

### Meeting Demand for Life Science Employees in North Carolina

North Carolina's life science companies are among the leaders in research and production of COVID-19 tests, vaccines and therapeutic products. The state is a hub for development and manufacturing of cell- and gene-based therapies. At the same time, the strong foundation of biopharma manufacturing from Bertie County to Marion is experiencing unprecedented growth.

### Increasing Access to Life Science Jobs

Since the beginning of 2020 to date, nearly 7000 new jobs in North Carolina have been announced. To effectively support this growth and to ensure a strong talent base for the future, NC BIO recommends the following based on conversations with local companies, NC BIO Impact, the training programs that include BTEC at NC State, BRITE at NC Central, BioNetwork with NC Community Colleges, PSNC with ECU and Pitt Community College and other academic training partners. These actions will ensure the high-paying jobs with good benefits go to North Carolinians.

### University and Community College Support

- Salary increases for faculty at community colleges and universities – many have not received increases in more than three years. Some instructors are leaving NC community colleges and the universities for salaries as much as \$30K higher in industry. Recruiting faculty to fill positions is a challenge, and replacing faculty can take three months or longer, resulting in some training being put on hold and causing delays for companies counting on the training.
- Additional apprenticeship training programs in the community colleges for veterans and transitioning military members, high school students, and persons shifting careers for more sustainable income or displaced by jobs lost because of COVID-19
- Funding for career pathway programs for high school students to get biotechnology and lab courses through local community colleges, preparing them for jobs at graduation
- BRITE at NCCU covers maintenance on mission critical items yearly and staggers covering other instrument maintenance over 2-3 years, opting to repair if they fail. BRITE requests an additional \$200K/year to cover scheduled maintenance and repair of currently uncovered instruments. Support a one-time appropriation before the legislature to fund new instruments for BRITE and NCCU's Biomedical & Biotechnology Research Institute (BBRI).
- \$2M for North Carolina's participation in NIIMBL (National Institute for Innovation in Manufacturing Biopharmaceuticals)
- Passage of Senate Bill 304 for funding equipment purchases for the Biotechnology Center of Excellence Building at Alamance Community College (\$3,846,550 in nonrecurring funds)

### Life Science Partner Organizations

- Support for NC Biotech's expansion request. The Center has received \$13.6M in recurring funding since 2014 and seeks \$500K in additional recurring funds and \$3.5M in nonrecurring funds to enhance early entrepreneurial company growth, to expand grant and loan programs, to augment programs to bring nontraditional workers to biomanufacturing jobs, and to recruit new life science companies to North Carolina.
- Support \$10M request by EDPNC for marketing of industries including life science

### Challenges Going Forward

- BTEC at NC State University faces a high demand for more courses. Most are now at capacity. To meet existing employer demand and the projected need for thousands of more employees over the next five years, lab sections must be added to accommodate more students and new courses. The only way to increase the number of lab sections is to hire at least 2 new instructional staff (Senior Scientists) and 2 new lab technicians to support lab activities.