Hiring Trends Pre- and Post- COVID-19

Karla Talanian
Director, Talent & Workforce Development, MassBioEd
Highlights from the 2019 Life Sciences Employment Outlook

- The number of students entering college is stagnating, and the recent increase in those majoring in scientific fields is not sufficient to continue the pace of growth that the life sciences industry needs.
- The increase in Ph.D. conferrals in life sciences fields over the past decade had been very small, while the concurrent increase in hiring demand has doubled.
- Immigration plays a substantial role in filling our local talent pipeline, and changes to national law may significantly impact the life sciences industry.
- Hybrid careers that demand a high level of knowledge and expertise in different areas - are on the rise.
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
- Provide awareness of career opportunities in the life sciences to high school and college students
- Better prepare graduate students and post-docs for careers in industry
- Enhance the existing talent pool through professional development
- Expand employees’ potential by developing S.O.F.T. skills
- Rethink current methods of training and standards for hiring

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The pandemic can only be fought through science.

The need to grow and strengthen our life sciences workforce is more critical than ever before.
Life Sciences Industry Hiring Demand Compared to All Massachusetts Hiring Demand

May 2019 - May 2020

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Life Sciences Workforce 2020

All Massachusetts Life Sciences Industry Hiring Demand

May 2019 - May 2020

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All Massachusetts Life Sciences Industry Hiring Demand

Feb 29 - May 23, 2020

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Life Sciences Industry Hiring Demand Compared to All Massachusetts Hiring Demand

May 2019 - May 2020
Five Year Trend of Massachusetts Life Sciences Industry Hiring Demand for February 23 - May 23, 2016 - 2020

Clear Upward Linear Trend Shows a 55% Increase in Job Demand Over Five Years, and a 10% increase over the same period last year.

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Current Employment Statistics

One year monthly summary of Massachusetts residents employed in scientific research professions

Life Sciences Workforce 2020

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Where Massachusetts' Newly Unemployed Are Coming From

- Leisure and hospitality: 60%
- Construction: 40%
- Other services: 30%
- Trade, transportation, and utilities: 20%
- Education and health services: 10%
- Manufacturing: 10%
- Professional, scientific, and business services: 5%
- Government: 5%
- Financial activities: 1%
- Information: 0%

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All Massachusetts Life Sciences Hiring Demand by Sector
Feb 15 - May 15 2020

Comparison to 2019:
Scientific Research & Development 49%
Pharmaceutical Manufacturing 32%
Hospitals 8%
Instruments Manufacturing 4%
Colleges & Universities 5%
Medical & Diagnostic Laboratories 3%
<table>
<thead>
<tr>
<th>Company</th>
<th>Hiring Demand</th>
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<tr>
<td>Takeda Pharmaceuticals</td>
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<td>Vertex Pharmaceuticals</td>
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<td>Thermo Fisher Scientific Inc</td>
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<td>Foundation Medicine</td>
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<td>Bristol-Myers Squibb</td>
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**Life Sciences Workforce 2020**

**All Massachusetts Life Sciences Hiring Demand by Employer Feb 23 - May 23 2020**

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Positions Most in Demand by Top BioPharma Employers, February - May 2020

**Takeda**
- Medical Director/Associate Medical Director
- Intern
- Marketing Manager
- Clinical Manager
- Process Development Associate

**Biogen**
- Intern
- Medical Director/Associate Medical Director
- Clinical Manager
- Marketing Manager
- Biostatistician

**Moderna**
- Process Development Associate
- Manufacturing Technician
- Clinical Manager
- Clinical Operations Manager
- Manufacturing Engineer

**Vertex**
- Medical Director/Associate Medical Director
- Intern
- Director of Regulatory Affairs
- Clinical Manager
- Process Development Associate

**Sanofi Aventis**
- Clinical Manager
- Manufacturing Technician
- Medical Director/Associate Medical Director
- Director of Marketing
- Area Sales Manager

**Alexion**
- Clinical Manager
- Medical Director/Associate Medical Director
- Intern
- Director of Marketing
- Clinical Data Manager

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Positions Most in Demand by Other Top Employers, February - May 2020

**DFCI**
- Laboratory Technician
- Research Technician
- Clinical Research Coordinator
- Intern
- Pharmacist

**MGH**
- Clinical Research Coordinator
- Research Technician
- Clinical Research Assistant
- Bioinformatics Specialist
- Data Analyst

**Thermo Fisher Scientific**
- Manufacturing Specialist
- Manufacturing Associate
- Account Manager
- Business Development Executive
- Manufacturing Supervisor

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Specific Positions in Demand by All Top Employers
Feb - May, 2016 - 2020

Clinical Manager
Clinical Project Manager
Clinical Research Coordinator
Clinical Research Manager

Medical Director
Associate Medical Director
Medical Affairs Director

Director of Regulatory Affairs
Regulatory Affairs Manager
Process Engineer
Process Development Associate

Scientist/Associate Scientist/Research Scientist
Manufacturing Technician
The Massachusetts life sciences industry currently leads the world.

Our continued success depends on a world class workforce.