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Project: 1.2 Twenty-first Century Workforce Team Organization: Bay Area Council Economic Institute and BASIC



- **Objective:** Develop 21st century workforce profile and recommendations (focus on the life sciences industry)
- **Outcome:** (1) Extensive report including survey and roundtable data; (2) Leadership group developed; (3) Findings part of Bay Area planning
- **Barriers:** Producing breakthrough collaboration for new approaches; time and expense of collecting valid, useful data and insights
- **Transformation:** From conflicting opinions and hypotheses about workforce issues in life sciences to specific, high priority cross-cutting findings and recommendations
- **Sustainability:** Approach may be used for any industry; Bay Area looking to incorporate the outcomes into a region-wide collaborative economic development model
- **Lessons learned:** Biotech is undergoing major changes with serious workforce needs that could drive employers out of California; there are issues at all educational levels up to post-doctoral; there is not a PhD shortage
- **Recommendations:** Address disconnects between employers, educational institutions, public sector officials, students, and job seekers

