Organizational Needs for Bio-Science Employers

What are your greatest recruiting challenges?

- Liability issues for high school students
- Selection process, picking between the ones that will do well and the ones that will benefit the most
- Obtaining funding for more spots
- Visibility on limited budget
- Economy/Unemployment rate (low)
- Limited qualified candidates
- The vetting of talent/skill set
- Data Analytics
- Industry experienced candidates (salary or hourly)
- Knowing talent supply (hard for employers to navigate)
- O*Net Job Descriptions do not match the actual industry requirements
- Understanding regulatory & SOPs
- Missing hands on skills
- GMP/Clean Room Environment
- Learning control systems and scale
- Awareness of the Associate Bachelors divide - what candidates with each degree are capable/allowed to do.
- Awareness of certificate programs

What Entry Level Occupations are most in need in your organization?

- Intern (bench research)
- Research Technician
- Chemist Technician, Facilities, GMP
- QC Lab Technician
- Production Technician
- Data Analytics

What Experience Level (2+ years) occupations are most in need in your organization?

- Scientist
- Regulatory Affairs
- Analytical Development
- Quality Control
- Big Bata researcher/analyst
- Compliance – Quality Control Specialist
- Maintenance Technician with both electrical and mechanical experience
- QC Lab Technician
- Engineers (Automation, Process)
- Software Developers

- Computer Systems Validation

What soft skills are most lacking in your employees or potential employees?

- Email etiquette
- Closing the loop on work
- Communication skills
- Presentation skills
- Taking ownership
- Work tracking/progress (lab notebooks)
- Communication
- Planning
- Accountability / Responsibility / Dependability
- Critical Thinking / Judgement
- Psychological Safety
- Acting with empathy: understanding others and how they are feeling
- Problem solving
- Safety culture
- Acceptance of constructive criticism
- Understanding the concept of deliverables
- Understanding generational differences

What technical skills are most lacking in your employees or potential employees?

- Understanding how to learn to use equipment
- Experience working in a real lab environment
- CGMP Knowledge
- GXP (Quality)
- Writing documentation
- Sanitary Environmental Knowledge
- Industry-Specific Control System Knowledge
- Need for hands on experience/externship
- Instructors missing real experience or field knowledge
- ASQ
- Troubleshooting
- Understanding the reason why certain things must be done.