



How to beat the biopharma talent crunch

Skill shortage can greatly affect your business



Financial impact:

High employee turnover can result in lost revenue, delays to market, and regulatory hurdles.



Batch loss:

Operator errors are rated as the second primary cause of batch loss in manufacturing-scale processes (1).



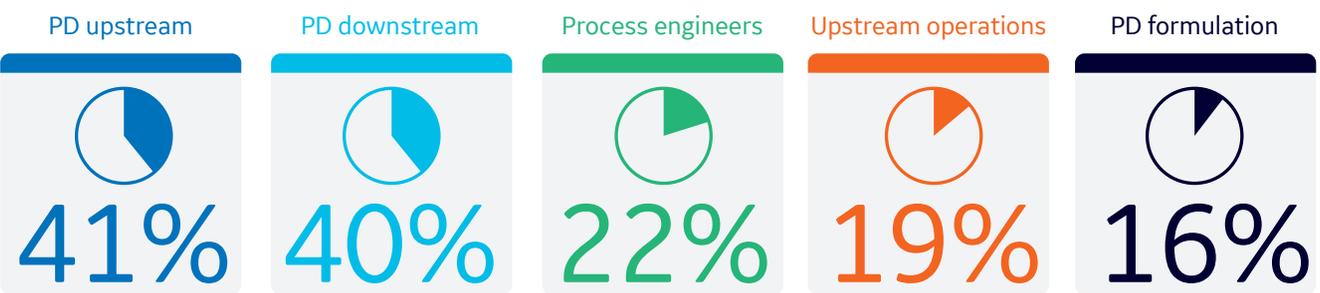
Sales stop:

Lack of skilled workers is the second largest challenge for biopharma companies (2). An annual failure rate over 5% could risk the ability to sell your drug (3).

Intensive biopharma talent search

Between 2010 and 2018, an average of 40% biopharma companies report that upstream and downstream process developers (PD) are the top 2 hardest jobs to fill (1).

TOP 5 MOST DIFFICULT POSITIONS TO FILL IN 2018



INDUSTRY TRENDS PROPELLING HIRING DIFFICULTIES



New skillsets needed such as automation and leachables/extractables



More competition for staff due to, for example, growth in biosimilars and biogenerics, and big pharma companies moving into biopharmaceuticals



Fewer students pursuing life sciences



Research and academic employment preferred



Many experienced people are retiring

Training helps create future talent

HANDS-ON TRAINING:

Although many universities provide biotechnology education, few teach actual hands-on bioprocess development and manufacturing. Make sure to empower you staff with hands-on training.

NO SHORTCUTS:

Since 2009, the need for extensive training beyond 20 days has increased while “less than one day” approaches have continued to decline (1). To ensure success, put your staff through extensive training and retraining.

BOOST GMP:

GMP continues to be a training gap for process development graduates. This knowledge is both essential in the biopharma industry and required by regulatory bodies. For effective bioprocessing, boost your staff’s GMP knowledge when needed.

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Having the right people can prove more critical to success than the right technologies and equipment.

gelifesciences.com/fasttrak

References

- BioPlan Associates report 2018
- BioPharma-Reporter.com survey report 2017
- FDA Fines Genzyme \$175M for manufacturing problems, San Diego Union-Tribune

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+ Dive deeper into how you can address the talent crunch in the biopharma industry.