



**INNOVATEBIO**

National Biotechnology Education Center

Envisioning the Next Bioscience Workforce:  
A Summit on Industry Trends and Needs  
Washington, DC  
June 26-27, 2023

## Credentialing Mini-Panel

**John Carrese, Moderator**

Tuesday, June 27, 2023

2:00 -2:30 PM



# Credentialing



**Highlighting innovative credentialing programs that validate an individual's readiness to meet industry's workforce needs.**

- **Angela Consani**, CEO, Bioscience Core Skills Institute (BCSI)
- **Phil Gibson**, Strategic Advisor–Workforce, Center for Global Health Innovation
- **Liisa Bozinovic**, Executive Director, Oregon Bioscience Association; Chair, Coalition of State Bioscience Institutes (CSBI)

**BCSI**

BIOSCIENCE  
CORE SKILLS  
INSTITUTE

**ANGELA CONSANI**  
CEO & CO-FOUNDER

# The Current Process Is Not Effective

Diverse and often mismatched

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No practical testing

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Expensive

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Lacks texture

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Unacknowledged alternative training

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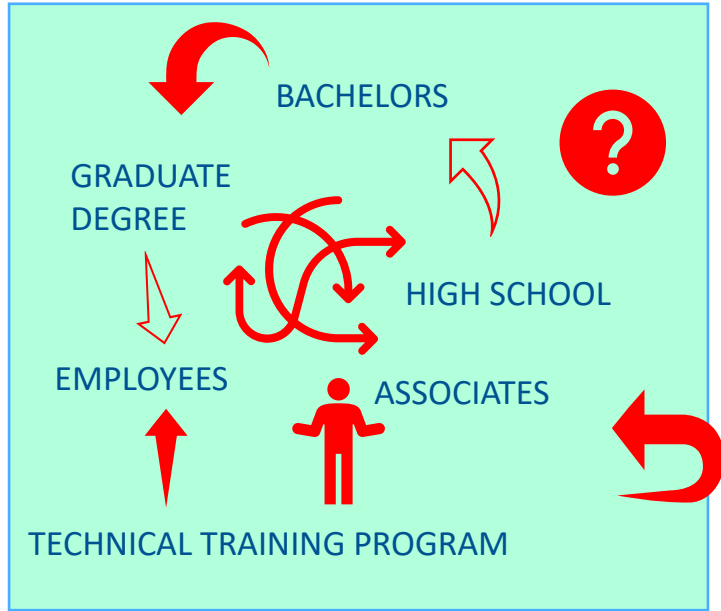
One size fits all no longer applies.

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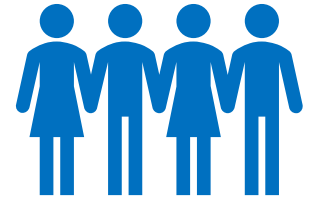
Skills cannot be conveyed without  
completion



# Identifying Talent at Multiple Training Levels



WORKFORCE  
READY TALENT



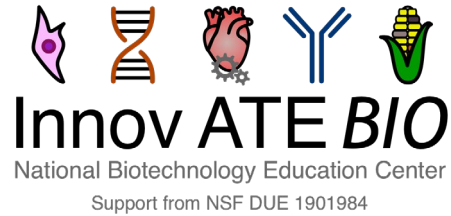
# First Tier Credentials



# Second Tier Credentials



# Partners



*Together, beyond animal health*



**BIOKANSAS**  
THE BIOSCIENCE NETWORK IN KANSAS

**BCSI**  
BIOSCIENCE  
CORE SKILLS  
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# THANK YOU!

Angela Consani, CEO & Co-Founder | [angela@coreskillsinstitute.com](mailto:angela@coreskillsinstitute.com) | (719) 304-4019

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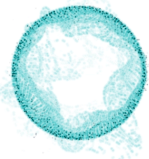
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**BACE** Biotechnician™  
Assistant  
Credentialing  
Exam

# Implementation of an Industry- Recognized Credentialing System (IRCS)

National Science Foundation

Grant No. 2054895



Center for  
Global Health  
Innovation

Philip Gibson, Strategic Advisor, Workforce  
Development  
[PGibson@cghi.org](mailto:PGibson@cghi.org)



Based on foundational concepts and skills required in biotechnology-based workplace settings

- Industry recognition
  - Relevance, Accuracy, Alignment to Standards
  - Ryan Takeya, Seagen, North Creek Site Head, Senior Director Manufacturing, "Over time, the BACE credential will become a standard and will help funnel more qualified candidates into the biomanufacturing and biotechnology field."



# Industry Preferred Credential



**Jubilant HollisterStier**  
is hiring  
High School Graduates with  
the BACE Credential

## Start Your Career Here:

- Process Tech IV - SVP Aseptic
- Environmental Monitoring Technician IV
- Process Tech IV - Compounding

<https://www.jublhs.com/careers/career-opportunities>



**Starting Salary**  
\$19.58 - \$23.03/hour,  
depending on position.  
Evening hours earn more as  
do qualifying aseptic areas.  
Benefits and opportunity  
for tuition reimbursement,  
growth, promotion, and  
annual raises.

## JOIN our TEAM in Spokane!

JUBILANT is an International Biopharmaceutical company  
and a leader in the manufacture of allergenic extracts,  
sterile injectable vials, and lyophilized products!



After applying for a position, please email [HUMANRESOURCES@jubi.com](mailto:HUMANRESOURCES@jubi.com) with a message including the position you applied for and that you are BACE certified!



Join our team!  
[vitalant.org/careers](https://vitalant.org/careers)

## NOW HIRING: Phlebotomists

**NO EXPERIENCE NEEDED - PAID TRAINING PROVIDED!**  
**Biotechnician Assistant Credentialing Exam (BACE) preferred.**

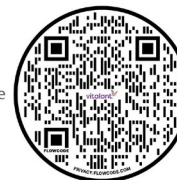
### Why join Vitalant as a phlebotomist?

- Earn your phlebotomy license and get paid while training
- Competitive pay and shift differential
- Full benefits package
- Career advancement opportunities
- Fun work atmosphere
- RITE Values: Respect, Integrity, Teamwork, Excellence

Scan here  
to learn more  
and apply.



Scan here to watch a video  
on what this job is all about.



vitalant



# 2023 Life Sciences Workforce Trends Report:

## A Rapidly Evolving Industry and its Impact on Talent Dynamics

Prepared for: Coalition of State Bioscience Institutes (CSBI)

Prepared by: TEconomy Partners, LLC

June 2023

## BACE: Moving Toward a Nationally-Recognized Industry Credential

In an effort to address the nation's substantial demand for highly skilled biotechnicians, an industry-recognized credential is gaining traction with increasing numbers of life sciences companies across the country.

The **Biotechnician Assistant Credentialing Exam (BACE)** was launched in 2012 as an industry-recognized assessment delivered through the University of Florida's **Biotility** program. It is designed to evaluate core skills and knowledge that are defined by the bioscience industry for technician level-positions. The BACE credential was developed through engagement with industry representatives and is reviewed and updated annually with oversight from a national advisory board.

BACE is already on the approved lists of industry-recognized credentials of twelve states and the District of Columbia that recognize the value of applicants who have demonstrated mastery of industry-defined competencies and skills and can quickly be trained on company-specific protocols.

In June 2021, The Center for Global Health Innovation (CGHI) in Georgia was awarded a \$1.2M grant from the National Science Foundation (NSF) to expand BACE to an additional five states to accelerate the development of the bioscience workforce, with the potential to establish the BACE credential as the national industry-recognized system for entry-level biotechnicians.

Some milestones to date:

- BACE is currently offered at 158 exam sites in 29 states.
- Over 5,500 individuals have earned the BACE credential.
- Credential earners are employed by diverse industry sectors, including biopharma, pharma, agriculture, dietary supplements, medical devices, and food science.



# Impetus for the BACE

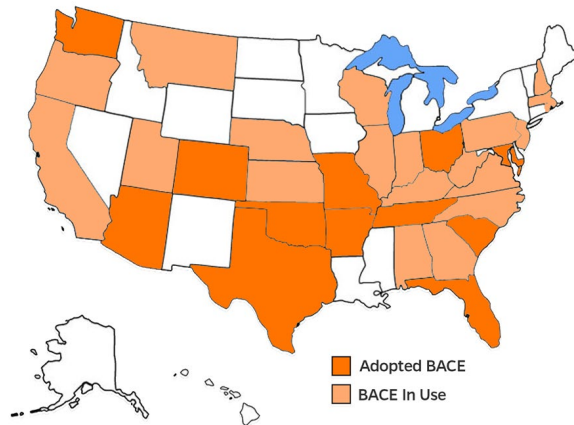
- Industry-recognized credentials in all technical/CTE Programs
  - 2011 - no credential existed for bioscience industry technicians
  - Asked by Agency for Workforce Innovation to develop a credential
- Industry DACUM Analysis
  - Framework developed and approved by industry
  - Standards aligned to industry technician-level positions
- BACE launched in 2012
  - Maintained by national industry advisory board
  - ISO 17024 compliant

# ISO/IEC 17024 – A Framework for Quality

## **General requirements for bodies operating certification of persons for job-related standards**

- Provides a global benchmark for quality certification/credentialing.
- Ensures stakeholders of the quality and reliability of organizations offering credentials, as well as of the competencies communicated through them.
- Minimizes “credentials” that are self-declared and do not provide the skills and competencies needed by employers
- Fosters trust and confidence in certification/credentialing

- 2022-23 2637 candidates (25% increase), 158 registered sites in 30 states
  - BACE on 13 state-approved lists of industry recognized credentials
  - Texas and Washington recently added BACE to approved IRC list (NSF-ATE)
- BACE identified as “preferred hiring qualification” in position descriptions
- 158 test sites and over 12,000 candidates total





# Issues to address for InnovATEBIO renewal



- Program enrollment
  - 10-12 students on average in 150 nationwide 2-year biotech programs
  - Biotech are expensive programs
  - Constant challenges from administration
- Industry incentives
  - Public policy does not incentivize hiring from 2-year programs
  - Driving workforce through policy is critical to success
- Pull-thru strategy
  - Lack of recognition for the quality of 2-year graduates
  - Skills-based hiring remains elusive



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## BioPro

**Liisa Bozinovic,**

Executive Director, Oregon Bioscience Association

Chair, Coalition of State Bioscience Institutes (CSBI)





Oregon Bioscience  
Association  
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## BioPro- Unmet needs

1. Incumbent worker training for employees of industry companies in Oregon
2. Un- and underemployed individuals lacking industry skills + Industry companies with hiring needs



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# BioPro – Program Development

1. Driven by industry
2. Development led by Oregon Bio in partnership with industry
3. Facilitated by state funding



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## BioPro – Success Metrics / Challenges

1. Success metrics = Employment and retention
2. Challenges = Lack of funding

# Audience Questions for the Panelists (5 min.)



# Questions for State Teams to Discuss (10 min.)



1. Is there a similar unmet need in your state?
2. What resonated for you in the mini-panel presentation?
3. How can you include/promote credentialing programs in your state?