

BC BIOTECH SKILL NEEDS SURVEY

Vitesse Re-Skilling™ Canada, in conjunction with Western Economic Diversification Canada, is developing a strategy to address the unmet skill needs of the British Columbia biotechnology sector. The aim of this initiative seeks to provide a detailed curriculum plan that will articulate industry's unmet needs for technical training.

This survey consists of three parts: Part I is basic company and HR information, whereas Parts II and III will assess the need for technical skills training. Companies, which do not currently manufacture biotech products, need to fill parts I and II only. Since many questions in this survey regarding HR are quite distinct from those assessing technical needs, separate individuals can fill out the different parts of the survey.

All information will be kept completely confidential, and will be used for the purpose of this project only.

PART I: COMPANY INFORMATION

| | | |
|--|--|--|
| Name of Company | | Ownership (e.g. Public) |
| Name of Respondent | | Position |
| Phone Number | | E-mail Address |
| Does your company have lab facilities? <input type="checkbox"/> Yes <input type="checkbox"/> No | Type of Lab Facilities (e.g. R&D, Analytical) | Does your company have manufacturing capacity? <input type="checkbox"/> Yes <input type="checkbox"/> No |
| List your company's current product portfolio: | | |
| Product | Development Phase (discovery, pre-clinical, PI, II, III or commercial) | |
| | | |
| | | |
| | | |
| | | |
| Define your company's research focus [e.g. Mab's for cancer therapy, proteins, etc.] | | |

Question 1

What is the primary source for your company's skill training?

- ☐ In-house ☐ College ☐ Professional Development (Private)
☐ On-the-job ☐ University ☐ Professional Development (Academia)

Question 2

How many people in your organization fall into the following categories?

- | | | | |
|----------------|-------------------|----------------------|-----------------------------------|
| Manufacturing | R&D | Clinical/Regulations | New Hires (employed for <6months) |
| Administration | Senior Management | | Sales |

Question 3

What is the minimum educational requirement of your employees at this level? [e.g. B.Sc. (Biology)]

Managerial

Technical (manufacturing)

Scientific Staff

Technical (lab)

New Hires (employed for <6months)

Question 4

What percentage of new hires are internationally trained professionals (i.e. have no Canadian education, training or experience)?

Question 5

How many employees from your company have taken skills upgrading courses/programs during the past year?

☐ 0 ☐ 1-10 ☐ 11-20 ☐ 21-50 ☐ >50

Question 6

Is there any additional training required for internationally trained new hires above that provided to a Canadian educated new hire?

☐ Yes ☐ No

Question 7

How would you quantify annual entry-level employee turnover rate in your company?

☐ Low (<10%) ☐ Medium (10-20%) ☐ High (>20%)

Question 8

On average, how much does your company spend annually on skills upgrading per employee?

☐ < \$500 ☐ \$500-\$1,000 ☐ \$1,000-\$2,000 ☐ \$2,000-\$5,000

☐ Other (please specify):

Question 9

On average, how much does your company spend annually on skills upgrading for a new hire (employed for <6months)?

☐ < \$500 ☐ \$500-\$1,000 ☐ \$1,000-\$2,000 ☐ \$2,000-\$5,000

☐ Other (please specify):

Question 10

How does your company support employees with respect to course training?

[check all that apply]

☐ Fees and Tuition

☐ Course Materials

☐ Transportation/Accommodations

☐ Paid-time Off

☐ Providing Facility

☐ Other (please specify):