

## **Bioversity**

### **Key Contact:**

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### **Project Vendors**

- Banker: Leader Bank
- Law Firm: Goodwin
- Construction: The Richmond Group
- Architect: Jacobs
- PR: The Castle Group

**Jobs Added:** Bioversity currently has 2 full-time employees with an expectation of 3 by the end of the year. Through our partnership with Massachusetts College of Pharmacy and Health Sciences, their faculty will be teaching the training courses and their staff will be assisting with day to day operations including curriculum development and iteration.

**Demographic diversity of the new jobs created - % based on gender and race and % of in-state versus out-of-state hires:**

- 50% Black
- 100% male
- 100% in-state

**SF Added:** 4,000

**Facility investment:** \$2 million

**Workforce demographics of contractors and subcontractors involved in expansion project -% based on gender and race and % of in-state versus out-of-state hires?:**

**Status of the expansion project (if completed, when):**

The construction was completed on Jan 5<sup>th</sup>, 2024 with our first training class launched on January 8<sup>th</sup>, 2024.

**Does the company have a social impact with community involvement/philanthropic efforts?**

Bioversity is a non-profit itself. We aim to have an impact on the surrounding communities of Dorchester and beyond by intentionally recruiting people from those neighborhoods to enroll in our certificate training programs. For example, our first cohort (running from Jan. 8 – Feb. 28) is 18 students, 14 of whom live in Boston. Our goal is to enroll, graduate, and place into full-time employment 100 people in 2024 creating more economic opportunity for more people, especially those who live in Boston.

Our workforce training programs prepare graduates to be immediately ready for entry-level scientific operations jobs at local life sciences companies. As we are seeking people who are unemployed or underemployed to take part in our training program, Bioversity's assistance in preparing and placing them onto this new career path will help raise the economic standards of them and their families through higher wages, full benefits, and career promotion opportunities.

**Does the company have internal/external equity, diversity, and equity practices?**

As part of Bioversity's mission to blaze new training pathways and creates employer connections for underrepresented populations and individuals traditionally left out of the life sciences, we are intentionally and pro-actively seeking out students from minority populations to take part in our certificate training classes. We have spent the last 18 months building trust and partnerships with community groups and leaders to demonstrate that Bioversity will create real

career pathways and that we are listening to what the community and potential students want out of a training program. This work has paid off. Of our first training cohort of 18 students, 100% identify as either Black or Hispanic – two groups that are significantly underrepresented in the life sciences workforce. Combined with our focus on recruiting students who only have a high school degree, Bioversity is creating a diverse and inclusive workforce pipeline for the life sciences industry, and through our training is creating more equitable economic outcomes for Boston-area residents who graduate and obtain employment in the life sciences. Starting salaries for the entry-level jobs we are seeking to place graduates into are around \$50,000 with full benefits and great opportunities for career advancement. We aspire to an equitable life sciences industry that reflects the patient communities it serves and delivers career opportunities to all who want them.

**Can you describe the work that your company does at the new location?**

Bioversity is operating its own, dedicated workforce training center in this new location. In it, we primarily will be running our certificate training program we have launched in partnership with the Massachusetts College of Pharmacy and Health Sciences. Open to those with a high school degree or a GED, this 8-week program runs in-person Monday through Thursday 9am – 3pm. The certificate training program aims to provide graduates with a clear pathway toward a rewarding entry-level career at a local life sciences company. Built on extensive input from life sciences employers in Massachusetts, this training curriculum built by the Massachusetts College of Pharmacy and Health Sciences focuses on developing learner’s technical skills as well as soft skills necessary to succeed and advance in a career. Graduates of this course will be ready immediately for employment in areas such as lab operations, facilities management, supply chain and operations, environment, health, and safety (EHS) – jobs that have starting salaries in the mid five-figures plus excellent benefits. Bioversity will assist graduates of the program with job placement starting on day 1 and will offer coaching throughout the first year of a graduate’s career to provide the best chance of success and promotion.

In addition, Bioversity is actively seeking opportunities to rent out our training space to other like-minded workforce training organizations to maximize the use of the space and create economic opportunities for more people in and around Boston.

**Do you have other Massachusetts locations? If so, where?**

No. We are considering opening a second location of Bioversity in the Merrimack Valley in the coming years.

**Company Profile:**

Bioversity is a Massachusetts incorporated non-profit with pending 501c3 status launched by MassBio. It was formed to implement industry-aligned, expanded workforce training initiatives. Bioversity operates training centers, runs programming, and creates partnerships to provide Massachusetts residents the skills and hands-on experience necessary to enter and thrive in life sciences careers. Together with MassBio, we serve as the nexus of learners, employers, educational institutions, and community organizations to make the whole of the life sciences workforce development landscape more efficient; allowing people to find jobs faster and employers to have easier access to a broader and more diverse talent pipeline.

**About the Project:**

In 2022, Beacon Capital Partners, the owners of Southline Boston (f/k/a as The Beat), approached MassBio, the state’s biotech trade association, to gauge their interest in operating a life sciences workforce training center at Southline Boston. These talks led to an agreement where Beacon Capital Partners would build-out a dedicated, 4,000 square foot training space that is part classroom and part teaching laboratory, and they would provide the space rent-free for at least 10 years to MassBio, as the training entity. BCP paid for a large majority of the build-out costs and continues to

provide operational support. As the project came together, it was clear to MassBio that it needed to create a separate non-profit corporation, Bioversity, to operate the training center and fundraise to support its operations.