

Life Sciences

LABOR MARKET ANALYSIS REPORT HIGHLIGHTS

San Diego County October 2014

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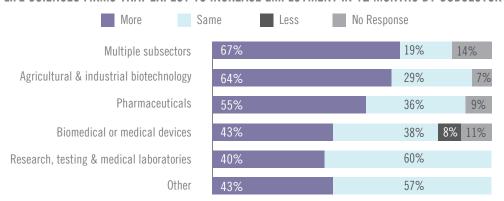


San Diego County is ranked as one of the top 10 regions in the nation for Life Sciences. While the sector boasts high employment growth, it often demands workers with advanced education and skills that rapidly adapt to changing technologies. This study serves to inform the workforce development system—educational training institutions, Workforce Investment Boards and community organizations—on how to best prepare the future workforce for the Life Sciences sector. The full report analyzes data on job growth, training gaps, hiring challenges and skills in demand from employers.

OVERVIEW OF LIFE SCIENCES IN SAN DIEGO COUNTY

The Life Sciences sector accounts for more than 1,372 establishments¹ and 45,000 workers. From 2005 to 2013, Life Sciences employment in San Diego County grew by more than 35%, which is considerably faster than the nation or California as a whole. More than 130 firms were surveyed and interviewed for this report. Companies that are diversified and engaged in multiple subsectors expect the most employment growth between 2014 and 2015 compared to businesses that focused on only one subsector.

LIFE SCIENCES FIRMS THAT EXPECT TO INCREASE EMPLOYMENT IN 12 MONTHS BY SUBSECTOR



EMPLOYER-DESIRED KNOWLEDGE, SKILLS AND ABILITIES

Job postings and employment data indicate that the following knowledge, skills and abilities (KSAs) are the most commonly associated KSAs in the nine occupations:

- Chemistry
- Inspection
- Good manufacturing practices
- Biology
- Validation
- Laboratory equipment
- Good lab practices
- Calibration

- Quality assurance and control
- Oral and written communication
- Bioinformatics
- Organization
- Research
- Detail-oriented
- Problem-solving
- Troubleshooting

The nine occupations selected for in-depth analysis in this study have an average annual wage of approximately \$73,000 and are projected to have a large number of job openings in the region.

- Lab assistants, technicians or specimen accessioners/ processors
- 2. Manufacturing or production technicians or assemblers
- Materials handlers or supplychain technicians
- 4. Medical lab technicians or clinical lab scientists
- 5. Quality assurance analysts, auditors or specialists
- 6. Quality control associates, assistants or coordinators
- 7. Regulatory affairs specialists or analysts
- Research associates or assistants (preclinical, research & development or clinical)
- 9. Sales representatives or business development specialists

EMPLOYER PROJECTED 12-MONTH EMPLOYMENT GROWTH

2014 EMPLOYMENT 45,636

2015 EMPLOYMENT 49,926

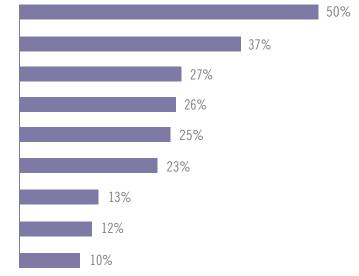
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9.4% INCREASE IN JOBS All occupations in this research are expected to increase in employment. The following depicts the percentage of employers who expect to hire more employees in each occupation from 2014 to 2015.

LIFE SCIENCES FIRMS THAT EXPECT TO INCREASE EMPLOYMENT IN 12-MONTHS BY OCCUPATION

PERCENT OF RESPONDENTS

Research associates or assistants Medical lab technicians or clinical lab scientists Lab assistants, technicians or specimen accessioners/processors Sales representatives or business development specialists Regulatory affairs specialists or analysts Materials handlers or supply-chain technicians Manufacturing or production technicians or assemblers Quality assurance analysts, auditors or specialists Quality control associates, assistants or coordinators

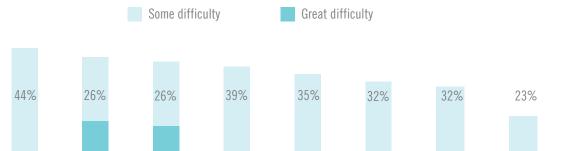


Employers reported at least some difficulty in finding qualified applicants for all nine occupations. This information can assist educational institutions in developing and refining programs to meet their needs.

Percent of Respondents

31%

25%



EMPLOYER REPORTED DIFFICULTY IN HIRING QUALIFIED CANDIDATES

Quality Regulatory affairs assurance analysts specialists

6%

Medical lab technicians represen-

19%

Sales

tatives

21%

Manufacturing or production technicians

4%

Research associates

5%

Lah Quality assistants control associates

5%

Materials handlers

3%

RECOMMENDATIONS FOR WORKFORCE DEVELOPMENT

- Focus on programs that expose and educate youth of the employment opportunities in Life Sciences
- Emphasize key areas in Life Sciences such as bioinformatics, bioengineering, data mining and analysis and biochemistry in training programs
- Develop workforce tools that continually inform educators about the changing needs of employers due to technological developments and innovation
- Inform job seekers that employment opportunities are available to those who are willing and able to learn as well as adapt and respond quickly in a rapidly changing environment
- Incorporate communication skills in training programs to combine a scientific background with the ability to communicate complicated scientific information

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