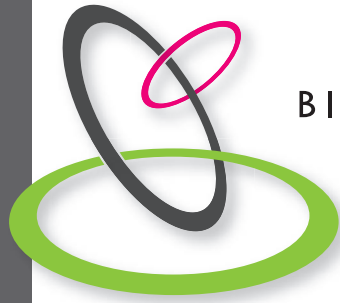


Who are we?

The Biotech Workforce Network grew out of the marriage between two complementary needs: the need of the regional bio-tech industry's to build capacity as promising drugs moved into large scale manufacturing, and the need of the regional workforce system to assist the thousands of skilled airline workers dislocated by 9/11.

Through recognizing the potential to match the industry's essential need for technicians able to work in a demanding and regulated environment with the regional skill pool represented by over 3,000 laid off mechanics and other airline workers, the Consortium created an innovative, growing and sustainable system to support the expansion of the bio-tech sector. Our partners include; San Mateo and Alameda Counties, Skyline and Ohlone Colleges, Gruber Pereira Associates, and Genentech Inc.



# BIOTECH WORKFORCE NETWORK

Solutions for a Growing Demand

## Career Pathway's Project

The current initiative of the Network engages employers, training providers and the workforce investment system to develop a model career pathway program that provides all the skills necessary to ready participants for successful employment. Typical target positions are manufacturing technicians, production technicians, quality assurance technicians, and documentation review staff. Programs can also recruit and retrain dislocated engineers from aerospace and related industries for more advanced facilities management and engineering positions. The current initiative includes the following benefits:

Funding of up to \$7,000 per trainee for new programs;

Employer-defined standards for participation with training typically targeted to skilled dislocated workers;

Customized pre-employment training - Up to 300 hours of employer-designed pre-employment training delivered by a partner community college or other training provider;

Subsidized try-out employment - Up to three months try-out employment supported by a 25%-50% wage subsidy;

Upgrade training opportunities - Potential funding for continuing training for new and current employees; and

Full employer discretion in all internship and hiring decisions.

## Future Vision: Comprehensive Outreach Strategy

The Biotech Workforce Network recently received the Department of Labor-Employment and Training Administration's 2005 Recognition of Excellence (ROE) award - - a prestigious award given to high achievers in the workforce investment system that demonstrate innovative partnerships and results.

The team has secured additional funding for future biotech initiatives. However, the overarching project vision is to develop an outreach strategy that moves beyond a single initiative and recruits other partners to create regional employment and training biotech solutions. The new vision of the brand strategy will offer a wide variety of employment and training solutions to biotech businesses and job seekers that want to train and/or advance in the field.



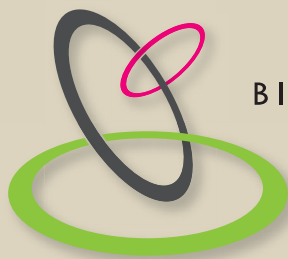
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