

Pharma/Bioscience Workforce Development

Tapping Into the Bioscience Technician Talent Pool A “How To” Guide in 3 Easy Steps



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Background

Bioscience Technician Talent Pool – Application Process Overview



Program officially rolled out by Governor Ivey 18Aug2023

➤ [GovGovernor Ivey Announces State Backed Bioscience Training Program - Office of the Governor of Alabama](#)

Interested individuals apply through AIDT using a registration link posted across multiple social media outlets (Facebook, LinkedIn, Instagram), posted in print media, etc.

➤ [Bioscience Technician in Statewide, Alabama | Skills Training at AIDT](#)

Accepted applicants allotted 7 days to complete ~3-hour on-line, self-paced, module-based training course focused on cGXP basics/key skills and aimed at determining if a Bioscience Technician career is the right fit

➤ Topics covered: Clean room mindset, why do we clean/gown, PPE requirements, life science safety, common pharma/bioscience equipment, pharma/bioscience acronyms, math/significant figures, reading comprehension, attention to detail, and more

Quizzes established for each training module; Comprehensive test required upon completion

➤ Passing grade of 70 required for successful applicant entry into industry-viewable talent pool

➤ **387 applicants as of 08Jan2024!!**

How to Tap Into Bioscience Technician Talent Pool – Step 1



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Access the AIDT company survey link to determine eligibility (Active QR code below)

- Establishes physical location, i.e., Alabama-based, primary company contact information, entry-level salary range, position type, number of openings, etc. (9 questions – short and straightforward)

BIO ALABAMA
Connecting the Bioscience Ecosystem

**BIOSCIENCE
TECHNICIAN
COMPANY
SURVEY**

Interested in participating
in the Alabama Bioscience
Technician Program?

Please submit your
information in the
survey below.

SCAN ME

How to Tap Into Bioscience Technician Talent Pool – Step 1 (continued)



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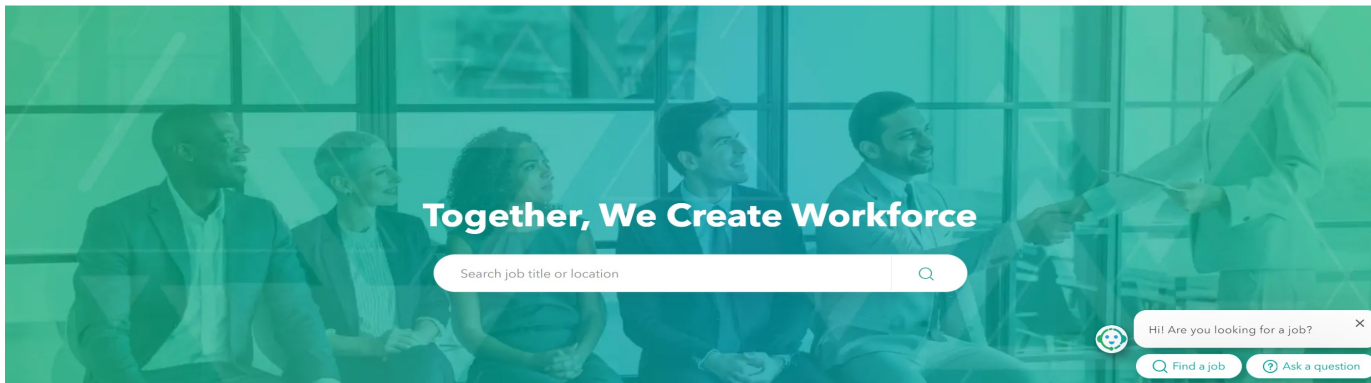
AIDT provides career website dashboard access following eligibility verification

➤ Link (<https://careers.aidt.edu>), Username, and Password information provided by AIDT



[Browse Jobs](#) [Training Opportunities](#) [Talent Community](#) [FAQ](#) [Sign-in](#)

☆ Saved jobs (0)



How to Tap Into Bioscience Technician Talent Pool – Step 2

Using AIDT career website dashboard link (<https://careers.aidt.edu>), click “Sign-In” on main page



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← → 🏠 🌐 careers.aidt.edu/us/en/ 📍 ⭐ 🗄️ 📄 👤



Browse Jobs

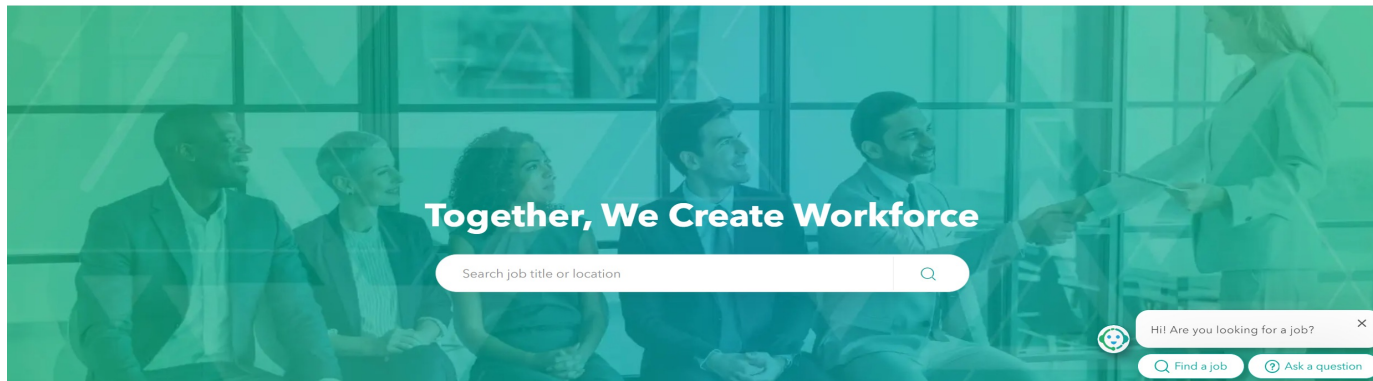
Training Opportunities

Talent Community

FAQ

Sign-in

☆ Saved jobs (0)



How to Tap Into Bioscience Technician Talent Pool – Step 2 (continued)



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Enter the “Email/Username” and “Password” information provided by AIDT

jobs.aidt.edu/index.a4d?fuseaction=login.main

aidt About Help Jobs Sign in

Sign in

Email

Password

[Forgot Password?](#)

[Sign In](#)

[Need an account? Click here.](#)

How to Tap Into Bioscience Technician Talent Pool – Step 2 (continued)



There are 2 applicable options once on the jobs screen

Option 1 – Click on “Technicians”

Welcome, BioAlabama. You last signed in 12/19/23 at 12:05 PM.

BioScience Technician Training Program Jobs

Job Title	Ad	Ends	# Openings	# Applicants	
Technicians	Active	12/25/23 5:00 PM	1,000	367	Advanced Search

How to Tap Into Bioscience Technician Talent Pool – Step 2 (continued)



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Change the “Status” from “Completed” to “All”

The screenshot shows a web browser window with the URL `jobs.aidt.edu/index.a4d?fuseaction=company.jobjid=4957`. The aidt logo is in the top left, and navigation links for Help, Jobs, Invoices, and BioAlabama's Account are in the top right. The main content area is titled "Jobs / Technicians" and "BioScience Technician Training Program". Below the title, there are filters for Stage (Application), Status (Completed: 6), and a search bar. A green circle highlights the "Completed: 6" status filter, with a green arrow pointing to it. Below the filters, a message states "6 completed applicants were found in this stage." A table lists the applicants with columns for Score, Name, City, ST, Status, Date, and Phone. At the bottom, there is an action menu with a "Submit Action" button.

<input checked="" type="checkbox"/>	Score	Name	City, ST	Status	Date	Phone
<input type="checkbox"/>	62.8	[REDACTED]	West Blocton, AL	Completed	12/18/2023	(205) 738-[REDACTED]
<input type="checkbox"/>	49.6	[REDACTED]	Bay Minette, AL	Completed	12/18/2023	(251) 406-[REDACTED]
<input type="checkbox"/>	47.7	[REDACTED]	Madison, AL	Completed	12/16/2023	(256) 849-[REDACTED]
<input type="checkbox"/>	42.6	[REDACTED]	Mobile, AL	Completed	12/19/2023	(504) 606-[REDACTED]
<input type="checkbox"/>	39.9	[REDACTED]	Prattville, AL	Completed	12/15/2023	(334) 313-[REDACTED]
<input type="checkbox"/>	30.2	[REDACTED]	Montgomery, AL	Completed	12/19/2023	(334) 425-[REDACTED]



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How to Tap Into Bioscience Technician Talent Pool – Step 2 (continued)

All applicants will now be displayed

- A search by “Name, Date, or Score” is possible
- “Score” is **not** the application training module test score; The reflected score is based on how a series of industry-generated registration questionnaires were answered (more on the registration questions AND how to tie-in the application training module scores will be explained in subsequent slides)

The screenshot shows the aidt web application interface. At the top, there is a navigation bar with the aidt logo and links for Help, Jobs, Invoices, and BioAlabama's Account. Below this, the page title is "BioScience Technician Training Program". There are filters for Stage (Application) and Status (All: 367). A search bar contains the text "Name, Date, or Score" and is circled in green. To the right of the search bar are "Search" and "Export" buttons. Below the search bar, it says "367 applicants were found in this stage." and there are pagination controls. The main content is a table with the following columns: **Score**, **Name**, **City, ST**, **Status**, **Date**, and **Phone**. The **Score** column is circled in green. The table contains 8 rows of data, all with a status of "Progressed".

Score	Name	City, ST	Status	Date	Phone
87.5	[REDACTED]	Birmingham, AL	Progressed	11/21/2023	(347) 247- [REDACTED]
85.4	[REDACTED] C [REDACTED] AL	Eastaboga, AL	Progressed	09/26/2023	(256) 689- [REDACTED]
79.2	[REDACTED]	Birmingham, AL	Progressed	08/23/2023	(205) 937- [REDACTED]
79.2	[REDACTED]	Birmingham, AL	Progressed	09/28/2023	(205) 754- [REDACTED]
78.7	[REDACTED]	Montgomery, AL	Progressed	08/19/2023	(334) 315- [REDACTED]
75.1	[REDACTED]	Faunsdale, AL	Progressed	12/12/2023	(813) 356- [REDACTED]
75.0	[REDACTED]	Shorter, AL	Progressed	08/29/2023	(334) 306- [REDACTED]
74.6	[REDACTED]	Mobile, AL	Progressed	12/08/2023	(251) 327- [REDACTED]

How to Tap Into Bioscience Technician Talent Pool – Step 2 (continued)



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Additional drill-downs on individual applicants is also possible

➤ For example, click on “B [REDACTED], C [REDACTED] A.” for a review of the individual’s application

The screenshot shows a web browser window with the URL `jobs.aidt.edu/index.a4d7fuseaction=company.job`. The page header includes the aidt logo and navigation links for Help, Jobs, Invoices, and BioAlabama's Account. The main content area is titled "BioScience Technician Training Program" and shows a list of 367 applicants. The first page of results is displayed, with a table of applicant information. The second record, with a score of 85.4, is circled in green and has a green arrow pointing to it. The name of this applicant is "B [REDACTED], C [REDACTED] A.".


Score	Name	City, ST	Status	Date	Phone
87.5	[REDACTED]	Birmingham, AL	Progressed	11/21/2023	(347) 247- [REDACTED]
85.4	B [REDACTED], C [REDACTED] A.	Eastaboga, AL	Progressed	09/26/2023	(256) 689- [REDACTED]
79.2	[REDACTED]	Birmingham, AL	Progressed	08/23/2023	(205) 937- [REDACTED]
79.2	[REDACTED]	Birmingham, AL	Progressed	09/28/2023	(205) 754- [REDACTED]
78.7	[REDACTED]	Montgomery, AL	Progressed	08/19/2023	(334) 315- [REDACTED]
75.1	[REDACTED]	Faunsdale, AL	Progressed	12/12/2023	(813) 356- [REDACTED]
75.0	[REDACTED]	Shorter, AL	Progressed	08/29/2023	(334) 306- [REDACTED]
74.6	[REDACTED]	Mobile, AL	Progressed	12/08/2023	(251) 327- [REDACTED]

How to Tap Into Bioscience Technician Talent Pool – Step 2 (continued)



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Application contains answers to industry-generated questions (see below), email, phone number, etc.



C. ██████ A. B. ██████
████████@gmail.com
Eastaboga, AL 36260

App ID: 825457
Project: BioScience Technician Training Program 2022
Job: Technicians
Score: 85.4% **Status:** Progressed **Applied:** Sep 26, 2023

Generated: Dec 19, 2023 1:50 PM

CitiStage ID: 1676318
Page: 1

Phone: 256-████-████

Education & Training

Some BS/BA.

Work History from Profile

2018-02 until now	press operator	kronospan - oxford al	\$14-16
2017-09 - 2018-02	production lead	verst - lincoln al	\$15 better job
2015-10 - 2017-08	courier	fedex express - castaboga al	\$15-16

Work Experience

9 years: Assembly Operations, Chemical Plant Operations, Distribution/Warehousing Operations, Electrical Maintenance, Manufacturing Machine Operations, Mechanical Maintenance, Programmable Logic Controllers, Statistical Process Control

Industry-generated questions;
e.g., Are you willing to work 2nd
shift, 3rd shift, weekends, etc.

Application Questions & Responses		
pe_05	By completing this application, I am agreeing to allow BIO Alabama Members (various Bioscience companies) to view my application information for an employment opportunity.	Yes
pe_06	Are you eligible to work in the United States?	Yes
pe_07	If required, are you willing to work 1st Shift?	Yes
pe_08	If required, are you willing to work 2nd Shift?	Yes
pe_09	If required, are you willing to work 3rd Shift?	Yes
pe_10	If required, are you willing to work Swing/Rotating Shifts?	Yes
pe_11	If required, are you willing to work overtime?	Yes
pe_12	If required, are you willing to work weekends?	Yes
pe_13	If required, are you willing to work holidays?	Yes
pe_14	Are you at least 18 years of age?	Yes
ou_05	We would like permission to text you regarding your application.	I have a device that can receive text (SMS) messages and I give you consent to text me: ██████████
ou_08	Which of the following locations would you prefer to work?	Birmingham, AL
ou_09	How many years have you used Microsoft Office (Word, Excel, Outlook, etc.) in the performance of your job or at home?	More than 10 years
ou_10	In the last 10 years, which choice best describes your amount of Biotech/Pharmaceutical industry experience?	Some, but less than 1 year
ou_11	What is the largest amount of weight that you can lift on a sustained basis?	50 pounds
ou_12	Are you willing to follow written policies such as Standard Operation Procedures (SOP), Batch Production Records (BPR), Material Safety Data Sheets (SDS), and Specification Records daily?	Yes
ou_13	Are you able to perform calculations when supplied with the equation?	Yes
ou_14	Are you prepared to stand for long periods of time (up to 10-hour shifts), stooping, bending, kneeling, and walking while wearing a respirator and all required PPE, including safety glasses, ear plugs, and safety shoes?	Yes
ou_15	How many years of experience do you have working with the metric system and conversion methods??	1-2 years
ou_16	Are you able to use basic hand and laboratory tools for execution of job activities?	Yes
ou_17	Are you willing to perform operations such as weighing, measuring, sampling, and other solution preparations under direct supervision?	Yes
ou_18	Are you currently employed?	No
ou_19	When are you available to begin a Pharma/Bioscience career?	Immediately
ou_20	Please list your two (2) most recent employers, 2-year college certification, or college degree (if applicable):	OK Bama Budweiser Waste management

How to Tap Into Bioscience Technician Talent Pool – Step 2 (continued)



There are 2 applicable options once on the main screen

Option 2 – Click on “Advanced Search”

A screenshot of a web browser displaying the AIDT website. The browser's address bar shows the URL "jobs.aidt.edu/index.a4d?fuseaction=company.main". The website header includes the AIDT logo and navigation links for "Help", "Jobs", "Invoices", and "BioAlabama's Account". A teal notification bar at the top reads "Welcome, BioAlabama. You last signed in 12/19/23 at 12:05 PM." Below this, the heading "BioScience Technician Training Program Jobs" is displayed. A table lists job openings with columns for "Job title", "Ad", "Ends", "# Openings", and "# Applicants". The first row shows "Technicians" as the job title, "Active" as the ad status, "12/25/23 5:00 PM" as the end date, "1,000" as the number of openings, and "367" as the number of applicants. To the right of the table, a button labeled "Advanced Search" with a magnifying glass icon is circled in green, and a green arrow points to it from the right.



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“Advanced Search” allows a search utilizing the industry-generated questions/skills/experience referenced in the previous slide; e.g., search for all individuals with at least 6 years electrical maintenance experience
Make sure to change “Status” to “All” for the most comprehensive search
Use Step 3 (next slide) to tie dashboard info to applicant’s comprehensive module test score

Jobs / Advanced Search

BioScience Technician Training Program

Technicians Applicants

This page will search for job applicants with a specified status, according to how they responded to specified questions on the application. Select all desired answers for each question of interest. The search will find applicants whose answers match any one of your specified answers for that question. The more questions you use, the more limiting the search will be.

Status: Completed: 6 Within miles: 0 Search

Key	Question	Responses	Key	Skill	Years' Experience
ge_05	By completing this application, I am agreeing to allow BIO Alabama Members (various Bioscience companies) to view my application information for an employment opportunity.	<input type="checkbox"/> Yes <input type="checkbox"/> No	sk_01	Assembly Operations	<input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 3 <input type="checkbox"/> 6 <input type="checkbox"/> 9
ge_06	Are you eligible to work in the United States?	<input type="checkbox"/> Yes <input type="checkbox"/> No	sk_02	Chemical Plant Operations	<input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 3 <input type="checkbox"/> 6 <input type="checkbox"/> 9
ge_07	If required, are you willing to work 1st Shift?	<input type="checkbox"/> Yes <input type="checkbox"/> No	sk_03	Distribution/Warehousing Operations	<input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 3 <input type="checkbox"/> 6 <input type="checkbox"/> 9
ge_08	If required, are you willing to work 2nd Shift?	<input type="checkbox"/> Yes	sk_04	Electrical Maintenance	<input type="checkbox"/> 0 <input type="checkbox"/> 1 <input checked="" type="checkbox"/> 3 <input type="checkbox"/> 6 <input type="checkbox"/> 9
			sk_05	Manufacturing Machine Operations	<input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 3 <input type="checkbox"/> 6 <input type="checkbox"/> 9
			sk_06	Mechanical Maintenance	<input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 3 <input type="checkbox"/> 6 <input type="checkbox"/> 9
			sk_07	Programmable Logic Controllers	<input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 3 <input type="checkbox"/> 6 <input type="checkbox"/> 9



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How to Tap Into Bioscience Technician Talent Pool – Step 3


Access to the Adobe Learning Manager is required to tie the AIDT career website dashboard to the applicant's comprehensive module test score (or vice-versa)


Learning Manager access can be requested from Tonya Keebler at AIDT (tkeebler@aidt.edu)

Comprehensive module test scores for all applicants are provided in a daily email containing an attached easy-to-use Excel spreadsheet (Bottom Tab "2-LP-Bioscience Technician Pre")

Cross-reference names from the AIDT dashboard with the Learning Manager to compare comprehensive module test score results

Learner status

 Adobe Learning Manager <admin@adobelearningmanager.com>
To dsingleton@aidt.edu; tkeebler@aidt.edu; Linnea Conely; Cates, Brad

 BioscienceTechnicianExperience(XP)_enrollments_2023-12-19T08-39-09AM.xlsx
53 KB

[EXTERNAL MAIL - Don't open unknown links or attachments <<https://evonik.com/phishing/>>]

Hello,

The report you had subscribed to, is attached with this email.

Filename: BioscienceTechnicianExperience(XP)_enrollments_2023-12-19T08-39-09AM.xlsx (attached)

Report Type: XLSX

Learning Object: course - Bioscience Technician Experience (XP)

Report Date: Dec 19, 2023

Report Frequency: Daily

-

Thanks,
Adobe Learning Manager Team

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U			
Learners	Email	Course Na	LO Unique	Status	Selection	Enrollmen	Complete	Due Date	Started	Di	Quit	Score	Manager	UserState	profile	Organizati	Position	T	Comment	Number o	Visit Date	Time Spent	(mins)
1																							
2																							
3																							
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How to Tap Into Bioscience Technician Talent Pool – Summary



In 3 easy steps, tap into a ready-made pool of local, home-grown, vetted applicants

- Applicants with the willingness to complete the registration process
- Applicants with the self motivation and determination to carry through a 3-hour learning module
- Applicants with the aptitude to pass a comprehensive test with a passing grade of 70 or better

The more companies reach into the pool, interview candidates, and make hires, the more successful the program becomes, the more momentum generated for next steps (2-year college curriculums/degrees, 4-year college involvement)

Provide feedback through BIO Alabama (administrator@bioalabama.com) – Communicate your successful hires so successes can be measured!

THANK YOU

