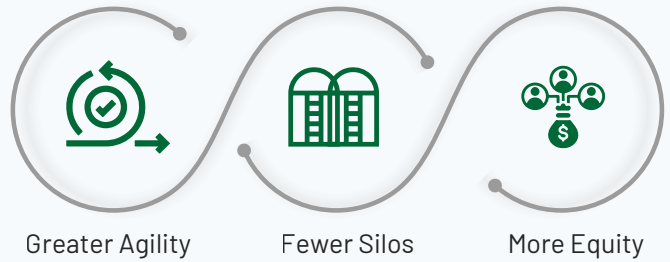


The Power of Skill-Based Learning in Life Science Industry

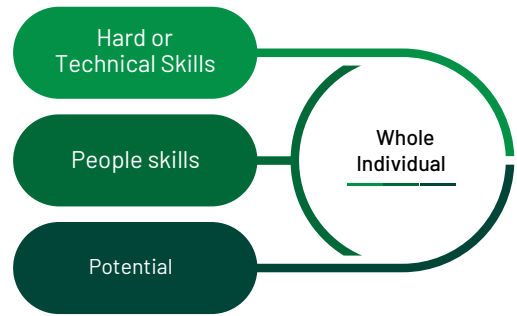
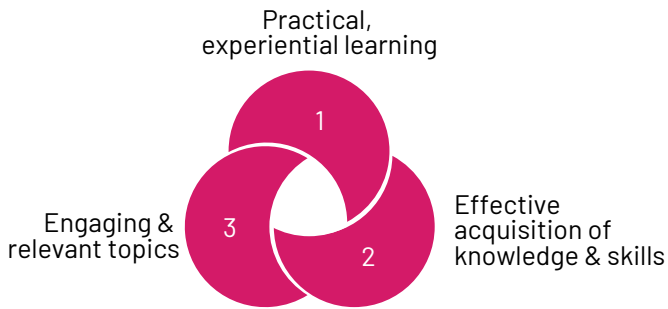


Meet the demand for



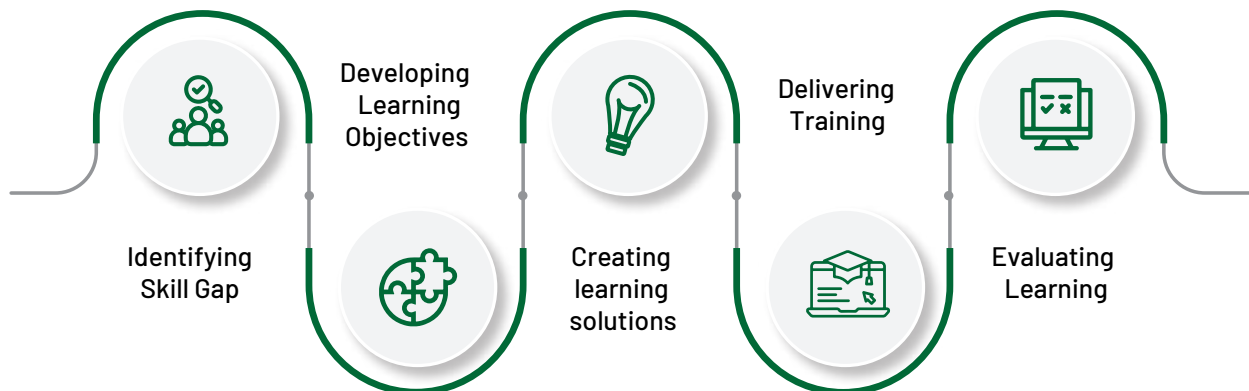
Developing a more unique talent

Moving away from memorizing the facts & information, stressing the development of specific skills and capabilities.



Applying skill-based learning for continuous improvement

A skill-based learning approach in the life sciences industry enables professionals to stay competitive and make innovative and impactful contributions, driving progress and advancing the industry in the ever-evolving landscape of the field.





Cultivate a dynamic workforce with a strong foundation

- Enable new skill acquisition
- Allows to remain competitive
- Collaborate across functional boundaries
- Prioritize the development of practical skills
- Enables adapt to market trends

Business Problems



Job Landscape New & Existing

The life sciences and medical device industry are among the global economy's most dynamic and innovative sectors. They are driven by rapid advancements in science, technology, and medicine, constantly creating new jobs and transforming existing ones. For example, roles such as biomedical engineer, regulatory affairs specialist, and digital health strategist have emerged in recent years. Traditional roles such as sales and marketing are evolving in response to new market demands.



Learner Demographic

The employee demographic is highly diverse, ranging from scientists and engineers to sales and marketing professionals. This diversity challenges talent development, as different learners have different learning styles, preferences, and needs. For example, scientists may require in-depth technical training, while sales & marketing professionals may need training on market dynamics, customer engagement, and regulatory compliance.



Forgetting Curve

One of the biggest challenges in talent development is the forgetting curve. It is especially true in the life science industry and medical device space, where regulations and best practices are constantly changing. With ongoing training and reinforcement, learners will be likely to remember valuable information and skills, which can lead to compliance issues, quality problems, and safety risks.

To address these challenges, organizations in the life science industry and medical device space can adopt a comprehensive approach to talent development. It may include instilling diverse learning formats, such as e-learning, classroom training, and on-the-job coaching, and leveraging emerging technologies, such as virtual and augmented reality.

Companies must also prioritize ongoing training and reinforcement to combat the forgetting curve and ensure their workforce remains current with the latest trends, technologies, and regulations.

We can promote quick and efficient skill updates through certification programs, competency-based learning projects, and project-based learning opportunities. Encouraging cross-functional collaboration and implementing industry-wide quality and safety standards are also essential.

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Thanks to skill-based learning approaches and initiatives, transformation no longer must be time-consuming for life sciences organizations.

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How does experiential learning enable skill-based learning?

Experiential learning emphasizes learning by doing and by experimentation. This approach can hugely benefit developing skilled employees and teams for the future.



Reflection



Critical Analysis



Synthesis



1) Business simulations

Simulation is truly a transformational experience for participants. Instead of going through the entire background and history of whys and hows, participants can directly build skills, improve knowledge, and gain a holistic view of their contribution to a larger vision.

- Students or clinicians can tour the human body, interact with medical instruments, and use the equipment correctly.
- They can choose their role, practice the surgery, and perform diagnostic activities for critical conditions.
- They can share the best practices, expert views, and specialist advice to gain real-time knowledge in a collaborative environment.
- Students can continue receiving real-time evaluations to stabilize their patient's conditions.

2) Case studies

Case studies are active learning materials that challenge readers to absorb, process, analyze, and learn from similar real-world scenarios. They can utilize the invaluable insight from complex cases and comprehend and prepare them in advance to apply to such real-world scenarios.

3) Role playing

Role plays allow participants to be in other shoes, assuming a different personality, character, or behavior to analyze the correct way. It implies an active behavior while allowing the participant to observe, review and learn from reflection.

4) Sensitivity-training

To enhance employees' self-awareness, ethics, behavior, and confidence through sensitivity training. Sensitivity training increases emotional intelligence and promotes employees to be more responsive to internal and external marketplace.

Experiential learning can occur in a field or a controlled environment. It encourages employees to own their knowledge and performance.

Empowering the Workforce: The Key to Success in Medicine, Biotechnology, and Human Health

In the rapidly evolving fields of medicine, biotechnology, and human health, the key to success is empowering the workforce through skill-based learning.

It means empowering the workforce to take an active role in shaping the future of medicine, biotechnology, and the very fabric of human health and well-being. This approach enables companies to deploy talent more effectively, leveraging the strengths and abilities of each employee to achieve strategic objectives and drive growth.

- Improve experience & satisfaction
- Attain better retention
- Foster continuous learning culture
- Agile talent deployment