

# Vitesse Biotechnology Bridging Program for Internationally Trained Professionals

**Information/Exchange Session  
August 11, 2004**

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# Outline

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



## About Vitesse

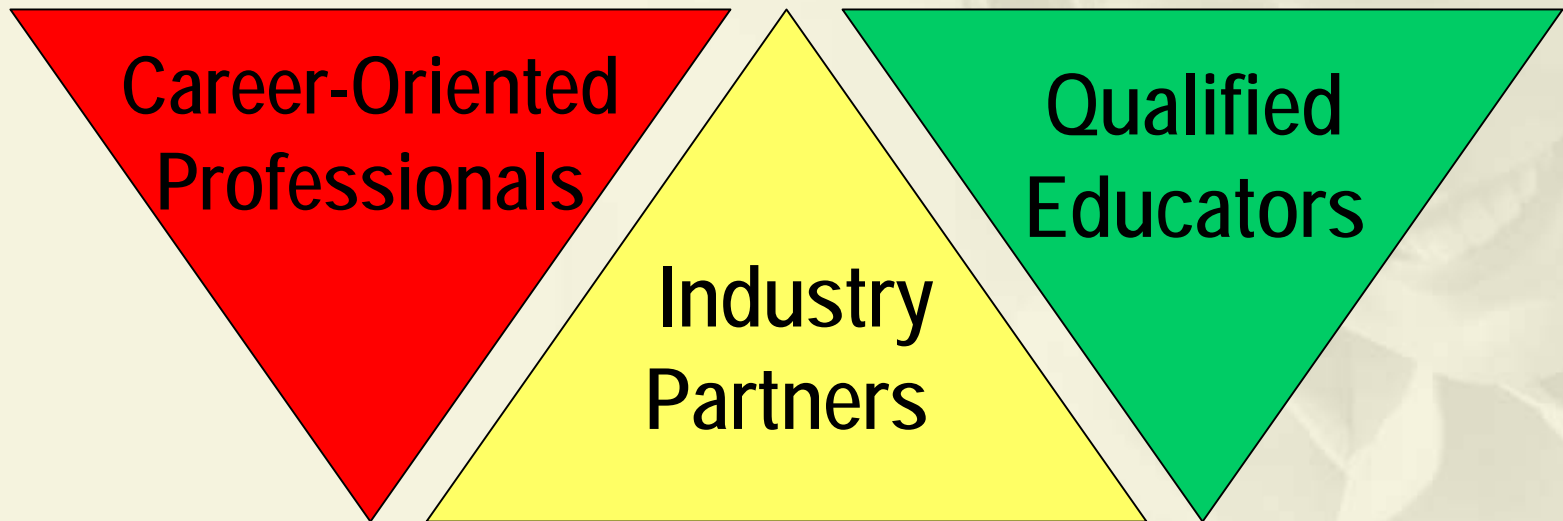
- **An independent, not-for-profit organization**
- **Mission: To provide innovative, cost-effective solutions to meet the skills requirements of knowledge-based industries by using existing educational, human and business resources**
- **Currently with offices in Ottawa, Toronto and Vancouver**
- **Number 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**

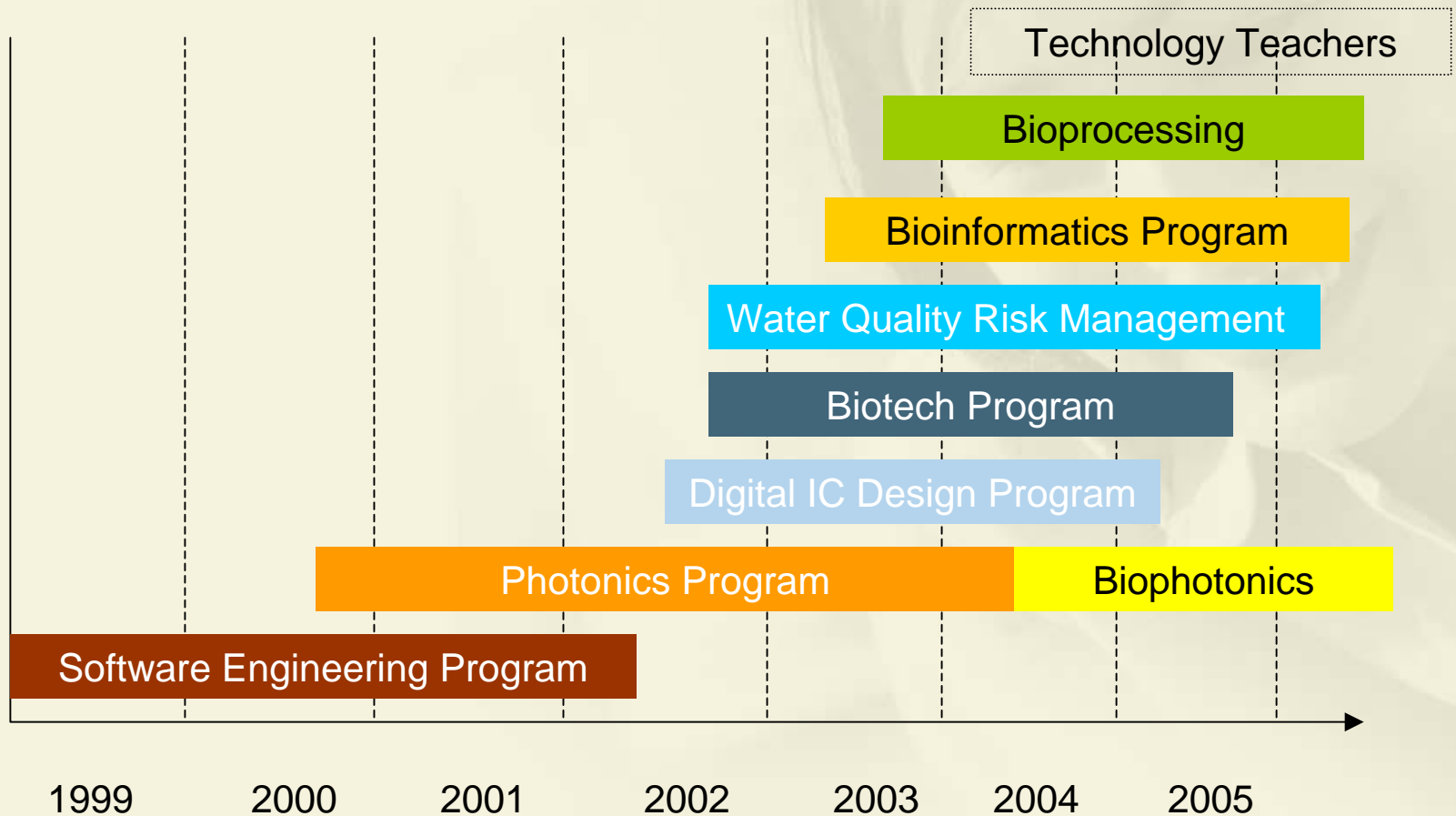
# The Vitesse Model

## 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)**

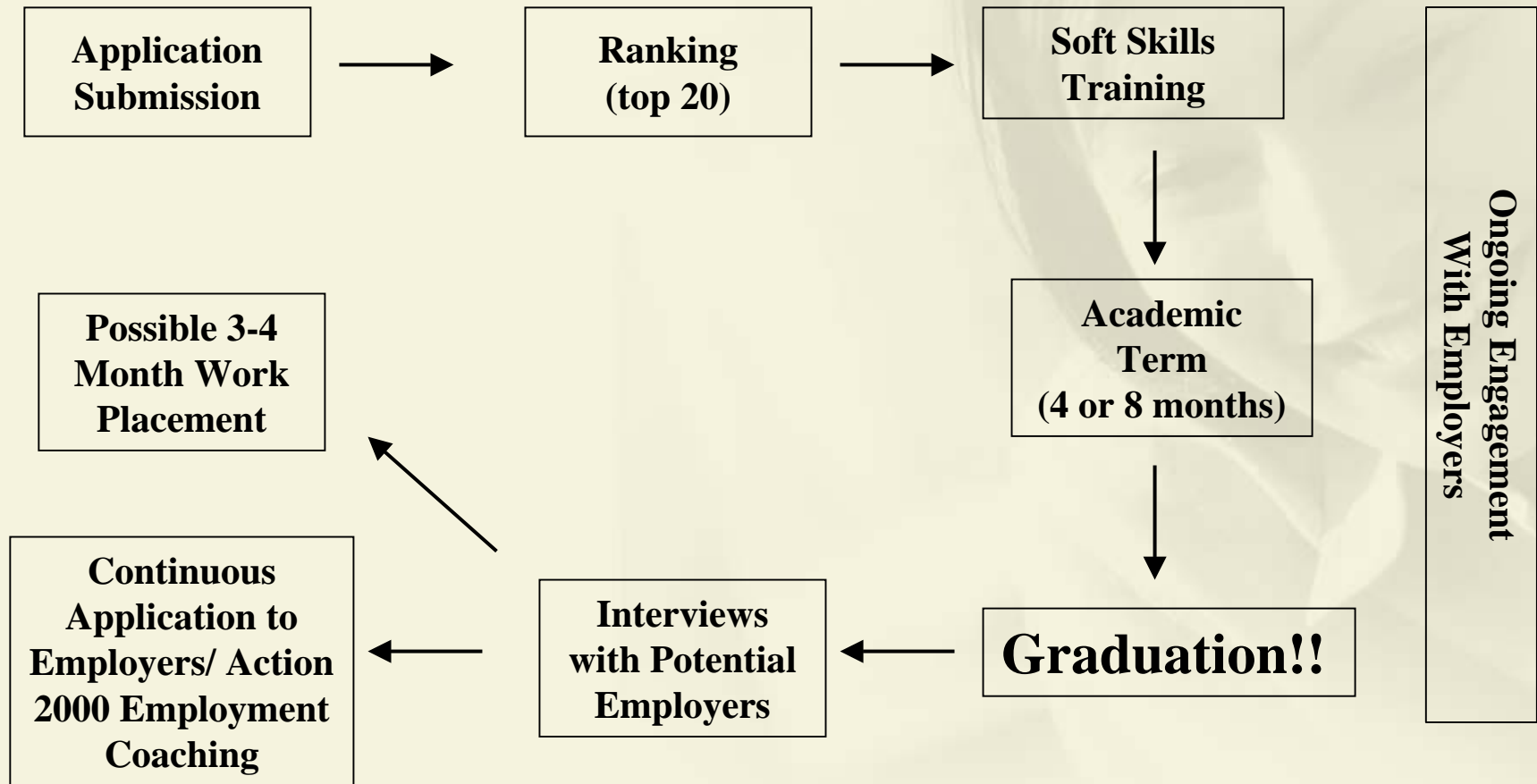
## **■ Objectives:**

- 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**

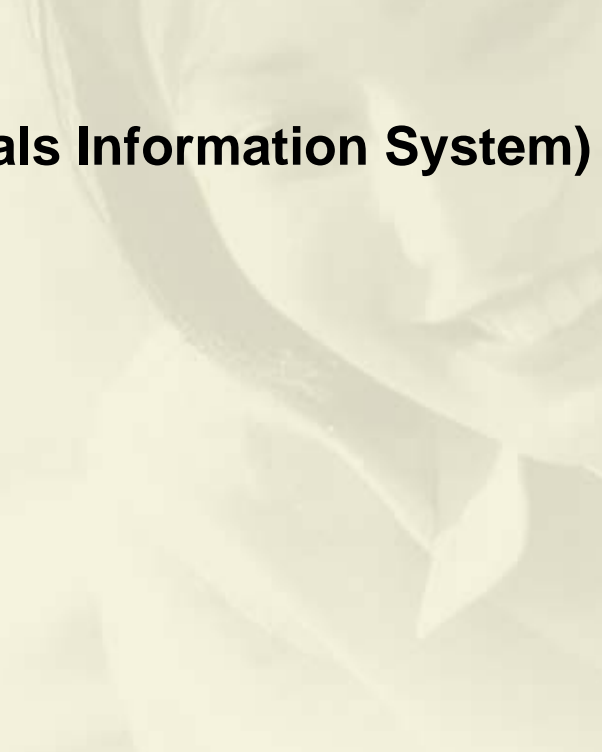
## Who is Eligible

- **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**
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## 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**

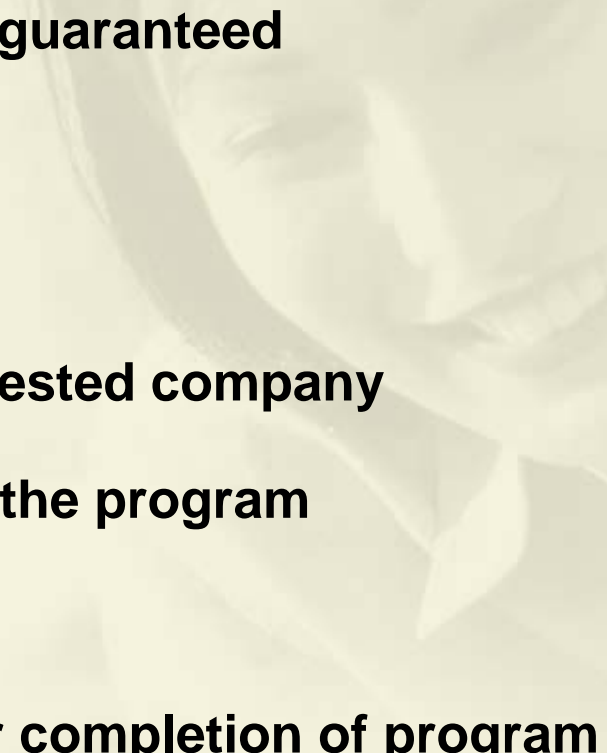
# Individualized Learning Plans

- 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
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## 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 23<sup>rd</sup>, 2004 - Vitesse Triad™
- TBA - Soft Skills Program
- September 8th, 2004 - Academic Program begins

The Vitesse logo, featuring the word "vitesse" in a bold, white, sans-serif font on a black background. A small orange and black graphic element is positioned above the 'v'.

Skills for Success

[www.vitesse.ca](http://www.vitesse.ca)

A photograph of a woman with short dark hair, wearing a light-colored blazer over a white shirt, smiling warmly while handing a white document to a man. The man is seen from the side, wearing a light green shirt. The background is softly blurred, suggesting an office or meeting environment with warm lighting.

*Thank you!*