

2019 Massachusetts Life Sciences Employment Outlook



MassBioEd's Annual Life Sciences Employment Outlook provides an overview of employment supply and demand in the Massachusetts life sciences industry. Data is analyzed from the National Science Foundation, the National Center for Educational Statistics, the Bureau of Labor Statistics and Burning Glass Technologies. Local life sciences companies are also surveyed about their specific hiring experiences. **All data sets agree - there is a huge need to expand the talent pipeline in our life sciences sector.**

Key Findings

- The Massachusetts life sciences sector employed over 74,000 people in 2018; an additional 12,000 jobs are projected to be created by 2024.
- The effect of the life sciences on the overall labor economy is 2.5 times greater for MA than the next closest states.
- The number of job postings across all education levels increased by 100 - 140% since 2010, while the numbers of suitably trained college graduates and Ph.D.s grew at substantially lower rates.
- Massachusetts life sciences employers indicated that local competition is the biggest obstacle to hiring, and it often takes over three months to fill open positions.
- 31% percent of survey respondents indicated that a lack of applicants with the necessary scientific or technical skills was a significant or critical obstacle to hiring.
- 23% percent of survey respondents indicated that a lack of applicants with the necessary soft skills was a significant or critical obstacle to hiring.

How to Increase the Flow of New Talent into the Industry

- Bridge the gap between what students learn and what employers need them to know.
- Improve awareness of career opportunities in the life sciences to tomorrow's employees.
- Prepare pre- and postdoctoral students for careers in industry.
- Expand the existing pool of talent through professional development.
- Enhance employees' potential by developing soft skills.
- Create innovative pathways for non-traditional candidates to enter the life sciences workforce.

**The Massachusetts life sciences industry currently leads the world.
Our continued success depends on a world-class workforce.**

To learn more, download the full report at
[MassBioEd.org/Job_Trends](https://massbioed.org/Job_Trends)