

# PROJECT ONRAMP

2021 STRATEGIC PLANNING GROUP KICKOFF

JUNE 22, 2021

# AGENDA

Introductions

Project Onramp: A Primer

Why Are We Here? Evolution & Strategic Questions

Questions & Next Steps

# INTRODUCTIONS

- Pamela Barney, Associate Director, Business Human Resources, AbbVie
- Catherine Pagliarulo, Principal - Alexandria Venture Investments, Alexandria Real Estate
- Morgan Vasquez, Senior Manager, Talent Acquisition, Blueprint Medicines
- Nicole Barna, Senior Vice President, Head of Human Resources, Codiak
- Courtney Utsey, Senior Manager HR Operations, Talent and Culture, Enzyvant
- David Lucchino, CEO, Frequency Therapeutics
- Lori Fitz, Director of Outreach and Technology Platforms, Pfizer
- Kristen Quagliozzi, Director, Head of Talent Acquisition, SDP Oncology
- Kelley Morgan, Chief People Officer, T2 Biosystems
- Ryan Mudawar, Acting Vice President of Education & Workforce Programs, Mass. Life Sciences Center
- Zach Stanley, Executive Vice President, MassBio
- Karla Talanian, Director of Talent & Workforce Development, MassBioEd
- Jon Weaver, President & CEO, Mass. Biomedical Initiatives
- Tram-Anh Nguyen, Career Connections Manager, Bottom Line
- Cara Press, Director of Career Connections, Bottom Line
- Dallas Pride, Managing Director of Career Development, Thrive Scholars
- Rachel Kanter, Executive Director, Minds Matter
- Filmawit Belay, Project Onramp Alum
- Robert Urban, Board of Directors, Life Science Cares Boston
- Sarah MacDonald, Executive Director, Boston, Life Science Cares Boston
- Lila Neel, Program Manager, Project Onramp, Life Science Cares
- Leane Marchese, Executive Director, San Diego, Life Science Cares, San Diego
- Aisha Baro, Executive Director, Bay Area, Life Science Cares, Bay Area

# PROJECT ONRAMP: A PRIMER

## GOAL

Provide college students from low-income backgrounds with meaningful paid work opportunities to explore the life sciences industry.

## HOW IT WORKS

1. Companies submit a job description for a paid summer internship set aside for Project Onramp applicants.
2. Project Onramp staff works with Student Support Partners to identify 3-5 students with the requisite skills & interest in the role.
3. Companies interview, evaluate and hire a candidate that meets their needs.
4. Project Onramp provides wrap-around training and support for interns (via Summer Sessions & check-ins/surveys) and supervisors/hosts (via surveys and outreach.)

# PROJECT ONRAMP: A SHORT HISTORY

## 2019

- 52 interns
- 30 companies
- 1 Student Support Partner (Bottom Line)

## 2020

- 37 interns
- 22 companies
- 1 Student Support Partner (Bottom Line)

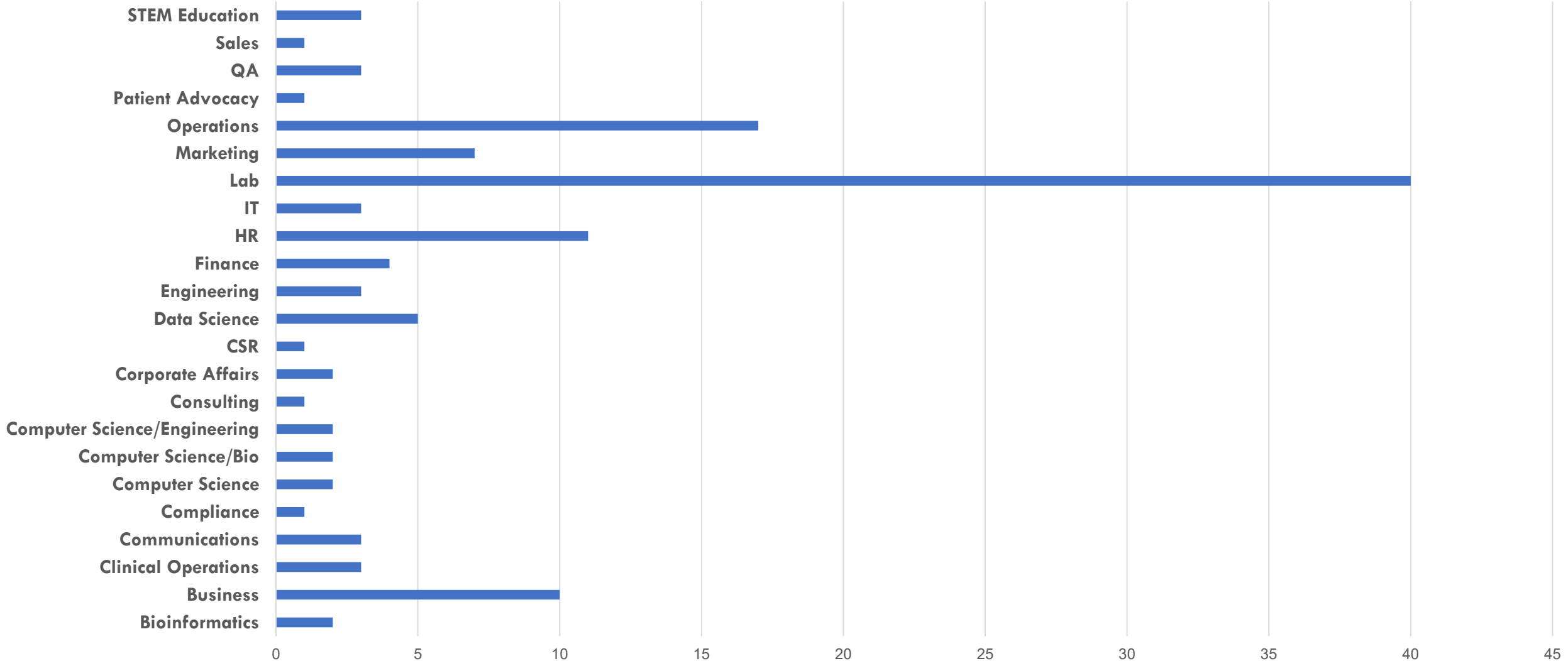
## 2021

- 128 interns
- 71 companies
- 6 Student Support Partners

(Bottom Line, Thrive Scholars, Clark University, Minds Matter Boston, The LEAH Project and The Wily Network)

# Internship Areas 2021

Internship Areas 2021



# PROJECT ONRAMP: RESULTS

## 2019 – 52 students

- 50% of graduating seniors entering life sciences industry or healthcare
- Several seniors assisted in getting full-time work through Lila/Project Onramp network
- 23% of 2019 interns hired for year 2 (this number was impacted by the pandemic)

## 2020 – 37 students

- Data being collected on graduating seniors now
- Several of the 21 seniors assisted with full-time work, with 1 hired
- 1 senior offered FTE at the end of the summer internship
- 24% of 2020 interns hired for year 3

## 2021 – 128 students

- Internships ongoing
- 66 seniors hired as interns
- Multiple requests for PO candidates to apply for FTE

# WHY ARE WE HERE?

Project Onramp is a success, in that we have been able to match students with work experiences and are starting to see longer-term results (interest in working in industry, securing full-time jobs in industry).

**What's next?**

**How do we grow & scale this program?**



# EVOLUTION & STRATEGIC QUESTIONS

- ⚙️ Whom do we serve?
- ⚙️ What is the right model for continued success?
- ⚙️ What will be required for program sustainability?

# WHOM DO WE SERVE?

We currently serve undergraduates from low-income backgrounds (defined as “[Pell Eligible](#).”)

Other populations to consider focusing on:

- ☀ Students from under-represented groups only
- ☀ First generation students only
- ☀ Science roles vs. all roles
- ☀ Community college students, high school students, etc.

# THE MODEL

**Current model and resources= High touch, low volume  
(~125-130 students per year max)**

Other models to consider:

⚙ High touch, high volume

⚙ Low touch, high volume

# SUSTAINABILITY

Based on conversations re: who we serve and with what model, we'll ask this group to consider the resources required to sustain the program over the next 3-5 years.

# QUESTIONS & NEXT STEPS

In the next few meetings, this group will:

- ⚙ Evaluate student experience and feedback
- ⚙ Evaluate employer experience and feedback
- ⚙ Evaluate staffing and resources
- ⚙ Evaluate Project Onramp Alumni services and other potential program additions

# GOALS OF STRATEGIC PLANNING

- ⚙️ Determine the structure/purpose of Project Onramp
- ⚙️ Establish strong student pipeline
- ⚙️ Identify best practices for hiring students
- ⚙️ Establish parameters for student preparation and skillsets
- ⚙️ Establish company expectations
- ⚙️ Determine guidelines for measuring success