LA Regional Collaborative

Bioscience Activation Plan

June 30, 2025

About the LA Collaborative

The California Jobs First (CJF) Program was created by the State of California to help local regions develop economic development plans. The CJF program seeks to:

- Create high-quality and accessible jobs for all Californians
- Help local communities transition to and thrive in a carbon-neutral economy
- Invest in COVID-19 recovery and build long-term economic resiliency
- Integrate the priorities of local residents into the region's 10-year plan

The Los Angeles Jobs First Collaborative (LA Collaborative) is a coalition of over 700 organizations and individuals volunteering to develop strategies to strengthen the Los Angeles County region (LA County) and inform local implementation of the California Jobs First Program. One of the core values of the LA Collaborative is to ensure historically disinvested communities are prioritized and included in this program and its governance. In September 2024, the LA Collaborative completed Regional Plan Part 2, a comprehensive analysis of the economic landscape that captures the intricate community experiences and diverse challenges residents and businesses in LA County face. Informed by an extensive community engagement process, Regional Report Part 2 acts as a guide for the Catalyst and Implementation Phases of the CJF Program.

This is one of five sector-specific Activation Plans the LA Collaborative will submit to the State. The goal of the Activation Plan is to identify the strategies and tactics the LA Collaborative will advance to support inclusive economic development in the bioscience sector, elevating impact for residents across all of LA County. This Plan builds on the Regional Plan Part 2 as well as contributions from the LA Collaborative's Steering Committee and industry focus groups, and is designed as a living document that will be updated and adapted.

The Vision of the California Jobs First Program is to create investment opportunities through climate neutral initiatives that can produce high-quality, sustainable jobs for individuals and families within LA County to thrive.

Acknowledgements

The LA Collaborative formed a 38-member Steering Committee comprised of representatives from government, labor, business, industry, and community stakeholders to shepherd the California Jobs First Process.

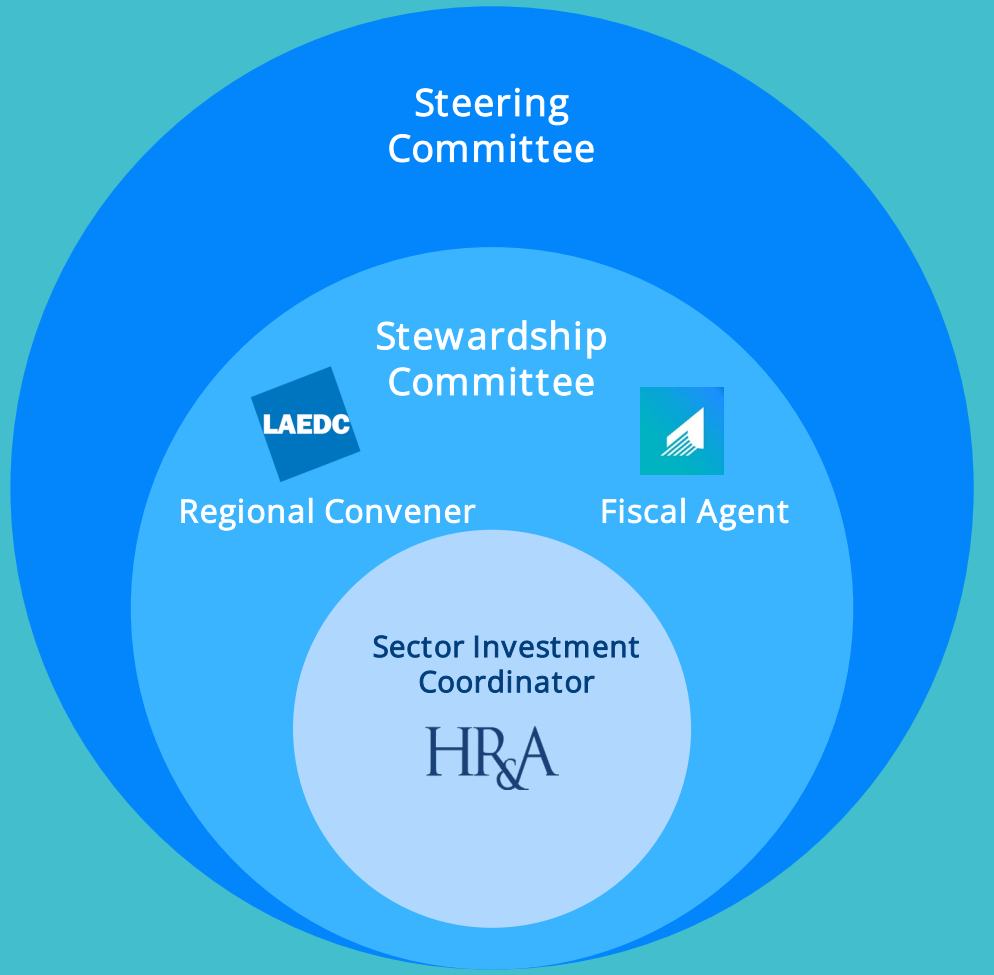
The Stewardship Committee is led by the Los Angeles County Economic Development Corporation (LAEDC) as the Regional Convener, with California Community Foundation (CCF) as the Fiscal Agent.

HR&A Advisors, an economic development consulting firm, acts as the Sector Investment Coordinator for the LA Collaborative.

Thank you to all individuals and organizations who engaged in this Activation Plan process; it would not be possible without your insights.

The Regional Plan engagement effort was led by the Larta Institute in partnership with Bioscience LA, and their engagement and efforts were critical to the development of this activation plan.

Los Angeles County Jobs First Collaborative



The Collaborative consists of 700+ onboarded partners, including CBOs, agencies, and private-sector partners.

Process

The Activation Plan is informed by Regional Plan Part 2, which was consolidated and synthesized into strategies and tactics. An industry focus group provided insight into the sector's challenges and opportunities and confirmed key areas of focus. A Steering Committee Working Group guided the prioritization of tactics and reviewed the full Activation Plan draft.

1

Regional Plan Part 2

Reviewed Regional Plan Part 2, including sector-specific and sector-neutral strategies.

Reviewed relevant external studies, including work from LAEDC, Biocom, BioscienceLA and others.

Synthesized relevant goals, strategies, and tactics into clear framework.

2

Industry Engagement

Conducted an Industry Focus Group as well as 1:1 interviews with relevant stakeholders to understand challenges and opportunities within the sector.

3

Steering Committee Feedback

Facilitated a Steering Committee Working Group to prioritize strategies and tactics and incorporate feedback.

Shared draft with full Steering Committee for public comment and a vote.

Table of Contents

01

Strategy Overview

Target Sector Strategy Overview

SECTOR OVERVIEW

Los Angeles County's emerging bioscience industry is strong, leading the nation with almost $60 billion in private bioscience investment, over 3,000 life sciences establishments, more than 83,000 jobs in the industry, and many career opportunities that do not require a four-year degree. The bioscience industry is a component of the larger healthcare and life sciences industry that focuses on activities and services that enable medical treatment for patients – research, development and manufacturing of pharmaceuticals and medical devices. In addition to enhancing health and wellness and improving quality of life, bioscience jobs can offer employees a range of positions and high pay, with potential to uplift the lives of working families and enable robust economic development. LA County's strength is in R&D and manufacturing, home to dozens of companies involved in bioscience manufacturing. These research institutions and companies are leaders of advancements in genomics, regenerative medicine, and immunotherapy leading to worldwide transformative healthcare solutions.

- Key subsectors: Pharmaceutical Preparation Manufacturing, Surgical Appliance and Supplies Manufacturing, Surgical and Medical Instrument Manufacturing, Medicinal and Botanical Manufacturing, Ophthalmic Goods Manufacturing, In-Vitro Diagnostic Substance Manufacturing, Dental Equipment and Supplies Manufacturing, and Biological Product (except Diagnostic) Manufacturing.
- Existing regional assets: The region has attracted federal research funding to top research institutions - including UCLA, USC, Caltech, Loyola Marymount University, Pepperdine University, three California State Universities (LA, Northridge, Dominguez Hills), and community colleges – and has led the nation in private bioscience investment. Major bioscience employers in the region include Amgen, Takeda, Grifols, Kite Pharma, Xencor, City of Hope, Cedars-Sinai, Lundquist Institute, Huntington Medical Research. The region continues to grow a budding startup community through incubators and accelerator programs like Lundquist Institute, Cal State University LA, and Larta Institute, and the BARDA accelerator.

The strategies and tactics outlined in this Activation Plan aim to strengthen the bioscience ecosystem, leveraging existing funding to support Los Angeles' growth into a carbon neutral economy, advance our innovation ecosystem, grow small businesses, and develop the next generation of homegrown talent to support good jobs. Throughout each of our strategies, our tactics focus on supporting historically disinvested communities to ensure they can participate in the wealth-building opportunities as part of this growth. Furthermore, multiple strategies in this Plan were submitted via the CJF State Implementation Planning project list as they are priorities for the Collaborative and broader County. As the federal funding landscape continues to evolve, this Plan works to build regional resilience by identifying creative funding opportunities and supporting local initiatives.

Sources: Regional Plan Part 2; Los Angeles Economic Development Corporation Industry Clusters Study, 2024.

Target Sector Strategy Overview

CHALLENGES

Our Collaborative has identified challenges across five main topics.

- **Carbon Neutral Economy**: While the Bioscience industry has a large carbon footprint, bioscience companies in California and Los Angeles are leaders in developing sustainable, value-added solutions to climate problems. One challenge identified in the Regional Plan is that the industry lacks standard definitions for "sustainable manufacturing" in biotechnology.
- **Innovation and Entrepreneurship:** The industry demonstrated economic resilience and growth during and after the COVID-19 pandemic. For example, Fulgent, Moderna, and Xencor developed rapid COVID-19 testing, vaccines, and treatments with massive investment statewide. Such investments helped drive growth in the industry. However, stakeholders also indicated a growing demand for wet lab space given the dispersed region - availability is limited and companies struggle to find suitable facilities.
- **Talent Development:** While many occupations in the broader bioscience sector do require four-year degrees, nearly 65% of biomanufacturing occupations* do not, offering pathways to well-paying jobs with an average salary in LA of $111,000. Despite this, talent recruitment and development are major challenges for the industry, with a lack of awareness of opportunities that exist for a broad range of talent and a need for additional exposure opportunities and bridge programs. Furthermore, a lack of standardization across training for critical occupations would require partnerships amongst community colleges and employers to define.

The definition of bioscience is broader than biomanufacturing, but this callout is meant to be illustrative of the potential opportunity within the subsector.

Target Sector Strategy Overview

CHALLENGES (continued)

- **Health disparities**: Although Los Angeles County is an innovation leader in the field as it relates to research, especially in the human life sciences, the industry is not well connected to the region's diverse population, which has one of the most diverse gene pools in the world. Specifically, the region's diversity is not well represented in clinical trials for several reasons, including a lack of trust, economic difficulties, education and understanding of how participating in clinical trials might positively impact their health outcomes. This is both a gap and an opportunity, especially as it may impact the health and wellbeing of disinvested communities who suffered disproportionately the effects of the pandemic and continue to live in an inequitable post pandemic environment. While outside the scope of this work to be able to solve this issue, it is essential the Collaborative both acknowledge this issue and understand its implications on the system, programs, and partnerships that could grow and support a more equitable outcomes in the future.
- **Land Use:** Throughout the bioscience sector in Los Angeles, infrastructure assets are a need for the sector. Los Angeles County is enhancing land use to support the growth of its bioscience sector, and despite these initiatives the region faces challenges such as high construction costs and limited availability of suitable lab space. These factors can hinder the expansion of the bioscience sector in Los Angeles and members of the Collaborative will seek opportunities to further support efforts to ease zoning and policy regulation measures.

Our strategies and tactics address these challenges by collaborating across the region to scale existing efforts, develop new initiatives, and align partners towards common goals.

Target Sector Strategy Overview

PRIORITIZATION

The Los Angeles Jobs First Collaborative prioritized the bioscience sector for immediate implementation for the following reasons:

The bioscience sector in Los Angeles is growing and vibrant, with Bioscience LA estimating almost $67 billion in economic impact. The sector is also a significant regional employer, offering over 83,000 direct jobs and supporting an emerging industry and life sciences startup community with over 3,100 life sciences establishments. With strong research and academic institutions, coupled with this ever-advancing startup and technological culture, the bioscience industry in LA continues to grow.

Most importantly, the sector offers immense opportunity for talent across LA, providing opportunities that do not require a four-year degree and offer pathways to well-paying jobs where average wages are almost 20% higher than the County average. Given the regional partners and investment taking place, this remains an important sector for LA and the Collaborative to prioritize.

Target Sector Strategy Overview

STRATEGIES

The Region has organized its strategies across Activation Plans through the following strategies, adapted from Regional Plan Part 2. No projects for the carbon-neutral economy were shared, and given bioscience's focus in the entrepreneurial space, we have integrated our small business recommendations as part of that section for this sector.

CARBON-NEUTRAL ECONOMY

Grow the carbon-neutral economy by promoting investment in clean energy and increasing access to opportunities for disinvested communities.

INNOVATION AND ENTREPRENEURSHIP

Expand the entrepreneurial ecosystem by supporting innovators and entrepreneurs creating and expanding the next generation of businesses, jobs, and wealth building opportunities.

SMALL BUSINESS

Diversify sector opportunities for target businesses and expand programs across all service planning areas to better align access to economic opportunities with the needs of disinvested communities.

TALENT DEVELOPMENT

Develop pathways to employment through education, training, certification, and access to resources for disinvested communities that encourage participation.

CORE VALUES

The LA Collaborative has identified three core values that drive its work:

EQUITABLE

Programs and policies should benefit disinvested communities who have historically been excluded from economic and workforce development. Each community requires a targeted, culturally responsive approach developed in concert with trusted partners.

INCLUSIVE

Disinvested communities should be involved in decision-making for programs and policies that impact their communities. Programs should include supportive services that enable full participation.

MEASURABLE

Programs should directly lead to measurable outcomes, including job creation, supporting talent in accessing good jobs, and creating or convening resources. Programs should be developed in collaboration with industry partners to ensure training aligns with employer need.

Target Sector Strategy Overview

TACTICS

The following tactics were adapted from the Regional Plan Part 2, based on insights from industry stakeholders and the Los Angeles Collaborative Steering Committee. Given bioscience's focus in the entrepreneurial space, we have integrated our small business recommendations as part of that section for this sector.

INNOVATION AND ENTREPRENEURSHIP

2.1 Support Physical Space	Identify opportunities to develop or simplify the development of lab spaces and grad lab spaces to create specialized facilities for startups.
2.2 Modernize Zoning	Modernize zoning codes and streamlines permitting for life sciences development. Includes a toolkit, model ordinances co-developed with industry partners, and proactive regulatory support.
2.3 Strengthen Entrepreneurship Capacity	Provide technical assistance and a $3M matching fund to support expanding life sciences companies. Includes Cal State LA's Biostart Plus accelerator to bridge critical capital gaps.

TALENT DEVELOPMENT

4.1 Expand Exposure Programs	Develop and expand early engagement including high-school in underinvested communities through enhanced programs and strategic partnerships, providing hands-on exposure and equipping some skills and enhance understanding of career options for talent.
4.2 Support Standardization	Partner with local community colleges to provide additional capacity to support standardization of certification for manufacturing operators and other related efforts.

Operating Structure to Organize and Execute

OPERATING STRUCTURE

In 2019, the Los Angeles County Board of Supervisors adopted the Bioscience Initiative, which formed the non-profit organization BioscienceLA. This entity, along with the LAEDC Bioscience Council, and regional stakeholders can help further investments in workforce programs and research expansion. We envision the LA Collaborative the SIC more specifically providing capacity and support to these efforts, rather than leading the efforts given the strong leadership of existing entities.

The Activation Plan's goal (and the process more broadly) is to enhance and empower local organizations to convene and run partnerships to address these challenges. Initially, the SIC will support convening meetings and provide technical assistance, while evaluating a formal long-term structure. Many of out strategies were submitted as part of the CJF LA County Implementation Phase Application Project List, and as such have clear leads for each including LA County DEO, LA County Department of Regional Planning, Bioscience LA, and Larta Institute and the LA Collaborative, SIC, and Regional Convener expect to support and advance these efforts.

This Activation Plan recommends working in concert with existing activities and long-range planning already being executed by partners. As Regional Convener, LAEDC will continue to work in partnership with regional stakeholders to harmonize efforts across the area's vast ecosystem.

Operating Structure to Organize and Execute

REGIONAL PARTNERS

The plan's success relies on working with the broad range of partners in the region. The potential partners listed below are a few of the many important assets in the region.

Educational Institutions, including the **Los Angeles Regional Consortium** (comprised of 19 community colleges in Los Angeles County), **University of Southern California, California State University, Long Beach, Caltech,** and the **University of California, Los Angeles** are important partners in workforce training and innovation.

Public and public-private ecosystem organizations such as the **LA County Department of Economic Opportunity** and **Bioscience LA** which acts a catalyst for innovation in the region to help position the area as a global bioscience hub, in conjunction with **Biocom California**, a life sciences association that has a presence in LA to build networks crucial to the industry across individuals, companies, talent, and investors.

Incubators and Entrepreneurial entities are essential to this industry – with Cal State University apprenticeship program, **Larta Institute** as a leader in accelerator programs and supported by the US Small Business Administration and integrated within many of the research institutions.

Regional Economic Development, Workforce, and Business Organizations provide support to businesses, residents, and workers across the county. This includes economic development organizations such as the **Los Angeles County Economic Development Corporation** and the **Small Business Development Center**, community development corporations, and chambers of commerce (including the **Los Angeles Area Chamber** and identity-based business organizations). Additionally, there are many active innovation and workforce programs such as those provided by **Los Angeles Cleantech Incubator**. **Community-based organizations** and **other non-governmental organizations** will be essential partners in working in LA County's many communities.

Private Sector Employers and Associations, including **Amgen, Takeda, Grifols, Kite Pharma, Xencor, and public/not for profit institutions likes City of Hope, Cedars-Sinai, Lundquist Institute, Huntington Medical Research Institute.**

Resourcing Across the Strategy

RECENT INVESTMENTS

Public and private investment is driving industry advancement in the region. The LA Collaborative views these investments as opportunities to ensure that businesses, jobs, and partnerships support LA County. Public-private partnerships offer an opportunity for the bioscience industry to tap into private capital for infrastructure projects, reducing reliance on public funds and increasing economic diversification and resilience in LA.

Key recent investments include:

- **UCLA acquired the former Westside Pavilion mall**, an expansive 700,000-square-foot property just two miles from its main campus that will be reshaped into a nexus of exploration and discovery called the UCLA Research Park.
- **UCLA Research Park** will house the California Institute for Immunology and Immunotherapy, a major new multidisciplinary institute focused on advanced research in these important biomedical fields. In addition, the space will become the new home of **UCLA's Center for Quantum Science and Engineering,** which was established in 2018 and brings together academic and industry partners to advance cutting-edge research and development in quantum computing, communication and sensing. This is supported by a $500 million investment from the state of California toward the creation of the immunology and immunotherapy institute.
- **BioscienceLA invested $10 million for a new hub in Culver City**, providing space for biotech startups and entrepreneurs.
- **Collaboration among UCLA, USC, Caltech to advance cell and tissue engineering technology** announced a $4 million grant from the Chan Zuckerberg Initiative

Resourcing Across the Strategy

RESOURCING

Each strategy includes three phases: pre-development and strategic planning, outreach and engagement, and initial program implementation. Pre-development and engagement are designed to occur simultaneously. The resources needed to support execution of the Activation Plan are summarized here, however, three of the four strategies have been submitted via the CJF State Implementation Planning project. As such, we have included those projects as they are priorities for the region, so cost estimates will be dependent on that process and the costs included below do *not* include those projects. Cost estimates below for exposure programs (and across Plans) are highly dependent on time horizons and final programmatic details determined in the pre-development and outreach stages. We anticipate collaborating and coordinating with existing funded projects wherever possible In our next stage of work, we will also identify new and scalable programs (e.g., apprenticeship programs), which will expend significant private and public investment.

	Estimated Costs	Assumptions & Dependencies
Pre-development & Strategic Planning Support comprehensive planning and policy initiatives to inform program development.	$50,000	• *Management time, research, & staffing:* program management and coordination based on comparable past projects • Dependent on staff costs and time horizon
Engagement and Outreach Ensure robust stakeholder participation and community engagement. Ensure clear prioritization across tactics, maximizing existing resources and expertise throughout the region.	$150,000	• *Time*: Collaboration and coordination efforts by responsible parties and key partner's time • Dependent on additional engagement needed to ensure success of projects
Initial Program Implementation Costs for initial investments associated with small business, mentorship, and workforce development programs with assumptions for each program on number served.	$1.5M	• *Mentorship and exposure programs*: Cost of $5,000 per person served • Dependent on determination of final number served
CJF Implementation Projects	*To be determined in collaboration with partners via the CJF Implementation Phase.*	

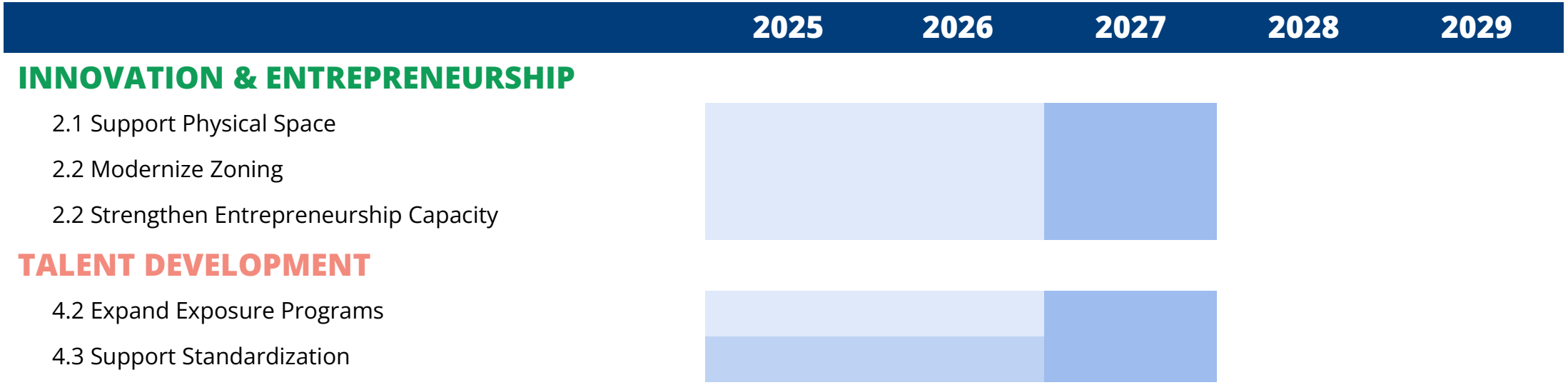
Resourcing Across the Strategy

Predevelopment and Engagement | Initial Program Implementation

TIMELINE

Three of the four strategies below have been submitted via the CJF State Implementation Planning project, and as such have leads across each. The Sector Investment Coordinator (SIC) and Regional Convener will continue to support these efforts and ensure regional coordination and community engagement. Responsible parties will guide and support initiatives across tactics and provide periodic updates on deliverables, milestones, and updated timeline as appropriate. Timelines are approximate and will be refined in coordination with partners and Responsible Parties as strategies progress.

This timeline assumes that short-term actions run through 2026, mid-term actions run through 2027, and long-term actions run through 2028-2029. These are approximate, and will be updated in concert with the Statewide process; work is already in progress.



Goals and Metrics Across the Strategy

GOALS | 10-Year Look-Ahead

The LA Collaborative has identified overarching objectives for the bioscience sector: grow the carbon-neutral economy, expand and diversify the entrepreneurial ecosystem and develop pathways to good jobs. In 10 years, LA will continue to lead the nation in developing a carbon-neutral sector, with residents across the region able to access good jobs, capital to start or grow a business, and wealth-building opportunities for their communities. Metrics for success include:

1. **Increase employment and earnings in "bioscience occupations,"** including new jobs created as technological and carbon-neutral advanced may shift these occupations.
2. **Create and scale startups that address core challenges in the industry,** with a particular focus on the number of founders from historically underrepresented communities.*
3. **Increase the amount (dollar value, volume, and share) of contracts** from public agencies and private companies awarded to small businesses owned by or located in disinvested communities.

Short-Term Metrics

Measures to track shorter-term progress towards achieving outcomes include identifying and connecting with organizations and partners in the sector, identifying potential funding sources, and convening or growing regional partnerships.

The SIC will report progress on strategies and tactics to the LA Collaborative Steering Committee and other partners involved in implementation.

**Underrepresented communities include but are not limited to Black, Latinx, AAPI, Native American, LGBTQ+, veteran, and female founders. Each underrepresented community requires unique, targeted strategies relevant to the population, which will be developed in concert with partners from those communities.*

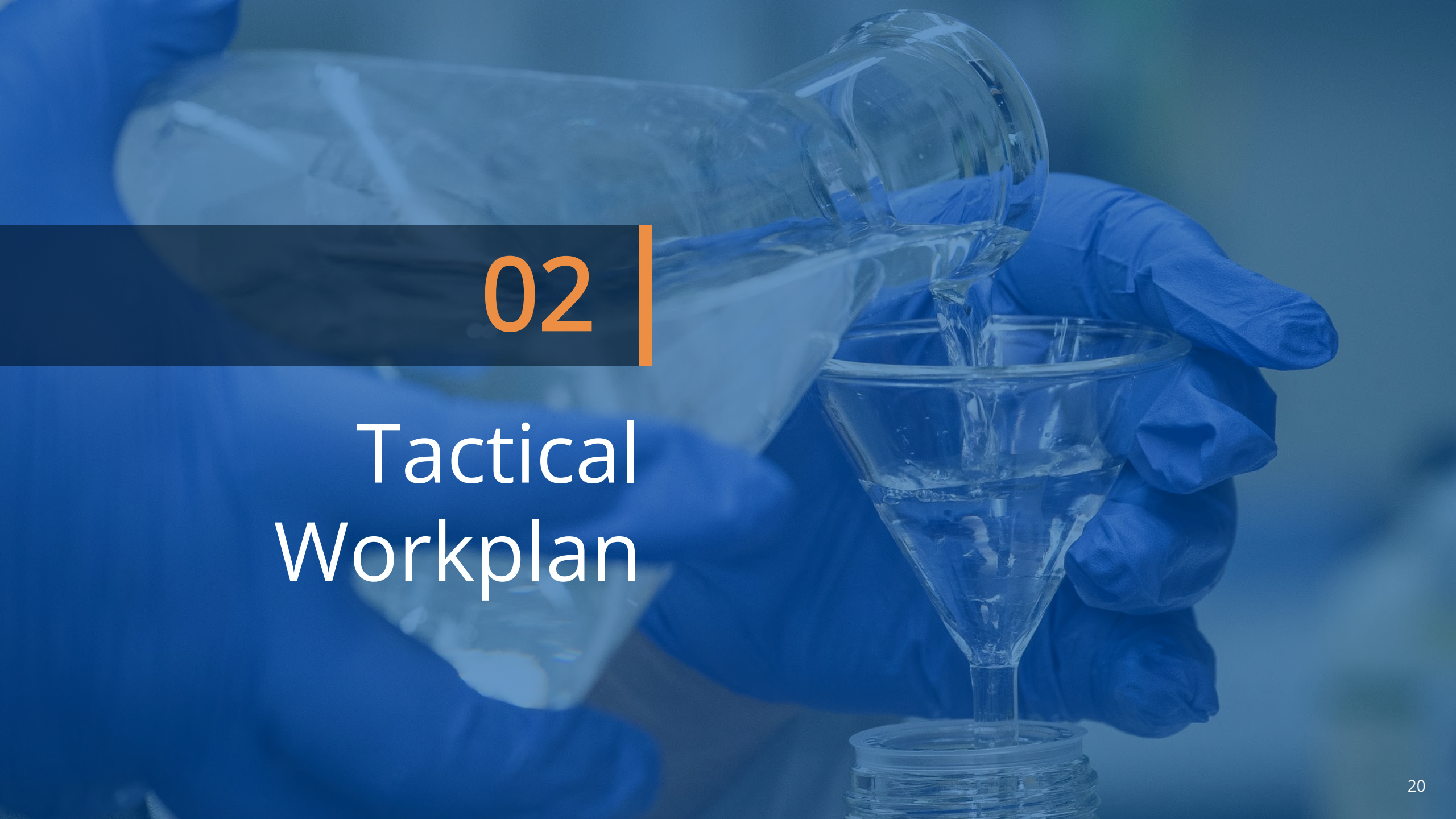
DEPENDENCIES AND CHALLENGES

The bioscience industry in LA County faces several dependencies that could impact the execution of the tactical workplan. One key dependency facing the entire industry is the impact of federal and private funding as the National Institute of Health (NIH) and other funding streams are altered significantly over the last year. This could impact research, commercialization, workforce and talent opportunities for the entire industry. These macro factors, combined with technological advancements, could significantly change the landscape.

Potential risks to execution include:

- **Limited resources**, including a possible reduction in federal funding
- **Regulatory changes and technological advancements**
- **Macroeconomic and political factors**, such as new tariffs imposed
- **Environmental and external factors**, such as the destruction seen in the 2025 Palisades and Eaton fires or global disruptions to supply chains

The Activation Workplan addresses these risks by enhancing coordination among stakeholders, planning proactively to build resilience, and identifying existing resources that can be used to support the industry.



02

Tactical Workplan

Strategies

The Activation Plan is informed by the LA Regional Plan Part 2, as well as additional Steering Committee Working Groups, Industry Focus Groups, and interviews to ensure our strategies align with the Collaborative's vision.

INDUSTRY FOCUS GROUPS

REGIONAL PLAN PART 2

STEERING COMMITTEE WORKING GROUP

1. **Carbon Neutral Economy:** Grow the carbon-neutral economy by promoting investment in clean energy and increasing access to opportunities for disinvested communities.

2. **Innovation and Entrepreneurship:** Expand the entrepreneurial ecosystem by supporting innovators and entrepreneurs creating the next generation of businesses, jobs, and wealth building opportunities.

3. **Small Business Development:** Diversify sector opportunities for target businesses and expand programs across all service planning areas to better align access to economic opportunities with the needs of disinvested communities.

4. **Talent Development:** Develop pathways to employment through education, training, certification, and access to resources for disinvested communities.

2. INNOVATION AND ENTREPRENEURSHIP

Expand incubators, accelerators, and other programs focused on creating new models, innovations, and technologies, with a focus on disinvested communities and the transition to a carbon-neutral economy.

2.1 SUPPORT PHYSICAL SPACE

Objective: Identify opportunities to develop or simplify the development of lab spaces and grad lab spaces to create specialized facilities for startups.

Purpose: Physical space (including wet labs) remains a challenge across LA, but many projects are in the work to accelerate that change. Expanding physical infrastructure remains a critical component to support the bioscience industry.

Program Design: Implementation projects submitted by LA County.

Leadership: Implementation projects submitted by LA County.

Leads include: LA County Department of Regional Planning, LA County DEO.

Potential Metrics: Expected to create 100-120,000 sq ft of new space

Costs: Costs and implementation determined within the CJF Implementation Project submissions, expected to mobilize $45-150M in private capital.

NEXT STEPS

Task	Responsible Party	Timeline
As part of the implementation projects submitted by LA County, explore a $10M tenant improvement fund (TIF) that provides low-interest loans for facilities and infrastructure retrofits, and a $15M Graduation & manufacturing Space Fund (GMSF) catalyzes modular, multi-tenant facilities.	LA County DEO	Mid-Term

2. INNOVATION AND ENTREPRENEURSHIP

Expand incubators, accelerators, and other programs focused on creating new models, innovations, and technologies, with a focus on disinvested communities and the transition to a carbon-neutral economy.

2.2 MODERNIZE ZONING

Objective: Identify opportunities to develop or simplify the development of lab spaces to create specialized facilities.

Purpose: Physical space (including wet labs) remains a challenge across LA, but many projects are in the work to accelerate that change. Expanding physical infrastructure remains a critical component to support the bioscience industry.

Program Design: Implementation projects submitted by LA County.

Leadership: Implementation projects submitted by LA County.

Leads include: LA County Department of Regional Planning, LA County DEO.

Potential Metrics: Expected to create 100-120,000 sq ft of new space

Costs: Costs and implementation determined within the CJF Implementation Project submissions, expected to mobilize $45-150M in private capital.

NEXT STEPS

Task	Responsible Party	Timeline
Modernize zoning codes and streamline permitting for life sciences development. Includes a toolkit, model ordinances co-developed with industry partners, and proactive regulatory support.	LA County Department of Regional Planning	Mid-Term
Identify a shortlist of sites in LA County that could be suitable for lab space if rezoned.	LAEDC	Mid-Term

Expand incubators, accelerators, and other programs focused on creating new models, innovations, and technologies, with a focus on disinvested communities and the transition to a carbon-neutral economy.

2.3 STRENGTHEN ENTREPRENEURSHIP CAPACITY

Objective: Provide technical assistance and funding to support life sciences companies, supporting the scaling of existing programs.

Purpose: Emerging technologies are rapidly reshaping traditional business models and creating new opportunities, but disinvested communities are often not benefiting from those experiences. Providing direct connections, access to capital, and physical spaces to support companies are necessary.

Program Design: Collaborate with Larta Institute to support growing life sciences companies in LA.

Leadership: Implementation projects submitted by LA County. Larta Institute as Lead.

Potential Metrics: Empowering 100 promising new startups and executives to grow and build in LA County.

Costs: Costs and implementation determined within the CJF Implementation Project submissions.

NEXT STEPS

Task	Responsible Party	Timeline
Provide technical assistance and a $3M matching fund to support expanding Life Sciences companies. Includes Cal State LA's Biostart Plus accelerator to bridge critical capital gaps.	LAEDC; Larta Institute; LA Collaborative Partners	Mid-Term

4. TALENT DEVELOPMENT

Develop pathways to employment through education, training, certification, and access to resources for disinvested communities.

4.1 EXPAND EXPOSURE PROGRAMS

Objective: Develop and expand early exposure programs in underinvested communities, providing hands-on experience to enhance understanding of career options. This will support disinvested communities through linkages with schools and community-based organizations. Also include internship opportunities through linkages with new physical spaces as identified in the previous strategy.

Purpose: Talent recruitment and development are challenges for the industry, with a lack of awareness of opportunities that exist for a broad range of talent. Expanding hands-on experience for k-12 talent to bioscience early in the pipeline is crucial.

Program Design: SIC to develop in collaboration with partners and intermediaries.

Leadership: Existing workforce development intermediaries.

Potential Metrics: Number of new students engaged; number of new CBOs or schools engaged and connected; number of public events; Long-term outcomes to support bioscience job placement, mobility, and retention for underserved communities.

Costs:

Type	Estimate	Uses
Pre-development	$50,000	Management costs & staff time, program efforts
Outreach	$150,000	Partnership building
Program	$1.5 million	~300 students

NEXT STEPS

Task	Responsible Party	Timeline
1. Identify programs that support K-12 exposure in bioscience – including networking and mentorship, specifically supporting underinvested communities (e.g., BioInnovation Program, Summer Climate and Bioscience Institute Programs)	SIC and workforce partners	Short-Term
2. Partner with training programs to host a showcase event highlighting student talent; invite employers to host panels, conduct trainings, lead competitions, or short-term shadowing/host site visits. (e.g., Amgen to offer tours of bioscience employers)	LAEDC and workforce partners	Mid-Term
3. Ensure programs are linked to community college opportunities, partnering with training programs to offer “Bridge to Biotech" modules that prepare workers with vocabulary in the biosciences.	LAEDC and workforce partners	Mid-Term
4. Support opportunities to connect to funding that could help scale programs that support early exposure as identified in task 1 (Cost estimate provided).	LAEDC + LA Collaborative	Long-Term

4. TALENT DEVELOPMENT

Develop pathways to employment through education, training, certification, and access to resources for disinvested communities.

4.2 SUPPORT STANDARDIZATION

Objective: Partner with local community colleges and intermediaries to provide capacity to support standardization of certification for manufacturing operators and other related efforts.

Purpose: The workforce community is still defining and understanding the new jobs being created as part of the transition to a bioscience industry given its nascency and constantly changing technologies. As such, additional programs that upskill and reskill workers is needed for existing talent (e.g., mechanics, technicians). Lack of standardization across training for critical occupations, which would require partnerships amongst community colleges and employers to define.

Program Design: Engage with organizations leading this work to identify good jobs.

Leadership: LA County DEO, Biocom

Potential Metrics: clear pathways and industry-driven credentials defined; talent connected to upskilling opportunities. Long-term outcomes to support bioscience job placement, mobility, and retention for underserved communities.

Costs: Costs and implementation determined within the CJF Implementation Project submissions

NEXT STEPS

Task	Responsible Party	Timeline
1. Engage intermediaries that support community colleges, workforce development boards, and the community college network (e.g., LARC, Biocom Institute) to understand current program development towards standardization in key industry occupations.	LA County DEO	Short-Term
2. Engage consortium employers to support the development and standardization of job training and education through existing programs (e.g., Biocom Institute Technician Training) and opportunities to expand these efforts.	LA County DEO, Biocom; LAEDC	Mid-Term
3. Support the standardization of job training and education through programs such as the Biocom Institute Technician Certification, an industry advised certification.	LA County DEO, Biocom; LAEDC	Mid-Term

LA Regional Collaborative

Bioscience Activation Plan