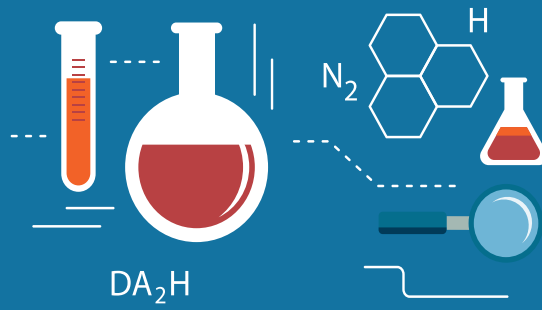


THE COALITION OF STATE BIOSCIENCE INSTITUTES (CSBI):

2016 LIFE SCIENCE WORKFORCE TRENDS REPORT

KEY REPORT FINDINGS¹



Key Themes

Big Data and Electronic Record Keeping: Advances in computational technology, supported by developments in informatics, bioengineering, and robotics, dictate the need for a high level of agility in all aspects of “rich data” collection and management, including data base managers, bioinformaticists, and biostatisticians.

Regulatory & Reimbursement: Critical business decisions at all stages of the company life cycle depend heavily on an in depth understanding of the changing regulatory requirements and reimbursement trends.

Soft Skills – Communication above all: The ability to communicate well across many disciplines in a fast-paced, global environment is overwhelmingly the top ranking soft skill sought in employees today.

Additionally, teamwork, interpersonal skills, adaptability, critical thinking, problem-solving, and collaboration are viewed as vitally important skill sets.

Employee Development: Ongoing employee training and development are critical for keeping employees’ technical and business skills relevant and helping companies compete for and attract the best talent.

Industry Partnerships with Academia: Partnerships at all levels are vital for developing collaborative research and preparing and inspiring new generations of talent with industry-relevant knowledge.

➤ GROWTH

Qualitative and quantitative data support the fact that the life science industry continues to experience demand at all levels. Consistent with the previous report, this demand includes a strong need for knowledge based employees. Job postings hit record highs with over 92,000 positions posted in 2015, a 45% increase from 2010 and 37% from 2014 (Figure 1).

Source: Burning Glass Technologies

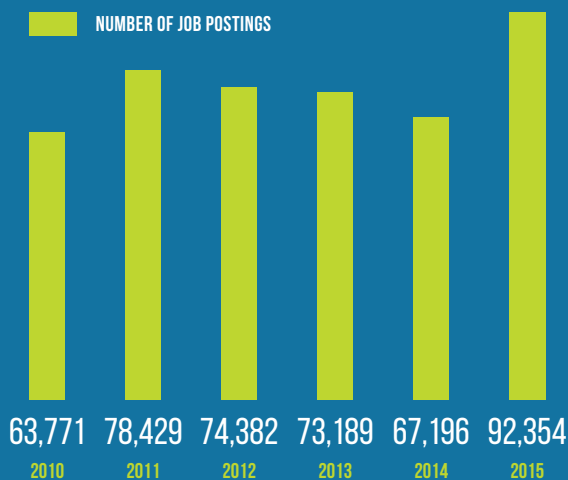
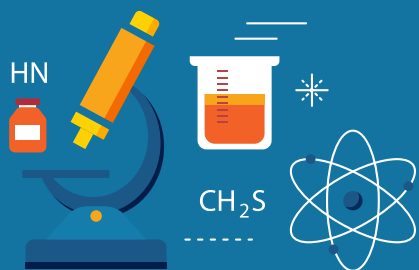


Figure 1 - Historic Number of Job Postings 2010-2015



¹For a full version of this report, visit www.csbioinstitutes.org

↳ Chemistry again tops the list of the most frequently posted jobs nationwide. Knowledge based employees remain in the greatest overall demand.

Source: Burning Glass Technologies

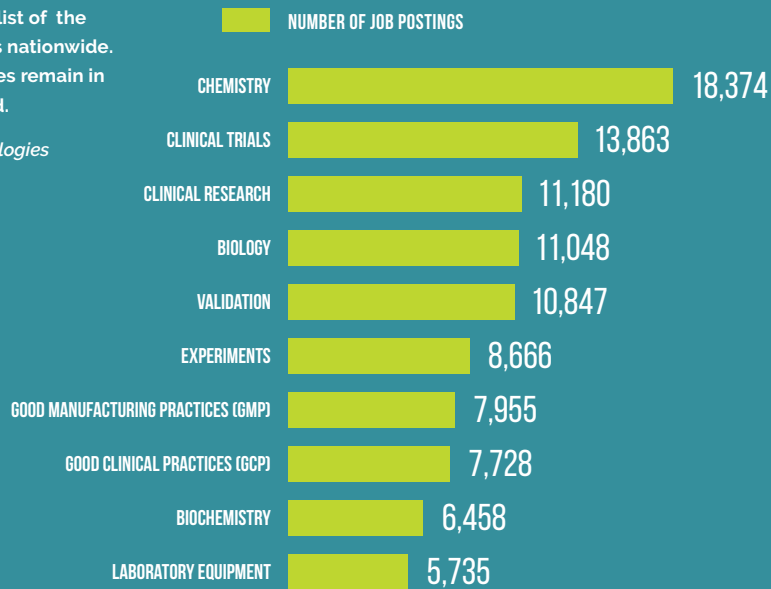


Figure 2 - Skills Most Frequently Listed in Job Postings Nationwide, 2015

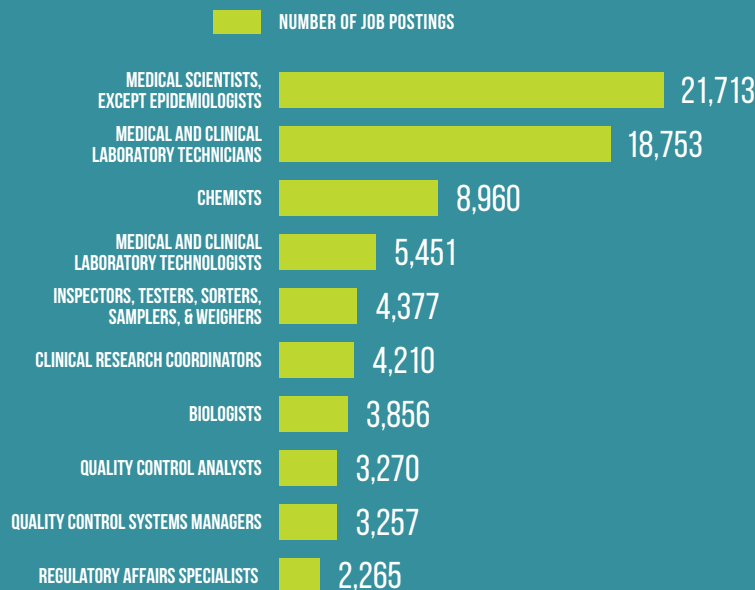


Figure 3 - Top 10 National Life Sciences Occupations by Job Postings, 2015

↳ Out of 73,000 job postings with degree requirements, the minimum requirement for most was a Bachelor's degree (64%), a slight rise from 2013 data (60%). Graduate/Professional degree requirements went from 19% (2013) to 14% (2015).

Source: Burning Glass Technologies

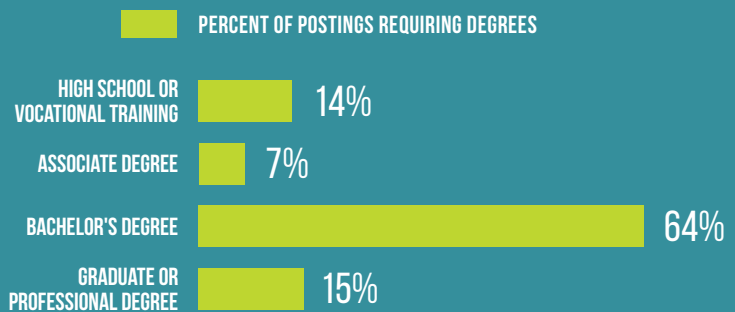


Figure 4 - National Education Requirements Based on Job Postings, 2015