastics program*
 - *Salt Lake CC – New MD certificate program strongly endorsed by their local employers*
 - *St. Petersburg C – New Biomedical Equipment Technician I Certificate program highly valued by local hospitals*
 - *“Course sharing” between Anoka Ramsey CC and Ivy Tech CC*

✓ **Disseminating Courses and Instructional Resources**

- *“Courses in a box” project - Disseminate all necessary instructional materials to teach a course or a topic (syllabus, lesson plans, a cross-walk between the course content and the skill standards, lecture slides, assignments, assessments, instructor’s qualification requirement, necessary equipment and supply list, etc.)*
 - *Quality Practices Course – aligned with ASQ’s CQIA & CQPA*
 - *Metrology Course – calibration, inspection, quality audits, etc. in the MD manufacturing environment*
 - *Product Life Cycle Course – MD product life cycle based project scenarios*
 - *Root Cause Analysis Module – key problem solving tools*



✓ ***Benefitting Educators and the Industry***

- *“The final publication for the c3bc work looks great and has been very helpful. I am preparing to offer the quality class for the first time in the Fall and the course materials help tremendously!” - Emalee MacKenzie, Irvine Valley College*
- *“ It is an excellent publication... our companies will find extremely useful, and administrators of post-secondary education should find invaluable!! Congratulations on successfully completing a monumental task!” - Kathy Heuer, Executive Director, Indiana Medical Device Manufacturing Council, Inc.*
- *“ I know the people involved were happy to help and I am glad their contributions were of help to you. Thanks to you and your team for all the hard work.” – Pete Yonkman, President, Cook Medical*



✓ **List of Industry Participants**

Abt Associates - Judy Alamprese, Hannah Engle

Alfred Mann Foundation - Joe Schulman

Alpha Training & Consulting - John Lee

AMEDICA Corporation - Bill Jordan

Bard Access Systems - Jessica Smith

BayCare Health System - Walter Barrionueve, Randell Orner, Carlos Villafane

BD Medical - Jacob Morrill, Corey Thayer

BioFlorida, Inc. - Michael Van Butsel

BioFire Diagnostics, LLC - Kelly Hunter, Paul Murphy, Quinn Whitlock

BioUtah - Peter Knauer

Boston Scientific Corporation - Brian Sills, Robert Wilson

Bovie Medical Corporation - Dan Cavaliere

Cain Consulting, LLC - Meraleen Cain

Chapman Lake Instrument, Corp. - Mike Kiser

Cook Medical - Ray Amos, Eric Bomba, David Chadwick, RuthAnn Dubois, Jay Freund, Rich Granquist, Jim Koontz, April Lavender, Chris Kilander, Shawn Lawson, Bruce Miller, Dan Peterson, Jim Pope, Jim Ragsdale, Kim Roberts, Don Rodda, David St. John, Alyson Tews, Troy Wingler

Cook Polymer Technology - Spencer Leiter, Deb Schwanke

Echelon Biosciences Incorporated - Xin Morrow

Edwards Lifesciences Corporation - Santosh Bhagat, Karen Jones

Fresenius Medical Care - David Lockridge

Grace Medical - Alfred Chung



✓ **List of Participants**

Haemonetics Corporation - Jesse Kryger

HDE Technologies, Inc. - Merelee Engel, Simon Engel

ICU Medical, Inc. - Scott Peters

Indiana Medical Device Manufacturers Council - Peggy Welch

Kinamed Incorporated - William Pratt

Lantheus Medical Imaging, Inc. - David L. Hyde

Lumenis - Jace McLane

MasterControl, Inc. - Jeff Brown

Medical Machining Specialists - Tim May, Jeff Shepherd

Medtronic - Stan McKee

Medtronic Minimally Invasive Therapies (formerly Covidien Plc.) - Jan Flegeau

Megadyne Medical Products, Inc. - Balaji Sudabattula

MichBio - Stephen Rapundalo

National Institute for Metalworking Skills, Inc. - James Wall

Nelson Laboratories Inc. - Tina May

Ocular Systems, Inc. - Lynn Knight

Operon Resource Management - Steve Sawin

Rhein Medical, Inc. - Chris Gahles

Second Sight Medical Products, Inc. - Ted Randolph

Southern California Biomedical Council - A. Stephen Dahms

The Calibration Solution - Tom Bartunek



✓ **List of Participants**

The KPI System - Rai Chowdhary

The Manufacturing Institute - Gardner Carrick

Utah STEM Action Center - Tami Goetz

University of California, Irvine - Mark Bachman

Ventura County Workforce Investment Board - Cheryl Moore

Vivid Ngenuity, LLC - Vivian Ngan-Winward

Wencor Group - Jennifer Bolander

Elaine Johnson- Laboratory Skills Hub

What did we do? What did we learn?

- Bioscience Core Skills Standards



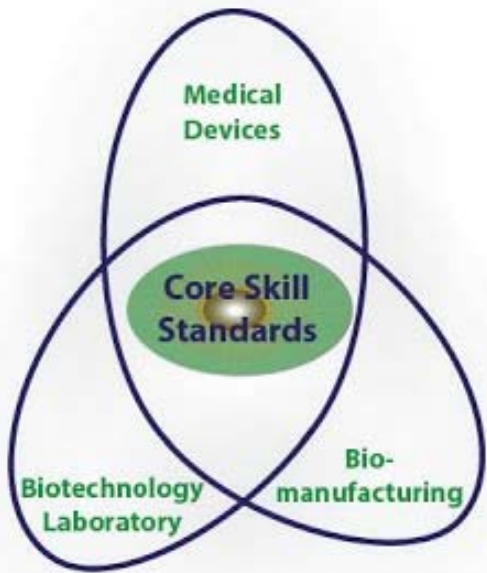
LAB SKILLS HUB

Elaine Johnson, PhD
Lab Skills Hub Leader
Representing
City College of San Francisco
Austin Community College
Madison Area Technical College



Lab Skills Hub Goals

- Produce Revised & Validated Core Lab Skill Standards
- Disseminate Core Lab Skill Standards
- Work with hubs to determine Core Bioscience Skill Standards
- Contribute assessment tools for Core Bioscience Skill Standards
- Tailor Stackable Credentials
- Provide assessment resources for educators available through web-based portal, webinars, workshops, presentations, and publications
- Share information with stakeholders
- Create an environmental monitoring program at CCSF
- Train students
- Place students in jobs and internships



Why this effort to define Core Skills?

- Give educators the tools to develop courses, certificates, modules, etc.
 - Assessments
- Define skills and knowledge necessary for entry level positions
 - Students know and can articulate what they know
 - Industry recognizes what students know
 - Means to measure learning outcomes
- Possibly develop credential based on those core competencies

Draft of Core Skill Standards based on:

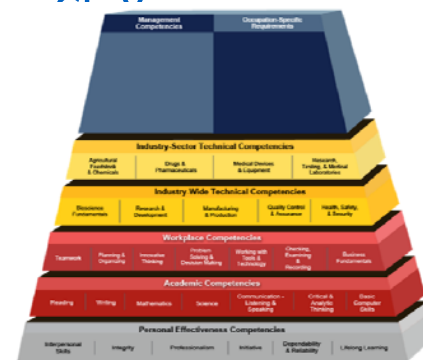
2007 Biotechnology and Biomedical Skill Standards; Copyright 2007

<http://www.biolink.org/home/shoreline-community-college/biotechstandards>



Bioscience Competency Model: U.S. Department of

Labor www.careeronestop.org/COMPETENCYMODEL/pyramid.aspx?BIOS



Other Skill Standards served as important references

Organization of Skill Standards

- **Critical Work Functions**
 - Major responsibilities of the job
- **Key Activities**
 - Activities needed to accomplish a critical work function
- **Performance Indicators**
 - Concrete, visible ways that we will know the individual is doing the activity correctly
- **Underlying Technical Knowledge**
 - Knowledge that technician must have to excel
- **Assessment**
 - Determination of proficiency

Critical Work Functions

- Maintain a safe and productive work environment
- Perform routine facility support
- Perform measurements/tests/assays
- Comply with applicable regulations and standards
- Manage and communicate information
- Perform mathematical manipulations

Key activities for one Critical Work Function:
Perform measurements/tests/assays

- Collect samples according to established procedures and applicable sampling plans
- Prepare samples according to established procedures
- Follow appropriate test procedures/instructions
- Document data & results according to established procedures
- Interpret and/or analyze data & results as appropriate

US DOL-TAACCT– CCSF – Environmental Monitoring Program

Trade Adjustment Act (TAA) Workers; Other Displaced Workers; Veterans;
Other students

Courses in Laboratory Skills/Instrumentation

1. Field Instrumentation/handhelds
2. Environmental Monitoring
3. Microbiology; EPA methods
4. Wet Chemistry; Instrumentation ICP, GC-MS, IC
5. QA/GLP – documentation?
6. LIMS?

Internships; Job Placement
Laboratory Analysts/Technicians

Courses in water operations/quality?

1. Math (contextualized to water operations)?
2. Chemistry (contextualized)?
3. Engineering?
4. Test Prep for state certification?

Internships; Job Placement
Water operator/quality

Reflections and Conclusion:


The Lab Skills Hub (CCSF, MATC, ACC) continue to value collaboration and leveraging resources.

The Bio-Link network, curriculum and instructional materials clearinghouse, and robust interactive web communication tools offer value to TAACCCT.



Core Skill Standards for Bioscience Technicians

MEDICAL DEVICES 

 BIOSCIENCE LAB SKILLS

Core Skill Standards

 **c³bc**
Community College Consortium
for Bioscience Credentials

ForsythTech
Education For Life

TAACCCT

 BIOMANUFACTURING

Sonia Wallman- Biomanufacturing Hub

What did we do? What did we learn?

- Downstream processing module

c3bc Biomanufacturing Hub 2012-2016

LA Valley

**Major Accomplishments
Sustainable Elements**

Hub Colleges by color:

Lab Skills

Medical Devices

Biomanufacturing

Learning

Sonia Wallman, PhD

Biomanufacturing Consultant NBC2
c3bc **Biomanufacturing** Hub Lead



The Biomanufacturing Hub People

- **Montgomery County Community College (MC3)**
 - Sonia Wallman, PhD, Biomanufacturing Hub Lead
 - Margaret Bryans, PhD, Faculty
 - John O'Neill, PhD, Project Director
 - Jason McMillan, BS and MBA, Career Coach and Laboratory Manager
- **Bucks County Community College (Bucks)**
 - Linda Rehfuss, PhD, Co-PI
 - Ciana Cooper, PhD, Bioscience Grant Coordinator
- **Los Angeles Valley College (LAVC)**
 - Lennie Ciufu, Job Training Director
 - Chander Arora, PhD and Pamela Byrd-Williams, Co-PIs
 - Keri Luna, Career Coach
 - Sara Lamog,

LAVC People and Program

Los Angeles is home to biopharmaceutical manufacturers Baxter, Grifols, Prolacta, and Baxalta, companies engaged in downstream processing of valuable human products and proteins. These companies are expanding in the LA area; they need local biomanufacturing technician help.

Because of Lennie Ciufu's connection to industry and understanding of workforce needs plus the use of his proven methods for developing public interest, along with the creation of contextualized training in the form of a (14 unit/150 hour non-credit) Biotechnology/ Biomanufacturing Skills Certificate, the LAVC program placed the greatest number of graduates into the local, growing biomanufacturing industry. The certificate program is co-led by Dr. Chander Arora and Pamela Byrd-Williams, professor in the biological sciences department. Lennie Ciufu oversees the biotech bridge academy in the job training department at LAVC and is aided by Keri Luna, manager and Sara Lamog, instructor



LAVC's Biomanufacturing Team
Dr. Chander Arora and Professor Pamela Byrd-Williams in the Biological Sciences department with Keri Luna, Sara Lamog and Lennie Ciufu of the Biotech Bridge Academy

Montgomery CCC People and Program

Margaret Bryans joined MCCC in 2006, serving first as NBC2 Project Manager and from 2009 to 2012 as NBC2 Principal Investigator. Maggie is Assistant Professor and Director of the MCCC Biotechnology program.

John (Jack) O'Neill, c3bc Program Director for the Biomanufacturing Hub, and Jason McMillan, c3bc Laboratory Manager and Career Coach, joined the c3bc Biomanufacturing Hub at MCCC in early 2013.

The new 16 credit Biotechnology and Biomanufacturing certificate program has preferred provider status in Montgomery County. The certificate has served a variety of students including TAA workers, veterans, students with Bachelor's and Master's degrees, incumbent workers and those pursuing an Associate's degree.

The region's BigPharma industry suffered job losses during the great recession. Contract research, development and manufacturing organizations (CSOs or CXOs) sprouted in the area to work on BigPharma projects. These companies need biotechnicians *already* skilled in *hands-on* biotechnology/biomanufacturing in the areas of production and quality control and in the *behaviors* required in the stringent regulatory environment of biopharmaceutical (bio)manufacturing.



Bucks CC People and Program

Linda Rehfuss, Ph.D. came from a research position in BigPharma to Montgomery County Community College as professor and program director for biotechnology/biomanufacturing. She became Dean of Math and Sciences in 2006.

In 2009, Dr. Rehfuss moved to Bucks County Community College to develop a hands-on biotechnology and biomanufacturing education and training program at the college to help serve Pennsylvania's BigPharma region.

Cianna Cooper, Program Director, joined the c3bc Biomanufacturing Hub in 2012.

Buck's new 16 credit stand alone Cell and Tissue Culture certificate program and Biology AA degree has preferred provider status in Bucks County. Students find ready employment because they have skills identified by manager and technician Subject Matter Experts from the biomanufacturing industry. On-the-job skills that have been identified include about 36% hands-on production and analysis, with the majority of skills needed relating to the regulatory environment of the industry: 'if you didn't document it, you didn't do it'.



Biomanufacturing Hub Program Montgomery County Community College

Biotech and Biomanufacturing Certificate – 16 Credits

BIT 120 (4 Credits)
Introduction to Biotechnology

BIT 123 (4 Credits)
Techniques and instrumentation for

BIT 220 (4 credits)
Biotechnology Research

BIT 232 (4 credits)
Biomanufacturing

Biotech and Biomanufacturing AAS Degree – 60 Credits

The Certificate is integrated into the
Montgomery CCC Biotechnology and
Biomanufacturing AAS Degree

Certificate graduates can be
immediately employed without
further education.

Biomanufacturing Hub Program Bucks County Community College

Cell and Tissue Culture Certificate – 16 Credits

BIOT 125 (**4 credits**)
Biotech Methods and Techniques

BIOT 205 (**4 credits**)
Cell and Tissue Culture

BIOT 221 (**4 credits**)
Biomanufacturing

CHEM 121 (**4 credits**)
Chemistry 1

Biotechnology Associate Degree – 60 Credits

The Certificate is integrated into the
Bucks Biotechnology Associate
Degree

Certificate graduates can be
immediately employed without
further education.

Biomanufacturing Hub Program LA Valley Community College

Biotech Bridge Academy
200 hours non-credit

Baxter, Baxalta, Shire, Grifols
Manufacturing Tech I

Biotech Academy	
Curriculum Breakdown	
Manufacturing Principles	30 hours
OSHA SAFETY	6 hours
Attitude /Emotional Intelligence / Preparing for Workplace Success	24 hours
Business Writing/Verification	6 hours
Science for the Workplace / Fractionation	12 hours
Lab Techniques	24 hours
Math for the Workplace	18 hours
Biology & Chemistry for the Workplace	12 hours
Critical Thinking/Problem Solving	6 hours
Effective Communication	6 hours
Integrity/Values Ethics	6 hours
Stress Management	6 hours
Time Management	6 hours
Cultural Diversity	6 hours
<u>Necscsw</u> Employee Application Process	6 hours
Interviewing skills/New Hire Activities	24 hours
Graduation	2 hours

Strong relationship with global biopharmaceutical companies hiring a great many employees as a result of expansion.

Companies such as Baxter (then Baxalta then Shire), Grifols Biologicals and Eastman Chemical are partners.

Relationship Guarantees Employment as Manufacturing Tech I, sometimes Manufacturing Tech 2 or lab, environmental monitoring or quality roles

Biomanufacturing Hub Programs LA Valley Community College

Biotechnology/Biomanufacturing Skills Certificate – 14 Credits

Biotech 1 (3 Units)

Fundamentals of Bioman & Biotech

Biotech 2 (3 Units)

Biomanufacturing I

Biotech 3 (4 Units)

Biomanufacturing II

Biotech 4 (4 Units)

Biomanufacturing III

or

Biotech 5 (2 Units)

Environmental Control & Support

and

The Bridge Academy and the Skills Certificate are two different programs. People who have completed the Skills Certificate are either already employed at Baxalta and Grifols or are high school students currently pursuing transferable college credit. The Skills Certificate is for credit; the Bridge Academy is not for credit.

Biomanufacturing Workforce Roundtables Create Partnerships for Education and Jobs

LOS ANGELES, CA LOCALE

LA Valley College c3bc Staff and Faculty
LA Valley Employee Development Department
SoCalBio
WIB (Los Angeles/Orange County)
WIB (LA) Career Services Director
America's Job Center of California (AJCC)
Salvation Army Haven
Veteran's Administration
Baxter
Baxalta
Shire
Grifols Biologicals
Eastman Chemi
Parexcel

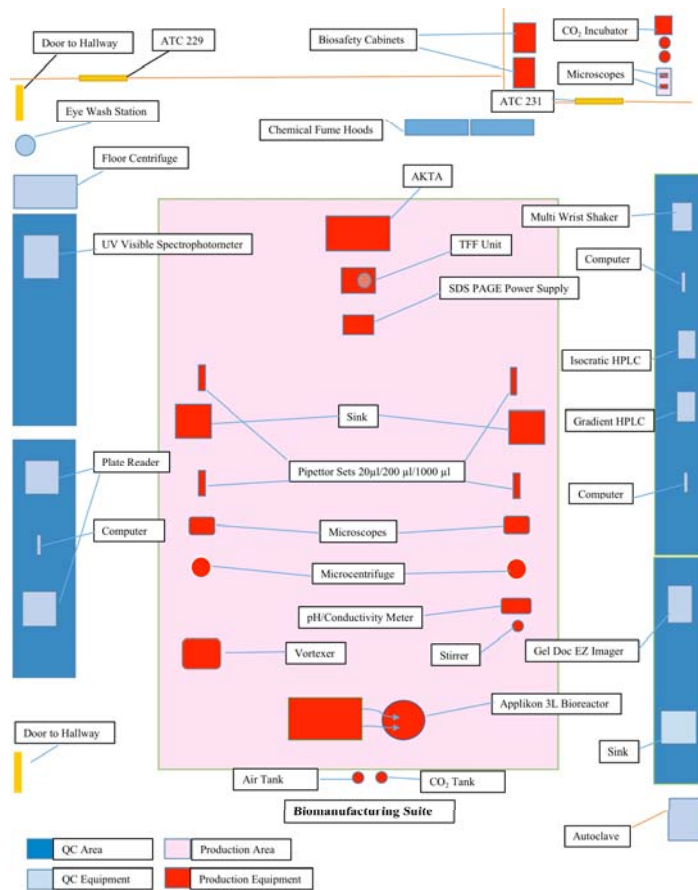


Naval veteran Ron McGee receives congratulations from Baxter Human Resource Manager Dean Arnold (left), Valley College President Dr. Sue Carleo, and WorkSource Services Division Chief Michael Dolphin.

PHILADELPHIA, PA LOCALE

Montgomery County CC c3bc CoPI, Staff and Faculty
Project Manager TAACCCT 2 Grant MC3
Director of Testing and Placement MC3 and Bucks
Director of Grant Development MC3
WIB (Montco) Recruitment Supervisor
WIB (Montco) Career Services Director
Montgomery County Development Corporation (MCDC)
Bucks County CC c3bc CoPI, Staff and Faculty
WIB (Bucks) Employer Service Supervisor
WIB (Bucks) Business Service Representative
WIB (Bucks) TAA Specialist
WIB (Bucks) WIA Director
GSK
Merck & Co., Inc.
Teva Pharmaceutical Industries
Rockland Immunochemicals
Rockland Antibodies and Assays
Meso Scale Discovery
KVK Tech
VWR Scientific
Jansen
WuXi AppTec
JLL, Inc.

Biomanufacturing Suite with Equipment



Core Laboratory Equipment

- Pipettors
- Microfuge
- pH/Conductivity Meter
- Stirrer
- Shaker
- Vortexer
- Computer

Production Upstream

- Autoclave
- Biosafety Cabinet
- CO₂ Incubator with Magnetic Stir Plate and Spinner Bottles
- Applikon 3L Bioreactor
- Microscope
- UV Visible Spectrophotometer
- Centrifuge
- Tangential Flow Filtration Unit

Production Downstream

- Bio-Rad LP Liquid Chromatography System
- GE AKTA LP Liquid Chromatography System

Biomanufacturing Laboratory Manual

Biomanufacturing Laboratory Manual Table of Contents

Montgomery County Community College
340 DeKalb Pike
Blue Bell, PA
Page 1 of 1

Document Number: 22.01.01
Revision Number: 0
Effective Date: 99/99/9999

SOP: Applikon ez-Control Bioreactor Controller Operation

Metrology: SOPs for lab-scale equipment

Validation: SOPs for autoclave

Quality Assurance: cGMP, SOPs, Batch Records, Equipment Logs

Quality Control Microbiology: Environmental Monitoring SOPs

Upstream Processing: CHO recombinant for human Interleukin 8 (IL-8) SOPs
Centrifugation SOPs
Tangential Flow Filtration SOPs

Downstream Processing: Chromatography of IL-8 from CHO Cell Culture SOPs

Quality Control Biochemistry: SDS-PAGE SOPs
IL-8 ELISA SOPs

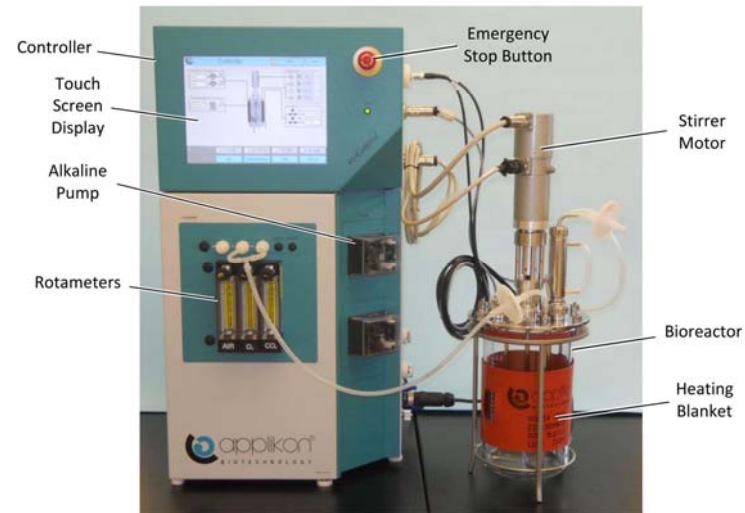


Figure 1. Applikon ez-Control Bioreactor Controller and Bioreactor

Virtual Downstream Processing

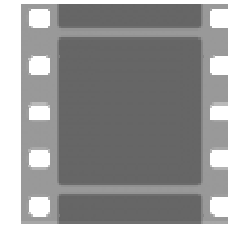
Monoclonal antibody proteins (or mAbs) are the single largest class of recombinant biological drugs to date and represent about a third of the total biopharmaceutical market. The recent success of monoclonal antibodies for a wide range of disease therapies has led to the development of industrial production operations that manufacture pharmaceutical-grade mAbs both efficiently and safely. The following modules introduce a typical mAb bioprocessing workflow, detailing the equipment and processes used in biomanufacturing within a regulated environment.

<http://faculty.mc3.edu/downstreamprocessing/story.html>

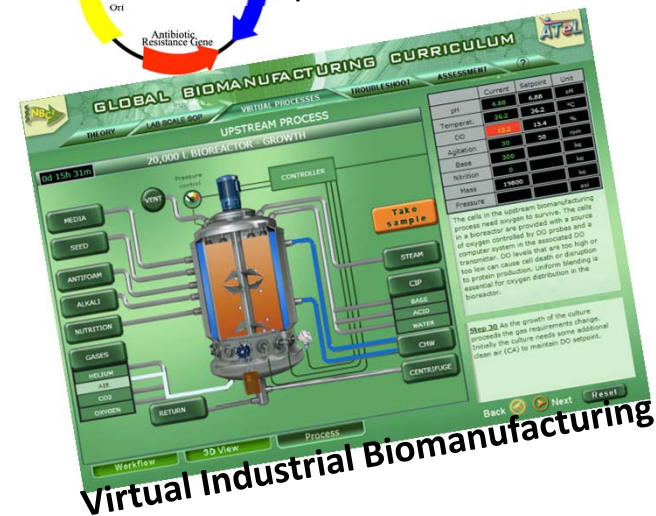
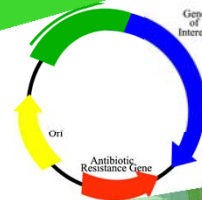
Online Biomanufacturing Resource

www.biomanufacturing.org/

- CHAPTER 1 INTRODUCTION
ENGINEERING UNIT OVERVIEW
- CHAPTER 2 FACILITIES
- CHAPTER 3 METROLOGY
- CHAPTER 4 VALIDATION
- CHAPTER 5 ENVIRONMENTAL, HEALTH,
AND SAFETY (EHS)
- CHAPTER 6 OPERATIONAL EXCELLENCE
QUALITY UNIT OVERVIEW
- CHAPTER 7 QUALITY ASSURANCE
- CHAPTER 8 MICROBIOLOGICAL CONTROL
- CHAPTER 9 QUALITY CONTROL
BIOCHEMISTRY
PRODUCTION UNIT OVERVIEW
- CHAPTER 10 UPSTREAM PROCESSING
- CHAPTER 11 DOWNSTREAM PROCESSING
- CHAPTER 12 PROCESS DEVELOPMENT
- APPENDIX A MASTER GLOSSARY



Michael Cicio - Today's
Biologics: From Bench
Top to Bottle.
Tags: Keynote
Speeches, Bioman 2006



Career Pathway Data Collection: Students and Graduates

STUDENT DATA COLLECTED	PA	LA	TOTAL
Total Number Unique	139	189	328
Male	60 (43%)	134 (72%)	194 (60%)
Female	79 (57%)	52 (28%)	131 (40%)
Average Age	30.5	36.5	33.5
Employed at Start of Class	18 (13%)	156 (82%)	174 (53%)
Associate, Bachelor, Graduate Degree	46 (33%)	91 (48%)	137 (42%)
Veterans/Spouses/Dependents	6 (4%)	16 (8%)	22 (7%)
Disability	7 (5%)	2 (1%)	9 (3%)
TRA/WIA	13 (9%)	3 (2%)	16 (5%)
Biotech/Bioman Credential	45 (32%)	156 (82%)	201 (61%)
Biotech/Bioman Job	18 (13%)	156 (82%)	174 (53%)
Transfer to Higher Education	6 (4%)	0	6 (2%)
Percentage of Placements	53%	100%	76%
Hourly Wage	N/A	\$14.76	\$14.76

Career Pathway Data Collection: Job Titles of Some Program Graduates

- Environmental Monitoring Technician
- Laboratory Automation Scientist
- Laboratory Technician
- Manufacturing Associate I
- Manufacturing Tech I
- Manufacturing Tech 2
- Process Improvement Leader
- Quality Assurance Associate
- Quality Analyst
- Quality Control Analyst
- Quality Operations Product Release Coordinator I
- Research Associate
- Research Scientist
- Research Technician
- Senior Laboratory Technician
- Senior Scientist
- Technical Writer
- Technical Writer/Scientist III

Career Pathway Data Collection: Companies Hiring Program Graduates

- WuXi AppTec
- Baxter
- Baxalta
- Shire
- Grifols Biological
- Eastman Chemical
- JLL, Inc.
- NewAge Clinical
- Merck & Co., Inc
- Teva Pharmaceutical Industries
- Rockland Immunochemicals
- Rockland Antibodies and Assays
- Meso Scale Discovery
- KVK Tech
- VWR Scientific

Michael Ayers- Learning Technologies Hub

What did we do? What we did learn?

- Science Skill Labs
- Modular Learning

Steven Dahms- NAC Chair

What did we do?

- What did we learn?
- What's next ?