




MassBioEd
ENGAGING EDUCATORS, INSPIRING STUDENTS, GUIDING THE LIFE SCIENCES WORKFORCE

ANNUAL REPORT

EDUCATE. CONNECT. INSPIRE.

Powering the Future of Life Sciences

2025

Dear Friends and Partners,

In 2025, MassBioEd achieved measurable impact in advancing our mission to cultivate a skilled life sciences workforce for Massachusetts and beyond, creating new pathways to careers.

Preparing for our 25th anniversary in 2026, we revised our mission statement to reflect how our work has evolved over the past quarter of a century. **Our new mission statement is:**

MassBioEd builds and strengthens the life sciences workforce by inspiring and educating students of all ages and backgrounds, empowering teachers, connecting individuals to rewarding careers, and fostering meaningful partnerships among industry, education, and government.

Each part of our mission is critical to our work. The life sciences industry remains a powerful engine of innovation, discovery, and economic growth, and requires a strong, well-trained workforce at all levels. Uniquely, MassBioEd provides a continuum of programs that support primary, secondary, and post-secondary students and educators, career-seeking adults, and life sciences professionals to enter, persist, and thrive in the industry.

In 2025, MassBioEd served over **17,000 students, teachers, and job seekers**. Through deeper partnerships with schools, training providers, employers, and government, we delivered high-quality, industry-aligned learning experiences to students and job seekers statewide. From classroom enrichment to hands-on training and career coaching, our programs continue to open doors and change lives.

We also made important strides in addressing workforce gaps by equipping participants with the technical and professional skills necessary to succeed in today's dynamic life sciences

environment. Employers increasingly rely on MassBioEd as a trusted connector—helping identify, train, and prepare talent who are ready to contribute on day one.

Equally important, we remained steadfast in our commitment to equity. By prioritizing access for historically underrepresented communities, we are not only broadening participation in the life sciences but also strengthening the industry with new perspectives and ideas. We expanded programming in underserved communities through new collaborations with school districts, community colleges, and workforce development organizations. These efforts ensure that the life sciences sector continues to benefit from a wide range of perspectives, experiences, and talent.

None of this work would be possible without the dedication and collaboration of our community. We are deeply grateful to our educators, employer partners, funders, policymakers, and volunteers whose support makes this work possible. Your collaboration and investment fuel everything we do, and we are deeply grateful for your shared commitment to building a stronger, more inclusive talent pipeline. Together, we are not only building careers—**we are strengthening an entire industry and expanding opportunity across the Commonwealth.**

As we look ahead, we are energized by the opportunities before us. We will continue to innovate, scale our impact, and deepen our partnerships to ensure that Massachusetts remains a global leader in life sciences. Most importantly, we remain committed to building a workforce that reflects the full diversity, talent, and potential of our communities.

Thank you for being part of this journey.



With gratitude,

SUNNY SCHWARTZ
Chief Executive Officer

KRISTIN GOPPEL
Chair, Board of Directors



Our Mission

MassBioEd builds and strengthens the life sciences workforce by **inspiring** and **educating** students of all ages and backgrounds, empowering teachers, connecting individuals to rewarding careers, and fostering meaningful partnerships among industry, education, and government.

Our Vision

We envision a thriving life sciences industry with open doors, allowing a wide array of individuals to join, contribute, and **reach their full potential**.

We are committed to

- Intentional and thoughtful partnerships.
- Bridging gaps for diverse students, job seekers, and communities to find their place in the life sciences.
- Reaching further to connect underserved and underrepresented youth and adults to science education and career pathways.
- Equipping under-resourced teachers to provide lab-based learning.

Our Approach

MassBioEd strengthens the life sciences workforce through thoughtful programs and partnerships.

Our work supports the emerging, imminent, and incumbent workforce through two primary programs, **BioTeach** and **BioTalent**.

BIOTEACH

Inspiring the next generation

Reaches 12,000 students a year through teacher training, lab equipment loans, career-awareness curricula, and the after-school program in 84 schools.

Emerging workforce • Grades 6–12 + educators

BIOTALENT

Building careers in the industry

Connects college students, career-changers, and current workers via the Life Sciences Apprenticeship, College-to-Career, Career Hub, and Professional Training Courses.

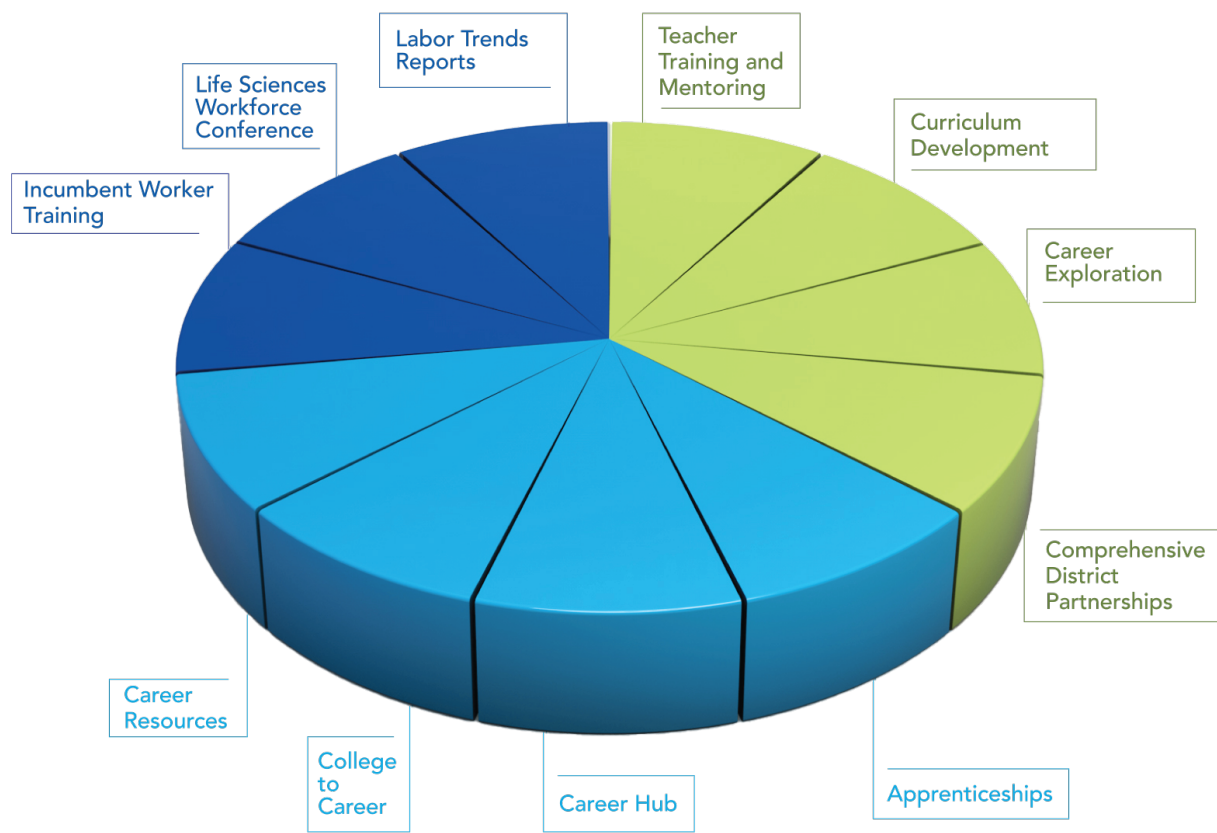
Imminent + incumbent workforce • College + adult learners

Incumbent Workforce

Building skills of the current workforce

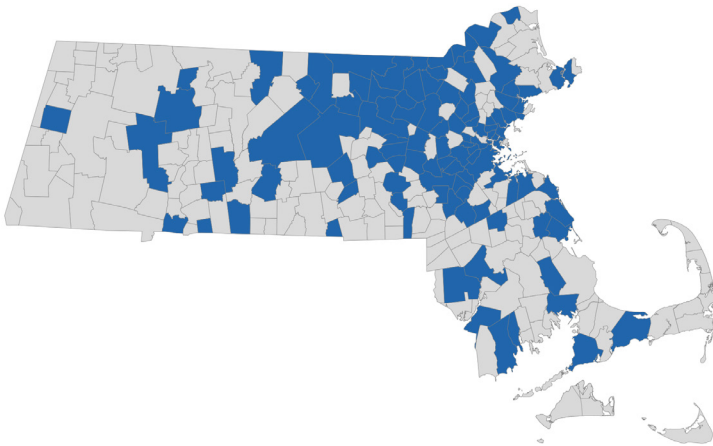
Emerging Workforce

Engaging educators, inspiring students grades 6 - 12



Imminent Workforce

Illuminating careers for college students and adults



Partnered with Polycarbin to
bring closed loop recycling of lab
plastics to our partner schools

84

schools engaged in
BioTeach programs

12,000

estimated students impacted
by teachers implementing
labs and curriculum

129

teachers attended
Biotech professional
development workshops

98%

of teachers increase
confidence executing labs



"Thank you all so much for supplying us with the materials needed to run our cat genetics lab. The students were so engaged and were so excited when they were able to see long and short alleles. It truly helped them understand the content better than I possibly could have imagined. I really appreciate you allowing them to be able to have a lab experience that showed them a career path that they could take. So many students left the activity interested in pursuing careers in genetics. Again we really really appreciate all the equipment you have lendend us with. We could not have done this without your lab's generosity."

—BIOTEACH TEACHER



MIDDLE SCHOOL AND HIGH SCHOOL

ACADEMIC YEAR 2024-2025



The **ACCESS program** is designed to provide hands-on life science lab lessons and career exploration experiences for students starting in grade 6 and continuing through the end of high school. Participating teachers choose from a portfolio of lessons that cover topics such as cell structure, function and processes, photosynthesis, respiration, genetics and evolution. These labs provide authentic lab experiences with career connections. All grade 6 - 12 lessons are designed to help students build their content knowledge and see themselves as scientists.

- **4,370 students** served and 55 teachers trained in **ACCESS** schools in Revere, Malden, and Stoughton
- Expanded **Access Biotechnology Program** for 10th-12th graders, with **147 students** participating in after-school programming in Malden, Stoughton, Revere, and Carver high schools
- Held the **MassBioEd Student Summer Internship Program** in collaboration with the LEAH Project and Biogen CoLab, which provided 12 local high school students with five weeks of hands-on laboratory and career exploration activities

The **Access Biotechnology after-school program** offers molecular biology and genetics labs, summer internship info sessions, college info sessions, career panels, and company visits.

"I liked the entire lab and how interactive it was!! Biology is not as hard as one might think! It was super fun."

"I liked how well everything was explained. I feel like this is the first time I understood the results of gel electrophoresis."

—ACCESS AND ACCESS
BIOTECHNOLOGY STUDENTS



APPRENTICESHIPS

The **Life Sciences Apprenticeship Program** provides accelerated, paid training for individuals to gain foundational knowledge and acquire industry-recognized skills, facilitating their entry into the industry.

2025

- **42 new apprentices** and pre-apprentices enrolled as Biomanufacturing Technicians and Lab Support Specialists
- **58% increase** in wages for apprentices employed prior to the program
- **\$30.69 average** post program wage
- **80%** of apprentices retained 2 years on the job

COLLEGE TO CAREER

2025

- **493 college students** connected to **200 industry volunteers** to learn about careers in life sciences

LIFE SCIENCE CAREER HUB

2025

- Launched the new Life Sciences Career Hub website, careerhub.massbioed.org
- **532 adults** learned about career pathways through **22 career awareness workshops**
- **55 adults** received Career Coaching
- **84%** of career workshop participants say they are better prepared to pursue opportunities in the life sciences industry



PROFESSIONAL TRAINING COURSES

Our continued learning program offers a wide range of professional development courses that allow professionals to deepen their expertise and skills through intensive workshops and trainings. Offerings focus on project management, presentation and leadership skills, the business and science of biotech, and more.

193

professionals trained
across 20 courses

LIFE SCIENCES WORKFORCE CONFERENCE

The Conference focuses on meeting hiring needs and exploring how industry, government, and academia can work together to build a strong life sciences workforce.

470

conference attendees, 10 sessions,
37 speakers and panelists

EMPLOYMENT OUTLOOK REPORT

MassBioEd analyzes employment statistics and hiring demand in the life sciences for the purpose of forecasting job trends, identifying skills required for in-demand jobs, highlighting best practices in education and training programs, and serving as an effective guide on the talent and workforce needs for the industry.



Massachusetts
Life Sciences Employment
Outlook: Update to Key
Trends and Metrics

June 2025


MassBioEd
MASSACHUSETTS BIOTECHNOLOGY EDUCATION FOUNDATION


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2025 CHAMPIONS FOR BIOTECHNOLOGY EDUCATION AWARDS

MASSBIOED CHAMPIONS FOR BIOTECHNOLOGY EDUCATION

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Biology Teacher, Stoughton High School

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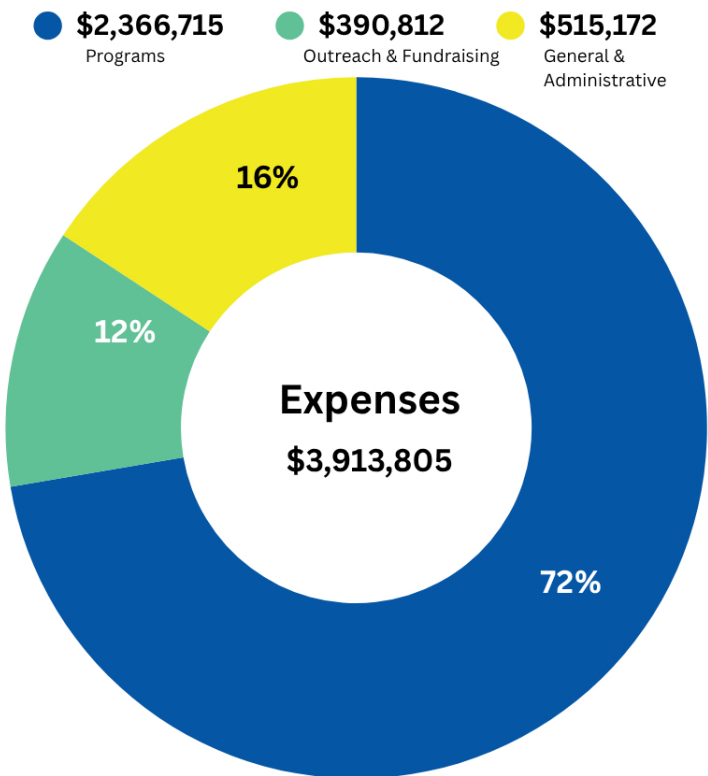
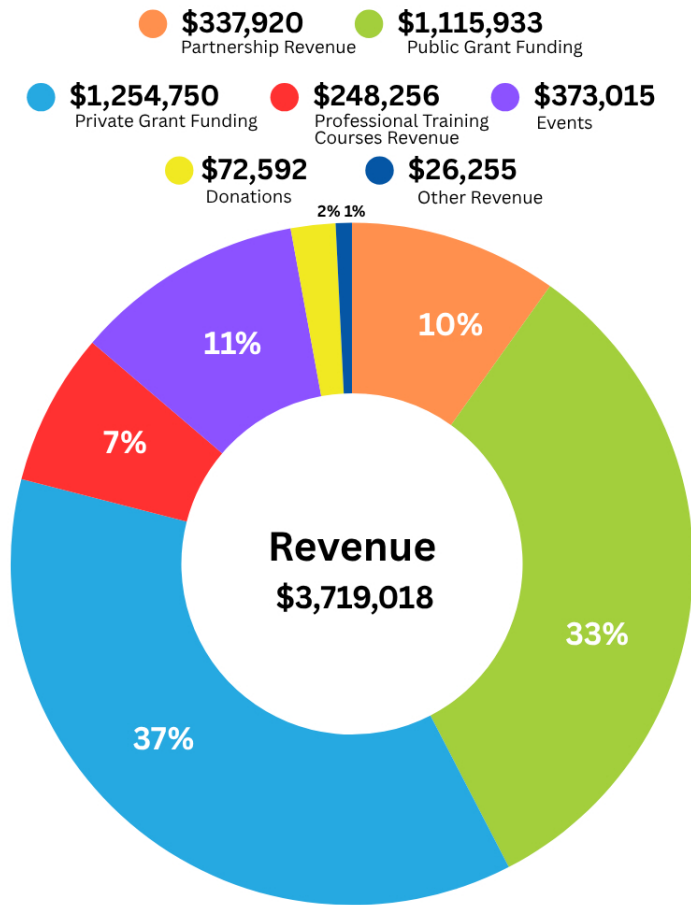
Luira Leite

University of Massachusetts, Boston

CHAMPION FOR BIOTECHNOLOGY EDUCATION ORGANIZATION AWARD

MilliporeSigma





THANK YOU TO OUR 2025 FUNDERS!

\$100,000+



MASSBIO

Massachusetts
LIFE SCIENCES CENTER

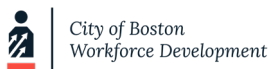
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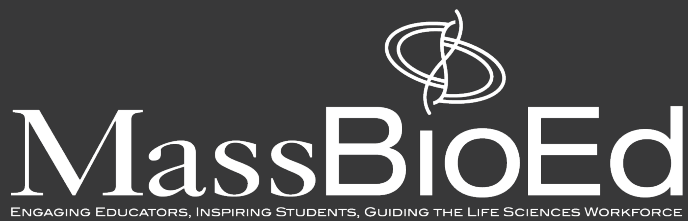
BioTeach Instructor and Career Mentor

Brian Souza

Vice President of Workforce Development and Operations

"This apprenticeship program has not only opened doors to a new career with boundless possibilities but has also allowed me to forge lifelong friendships. The guidance and mentorship provided by teachers, mentors, and staff have been invaluable in my personal and professional growth, and I am eager to continue learning and developing in the years to come."

—APPRENTICE



EDUCATE. CONNECT. INSPIRE

ABOUT MASSBIOED

The Massachusetts Biotechnology Education Foundation (MassBioEd) is a nonprofit 501(c)(3) organization founded in 2001 to address the talent needs of Massachusetts' life sciences industry by inspiring students, empowering teachers, and connecting people of every background to rewarding careers.



MASSBIOED.ORG