

# 2018 TALENT INTEGRATION

California Workforce Trends in the Life Science Industry



[califscienceworkforcetrends.org](http://califscienceworkforcetrends.org)

## KEY THEMES<sup>1</sup>

### New technologies and rapid change fuel emerging talent needs:

The emergence of new technologies such as CRISPR/ gene editing and computing technologies are leading to significant shifts in skill needs, requiring people to understand the newly integrated offerings and to think outside their core areas of expertise. Externally, the complex healthcare environment continues to create strong demand for people with regulatory and reimbursement expertise.

**Demand for soft skills rises to the top:** Accompanying these new technical skills, employers continue to site the need for strong soft skills, people who can adapt and grow as the companies needs evolve and change. Hybrid backgrounds, though rare, are desired, as are people with strong teamwork, communication, and problem-solving skills, passion, and the ability to work effectively in matrix or virtual environments.

**Life sciences and tech converge and compete for talent:** The increasingly frequent application of computing and technology in the life sciences is creating more overlap and convergence between the two industries, and in some cases, competition for talent. People who can work at the interface of these technologies are in demand, but not easy to find.

**Diversity of thinking/experience drives innovation:** Most company leaders are highly-attuned to the importance of diverse perspectives and experiences for driving innovation in their organizations, and acknowledge that, while they have highly diverse teams, they still have work to do to reach internal diversity goals, particularly at the top.

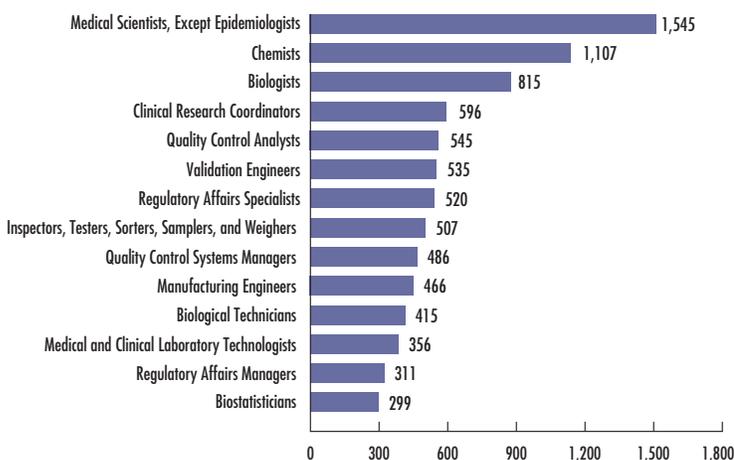
**Industry reaps the rewards of academic partnerships:** As in prior years, companies point to the rewards of academic partnerships at multiple levels for developing talent, deliberately locating R&D operations near academic partners and providing industry exposure to students at younger levels to attract them to STEM careers.

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*“Job responsibilities are shifting throughout the organization. Even lab jobs are requiring new skills... jobs in the past that were predominantly hands-on now require more and more planning, processing and analysis.”*

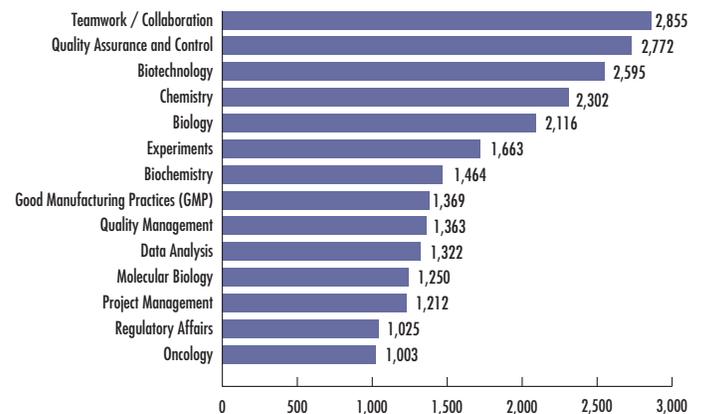
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Top Occupations: California Life Science Job Postings



Top 14 occupations in California based on approximately 9,900 online job posting in 2017 (Burning Glass Technologies)

Top Skills: California Life Science Job Postings



California life science in-demand skills based on approximately 9,900 online job postings in 2017 (Burning Glass Technologies)

<sup>1</sup>For a full version of the 2018 Talent Integration: California Workforce Trends report, please visit: [califscienceworkforcetrends.org](http://califscienceworkforcetrends.org)

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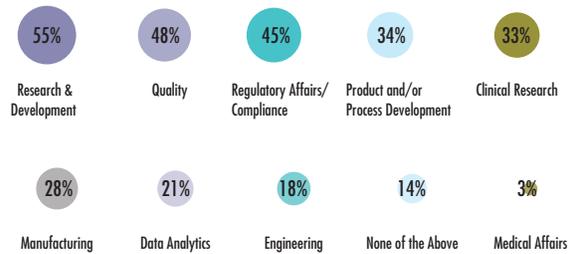
## GROWTH

California's life science industry continues to be one of California's leading employers, creating jobs for over 360,000 people. 88% of respondents anticipate expanding their employee headcount across major functional areas during the next 12 months, particularly in Research & Development, Quality, and Regulatory Affairs/Compliance.

### Top Employers: California Life Science Job Postings

415	Amgen
377	Pfizer
290	Genentech
275	Thermo Fisher Scientific Inc
248	Johnson & Johnson
213	Abbott Laboratories
202	Gilead Sciences
178	Merck & Company
171	General Atomics
154	Biomarin Pharmaceutical Incorporated

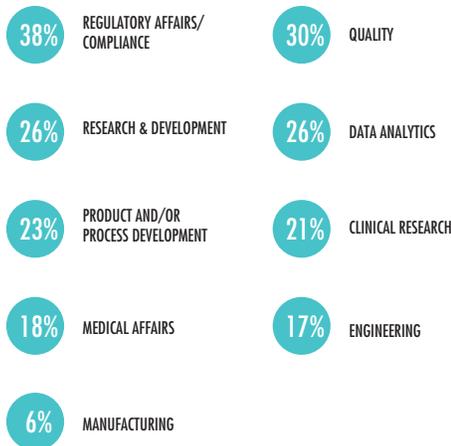
### Company 12-Month Plans to Add Headcount by Functional Area



Source HR Survey, n=117

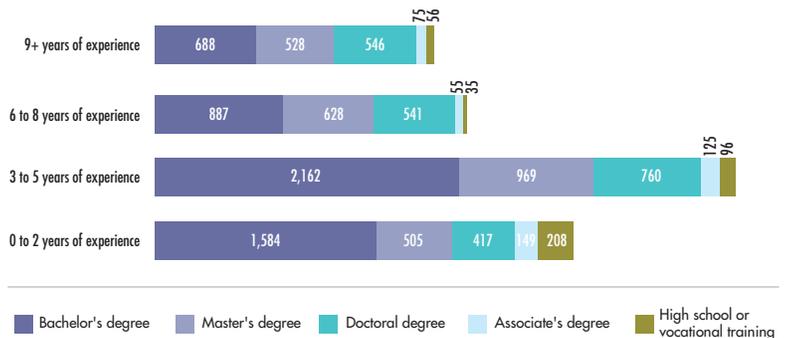
Top 10 employers in California by number of technical job postings, (Burning Glass Technologies)

### Percent of functional areas in which respondents indicate difficulty filling positions



Taken together, Regulatory Affairs/Compliance and Quality constitute the top hardest to fill positions (68% of respondents). (HR Survey, n=117)

### Desired Experience & Education in Online Job Postings



Represents approximately 11,000 instances of a specific degree preference or requirement combined with years of experience from the universe of 7,050 job postings that listed both. (Burning Glass Technologies)

## METHODOLOGY

The report analyzes three data sets from 2017 and the first quarter of 2018, including approximately 9,900 California life science job postings, survey responses from 117 human resource and hiring managers and interviews with 41 leading life sciences employers across the state.

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