



## Shire's Targeted Partnership with Quincy College

The team at Shire believes in helping to train the next generation of biotech employees at all education levels. Shire provides financial support, supplies and equipment, and staff knowledge to non-profits, vocational technical schools, community colleges and research institutions. Doing so has helped Shire develop a well-trained pipeline of employees, but it has also positively impacted the career trajectory of many who have gone on to work in other biotech companies. Given the constantly evolving nature of biotechnology manufacturing, Shire understands that industry needs to actively seek out and partner with educational institutions to ensure that students are trained on the most up-to-date and cutting edge techniques.

In 2011, Shire began working with Quincy College's Biotechnology Program in Quincy. The program is designed to prepare students for entry-level positions in biomanufacturing. Shire consulted with Quincy College to design a biotechnology laboratory that mirrored industry specifications and equipment. Shire also provided guidance on the development of biomanufacturing curriculum to ensure it was and continues to be relevant to industry. The award-winning program helps students develop a broad laboratory science-based background through courses focused in the life and chemical sciences.

Examples of the partnership between Quincy College and Shire:

- A member of Shire's Technical Operations team serves on Quincy's Biotechnology and Compliance Curriculum Design Advisory Board to inform curriculum design.
- A Shire employee is an adjunct professor in the Biotechnology Compliance program.
- Shire provides financial support to the Biotechnology Compliance program for its partnership with Jewish Vocational Services, a workforce development organization, in an effort to help transition students successfully to an Associate's degree program or Certificate program.
- Shire has donated approximately \$100k worth of equipment and supplies to the program.
- Quincy College provides incumbent worker training to Shire employees both on and off site.
- Shire frequently hosts Quincy College students and faculty at Shire to share best practices and see real-time examples of the work students will be doing when they graduate.
- Shire managers and the Quincy College Biotechnology and Compliance program maintain an open line of communication to review the effectiveness of the program, the performance of Quincy College graduates, what is working, and what can be improved to better benefit the workforce.

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Both Shire and Quincy College have learned from this partnership and continue to make changes to better serve the students at Quincy College and better meet Shire's talent needs and the changing needs of the biomanufacturing industry. For example, Shire is currently exploring ways to help students prepare more fully for interviews, since they realized that while students are being well-trained on state-of-the-art equipment, they need to be able to convey that in a formal interview setting. Shire is also exploring a mentorship program to give students a better idea of what it is like to transition from working in another field to working in a biotech company.

Shire's support of Quincy College's Biotechnology and Compliance program has helped sustain and strengthen the educational pipeline through the sharing of equipment, talent, and time which has proven to be extremely valuable for Quincy College, according to Program Chair Bruce Van Dyke. Shire has benefited from a well-trained pipeline of talent looking to begin a career in biotech, which in turn, helps ensure that they can manufacture a high-quality product. This is critical for patients. In addition, the partnership's impact goes far beyond just those students who come to work for Shire—the partnership has benefited all students that go through the program and enter the biomanufacturing field here in the Commonwealth.