

Vitesse Biotechnology Bridging Program for Internationally Trained Professionals

Information/Exchange Session
August 11, 2004



www.vitesse.ca



Outline

- **About Vitesse**
- **The Vitesse Model**
- **The Vitesse Biotechnology Bridging Program for Internationally Trained Professionals**
- **Selection Process and Benefits**

About Vitesse

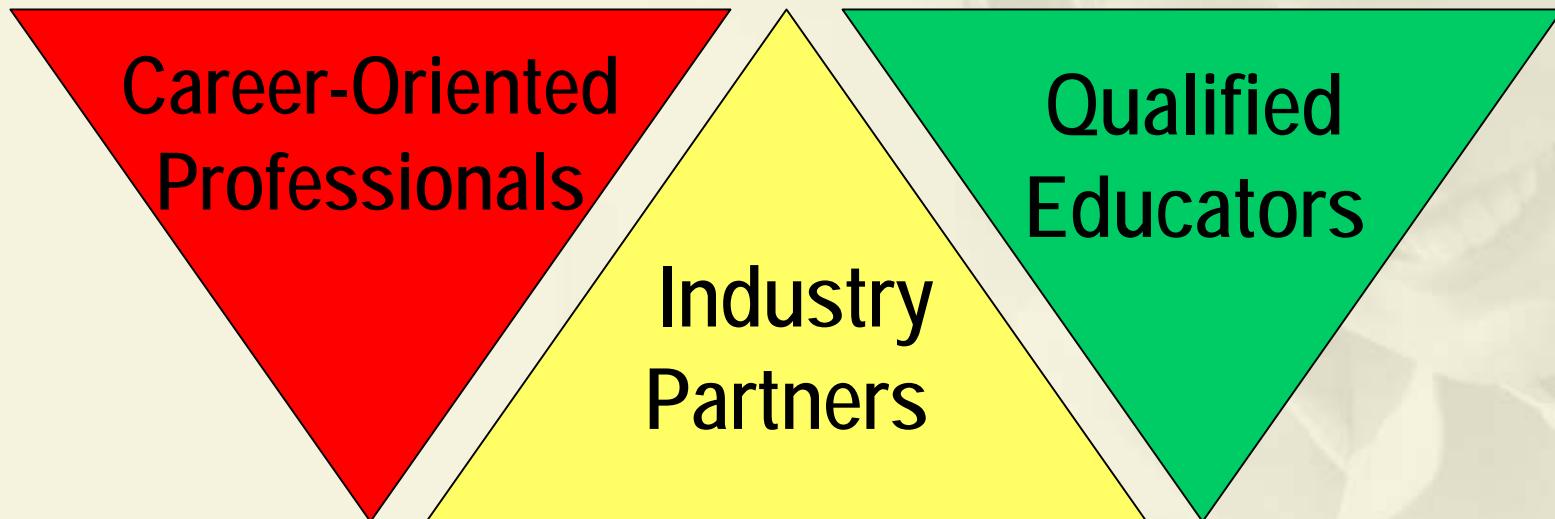
- **An independent, not-for-profit organization**
- **Mission: To provide innovative, cost-effective solutions to meet the skills requirements of knowledge-based industries by using existing educational, human and business resources**
- **Currently with offices in Ottawa, Toronto and Vancouver**
- **Number of individuals re-skilled™ to date - 624**
- **Involved in responding to biotech industry skill needs since 2001**
 - **Helped bring \$450M investment by DSM Biologics in the Montreal area**

“Re-Skilling” – Vitesse’s Registered Trademark

- A strategic investment to ensure a consistent source of skills that meets changing organizational and industry needs
- A commitment to continuous learning that meets the education requirements of a diverse workforce
- An individualized process that matches the backgrounds of professionals with organizational needs
- An important tool for recruiting and retraining high quality staff
- A balance between meeting the skill needs of today with the competency demands of the future

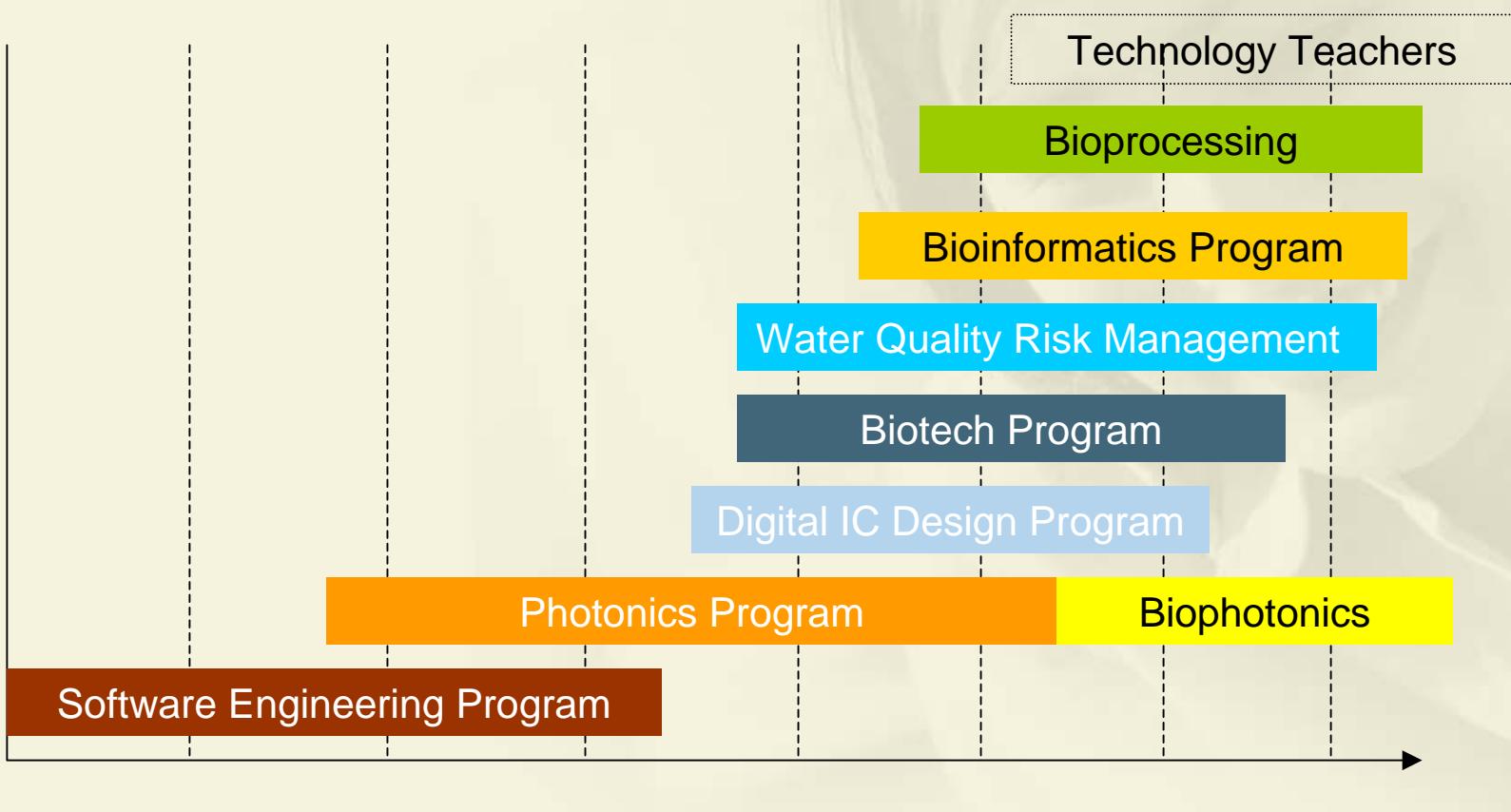
The Vitesse Model

Brings Together



To Provide Cost-Effective HR Solutions

Vitesse Programs



The Canadian Paradox

- Immigrants are expected to account for all net population growth by 2031
- Immigrants are expected to account for all net labour force growth by 2011. In Toronto, it already occurred in 2003.
- But... on average, 10 year gap of catching up with the earnings of a similarly educated Canadian
- ***\$2.4B loss to Canadian economy because of underutilization of skills (working in a less skilled occupations)***
- ***\$12.6B loss because of pay inequity***

Barriers Facing Internationally Trained Professionals

- Non-recognition of international academic or trade credentials
- Non-recognition of international work experience
- Access to education and training in Canada
- Soft skill workplace experience and cultural integration

The Vitesse Programs Overcome These Barriers!

Vitesse Biotechnology Bridging Program for Internationally Trained Professionals (VBP-ITP)

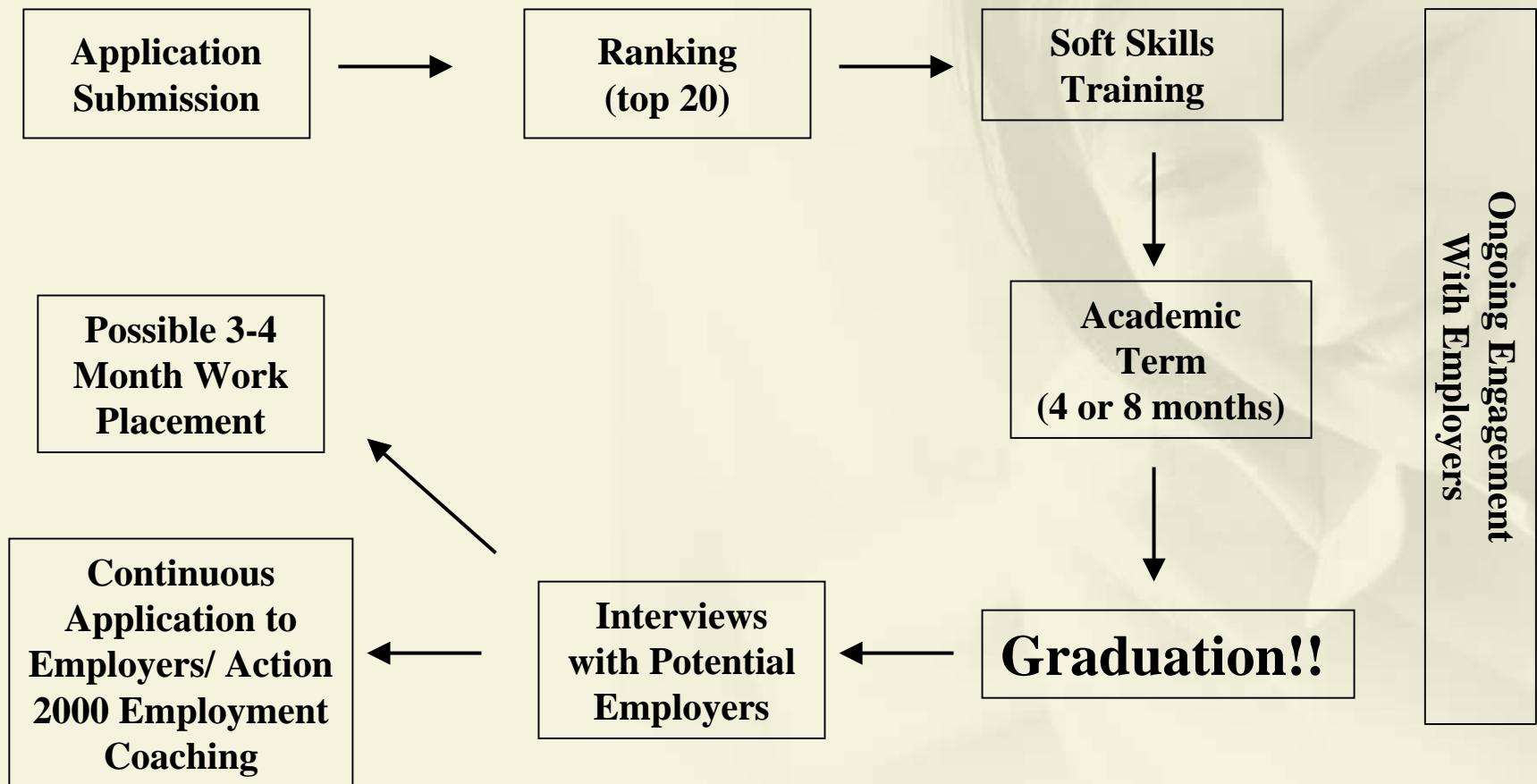
■ Objectives:

- To re-skill internationally-trained science graduates into the biotechnology and life sciences sectors
- To provide internationally-trained professionals with soft skills, technical communication skills, and Canadian workplace practices
- To focus on advancing internationally-trained professionals
- To reduce barriers without duplicating existing learning

Who is Eligible

- **Have a university degree in the life sciences, biotech-related sciences or applied sciences**
- **Be internationally trained (i.e. at least 4 years of post secondary education outside Canada)**
- **Be a Canadian citizen or permanent resident**
- **Demonstrate proficiency in the English language (e.g. CAEL, CanTEST & TOEFL)**

Program Model



Program Content - Soft Skills & Technical Communication

- **Laboratory safety**
- **WHMIS (Workplace Hazardous Materials Information System)**
- **Technical and scientific writing**
- **Canadian workplace practices**
- **Canadian academic environment**
- **Resume writing/interview skills**
- **Employer engagement workshop**

Program Content - Academic

- **Customized according to students' backgrounds and employers' needs**
- **Option 1 (8 months/2 academic semesters)**
 - Introductory level courses in the first semester
 - Advanced level courses in the second semester
- **Option 2 (4 months/1 academic semester)**
 - Advanced and “hands on” courses
- **3 - 4 courses per semester for both options 1 & 2**

Course Selection

Introductory level courses may include:

- **Introduction to Molecular Biology**
- **Introduction to Cell Biology**
- **DNA Technology**
- **Cell Culture**
- **Biochemistry**

Advanced level courses may include:

- **Biotechnology**
- **Molecular Biology**
- **Genomics**
- **Immunology**
- **Protein Structure & Function**
- **Biochemistry Laboratory**
- **General Microbiology Laboratory**

Individualized Learning Plans

- **Vitesse TRIAD:**

Student + Vitesse rep. + university advisor

- **TRIAD participants select courses in consultation with student**
- **Learning is: individualized, does not repeat prior learning**
- **All VBP students have access to a dedicated university advisor during their academic semester**

Work Placement

- **The 3-4 month work placement is not guaranteed**
- **Conditional, based on**
 - **Successful graduation**
 - **Successful interview with an interested company**
- **To date, 80% successfully completed the program**
- **70% obtained work placements**
- **50% obtained full-time positions after completion of program**

Employers Previously Participated

- **PharmaGap Inc.**
- **Canadian Pest Management Agency**
- **Agriculture Canada**
- **Optiwave Corporation**
- **Pharmacon Research**
- **Gangagen**
- **Toth Information Systems**
- **Biomedical Photometrics**
- **Laser Diagnostic Instruments International**
- **NRC-IBS**

Benefits to Students

- Skills tailored to Ottawa's biotechnology sector
- University/college-credit courses (can be used towards a degree/diploma program)
- Training in job search, employability and job retention
- Simulated (via "hands on" courses) or real Canadian workplace experience

Student Satisfaction 2003

- **Q - How would you rate the different components of the program?**
 - **Program objectives** 83.3%
 - **Access to university services during the program** 80.0%
 - **Communication with Vitesse** 75.9%
 - **Vitesse admin support throughout the program** 75.0%
- **Q - This program met my expectations** 78.3%
- **Q - The program will be useful in helping me to find work** 80%
- **Q - Would you recommend this program to a friend?** 92.6%

Selection Criteria

- **Academic excellence (based on university transcripts)**
- **Meet some or most course prerequisites**
- **Proficiency in English (based on test scores and an interview with Vitesse)**
- **Motivation (based on an interview with Vitesse)**

Application Procedures & Requirements

- To apply please submit:

- Application form
- Cover letter
- Resume
- Proof of Canadian citizenship or permanent residency
- Official or certified copy of University transcripts (in English)
- Academic credential evaluation report (e.g. from ICAS)
- Vitesse self-assessment forms
- Copy of English language assessment results(CAEL or CanTEST)
- A non-refundable \$80.25 application fee

Important Dates for VBP Toronto

- **August 17th, 2004 - Deadline for receipt of applications**
- **August 23rd, 2004 - Vitesse Triad™**
- **TBA - Soft Skills Program**
- **September 8th, 2004 - Academic Program begins**



Thank you!