

Bioscience



Bio-Flex

An Employer-Centric Workforce Pipeline Development Program

Bio-Flex is a New Innovative Project to Develop Pre-Apprenticeship and Registered Apprenticeship Career Pathways for the Bioscience Industry

The vision for Bio-Flex is to deliver an effective and proven employer-directed workforce development tool, which can be used to train incumbent workers and attract new talent to the Bioscience industry. The program will provide an important resource to employers and increase access for job seekers to obtain well-paid careers in this exciting industry.

Apprenticeship is a proven way to connect employers to a diverse future workforce. This

collaboration with employers and other stakeholders aims to create a flexible yet structured career pathway for job seekers at every level, including: high school and college level students, veterans, underserved populations, new hires, and incumbent workers who might otherwise have challenges accessing this industry. Bio-Flex will support a regional network of partners that will ensure employment opportunities in Bioscience are widely available to all.

Partners and Stakeholders



This WIOA Title 1 financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities by calling in advance to CRS 1-800-735-2922 or 310-680-3700.

Employer-Directed and Industry Recognized

The Bio-Flex model is based on a successful employer designed Pre-Apprenticeship created for the aerospace industry. **The Bioscience Pre-Apprenticeship training will include employer-identified components that can be customized or "flexed" to meet individual employer needs:**

Bio-Flex Pre-Apprenticeship

- ✓ **Track I:** Work readiness skills training for success in the work environment,
- ✓ **Track II:** Industry-specific occupational skills training as determined by individual employers,
- ✓ **Track III:** Work-based on-the-job learning experiences such as project work, job shadowing, internships, and other activities,
- ✓ **Outcomes:** Stackable, industry recognized credentials for each training module completed. Paid work experience with options for enrollment into apprenticeship or secondary education.

A capstone certificate will include logos of employers participating in the Bio-Flex program, to demonstrate the certification is industry-recognized, stackable, and portable within the Bioscience sector.



Workforce-Ready Registered Apprenticeship

The Bio-Flex Registered Apprenticeship will also be developed as a flexible, employer-driven career pathway program using a framework that meets the workforce development needs common to the industry partners.

The Registered Apprenticeship will be:

- ✓ A hybrid model of competency based and time based learning using both hands-on and online training,
- ✓ 1 to 2-year apprenticeship,
- ✓ 2,000 to 4,000 of On-the-Job-Training hours,
- ✓ 144 hours per year of related technical instruction,
- ✓ Credit for prior learning and competency attainment, and
- ✓ Will be employer specific and include a diverse and dynamic workforce.

Funding

Los Angeles County Board of Supervisors, and Supervisor Mark Ridley Thomas have funded the Bio-Flex program development and Training. Funding for participant training is also being provided by Los Angeles County Workforce Development, Aging and Community Services. Program development and implementation will be coordinated through the South Bay Workforce Investment Board.



A WORKFORCE
DEVELOPMENT BOARD

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