Prepare Today’s Workforce for Tomorrow’s Careers in the Booming Biotechnology Industry

The 2009

Biotech Workforce Development Summit

Design, Manage and Fund a Successful Biotechnology Workforce Development Program

April 21–22, 2009 | Washington, DC
Optional Pre-Conference Seminar April 20, 2009
Optional Post-Conference Seminar April 22, 2009

Establish Biotechnology Training Programs
Develop workforce training programs to effectively meet the needs of the biotechnology labor market

Recruit and Develop Talent to Fill Critical Needs in the Biotechnology Industry
Improve recruitment and retention processes and learn to advance incumbent workers to highly skilled biotechnology positions

Secure Biotechnology Industry Funding
Identify new and alternate funding streams to increase capacity and programs for biotechnology workforce development

Enhance Workforce Development through Public-Private Partnerships
Collaborate with biotechnology industry entities, educators and nonprofits to match career paths with workforce needs

In Association with:

www.PerformanceWeb.org/Biotech
Pre-Conference Seminar: Monday, April 20, 2009

Pre-Conference Seminars are hands-on, interactive sessions with specially designed exercises and projects that have immediate application. With this full-day application session, you will enhance your training experience by establishing a reference point of knowledge, language and methodologies for the rest of the event. This seminar will dive deep into biotechnology workforce development to help improve your expertise and gain knowledge of practical tools to implement from field experts. Enrollment space is limited, so register today to reserve your place.

8:30
Pre-Conference Seminar Registration & Continental Breakfast

9:00
Introduce a Biotechnology Program with an Effective Curriculum to Ensure a Savvy Future Workforce

An effective biotechnology workforce requires a pipeline of talent from community colleges into the workforce. The key in this principle is the quality and content of the curriculum being taught. Throughout this interactive seminar, learn how to craft an effective curriculum to give tomorrow’s biotechnology workforce the tangible tools they need to compete and survive.

- Integrate targeted training to provide higher education and specific skills in biotechnology
- Acknowledge lifelong training to stimulate career growth for those already employed in the biotechnology sector
- Anticipate industry trends and constantly update your curriculum to keep your participants ahead of the curve

Dr. Lori Kelman
Professor of Biotechnology
Chair, Department of Natural Sciences
Montgomery College-Germantown

12:00
Lunch Break

1:00
Pre-Conference Seminar Resumes

4:00
Pre-Conference Seminar Adjourns

Top 5 Reasons to Attend:

1. Increase Recruitment and Retention for Biotechnology
2. Achieve Positive High-Growth Job Initiative Outcomes
3. Partner to Create Innovative Strategies for Advancing the Biotechnology Workforce
4. Secure Funding for Your Biotechnology Initiatives
5. Develop Skills Competencies, Training and Career Ladders

Who Should Attend:

- Workforce Investment Board (WIB) Members
- HR Directors for Biotechnology Entities
- Community Colleges Staff and Directors
- State and Local Workforce Agencies
- One-Stop Administrators and Operational Staff
- Job Corps Center Directors
- Vocational and Technical Training Institutions
- Workforce Investment Program Managers
- Workforce System Youth Program Developers
The 2009 Biotech Workforce Development Summit

Day One: Tuesday, April 21, 2009

8:30  Conference Registration & Continental Breakfast

9:00  Keynote Address

The Biotechnology Industry Workforce Development Initiative: Identify and Address Challenges and Solutions

The public workforce system has been working with the Department of Labor, private businesses and educators to identify high-growth industries, and biotechnology is one of the fastest growing manufacturing industries in the workforce. Join us for this informative keynote presentation and learn how this industry-driven system of workforce investment can help your community.

- Gain an introductory overview of challenges and solutions being faced by those in the biotechnology industry
- Understand how to best target the increasing pool of applicants in the biotechnology workforce
- Identify "next steps" beyond issues and solutions for the biotechnology industry

Russ Read
Executive Director, National Center for Biotechnology Workforce
NCCCS BioNetwork
Forsyth Tech Community College

10:00  Break & Refreshments

10:15  Stakeholder Panel Discussion: A Dialogue Between Community Colleges and Industry to Discover Solutions to Workforce Challenges in Biotechnology

- Create relationships between community colleges and industry to establish communication and understanding in biotechnology
- Discuss funding experiences to increase knowledge and capacity for biotechnology programs
- Discover expectations to meet industry needs and improve workforce development programs

Russ Read
Executive Director, National Center for Biotechnology Workforce
NCCCS BioNetwork
Forsyth Tech Community College

Sonia Wallman, PhD
Director, Biotechnology and the Northeast Biomanufacturing Center and Collaborative
Great Bay Community College

Niall Carolan
Human Genome Sciences

Matt Meyer
Director, BioNetwork
North Carolina Community College System

12:00  Lunch Break

1:00  Create Public-Private Partnerships to Develop the Biotechnology Workforce

- Create sustainable partnerships and coalitions to support workforce development for the high-growth industry of biotechnology
- Master the importance of establishing biotechnology partnerships to improve job placement
- Inspire a network of biotechnology programs between schools, nonprofits and industry to share resources and improve the workforce

Dr. Elaine Johnson
Director, Bio-Link National Center
City College of San Francisco

2:00  Develop Skill Training Programs to Advance Your Biotechnology Workforce

- Enhance your biotechnology training curricula to support school-to-career opportunities for participants
- Implement career ladders to promote qualified employees and fill critical positions in your biotechnology workforce
- Manage a constant growth of educated workers in critical areas of the biotechnology workforce

Matt Meyer
Director, BioNetwork
North Carolina Community College System

3:00  Break & Refreshments

3:15  Innovate and Crossmatch Biotechnology with Other Industries

- Recruit and enroll participants from untapped labor pools and transition workers from declining industries
- Understand the relationships and similarities between the workforces of biotechnology and other industries
- Market biotechnology to different workforce industries to populate your talent pool

Dr. Elaine Johnson
Director, Bio-Link National Center
City College of San Francisco

4:15  Adjourn
Day Two: Wednesday, April 22, 2009

8:30
Conference Registration & Continental Breakfast

9:00
Keynote Address
Discover the Role of Community Colleges and Universities in Developing the Biotechnology Workforce

Workforce Investment Boards, community colleges and universities, and biotechnology entities need to work together more seamlessly to improve outcomes for the biotechnology sector. Understand how community colleges and universities are producing thousands of graduates every year with the necessary skill sets for jobs at every level in manufacturing, and research and development as well as other areas.

- Determine how best to match the training offerings of community colleges and universities with the needs of the biotechnology sector
- Generate dialogue between the industry, workforce development organizations and community colleges and universities
- Showcase experiences of working with higher education and companies to meet the workforce needs of biotechnology

Dr. Tami Goetz
Science Advisor
State of Utah

10:00
Break & Refreshments

10:15
Identify Key Strategies to Effectively Procure Grants and Dedicated Funding Streams in Biotechnology

- Integrate funding streams with program partners to propel your workforce
- Identify and secure non-traditional sources of funding in biotechnology
- Apply innovative solutions that can be replicated to obtain grant funding for biotechnology workforce development

Joe Naft
Associate Director
Maryland Industrial Partnerships

12:15
Conference Adjourns/Lunch Break/Post-Conference Seminar Registration
Post-Conference Seminar: Wednesday, April 22, 2009 (continued)

Post-Conference Seminars are practical, supplementary application sessions which incorporate and review tools, techniques and methods presented during the event. Participants will obtain a further understanding of how to use newly acquire tools and cutting-edge strategies to design and implement a successful recruitment marketing plan for biotechnology. Through group exercises and scenario-based learning, you’ll walk away with the expertise and resources needed for immediate and practical application. Enrollment space is limited, so register today to reserve your place.

1:15

Design and Implement a Successful Recruitment Marketing Plan for Biotechnology

Biotechnology is a high-growth field with an increasing talent pool. Harness your marketing tools to find talent in this field as well as acquire highly skilled individuals from declining industries. Make the most of your partnerships and find your target group to recruit.

- Develop recruitment efforts to attract the most qualified applicants for the biotechnology workforce
- Deploy successful marketing techniques to tailor your plan to fit your organization
- Showcase advanced recruitment techniques to communicate effectively with your target audience in biotechnology

Matt Meyer
Director, BioNetwork
North Carolina Community College System

4:30
Post-Conference Seminar Adjourns
Bring this Program to Your Organization

One of the more popular vehicles for accessing the Institute’s educational offerings is the delivery of on-site trainings and management facilitations. Bringing a training or facilitation in-house gives you the opportunity to customize a program that addresses your exact challenges and provides a more personal learning experience, while virtually eliminating travel expenses. Whether you require training for your department or for an organizationwide initiative, the advanced learning methods employed by The Performance Institute will create an intimate training atmosphere that maximizes knowledge transfer to enhance the talent within your organization.

Customization

We realize that not all obstacles can be overcome by applying an “off-the-shelf solution”. While many training providers will offer you some variation of their standard training, The Performance Institute’s subject matter experts will work with you and your team to examine your programs and determine your exact areas of need. The identification of real life examples will create a learning atmosphere that resonates with participants while at the same time providing immediate return on your training investment. Using interactive exercises that employ actual projects or scenarios from your organization, instructors can address specific challenges and align the curriculum of each session to your objectives. While the majority of on-site trainings are focused on smaller groups, The Performance Institute also has the ability to accommodate organizational-wide training initiatives. Utilizing multiple instructors, The Institute has the capacity to deliver courses to groups of up to 300 participants per day.

Areas of Expertise

On-site delivery of single courses, certification programs and entire packages of specialized courses are available in the following areas:

- Strategic Planning
- Performance Measurement
- Project Management
- Lean Six Sigma
- Workforce Management
- Performance-Based Budgeting
- Performance-Based Contracting
- Performance Reporting
- Program Evaluation
- Administrative Management
- Leadership and Change

For more information about in-house training options available to you, please contact Mark Bryan at 703-894-0481 ext. 225 or email him at Bryan@PerformanceWeb.org.
Logistics & Registration

VENUE & HOTEL
The 2009 Biotech Workforce Development Summit will be held at The Performance Institute Training Center in Arlington, VA. A public parking garage is located inside of the building for $10/day. Continental breakfast, lunch and refreshments will be provided for delegates on each day.

- The Performance Institute
  1515 North Courthouse Rd., Suite 600
  Arlington, VA 22201
  703-894-0481

A limited number of rooms have been reserved at the Arlington Rosslyn Courtyard by Marriott at the prevailing rate of $209.00 until March 19, 2009. This rate is based on the Government Per Diem and is subject to change. Please call the hotel directly and reference code “Biotech Workforce Summit” when making reservations to get the discounted rate. The hotel is conveniently located three blocks from the Rosslyn Metro station. Please ask the hotel about a complimentary shuttle that is also available for your convenience.

- Arlington Rosslyn Courtyard by Marriott
  1533 Clarendon Blvd.
  Arlington, VA 22209
  Phone: 703-528-2222
  Phone: 1-800-321-2211
  http://www.CourtyardArlingtonRosslyn.com

TUITION
The tuition rate for attending The 2009 Biotech Workforce Development Summit is as follows:

<table>
<thead>
<tr>
<th>Conference Only</th>
<th>$499</th>
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</thead>
<tbody>
<tr>
<td>Pre-Conference Seminar</td>
<td>$199</td>
</tr>
<tr>
<td>Post-Conference Seminar</td>
<td>$199</td>
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GROUP DISCOUNTS
For more information on group discounts for The 2009 Biotech Workforce Development Summit please contact Chris Joseph at 703-894-0481 ext. 224 or email him at Joseph@PerformanceWeb.org.

REGISTRATION
1. ONLINE at www.PerformanceWeb.org/Biotech
2. VIA FAX to 703-894-0482
3. VIA PHONE to 703-894-0481
4. VIA MAIL to 1515 N. Courthouse Road, Sixth Floor
   Arlington, VA 22201

- Yes! Register me for The 2009 Biotech Workforce Development Summit
- Add the Pre-Conference Seminar
- Add the Post-Conference Seminar
- Please call me. I am interested in a special group discount for my team

Delegate Information

Name    Title
Office    Organization
Address
City   State  Zip
Telephone   Fax
Email

Payment Information
- Training Form/Purchase Order
- Check (accepted by mail only)
- Credit Card

Credit Card Number   Expiration Date
Name on Card   3 Digit Card verification #
Billing Zip Code

Please make checks payable to: The Performance Institute
Priority Code: S266-WEB

Cancellation Policy
For live events: The Performance Institute will provide a full refund less $399 administration fee for cancellations four weeks before the event. If cancellation occurs within two weeks prior to conference start date, no refund will be issued. Registrants who fail to attend and do not cancel prior to the event will be charged the entire registration fee.

For webinars: The Performance Institute will provide a full refund less $50 administrative fee for cancellations four weeks before the event. If cancellation occurs within two weeks prior to conference start date, no refund will be issued. Registrants who fail to attend and do not cancel prior to the meeting will be charged the entire registration fee.

All the cancellation requests need to be made online. Your confirmation email contains links to modify or cancel registrations. Please note that the cancellation is not final until you receive a written confirmation.

Payment must be secured prior to the conference. If payment is not received by the conference start date, a method of payment must be presented at the time of registration in order to guarantee your participation at the event.

Quality Assurance
The Performance Institute strives to provide you with the most productive and effective educational experience possible. If after completing the course you feel there is some way we can improve, please write your comments on the evaluation form provided upon your arrival. Should you feel dissatisfied with your learning experience and wish to request a credit or refund, please submit it in writing no later than 10 business days after the end of the training to: The Performance Institute: Quality Assurance, 1515 N. Courthouse Road, Suite 600, Arlington, VA 22201

Note: As speakers are confirmed six months before the event, some speaker changes or topic changes may occur in the program. The Performance Institute is not responsible for speaker changes, but will work to ensure a comparable speaker is located to participate in the program.

If for any reason The Performance Institute decides to cancel this conference, The Performance Institute accepts no responsibility for covering airfare, hotel or other costs incurred by registrants, including delegates, sponsors and guests.

www.PerformanceWeb.org/Biotech
About The Performance Institute

Called “the leading think tank in performance measurement for government” on OMB’s ExpectMore.gov, The Performance Institute has been a leader in Performance Management training and policy since the 2000 administration transition. As part of the Government Performance Coalition, a group of good government organizations, the Institute worked in 2000 to deliver recommendations to the then new administration on what would become the President’s Management Agenda.

In 2009, the Institute is leading Innovations in Government: From Transition to Transformation, or InnoGOV.org, a collection of forums, research and recommendations to bring insight and transformation to the federal government. The goal of InnoGOV.org is to centralize the importance of performance, accountability and transparency in government and to disseminate the leading best practices to government managers.

The Performance Institute has published several research reports regarding performance management initiatives and trains over 10,000 government managers per year on performance-based topics. Dedicated to improving citizen services and taxpayer transparency, the Institute uses a best-practices foundation to deliver the most effective and tested methodologies for improving performance.