

THE BIOTECHNOLOGY & HEALTHCARE
INDUSTRY ALLIANCE
OF NORTH TEXAS

OUTLOOK & PROGRESS REPORT

A YEAR IN REVIEW

As an industry-led sector partnership, the Biotechnology and Healthcare Industry Alliance of North Texas fosters the development of a thriving industry ecosystem where skilled workforce talent, job opportunities, and corporate resources abound.

The Biotechnology and Healthcare Industry Alliance of North Texas was assembled in 2023 to ensure alignment of workforce training programs with projected industry talent needs. To date, the BHIANT has expanded to include more than forty (40) Biotechnology and Healthcare partners and represents an industry-led sector partnership that includes start-ups, healthcare systems, manufacturers, and publicly traded companies.

Assessing the current industry landscape and existing infrastructure; Action Teams comprised of industry leaders dedicated time and resources to developing sustainable growth strategies for:

- Talent Pipeline Development
- Career Awareness Development
- Investor Development

Through outreach and collaboration with sixteen (16) North Texas counties, the BHIANT is serving the region to connect and recruit industry; while fostering the growth of local talent pools, career awareness, and capital investment.

By adapting to dynamic markets, business climates, and allowing industry to lead; the BHIANT has been instrumental in making North Texas an increasingly attractive destination for healthcare, biotechnology, and life science companies.

TALENT PIPELINE PROGRESS

A [region's] ability to adapt to change is directly proportional to the ability to attract, retain, and develop the right talent.

-Satya Nadella, CEO of Microsoft

OBJECTIVE	ACTION	OUTCOME
Inventory existing training programs and pathways for K-12/post-secondary programs.	Data collection and landscape assessment.	<ul style="list-style-type: none"> Identified 30+ K-12 schools and STEM initiatives in North Texas. Identified gaps in post-secondary pathways to entry-level careers.
Identify entry-level talent opportunities for upward mobility within careers.	Data collection and employer outreach.	<ul style="list-style-type: none"> Identified possible pathways for career transition and advancement across manufacturing and healthcare.
Develop career pathway support infrastructure by expanding industry engagement with high schools and community colleges.	Established partnerships with K-12 schools and community organizations.	<ul style="list-style-type: none"> Presented workforce initiatives to North Texas educators. Mentored 120+ historically underserved students regarding career opportunities in STEM and Healthcare.
Establish target careers, skills, and job requirements.	Data collection and analysis, labor market intelligence studies.	<ul style="list-style-type: none"> Identified and prioritized employment verticals. Identified 25+ possible careers and job titles currently available in North Texas
Develop career pathways and ladder models for target careers.	Collection and analysis of feasibility studies, correlate studies, labor market intelligence.	<ul style="list-style-type: none"> Career pathways and opportunities were identified and their feasibility confirmed, in collaboration with industry partners.

CAREER AWARENESS PROGRESS

To advance public visibility of career opportunities and pathways, the BHIANT and its members have collectively hosted or attended events locally, and across the nation promoting regional initiatives.

OBJECTIVE	ACTION	OUTCOME
Identify demographics and develop marketing strategy.	Census data collection and assessment.	<ul style="list-style-type: none"> Established initial target demographics and outreach strategies.
Identify community organizations to amplify awareness efforts.	Data collection and community outreach.	<ul style="list-style-type: none"> Partnered with 10+ economic development, cultural, and community organizations across North Texas.
Develop websites for industry training program and career awareness.	Developed and optimized websites and marketing strategy in collaboration with Alpha Business Images.	<ul style="list-style-type: none"> Over 80,000 website visitors since October 2023 launch. Website engagement score of 95%
Collaborate with industry and educational institutions to introduce career pathways to students and job-seekers.	Formed mentorship agreements with K-12, higher learning institutions and community organizations.	<ul style="list-style-type: none"> Presented BHIANT initiatives at 15+ K-12 STEM mentorship and university programs. Hosted Career Fair
Produce attractive, informative media package highlighting the North Texas Life Science value chain and offerings.	Industry data collection and analysis with industry partners.	<ul style="list-style-type: none"> Published North Texas Life Sciences booklet highlighting entrepreneurial legacy, infrastructure, workforce training, M&A timeline, accelerators, incubators, and investment resources. Achieved content distribution across the US and Globally through print and digital media.

INVESTOR DEVELOPMENT

A NEW ERA OF INVESTMENT IN NORTH TEXAS

While investment in biotechnology and healthcare innovation continues to lag behind other asset classes, the trend is showing signs of reversal. With the arrival of federal agencies and funding in North Texas. The region has just been named #1 for entrepreneurs and corporate relocations.

(source: Simplify, Federal Reserve Bank of Dallas)

BANK AND INVESTMENT FIRM RELOCATIONS

Dallas has seen Wall Street's largest banks start on new campuses this year, including Goldman Sachs, Wells Fargo and JP Morgan Chase. The region now has more finance workers than Chicago or Los Angeles, trailing only New York. Asset managers like Fisher Investments relocated earlier this year, joining Charles Schwab and Canyon Partners.

INVESTOR FORUMS AND EVENTS

Venture Capital and Private Equity firms from both coasts have started a trend of hosting events specific to Life Sciences and Healthcare innovation, adding to the network of existing angel groups and family offices.

NEW VENTURES

New deals are materializing across multiple sectors as investors across the country are capitalizing on stagnant markets and lowering interest rates. Some top banks and firms now have life science investment divisions in North Texas. There is over \$1B in new life science and healthcare constructions underway, with more than \$5B planned over the coming years.

STATE AND FEDERAL INVESTMENT

In the first 50 days of 2024, the Cancer Prevention and Research Institute of Texas (CPRIT) and the National Institute of Health (NIH) have already awarded North Texas researchers and institutions more than \$20M and \$47M respectively, to advance health science and cancer research.

(source: CPRIT, NIH)

BIOWORKS FOR NORTH TEXAS

TRAINING PROGRAMS

ACTIVE PROGRAMS

- Biotechnology Level I Certificate
 - Biotechnology Level II Certificate
-

PLANNED PROGRAMS

- Bioinformatics
 - Cell Culture Technician
 - Quality Assurance
 - Medical Assistant
 - Medical Laboratory Technician
 - Sterile Process Technician
-

COMPLETED PROGRAMS

- Dallas ISD Teacher Training
 - Biotechnology Level I
 - Biotechnology Level II
 - Quality Assurance
-

The BioWorks for North Texas has graduated more than forty (40) students, with nineteen (19) currently enrolled and projected to graduate Q2 2024.

BHIANT partners have convened meetings over the past several months with Healthcare System employers to begin assessing possible training opportunities and talent pipelines into Hospital employment as Medical Laboratory Technicians, Medical Laboratory Specialists, Sterile Processing Technicians, Surgical Technicians and Phlebotomists.

TRAINING PARTNERS



DALLAS COLLEGE



UNIVERSITY OF
TEXAS
ARLINGTON

WHAT HAVE WE ACCOMPLISHED?

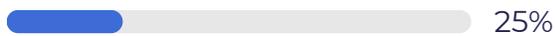


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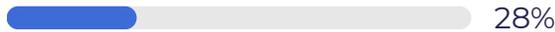
INDUSTRY ENGAGEMENT

The BHIANT represents the full spectrum of biotechnology and healthcare in North Texas

Hospitals & Healthcare Systems



Pharmaceutical & Therapeutics



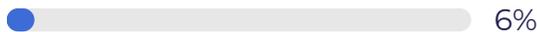
Manufacturing



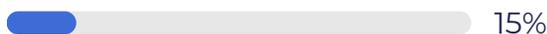
Medical Device



Bio-Agriculture/ Ag-Tech



Research



80K

WEBSITE VISITS SINCE LAUNCH

60+

GRADUATES BY Q2 2024

40+

INDUSTRY MEMBERS

100

% INDUSTRY MEMBER GROWTH

NEXT STEPS

2024 presents itself a pivotal year for regional industry sectors, the BHIANT looks to its member leaders to forge a path forward and capitalize on opportunity for North Texas.

We anticipate the continuation of current projects and the development of new objectives as the organization grows in membership and reach. The BHIANT has come to represent a holistic industry movement to insulate business from disruptive market forces, and will require a new round of commitments from industry leaders.

01

NORTH TEXAS EMPLOYER ENGAGEMENT

As programs continue to produce graduates, there is a growing need for establishing positive relationships with larger employers.

02

BIOWORKS GRADUATE JOB PLACEMENT

The BioWorks for North Texas has now produced over 40 trained graduates and this number is predicted to grow exponentially in the coming year.

03

ADAPT TO MARKET TRENDS

As market trends and employer needs shift, the organization requires insights and industry guidance to embark on new objectives.

ACKNOWLEDGEMENTS

AMN Healthcare
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BioLum Sciences
Bracane Company
Calyxt Biotechnologies
Children's Health
Cook Children's
Corganics
DesignPlex BioMedical
Elsie Biotechnology
Evolve Biologics
Experimentica CRO
Flagship, Inc
GenrAb
IVD Logix
JPS Health
Lantern Pharma
Lifecycle Biotechnologies
Lupagen
Mark Cuban Cost-Plus Drugs
Matica Biotechnology
Medical City Healthcare
MEDNA Scientific
Nanoscope Therapeutics
NemaLife
OncoNano Medicine
Panthera Biosolutions
Parkland Health and Hospital System
ParaNano Wound Care
Phronetik
RS BioTherapeutics, Inc.
Signature Biologics
SingleCell Bio
Spark Biomedical
Southwestern Controls
Swiss American CDMO
Texas Health Resources
UT Southwestern Medical Center

**Thank you for your dedication
to fostering industry growth in
North Texas**

BHIANT
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The Biotechnology & Healthcare Industry
Alliance of North Texas

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