

Quarterly Meeting

October 2023

Talent Pipeline Development

Formed as an Industry Sector Partnership to supply employers with a talented, skilled, labor pool by creating pathways to high-paying, quality jobs and provide historically underserved residents of North Texas a pathway to good jobs in a growing industry sector.



JUNE 2023 LAUNCH

- Identified need for making foundational skills and development available to residents of North Texas.
- Prioritized making career pathway programs/ support more available, and expanding partnerships between industry and high schools/ community colleges.
- Focused on entry-level, mid-level talent, and opportunities for upward mobility.

JULY 2023 CHECK-IN

- Analyzed workforce needs and available training programs.
- Established target careers, skills. requirements, and initial hiring needs.

SEPTEMBER 2023 CHECK-IN

- Assessed existing pipeline strength and integrity: barriers, missing links, and opportunities.
- Further defined occupational categories.
- Catalogued existing K-12 and post secondary programs: relevance, administrative contacts, location.
- Launched Biotech fast-track training program.

90-DAY REPORT

- Reviewed occupational categories.
- Developed career pathways and ladder models.
- Assessed employer needs and career sectors with greatest need/ highest vacancy.
- Launched BHIANT website.

Career Categories

HOSPITAL-BASED LABORATORY SCIENCES



- Medical Lab Technician
- Biomedical Technician
- Pharmacy Technician
- Bioinformatics Technician

RESEARCH & DEVELOPMENT



- Laboratory Technician
- Facilities Technician
- Engineer

CLINICAL RESEARCH LABORATORY SERVICES & TESTING



- Clinical Assistant
- Lab Assistant
- Lab Technician

MANUFACTURING & PROCESSING



- Manufacturing Technician
- Lab Technician
- Quality Assurance
- Operator
- Maintenance Technician

Talent Pipeline Development

SCOPE

- Making foundational skills and specific skill development available to these groups.
- Building career pathway programs and support more available to these groups.
- Expanding and strengthening partnerships between the sector, the region's high schools, and higher education.
- Focusing on entry-level, mid-level talent, and opportunities for upward mobility.

WHAT SUCCESS LOOKS LIKE

- A more pervasive partnership exists between the industry, K-12, community colleges, and workforce development in biotechnology and healthcare.
- More local youth and adults (especially from underrepresented groups) obtain the foundational skills then the specific skills to join and move up.
- Job requirements shift to focus more on skills and capacity to learn.

Talent Pipeline Development Questions

01. Are these the correct priority categories?

02. Are these the correct jobs within the categories?

03. What are our timelines moving forward?

03. What are next steps?

- What programs need to be prioritized and developed?
- What are the current and/or projected industry hiring needs?
- What are the training needs?
- Do they align with employer requirements?
- Where does the pipeline break down?
- Where does the pipeline do well?
- How do we measure our progress moving forward?

Career Awareness Development

SCOPE

- Develop regional marketing and communications strategy to build career awareness in biotechnology and healthcare.
- Develop a functional website to connect users with information and statistics regarding industry, opportunities and training programs.
- Highlight inclusivity and diversity, and encourage individuals to consider biotechnology and healthcare as viable career options.
- Provide resources and information to help individuals take the first steps towards a biotech/healthcare career.
- Foster Community and Support among program aspirants.

WHAT SUCCESS LOOKS LIKE

- A cohesive, regional marketing and communications strategy exists and actively serves to recruit industry and develop workforce in the region.
- An increasing number of youth and adults understand the vertical and horizontal career pathways available in Biotechnology and Healthcare.
- A growing number of the region's youth and career-changing adults choose to explore biotechnology and healthcare careers.



BHIA^{NT}

BIOTECHNOLOGY & HEALTHCARE INDUSTRY ALLIANCE OF NORTH TEXAS

*A Regional Industry Partnership
for North Texas*



Biotechnology



Healthcare



R&D



Manufacturing



JOIN TODAY!

www.BHIA^{NT}.com

Career Awareness Development

Focused on building regional awareness regarding the variety of career opportunities in biotechnology and healthcare among the region's youth, career-changing adults, and other nontraditional students to promote the sector as a source of new career opportunities.



JUNE 2023 LAUNCH

- Identified need for collective industry approach to promote career opportunities and provide student experiences.
- Prioritized building awareness and interest in a broad set of career pathways.
- Formed initial strategy to spark interest, reach and support individuals considering a career change.

JULY 2023 CHECK-IN

- Motioned to identify initial target populations.
- Formed strategy outline focusing on career benefits, testimonials.
- Identified need for marketing materials and a website.

SEPTEMBER 2023 CHECK-IN

- Resolved to identify new target populations and answer the question, 'Why North Texas?'
- Discussed marketing delivery modalities.
- Identified need for larger scope of outreach and allying with regional community organizations.

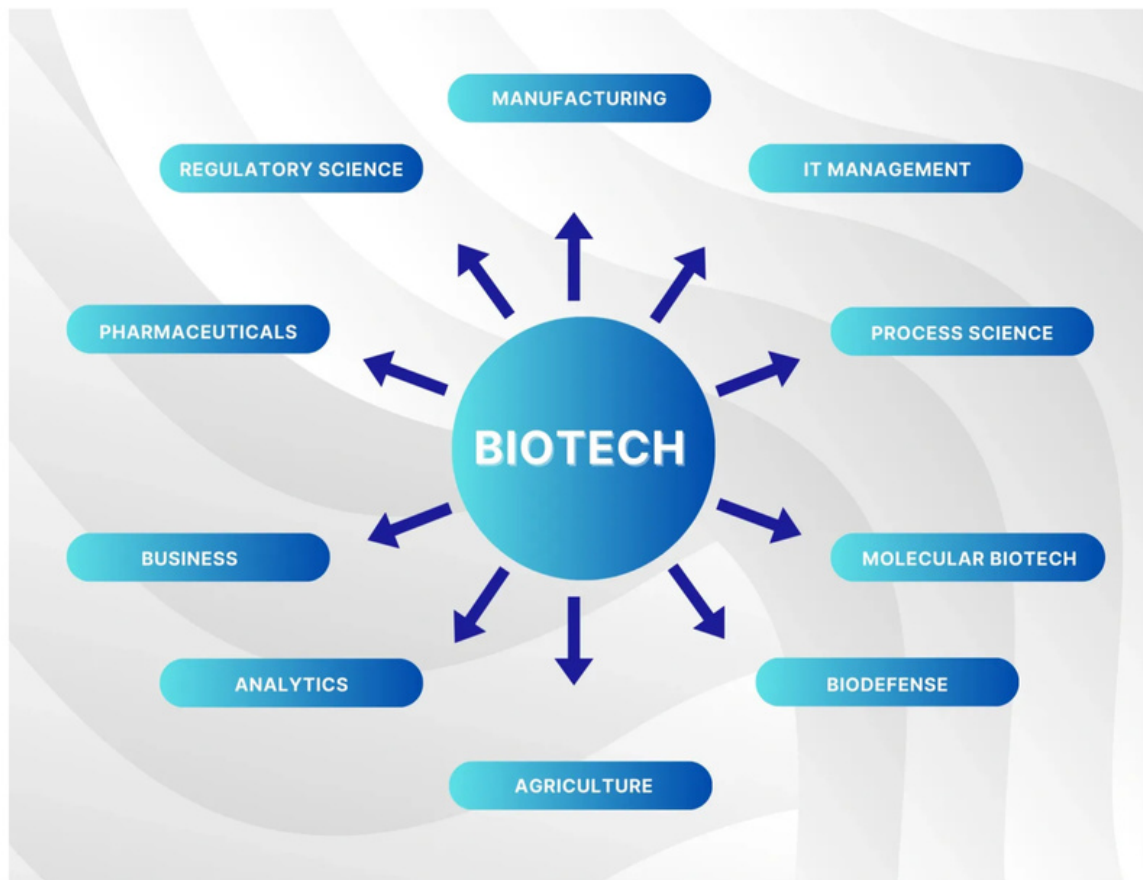
90-DAY REPORT

- Reviewed career marketing objectives, and strategies.
- Refined goals, scope, and target partnerships.
- Launched BHIANT website.
- www.BHIANT.com

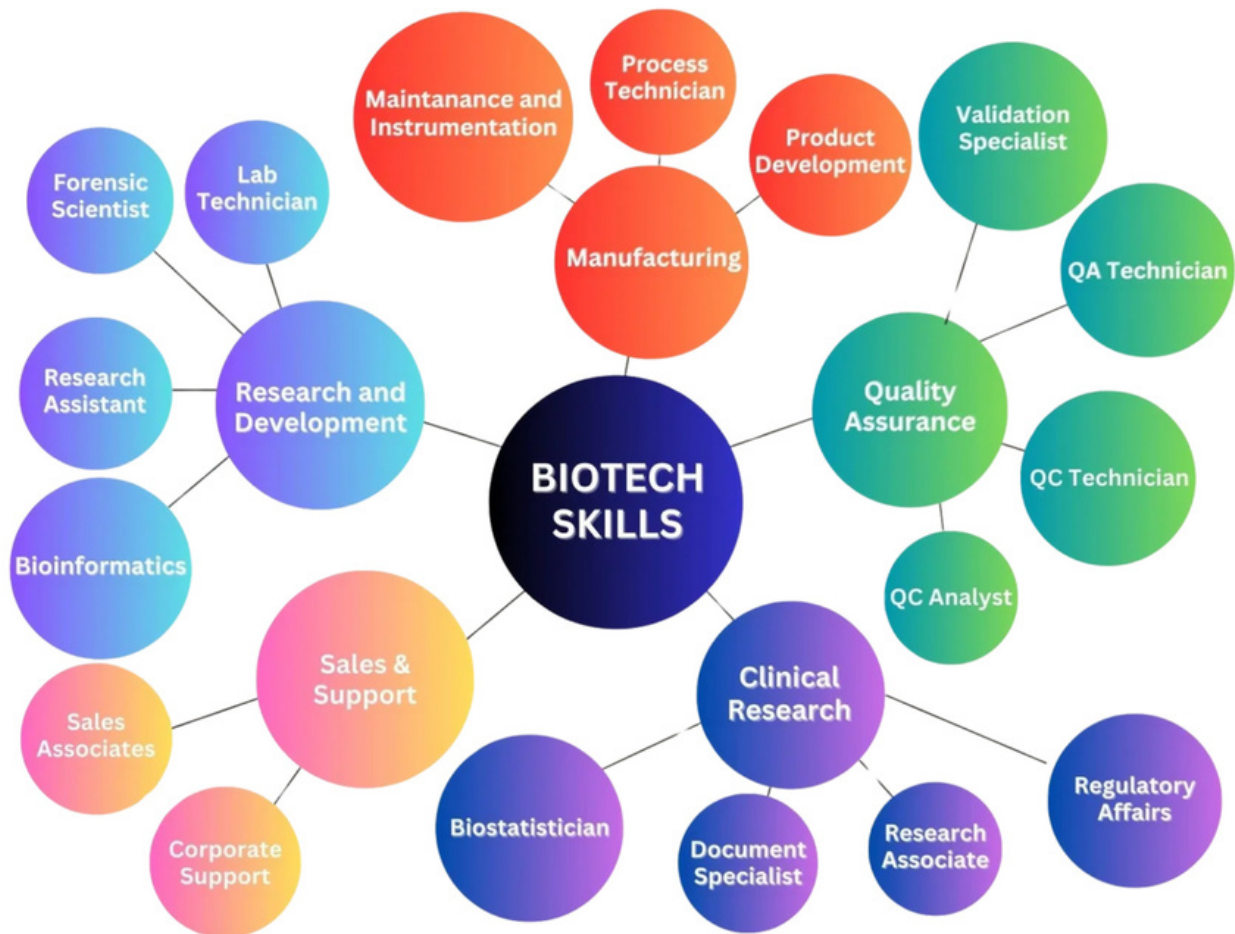
Career Paths and Ladders

BIOMANUFACTURING

CAREER LADDER TIMELINE



Career Paths and Ladders



Laboratory Technician Job Market

July– August 2023

18,678

Number of Job Seekers that Clicked Lab Tech Postings

Dallas–Arlington

#1 and #2 Locations of Job Searches

80

Number of Resumes Added for Lab Tech Postings

254

Number of Lab Tech Job Posts that Received Clicks

\$ 21.59/hr

Average Posted Lab Tech Salary

136

Employers with Active Job Postings

High School–Bachelor's

Most Reported Education Level on Resumes

Manufacturing Technician Job Market

July– August 2023

5,050

Number of Job Seekers that Clicked Lab Tech Postings

Dallas–Arlington

#1 and #2 Locations of Job Searches

184

Number of Resumes Added for Job Postings

56

Number of Lab Tech Job Posts that Received Clicks

\$ 27.43/hr

Average Posted Manufacturing Tech Salary

38

Employers with Active Job Postings

High School

Most Reported Education Level

Clinical Laboratory Sciences Job Market

July– August

1,890

Number of Job Seekers that Clicked Job Postings

Dallas–Irving

#1 and #2 Locations of Job Searches

96

Number of Resumes Added for Job Postings

37

Number of Job Posts that Received Clicks

\$ 36.71/hr

Average Posted Manufacturing Tech Salary

16

Employers with Active Job Postings

Texas Health Resources

Top Employer by Job Postings

Laboratory Assistant Job Market

July – August 2023

7,308

Number of Job Seekers that Clicked Job Postings

Dallas–Arlington

#1 and #2 Locations of Job Searches

681

Number of Resumes Added for Job Postings

75

Number of Job Posts that Received Clicks

\$ 16.79/hr

Average Posted Lab Assistant Salary

38

Employers with Active Job Postings

Texas Health Resources

Top Employer by Clicks

Biotechnology Fast-track Program

- 6-week and 8-week sessions started in September and October 2023.
- 4 CE module training sessions that can be taught over long weekends/short periods
- Curriculum includes: Introductions to Biotechnology, Laboratory Safety, Pipetting, Laboratory Mathematics, Dilutions, Spectrophotometry, Cells, Molecules, Biomanufacturing, Chromatography, and the BACE exam.

K-12 Biotechnology Training Programs

- Texas Academy of Biomedical Sciences, Fort Worth
- Berkner High School, Richardson
- Technology, Exploration and Career Center East, Lewisville
- Arlington ISD Health Science, Arlington

Post Secondary Programs

- **Southern Methodist University**, B.S., B.A.
 - Biological Sciences
- **Southwestern Adventist University**, B.S., B.A.,
 - Biology
 - Physics
 - Biophysics
- **Texas Christian University**, B.S., B.A.,
 - Biology
 - Biochemistry
- **Texas Wesleyan University**, B.S., B.A.,
 - Biology
 - Biochemistry
 - Biochemistry–Forensic Science
 - Pre–physicians
- **Texas Woman’s University**, B.S.
 - Biology
 - Biochemistry
 - Medical Technology
 - Environmental Chemistry
 - Chemistry
- **The University of Texas–Arlington**, B.S., B.A.
 - Biology
 - Microbiology
 - Biochemistry
- **The University of Texas at Dallas**, B.S.
 - Biology
 - Biotechnology
 - Bioinformatics & Computational Biology
 - Molecular Biology
- **University of Dallas**, BS., B.A.
 - Biology
 - Biochemistry
 - Public Health
 - Biomedical Sciences
- **University of North Texas**, B.S.
 - Biology
 - Biochemistry
- **Collin College**, Certificate
 - Biotechnology
- **Navarro College**, A.S.
 - Biology
- **Tarleton State University**, B.S.
 - Biotechnology
 - Biomedical Science
 - Animal Science
 - Medical Laboratory Science

Measuring Career Awareness

Key Indicator	Data / Outcome
News Media	<ul style="list-style-type: none"> • 20+ press releases & articles highlighting North Texas educational partnerships in biotech and healthcare since Launch • 5 articles published in DFW highlighting workforce training programs
New Collaborations	<ul style="list-style-type: none"> • Arlington ISD • BioLabs at Pegasus Park • Launch Bio • North Central Texas Council of Governments • Dallas Regional Chamber • Greater Dallas Hispanic Chamber of Commerce • Dallas Black Chamber of Commerce
GoBiotech Website Traffic, Views, Growth	<ul style="list-style-type: none"> • 200+ unique visitors in past 30 days • Website User Engagement Score: 80th percentile • ~ 4 new visitors/day
Training Program Launch	<ul style="list-style-type: none"> • 24 Students currently enrolled and coursing Biotech Training Pilot Program at Collin College

Investor Development

Focusing on increasing engagement from the regional investment community and attracting local/outside investment in the region's biotechnology and healthcare industry.



JUNE 2023 LAUNCH

- Recognized a lack of capital investment and access to funding across industry sectors.
- Identified a need for profiling the current regional investor ecosystem and understanding key investment groups and their portfolios.

JULY 2023 CHECK-IN

- Motioned to create a 'North Texas' narrative for investors.
- Established need to connect with regional KOLs for success.

SEPTEMBER 2023 CHECK-IN

- Refined investor profile to prioritize VC Funds, Accelerators, and Family Offices.
- Identified need to further understand stages of funding, the corresponding organizations involved, and the existing regional investment partnerships.
- Established strategic needs including: a champion investor or fund, an attractive national marketing campaign, a locally accessible industry-specific fund, and investor education programming.

90-DAY REPORT

- Reviewed regional investor profiles and portfolio diversity.
- Organized key funds and groups by investment in specific industry sectors.
- Discussed relative value of campaign outreach through traditional news media, specialized newsletters, and podcasts
- Reviewed marketing strategy and narrative pitch

Investor Development

SCOPE

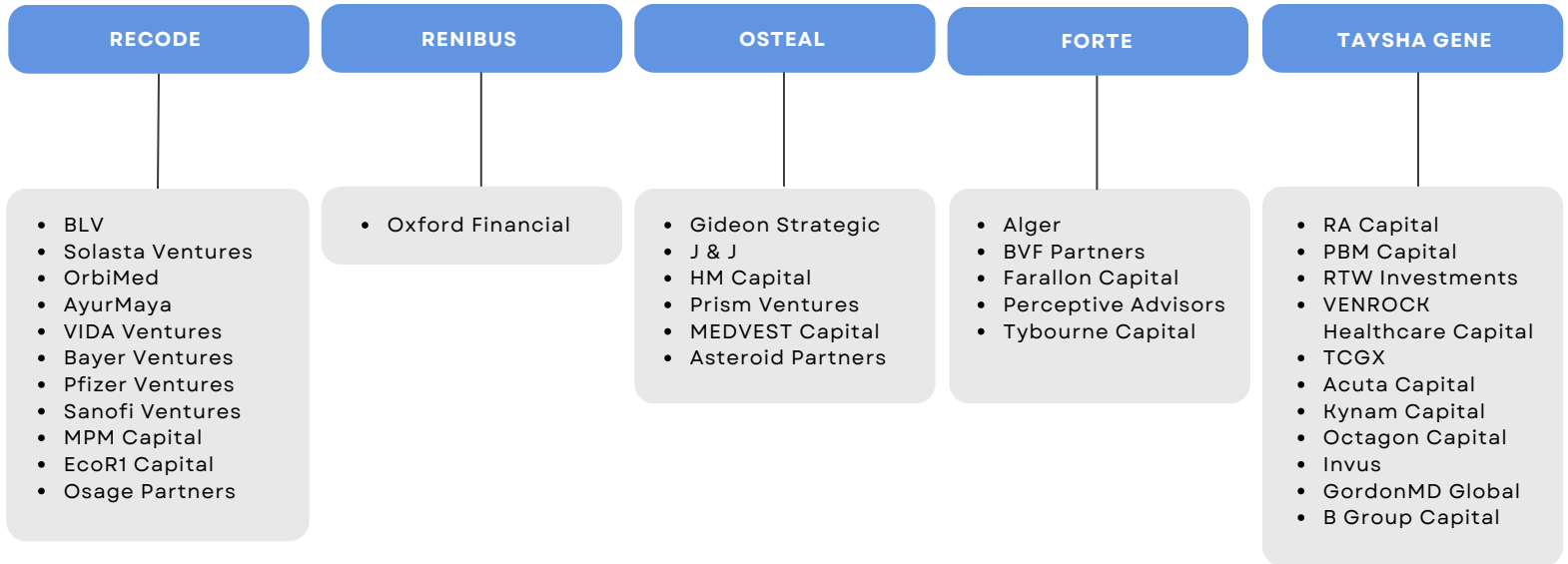
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WHAT SUCCESS LOOKS LIKE

- Local investors and outside networks view the region's growing biotechnology and healthcare industry more accurately and positively.
- Local investors and outside networks develop a better awareness of the specific opportunities, increasing their level of investment in the region's companies and entrepreneurs.

Latest Series Funding Profiles

August 2023 – Present



Investor Niches



Measuring Investor Development

Key Indicator	Data / Outcome
News Media	<ul style="list-style-type: none"> • 120+ regional and national publications since Launch • ARPA-H Hub Announcement (September)
Investments and Acquisitions in North Texas	<ul style="list-style-type: none"> • Reata: \$7.3 billion acquisition by Biogen (September) • ReCode Therapeutics: \$ 260 million Series B round (September) • Renibus Therapeutics: \$ 72 million Series B round (September) • Osteal Therapeutics: \$ 23 million Series C equity round (September) • Forte Biosciences: \$ 25 million private round (August) • Taysha Gene Therapies: \$ 150 million private round (August)
BHIANT LinkedIn Page Followers, Likes, Shares	<ul style="list-style-type: none"> • #1 in New Followers among competitors • #5 in Total Engagement among competitors • ~ 8 new visitors/day • 1,250+ Post impressions • Unique Visitors: San Francisco, Boston, New York City, Washington DC, Philadelphia, Minneapolis, San Diego, Seattle, Houston, Austin, Phoenix, JPMorgan, Comerica
BHIANT Website Traffic, Views, Growth	<ul style="list-style-type: none"> • 293% Increase in visitors from September to October • Website User Engagement Score: 95th percentile • ~ 20 New Visitors/Day

Online Metrics

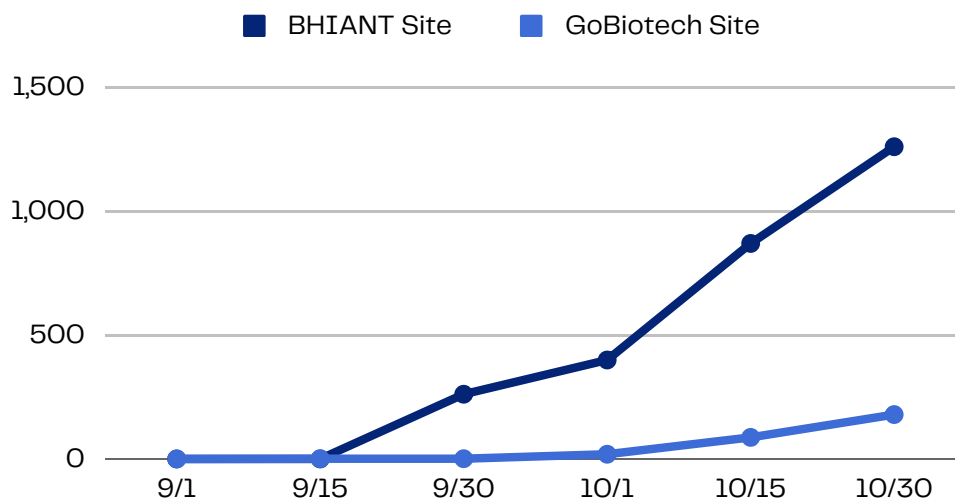
September 2023 – Present

Online Engagement Increase
(1-month)

293 %

Website Engagement

BHIANT.com Audience Growth vs GoBiotech.com Audience Growth



Milestones

Launch – Present

140+

Articles
Published on
NTX Life
Sciences

~ \$8b

Invested in NTX
Life Science
Companies since
August

1

ARPA-H
Customer
Experience Hub

35K+

Industry Job
Seekers
(July – August)