

Working together on talent development and innovation



Why CIV Bio Sciences?

The Leiden Bio Science Park will create thousands of jobs in the coming years. That's good news, because people here work on health innovation ceaselessly. Secondary vocational education graduates are particularly in demand, accounting for almost fifty percent of extra jobs. **For example operators, lab technicians and analysts.**

To meet the expected growth, not only are many professionals required, but they must also be up-to-date. Indeed, developments in the bio sciences are rapid and require permanent attention and training.

However, all companies in the Leiden Bio Science Park, from start-ups to multinationals, are currently feeling the labour market shortage. The influx of students from secondary education is also decreasing and the choice for science and technology is typically low.

Tackling these challenges requires creativity, flexibility and, above all, cooperation. **In the Center for Innovative Craftsmanship (CIV) Bio Sciences, the business community, education and government join forces to train as many future-proof professionals in the bio sciences as possible.** The 26 partners see the added value of investing together in their (future) employees. In this way they work one for all and all for one on the human capital agenda of the Leiden Bio Science Park.

Program lines

Our collaboration is based on four interrelated lines:

1. Co-creation of hybrid and flexible education

This line concerns the, in collaboration with the professional field, development and implementation of up-to-date and tailor-made education modules and courses. This includes the sharing of (guest) lecturers and facilities. Together we also look at ways to deal with the labour shortages.

2. Research in 'Practoraat'

This line aims at building an innovation culture in secondary vocational education through practice-oriented research. The 'practor' connects innovation in the professional field to educational innovation.

3. Strengthening the image of the profession and sector

Here the partners, through joint communication activities, strive to strengthen awareness, influx and flow of bio sciences talent in the Leiden Bio Science Park.

4. Ecosystem Lifelong Development

By pulling together in a learning community, the partners work on talent management and an inspiring Lifelong Development (educational) offer for engaging and retaining talent.

Our partners



biopartner



Vereniging Innovatieve Geneesmiddelen



Our funding partners



Become a partner too?

Where vocational education, the professional field and government **collaborate** on the Human Capital Agenda of the **Leiden Bio Science Park**.

Contact us via info@civ-biosciences.nl

What's in it for me?

Menu for working together Bio Sciences companies and education

Companies in school

Showcase your field of work

Make your field of work visible with authentic assignments. Give a guest lecture in which students practice with your datasets!

Train for your industry

Develop up-to-date, hybrid education (modules) in your field together with teachers and colleagues. The new teaching material can be offered to students and professionals in the context of Lifelong Learning.

Recruit interns and employees

Present your company at an open day or internship market and show students and lateral entrants how great it is to work in the sector.

Up-to-date with vocational education

Do you actually know what a student following secondary and higher vocational training has to offer? We inform you about current vocational education, so that the right person is in the right place.

"A **good climate** is needed for both schools and companies to get people interested in a **nice job** at one of 'our' companies"

Bas Reichert – *Member of the Executive board CIV Bio Sciences, Chairman of the Bio Science Park business association (OV BSP) and director of BaseClear*

School in company

Open your door!

A company visit or guided tour gives students and teachers a good picture of your company. Those who are enthusiastic will come back.

Offer internships

Teach students how to perform tasks and experience how great it is to work in your company. This is the way to attract new employees.

Become a recognized training company

Contribute to the future of craftsmanship and profit by training and examining upcoming talent in practice.

Share facilities

Let students and teachers become acquainted with equipment and techniques that are not available at school.

Increase your innovative power

Engage young people from secondary vocational education, higher professional education and university education in your challenges and collect new, refreshing ideas. You can contact our 'practoraat' with your research questions. Or set up a challenge.

Do the Youth Company Scan

Let students in secondary vocational training visit your company and visualize how you can prepare it for the next generation.