

BIOTECH BRIDGE TRAINING ACADEMY

Companies experience 18% decrease in turnover with new hires from Bridge



"THE MANUFACTURING TECHNICIANS ARE THE MOST IMPORTANT PEOPLE IN THE COMPANY. THESE ARE THE EMPLOYEES RESPONSIBLE FOR PRODUCING A PRODUCT THAT CAN EASILY COST OVER A HALF OF A MILLION DOLLARS FOR ONE LOT. THEY ARE THE KEY TO SUCCESS OF THE COMPANY."

Willie Zuniga, President, Grifols Biologicals Inc.

Companies Receive High Return on Investment from Partnership with LAVC's Biotech Bridge

Los Angeles Valley College Prepares Students for Biomanufacturing Careers

Finding quality workers takes time and money. Training them to specific company standards takes even more.

Los Angeles Valley College developed its Biotech Bridge Training program to build a pipeline of talent to fill open manufacturing technician positions.

As part of the Community College Consortium for Bioscience Credentials (c³bc), LAVC developed a six-week program designed to help students develop a much-needed set of core skills and competencies targeted specifically for the bioscience industry. From the program, students receive employability skills, resume and interview preparation, contextualized math and science, and a guaranteed interview upon completing the courses.

Employees hired via HR and normal onboarding procedures:
23% turnover

Bridge participant employees:
5% turnover

Hundreds of candidates around the greater Los Angeles area apply for the program, LAVC prescreens the candidates, and with the help of local manufacturing partners, **Baxalta** and **Grifols Biologicals Inc.**, the college selects its final candidates for the program, usually around 20 to 30 students per program.

Students describe LAVC's Biotech Training program as challenging. The participants must be able to work in cold/wet environments, lift/push/pull at least 50 pounds, and they must fully commit to the program every day of training with only the promise of an interview at the end.

BAXALTA HIRED 80% - 85% OF STUDENTS COMING OUT OF LAVC BRIDGE ACADEMY

Baxalta, a global biopharmaceutical company located in Los Angeles, began its partnership with LAVC to find qualified employees with a commitment to the industry. In the past seven years, Baxalta has hired 96 students from the LAVC Biotech Bridge Program.

Baxalta's investment in LAVC? Just time.

Instead of the high costs associated with company specific training, Baxalta provided LAVC two employees for one day of support during the screening process, as well as offering selected students a tour of the plant floor.

The screening process is critical to Baxalta. As Dave Arnold, Plant Manager at Baxalta, explains, "The level of commitment demonstrated from the selected students guarantees that this is someone who really

wants to work in the biotech industry. This passion is exactly what we are looking for in prospective employees."

Not only do employers get a talent pipeline with technical and employability skills that are in high demand, but LAVC has also been able to customize its training based on company needs, including an increased understanding of fractionation.

"LAVC provides such a great resource of diverse talent. They have connections, they can do the sourcing, and it really doesn't cost us anything. **I don't have to hire another recruiter. It has been a win-win partnership for us,**" said Liz Schulz, Director, Human Resources, Baxalta.



Zuniga with graduating student Cristina Diaz, Cohort 3

“The best part about the program is the pre-screening and pre-selection process. We are very involved in the process and find the graduating students to be viable candidates for employment.”

- Willie Zuniga, President, Grifols Biologicals Inc.

GRIFOLS HIRES 6 OR 7 GREAT CANDIDATES FOR ONLY A COUPLE DAYS OF STAFF TIME

Grifols Biologicals Inc. (GBI) is a biopharmaceutical manufacturing company that produces life-saving plasma protein therapies.

Up, up, up the ladder.

Willie Zuniga started as a manufacturing technician over 35 years ago. After working his way to become the President of GBI, Willie knows the value of hiring the right technicians and considers it one of his most important duties. Currently, more than half of GBI's 800 employees are manufacturing technicians. These are the employees responsible for producing a product that can easily cost over a half of a million dollars for one lot. According to Willie, they are the key to the success of the company. “In general, entry level employees that are hired from places such as monster.com don't have certain skills such as knowing what the metric system is or how to measure pH. As a result they take longer to train.” A partnership with LAVC is a perfect solution for finding employees with the basic training already covered.

Saving money. Saving time. Creating futures.

Grifols is currently only investing time into the LAVC Biotech Bridge program. For the 25 students they have hired, the return on investment is priceless. “They (LAVC) have already

done a big part of my job by taking 300 applicants and filtering it down to 30 students.” Grifols hires the students as full time employees; rather than temps, and is particular about the employees they hire which results in a low 6.1% turnover rate.

“I don't think other companies understand the great return on investment you can get from this...” I see people we have hired from this program growing within our company and creating better futures for themselves and for their families. To me, that is priceless. The reason we will be the best manufacturing company is because we will have the best people, including the manufacturing technicians,” Willie said.



Dr. Chander Arora demonstrates lab techniques to Bridge Academy student.

BAXALTA EMPLOYEE SPOTLIGHTS



Pictured left to right: Edelita, Christian, Marcela

"[LAVC] changed my life. Before I was just a garment sewer, but with this training I was able to land a more rewarding job."
- Edelita Reyes, LAVC Bridge Academy graduate

"We're saving peoples lives, and that's something I wake up and look forward to every day – making a difference in the world."
- Christian Salgado, LAVC Bridge Academy graduate

"I wanted to have an impact on medicine, but research wasn't directly affecting medicine. My work now is allowing me to do so."
- Marcela Maldonado, PhD and LAVC Bridge Academy graduate

GRIFOLS EMPLOYEE SPOTLIGHTS

Jason Hice was a stepfather, a bartender, and needed a new career to support his family. After seeing a flyer for the Academy, Jason applied and was accepted into the Bridge program. He was hired by Grifols after completing the training, and one year later still has his certificate framed above his door. "The technical skills I learned from this program definitely set me above the others. When my supervisor talks about blood pathology, I know what they're talking about and a lot of people at my level don't know that stuff."

After getting her B.S. in microbiology, Leanna Tripathi, started a family and stayed home to raise her children. She soon wanted to get back into the workforce and came across the LAVC program. Upon completion, Leanna was offered a position in quality at Grifols. With her degree in microbiology and her training at LAVC, Leanna was the perfect candidate. "It's not a job, it's a career for me," Leanna said.



School:
Los Angeles Valley College



Average placement rate:
90%



Program:
LAVC conducted eight cohorts of a six week biomanufacturing program. The program was eight hours a day, five days a week, for a total of 200 training hours. The purpose of the program is to "Bridge" job seekers into entry-level jobs.

The Biotech Bridge Training Academy is an innovative job training program designed to train members to become a Manufacturing Technician I, and to prepare members for an interview with local bioscience employers. *The training is at no cost to the participants.*



Jose Lemon and Japeth Enriquez



Point of contact:
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Average class size:
20-30 students

About the C³BC:

The Community College Consortium for Bioscience Credentials (c3bc) is a multistate consortium of 12 community colleges engaged in an educational and training initiative funded by the U.S. Department of Labor under grant TC-23761-12-60-A-37. Under the c3bc, 12 Community Colleges nationwide coordinate to support the following strategies to assist grant participants to obtain employment in high-wage, high-skill occupations, such as biotechnology, biomanufacturing, and medical devices:

1. Harmonize a set of core skills across the biosciences and embed stackable and latticed, industry-recognized credentials into training for biosciences jobs that will create career pathways for TAA-eligible and other displaced workers.
2. Improve and expand recruitment, testing and aptitude assessment for trade-impacted workers in tandem with the public workforce system. This will help fill industry demand for biosciences workers.
3. Expand and improve the delivery of education and career training programs at the Community College level. Accelerate completion time in certificate/credentialing programs through improved assessment of prior learning, focused support services, the removal of institutional barriers and development of technology.
4. Build community college capacity for biosciences education and training that meets local, state and national employer needs across subsectors of laboratory skills, biomanufacturing and medical devices.

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Community College Consortium for Bioscience Credentials (C³BC):

