5 key trends emerged from our data sets that are impacting the California life sciences industry’s demand for talent:

1. California’s Life Sciences Industry remains resilient, demonstrating stability and growth amidst a global pandemic
2. COVID-19 changed the way we think about work and the workplace: companies evaluate remote work and other workforce management innovation
3. “Soft skills” are increasingly viewed as predictors of career success: adaptability, resilience, and communication rise to top of desired skills as we navigate uncharted economic and industry transitions
4. An array of new or amplified initiatives pushes Diversity, Equity and Inclusion (DEI) into the spotlight with broad recognition within the industry that we must and can do more
5. New energy behind industry-academic collaborations addresses shifting demands for talent

The nearly 3,800 life science companies in California are concentrated in three major geographic hubs:

1. **The Bay Area**, defined here as the region of 10 contingent Northern California counties of Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma
2. **Los Angeles and Orange Counties**
3. **San Diego County**

California’s life sciences industry is a strong driver of economic growth and job creation in each of these geographic hubs, with life sciences industry job postings as a percentage of total job postings across industries in each region exceeding the national number.

For the period of 2017 – 2020, 83% of the total life sciences industry job posting for California were associated with these three geographic hubs. The Bay Area still dominates the state, with 44% of that total number of job postings. The individual years in trend analysis will not sum to cumulative totals due unique (non-duplicative) postings that span across individual years.

168,268 Number of unique job postings from the period January 2017 - December 2020 for this region. (44% of the total life sciences industry job postings for California)
The report analyzes three data sets from January 2017 to December 2020, including approximately 385,203 California life science job postings, survey responses from 334 human resource and hiring managers and interviews with 23 leading life sciences employers across the state.

For a full version of the 2021 Life Science Workforce Trends Report, please visit: califescienceworkforcetrends.org
2021 Life Sciences Workforce Trends Report: California

San Diego County Analysis

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55,659

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(17% of the total life sciences industry job postings for California)

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Despite the disruptions of the past year, California’s life sciences industry continues as a consistent engine of economic growth and high-quality job creation for the state and across the industry. Over 50% of the CA companies surveyed (n=277) for the report indicated that the COVID pandemic had little to no impact on their hiring, and a small percentage (5%) indicated they hired at a faster pace.

Top 15 Companies by Unique Job Posting Totals

Thermo Fisher Scientific Inc.  
Amgen Inc.  
Abbot Laboratories  
Danaher Corporation

Medtronic, Inc.  
Gilead Sciences, Inc.  
Genentech, Inc.  
Roche Laboratories Inc.

Quest Diagnostics Incorporated  
Johnson & Johnson  
Edwards Lifesciences Corporation  
Laboratory Corporation of America

Illumina  
IQVIA  
Pfizer Inc.
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