

Bioscience



Bio-Flex Program Description

Bio-Flex is a New Innovative Project to Develop Pre-Apprenticeship and Registered Apprenticeship Career Pathways for the Bioscience Industry in Los Angeles County

The vision for Bio-Flex is to deliver an effective and proven employer-directed career development tool, which can be used to attract new talent to the Bioscience industry. The program will provide an important resource to employers and increase job seekers' access to well-paid careers in this exciting industry within Los Angeles County.

Apprenticeship is a proven way to connect employers to a diverse future workforce. This

collaboration with employers and other stakeholders aims to create a flexible yet structured career pathway for high school and college level students, veterans, underserved populations, new hires, and incumbent workers who might otherwise have challenges accessing this industry. Bio-Flex will support a regional network of partners that will ensure employment opportunities in Bioscience are widely available to all.



A WORKFORCE
DEVELOPMENT BOARD

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Visit: www.sbwib.org/bioflex



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Employer-Directed and Industry Recognized

The Bio-Flex model will be based on a very successful employer designed Pre-Apprenticeship created for the aerospace industry. **The Pre-Apprenticeship training will include employer-identified components that can be customized or "flexed" to meet individual employer needs:**

- ✓ Work readiness skills training for success in the work environment,
- ✓ Industry-specific occupational skills as determined by individual employers,
- ✓ Work-based learning experiences such as project work, job shadowing, internships, and other activities,
- ✓ Stackable, industry recognized credentials for each training module completed.

A capstone certificate will include the logos of all employers participating in the Bio-Flex Universal Apprenticeship Committee, to demonstrate the certification is industry-recognized, stackable, and portable within the Bioscience sector.



Workforce-Ready Registered Apprenticeship

The Bio-Flex Registered Apprenticeship will also be developed as a flexible, employer-driven career pathway program using a framework that meets the workforce development needs common to the industry partners.

The Registered Apprenticeship will be:

- ✓ A hybrid model of competency based and time based learning using both hands-on and online training,
- ✓ 1 to 2-year apprenticeship,
- ✓ 2,000 to 4,000 of On-the-Job-Training hours,
- ✓ 144 hours per year of related technical instruction,
- ✓ Credit for prior learning and competency attainment, and
- ✓ Will be employer specific and include a diverse and dynamic workforce.

Funding

Los Angeles County Supervisor Mark Ridley Thomas has funded Bio-Flex program development, while funding for participant training is being provided by Los Angeles County Workforce Development, Aging and Community Services. Program development and implementation will be coordinated through the South Bay Workforce Investment Board.

Industry Partners

Stakeholders and partners include (partial list):

- LAEDC,
- BIOCOM,
- Cal State University Dominguez Hills, and
- West Los Angeles College.

Initial interested employers include:

- Bachem,
- Polypeptide,
- Protomer Technologies,
- Thermo Fisher Scientific,
- Freudenberg Medical and
- Many others!