

# 2018 LIFE SCIENCE WORKFORCE TRENDS REPORT

## Key Report Findings<sup>1</sup>

### 5 Key Trends



#### RAPID TECHNOLOGY AND BUSINESS INNOVATION DRIVES TALENT NEEDS

New disruptions, such as CRISPR gene editing, and breakthroughs in fields such as computational biology, immunotherapies, and molecular genetics, are creating the need for expertise in a broad range of cutting-edge technologies. At the same time, evolving business models, dynamic competitive forces, and values-based healthcare are shaping the need for new types of operational and business expertise, and the ability to navigate new regulatory and reimbursement complexities.



#### DEMAND FOR SOFT SKILLS RISES TO THE TOP

While technical skills are important, life science employers continue to cite soft skills as a key determinant of success for their employees and their businesses – critical thinking, teamwork, written and verbal communication, problem-solving, adaptability, resilience, influence, etc. The combination of hybrid backgrounds and strong soft skills are highly desired, but difficult to find.



#### REGIONAL CLUSTER-SPECIFIC CHALLENGES EMERGE

Employers in emerging life science clusters consistently cite the scarcity of local talent to help them build or expand their companies. In contrast, companies in some of the more advanced clusters are struggling to recruit or maintain their rich talent pools due to infrastructure and affordability challenges, and compete for talent with other booming sectors such as tech.



#### COMPANIES TAKE DIVERSE APPROACHES TO DIVERSITY

Many life science companies cite the benefits of their diverse workforce, including the ability to reach better decisions, facilitate relationships with disparate stakeholders and better compete in global markets. Some have formal diversity initiatives; others state that diversity happens organically by hiring the best local or international talent.



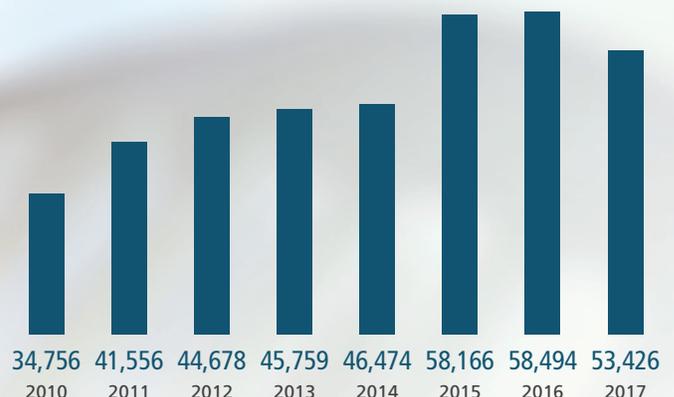
#### INDUSTRY REAPS THE REWARDS OF ACADEMIC PARTNERSHIPS

Companies are addressing current and future talent needs through partnerships with academic institutions, and often locate their R&D operations within proximity to co-develop technologies. They are also engaging with school science programs through internships, co-op rotations, and other creative collaborations to provide exposure and experience to students and to develop the skills of future employees.

#### GROWTH

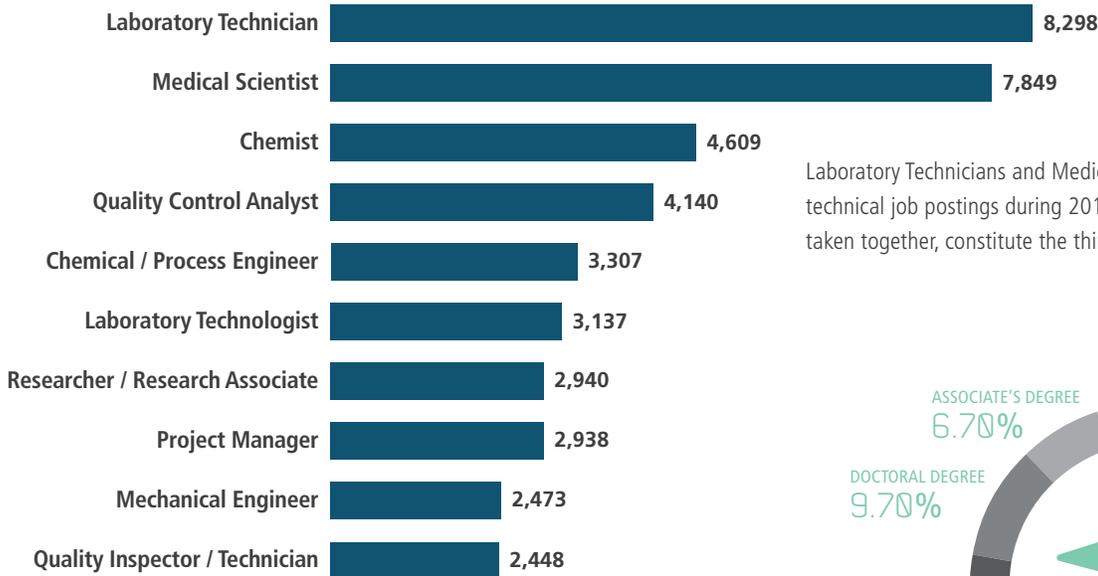
The life science industry continues to fuel breakthrough discoveries that are having profound impacts around the globe. In addition to improving health, securing a more sustainable food supply and promoting cleaner energy, the life sciences sector is an economic driver, accounting for 1.73 million jobs in 85,000 companies in 2016. Despite the recent decline, the 2017 technical job postings for the life science industry remain higher than any year between 2010 and 2014.

**Number Life Science Industry  
Total Technical Job Postings, 2010-2017**



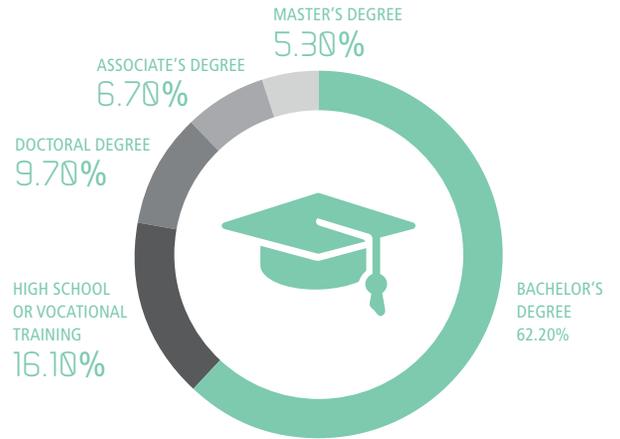
Source: Burning Glass Technologies

<sup>1</sup> For a full version of this report, visit [www.csbioinstitutes.org](http://www.csbioinstitutes.org).



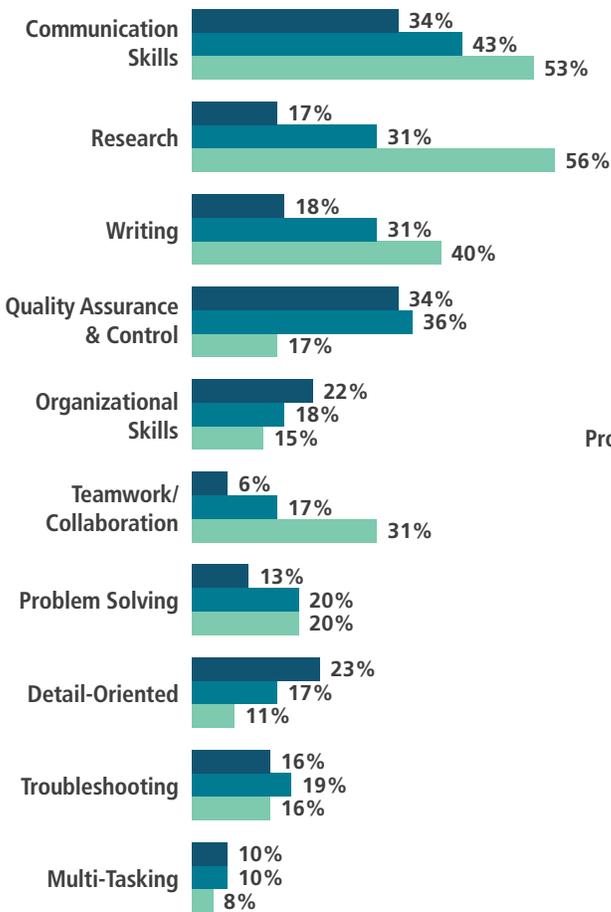
Source: Burning Glass Technologies

Laboratory Technicians and Medical Scientists top the list of technical job postings during 2017. Quality positions, when taken together, constitute the third largest area of demand.



For the technical job postings during the two-year period between January 2016 and December 2017, the majority of job postings (62%) required a Bachelor's degree. Almost one-quarter of the technical jobs posted during that time were available to individuals with less than a Bachelor's degree.

Source: Burning Glass Technologies



■ Associate ■ Bachelor's ■ Graduate

Across all recent technical position job postings, communication skills were the most commonly cited soft skill. For Associate and Bachelor degree students, Quality Assurance & Control was the second most cited skill.

Source: Burning Glass Technologies



12-month plans to add headcount by functional area.

Source: CSBI Hiring Manager Survey (n=354)



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