

Building New Leaders

Developing the Health Science Workforce of Tomorrow

OBIO's Health to Business Bridge (H2BB™) program prepares early career professionals for the health science workforce through industry-specific training. OBIO provides companies with access to the talent they need to scale and grow.

OBIO surveyed participating industry leaders, supervisors and program participants to understand how H2BB has addressed the industry's need for job-ready talent. Based on the results of the survey, this is what we found.

100% of industry leaders were satisfied with H2BB participants' job performance. Industry leaders will continue to partner with OBIO through H2BB to recruit and train their early career professionals.

H2BB is unique in Ontario and possibly Canada because it is the only health science industry-focused program that incorporates skills training, mentorship and instructor-led training.

92%

OF PARTICIPANTS FIND THEIR MENTOR USEFUL OR SOMEWHAT USEFUL.

83%

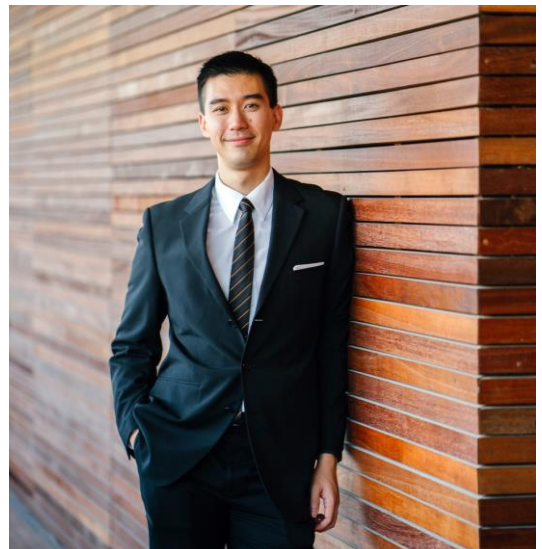
OF PARTICIPANTS AGREE H2BB HAS MADE THEM MORE VALUABLE TO EMPLOYERS.

"I feel that my participation in H2BB has given me a greater sense of the industry expectations and practices, which will help advance my career in the health science industry."

– H2BB program participant

"The end-to-end understanding of drug/medical device lifeline has helped me in realizing what is expected of me, and thereby I can contribute more effectively."

– H2BB program participant



Employers agree that H2BB continues to address an unmet need for the development of early-career talent that companies cannot resolve without support.

“There is a wealth of talented individuals that are on the hunt for work that could be able to contribute in great ways. But the learning curve is too steep and sometimes it isn't really attractive for a company to spend that time doing that degree of onboarding for them.”

– Industry leader

“There are a lot more issues that arise working in a company than in a research lab. And I think H2BB has been wonderful for teaching them.”

– Industry supervisor

“I think one of the things that OBIO is doing well in H2BB is some of the project management related talks that are really valuable for any young professional and that's regardless of whether they leave academia or not.”

– Industry leader

65%

MORE THAN 65% OF PAST H2BB PARTICIPANTS SECURED EMPLOYMENT IN THE HEALTH SCIENCE INDUSTRY.



A possible solution to hiring challenges is recruiting experienced professionals from other industries that may be contracting or down-sizing, particularly in the current economic climate.

76%

OF INDUSTRY LEADERS HAVE EITHER HIRED OR INTEND TO HIRE AN EXPERIENCED PROFESSIONAL FROM ANOTHER INDUSTRY.

“A lot of early-career professionals pivot into the space from a variety of other industries. I think a primer on the industry is a really good way to accomplish this.”

– Industry leader

Looking to the future, there is considerable opportunity for OBIO to build on the success of H2BB to maximize talent development in the industry.

For more information, please visit obio.ca