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**PROJECT 1.2 – 21<sup>ST</sup> CENTURY WORKFORCE**  
**Potential Questions for One-on-One Interviews with Life Sciences Executives**

1. What are the realities and future implications of the marketplace on this industry and how will those forces shape the workforce?
  - Where is the industry going
  - What are the issues/ideas driving your industry
  - How will the future of the industry impact the skills needed in the future workforce
  
2. What combination of education, skills and experience will be the most valuable in this industry?
  - Where would you rank the need for management to have both business and science expertise – Masters of Science? Science Services?
  - Where would you rank the need for professional staff in life sciences to have interdisciplinary skills – i.e., skills that may not now fall within the generally accepted description of a biologist/researcher
  - Where will you be looking for the future leaders
  
3. Do the current leaders generally have that broad span of knowledge that crosses beyond the scientific focus?
  
4. Is there a critical skills shortage – the type of skills needed for 21<sup>st</sup> century innovative businesses – and if so, is it more critical at the
  - Technician level
  - Professional level
  
5. What are some of the key concerns regarding the future of ensuring a skilled workforce?
  - Lack of interest in becoming a “bench” scientist
  - Lack of system for quickly incorporating needed changes into the education system
  - Lack of easily accessible training for professional and management to obtain the added knowledge necessary as a corporation moves into different areas
  - Lack of broad understanding by educators of the key elements that are the driving force of the life sciences industry
  - Lack of basic math and science skills
  
6. We would be interested in hearing
  - How would you profile today’s effective life sciences manager
  - How would you profile an effective life sciences manager in 2017
  - How would you profile today’s effective technician
  - An effective technician in 2017
  
7. What is the key message concerning workforce development that you, as a life sciences executive, would like to give to California leadership at the state and local levels



## **TARGET COMPANIES FOR INTERVIEWS**

Following is the first-cut on companies to be targeted for interviews.

Amgen

Bayer

Cell Genesys

Exelixis

Entelos

Genentech

Gilead

Genencor

Genomic Health

Monogram

Raven

Renovis

Sunesis

Target Discovery

XDX

Early Stage Start-Up (TBD)

### Possible Relevant Companies – for Broad Perspective

Technology Vision Group

Law Firm (Heller/Fenwick?)

Finance (Burrill, MDS?)

### Possible Research Institutions

BASIC to set up group or one-on-one interviews with relevant research labs and research universities



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