

Hiring Trends Pre- and Post- COVID-19

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Life Sciences Workforce

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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.

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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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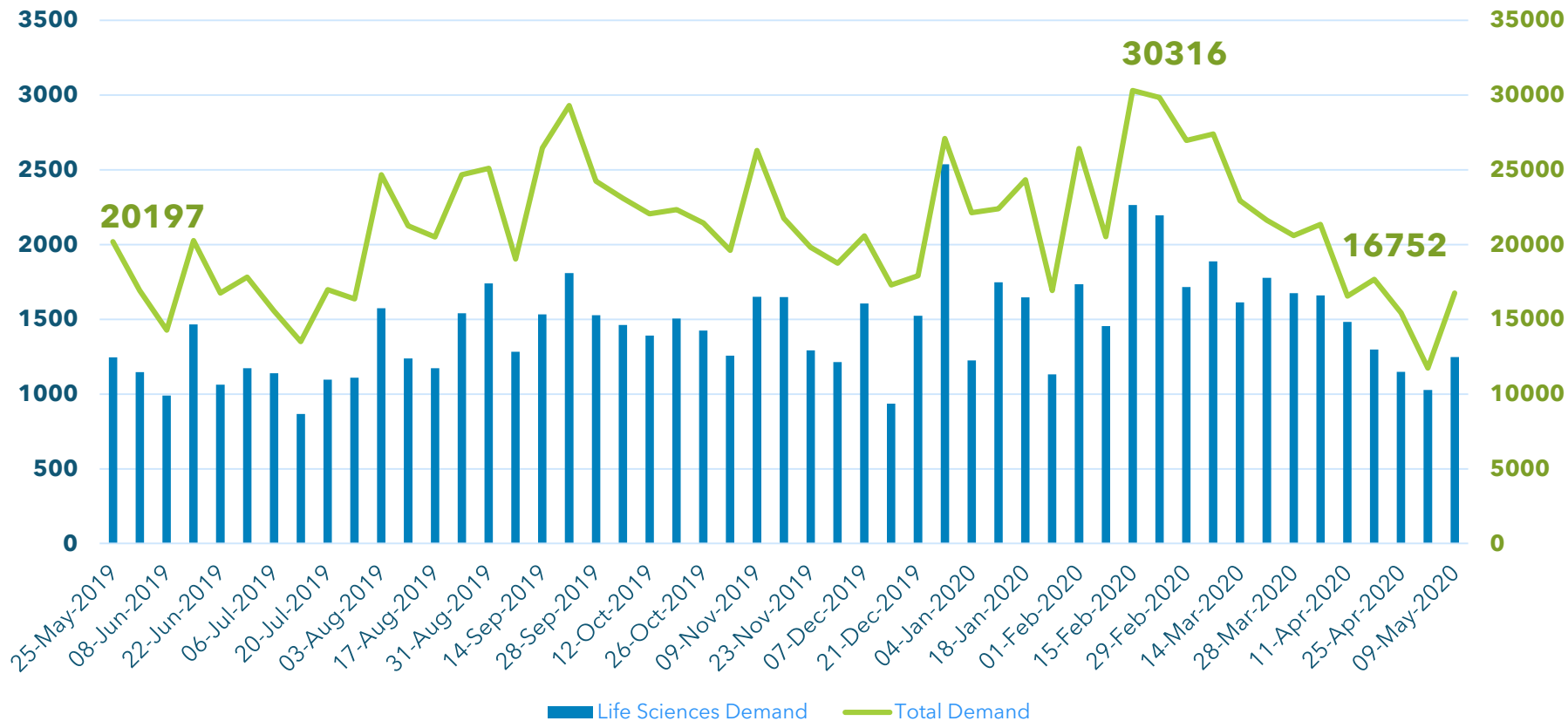
The pandemic can only be fought through science.

The need to grow and strengthen our life sciences workforce is more critical than ever before.

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2020

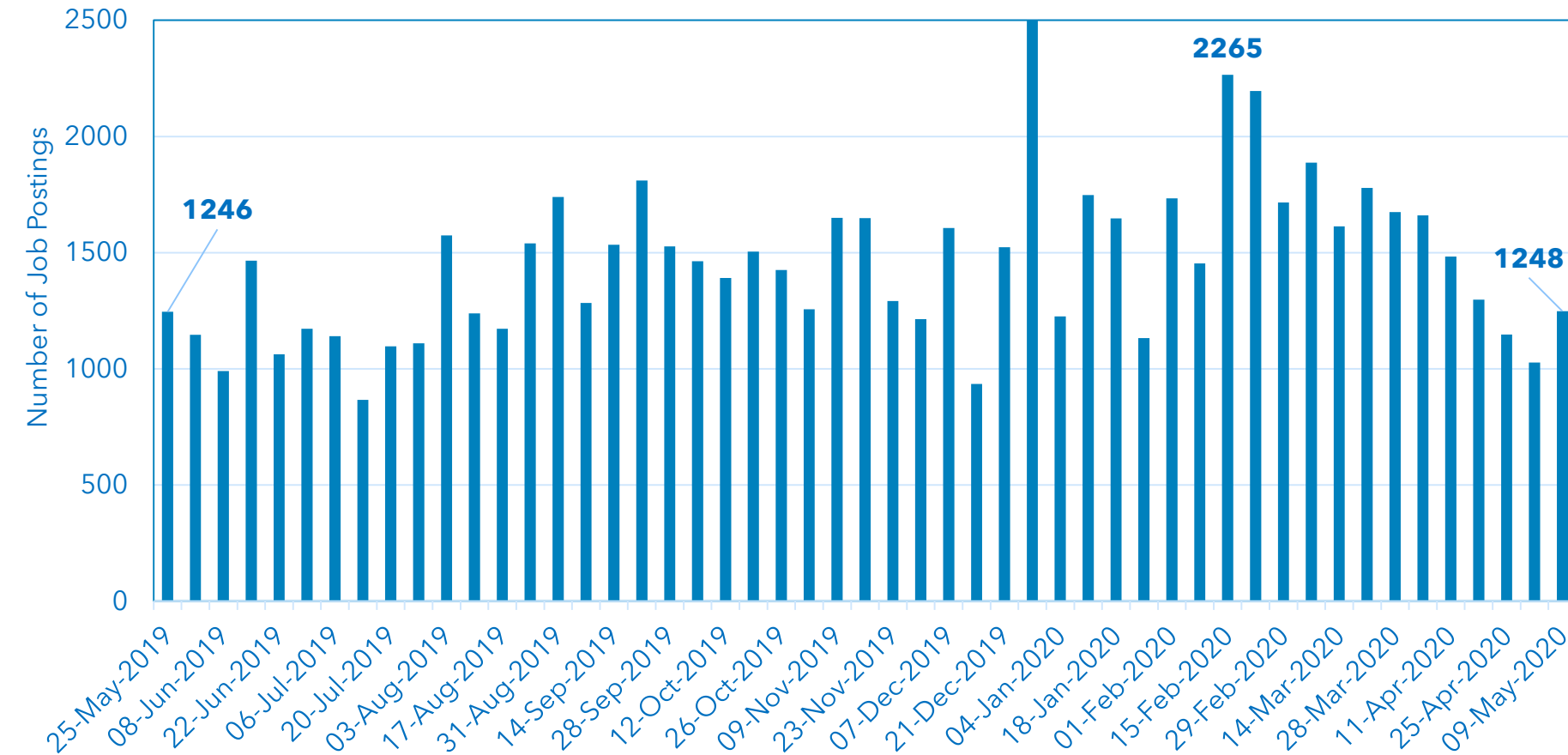


Life Sciences Industry Hiring Demand Compared to All Massachusetts Hiring Demand

May 2019 - May 2020

Life Sciences Workforce

2020

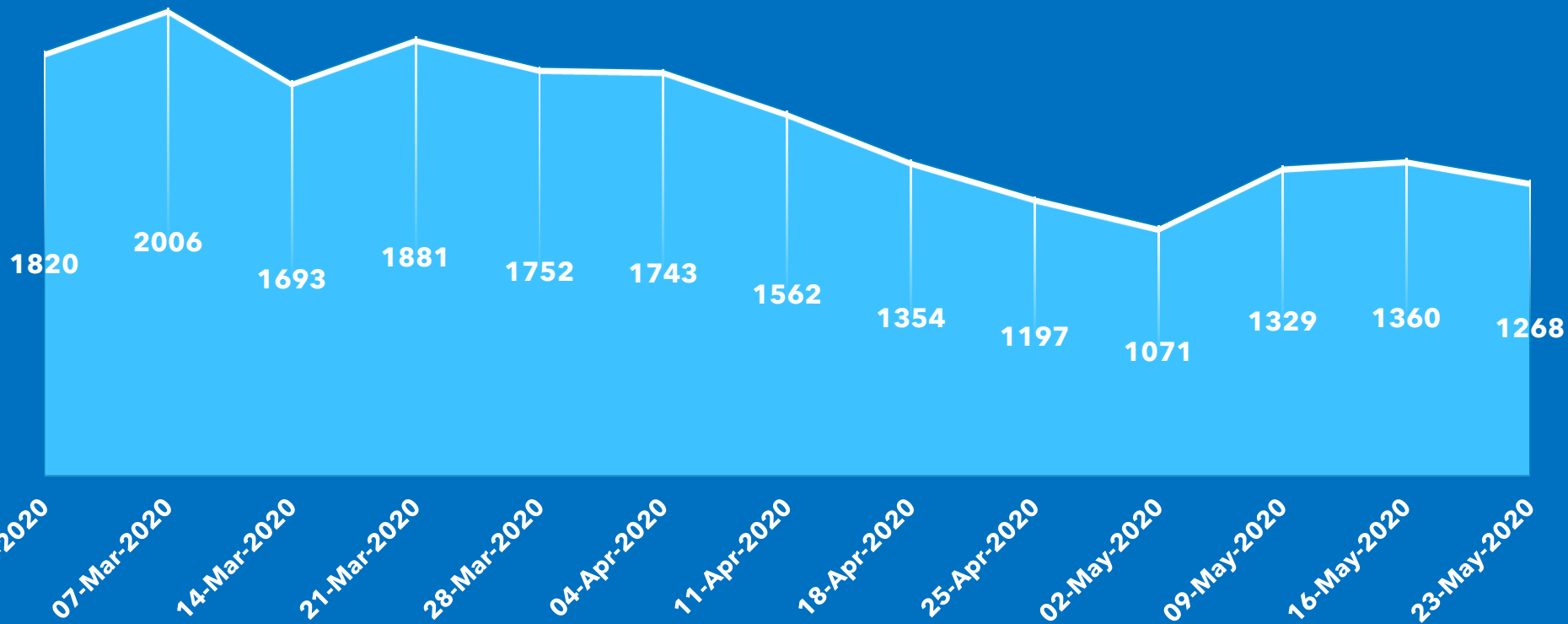


All Massachusetts
Life Sciences
Industry Hiring
Demand

May 2019 - May
2020

Life Sciences Workforce 2020

Number of Job Postings

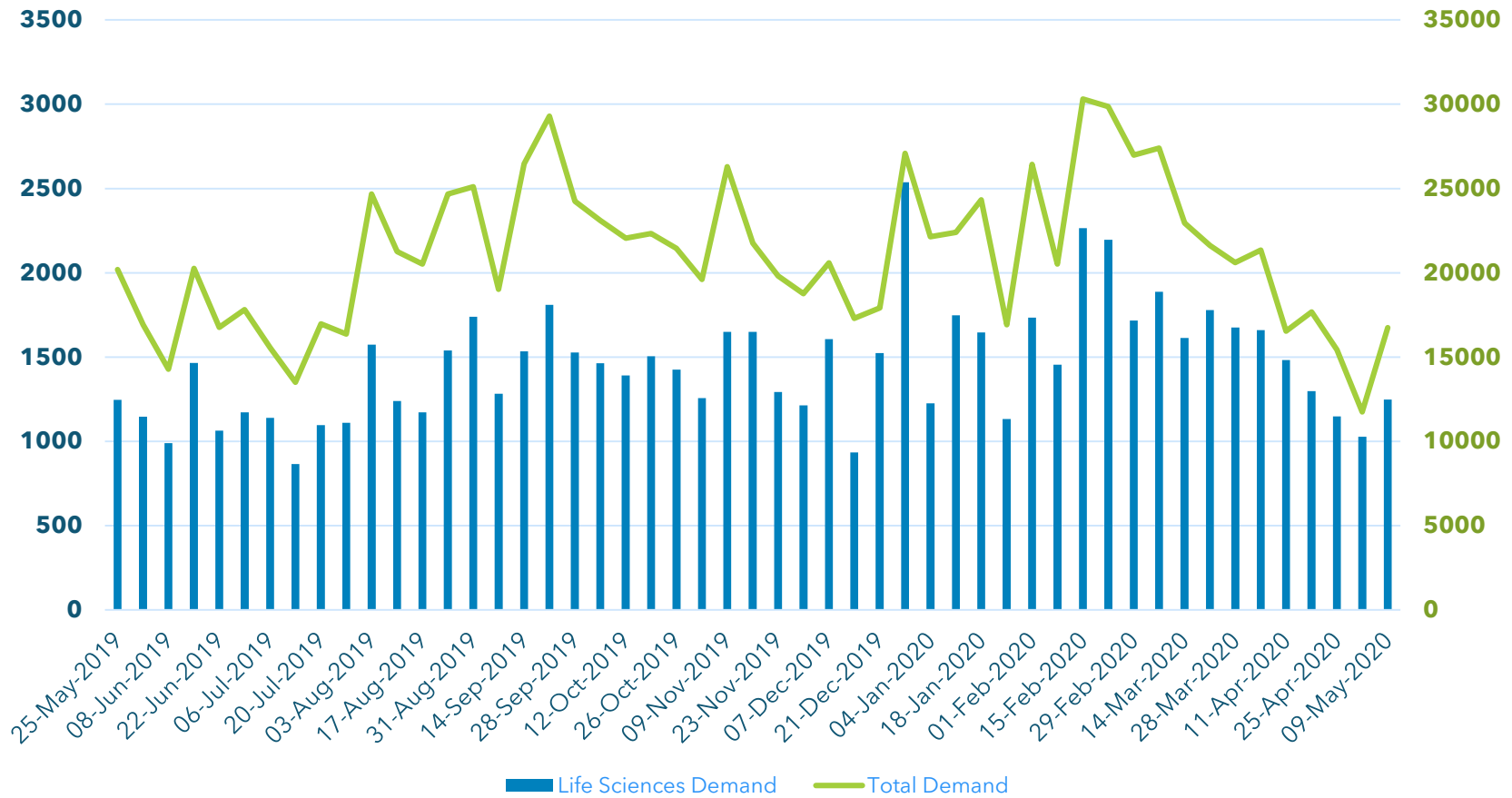


All
Massachusetts
Life Sciences
Industry Hiring
Demand

Feb 29 - May
23, 2020

June 2, 2020

Life Sciences Workforce 2020

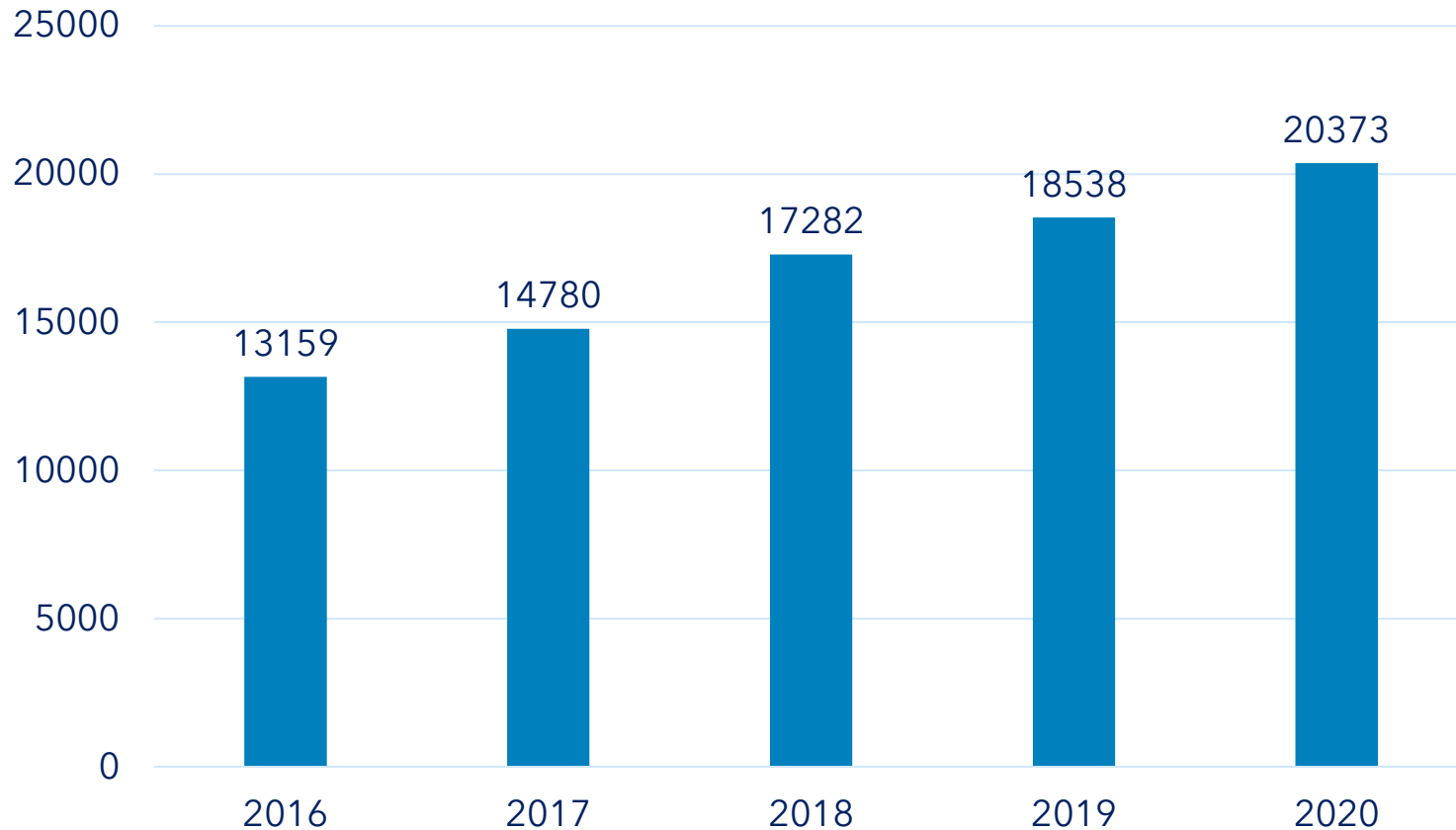


Life Sciences Industry
Hiring Demand
Compared to All
Massachusetts Hiring
Demand

May 2019 - May 2020

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

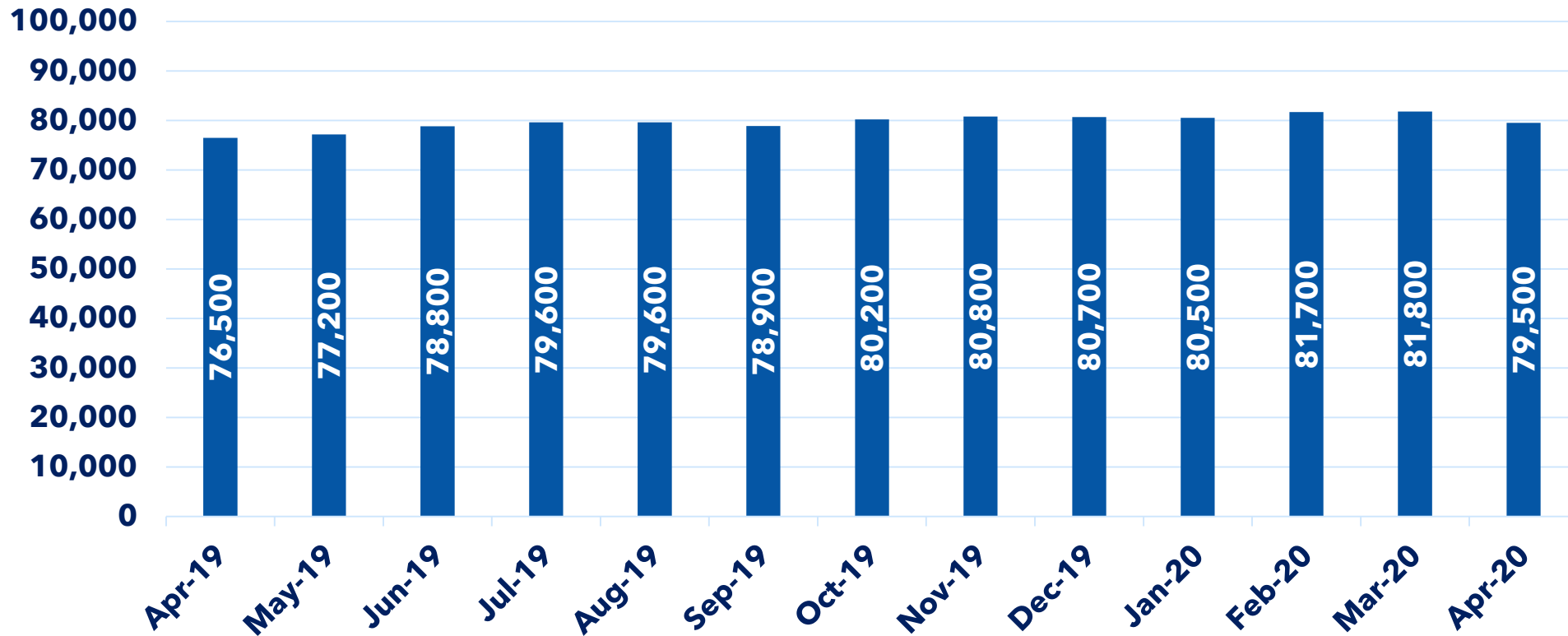
Clear Upward Linear Trend Shows a 55% Increase in Job Demand Over Five Years, and a 10% increase over the same period last year.

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2020

Current Employment Statistics

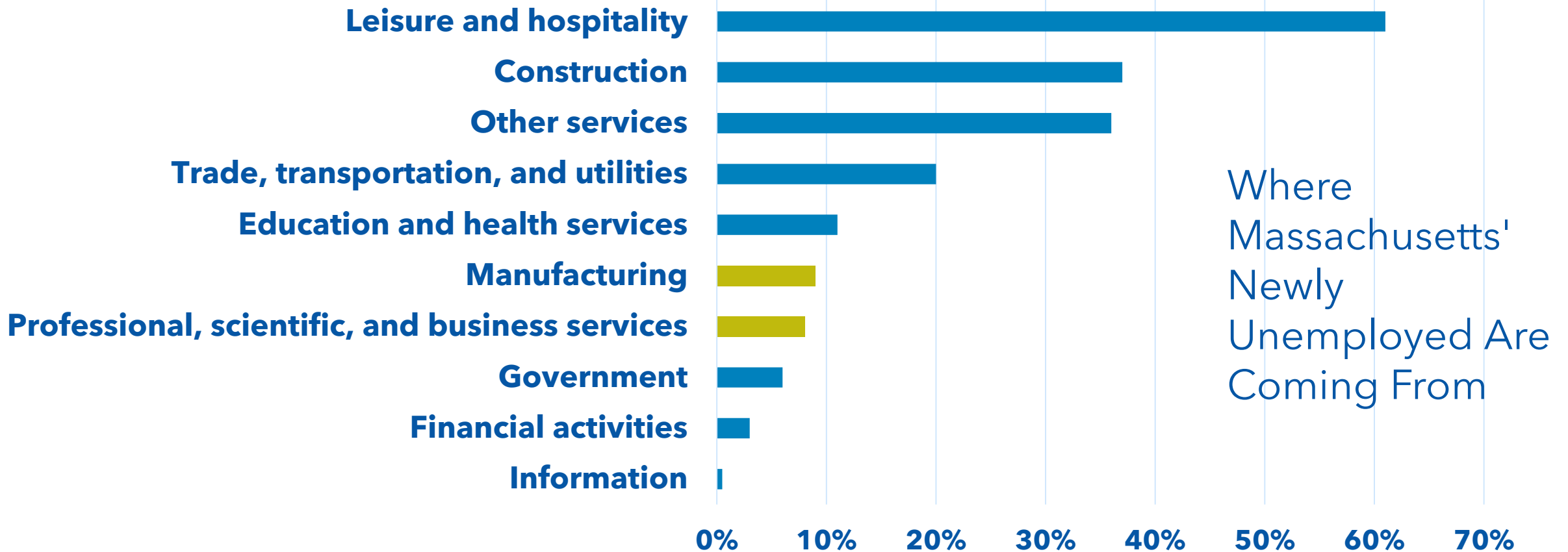


One year
monthly
summary of
Massachusetts
residents
employed in
scientific
research
professions

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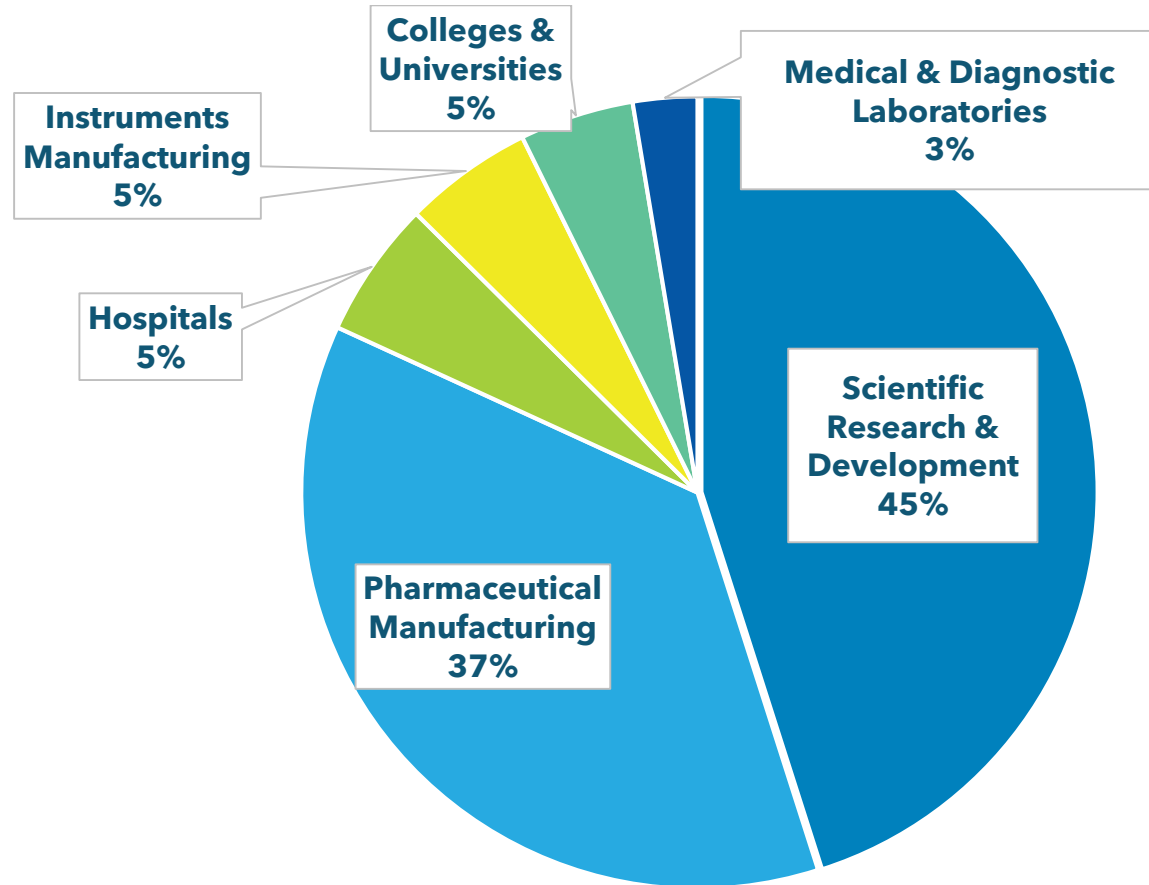
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All Massachusetts
Life Sciences Hiring Demand by Sector
Feb 15 - May 15 2020

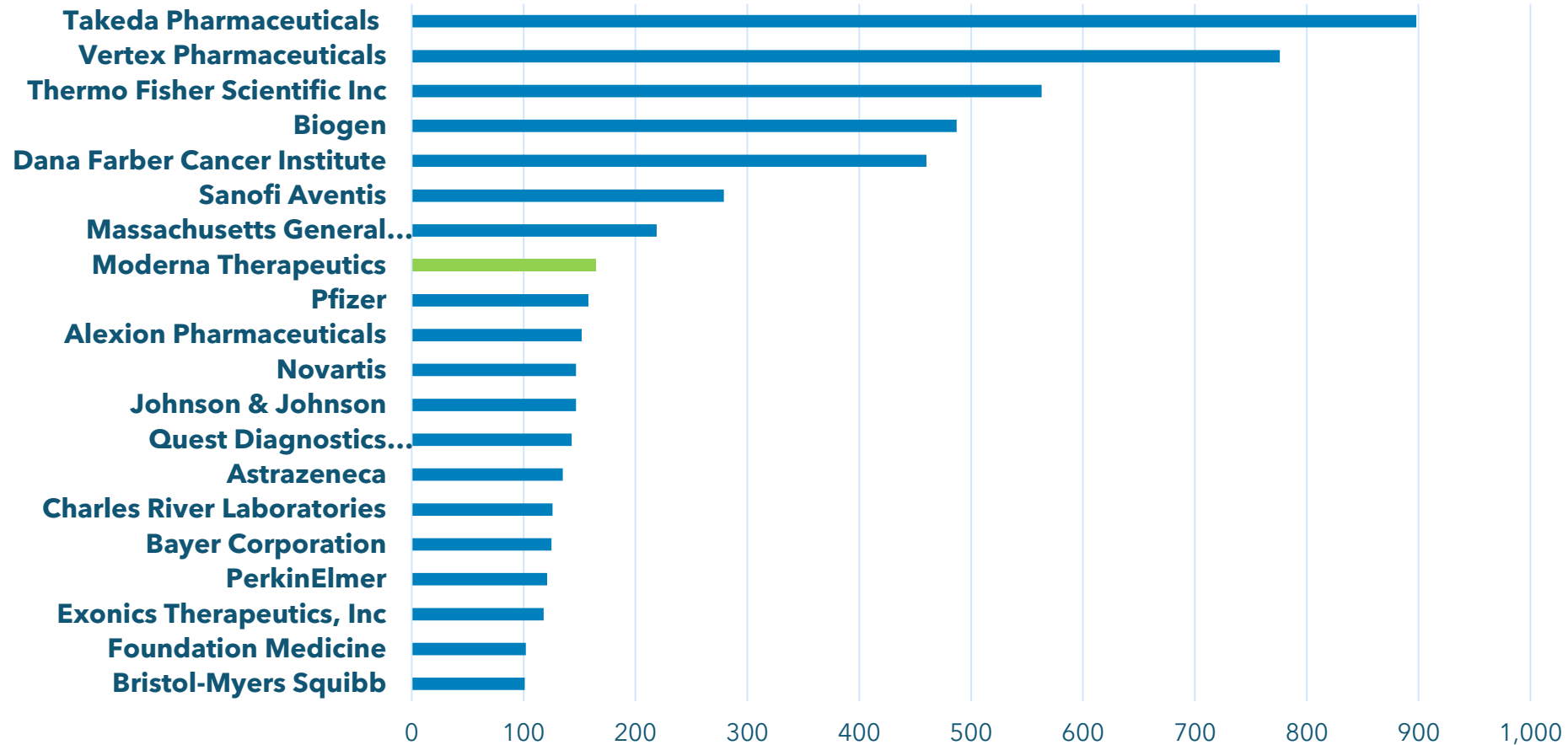
Comparison to 2019:

Scientific Research & Development	49%
Pharmaceutical Manufacturing	32%
Hospitals	8%
Instruments Manufacturing	4%
Colleges & Universities	5%
Medical & Diagnostic Laboratories	3%

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

June 2, 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

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***The Massachusetts life sciences industry
currently leads the world.***

***Our continued success depends on a
world class workforce.***

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