



# LSO SCHOLARSHIP PROGRAM

## About Us

Entering its 5th year, the LSO Scholarship has awarded 135 scholarships worth \$425,000 to undergraduate university and college students.

## Purpose

To develop an inclusive scholarship while increasing the awareness around the life sciences sector as a significant employer and driver of the provincial economy.

For More Information :

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# HOW THE LSO SCHOLARSHIP PROGRAM HELPS ADDRESS DIVERSITY AND TALENT SHORTAGES IN THE LIFE SCIENCES

## The Problem

Biotalent Canada's report "Close-up on the bio-economy – National Report"<sup>1</sup> predicts the demand for talent in all sectors of Canada's bio-economy will far exceed the supply of available brainpower by as soon as 2024. And if that happens, progress will slow, growth will stall.



By 2029 the Life Sciences Sector will have an additional **65,000** jobs and not enough people to fill those jobs.

A look at the Sector today:



women make up **only 34%** of the workforce



**only 20%** of the workforce are visible minorities

## Contributing To The Solution

The LSO Scholarship Program provides not only financial support for the next generation of life sciences employees but also a mentorship component connecting them with leaders to explore the different careers and opportunities within the sector.



Over the last 4 years we have awarded

**135** scholarships worth **\$425,000**

In the 2022 Scholarship Awards:



**66%** of applicants identified as women

**72%** of scholarships were awarded to applicants identified as women



**65%** of applicants that identified as visible minorities

**70%** of scholarships were awarded to applicants that identified as visible minorities

## The Impact

Results of students surveyed in the first 3 years of the program



**84%** said the LSO Scholarship Program helped achieve their goals



**90%** of applicants went on to graduate studies

The LSO Scholarship Program was a great opportunity for connecting with mentors in my field of study. I was given access to a host of learning experiences, including visiting the Gilead Sciences office in Mississauga. As a student with a disability, I also especially appreciated the financial assistance of the scholarship. A big thank you to LSO and its partner organizations!

Lisa Shen, 2019 Award Recipient



**75%** agreed that the Scholarship Program contributed to their success

### STRENGTHENING THE SECTOR ACROSS THE PROVINCE

# of Scholarships awarded by Institution	Brock University	3
	Carleton University	2
	Laurentian University	2
	McMaster University	40
	Ontario Tech University	1
	Queen's University	12
	Toronto Metropolitan University	5
	University of Guelph	12
	University of Ottawa	11
	University of Toronto	22
	University of Waterloo	12
	Western University	11
	York University	2

## Be part of the solution

In order to support the future generation, we require help from your organization. We are looking for financial support in order to provide scholarships of \$3,000 to recipients and human capital for the mentoring. We have a few sponsorship opportunities available:

- Tier 1: 3 Awards - \$13,650 (member); \$15,000 (non-member)
- Tier 2: 2 Awards - \$9,100 (member); \$10,000 (non-member)
- Tier 3: 1 Award - \$4,550 (member); \$5,000 (non-member)
- Community Supporter - \$1,250 (member); \$1,750 (non-member) to go towards a scholarship

For more information please contact the LSO team at [admin@lifesciencesontario.ca](mailto:admin@lifesciencesontario.ca)

<sup>1</sup>Biotalent Report: Close-up on the bio-economy: Labour Market Intelligence 2021" <https://www.biotalent.ca/wp-content/uploads/BioTalent-Canada-LMI-National-Report-13OCT2021-1.pdf>

# 2023 LIFE SCIENCES ONTARIO SCHOLARSHIP PROGRAM

The Life Sciences Ontario (LSO) Scholarship and Mentorship program was developed in 2019 and has grown from its modest beginnings to becoming an important element of the LSO mandate, under education and mentorship. Each spring, we accept applications from undergraduate students at University or College studying in fields that are linked to employment within the life sciences sector.

In the 4 years of running the program, we have provided financial support to 135 students worth \$425,000. And more importantly, we have paired each student up with an experienced professional within the life sciences sector. Through the support of our sponsors over the years, we have been able to help bring awareness to the many opportunities that exist in Ontario's diverse life sciences sector.

The purposes of the scholarship program along with the financial support and mentorship piece is to increase awareness of the life sciences sector in Ontario as:

- A significant employer for new graduate
- A significant driver of the provincial economy
- An integrated stakeholder, engaged with and supportive of the greater community
- And a diverse, exciting, innovative, and promising industry

## COMPANY REQUIREMENTS

Along with the financial support, we require sponsoring organizations to provide individuals that can participate in the mentorship. Based on the tier and number of awards sponsored, organizations would be required to provide the same number of mentorship opportunities. For example, a Tier 1 sponsor of 3 awards would need to provide 3 opportunities which could be 3 one-to-one mentoring **or** 1 one-to-one mentor + 1 office hour + 1 company experience event **or** 3 office hour events.

Mentorship experience includes:

- **Office hour event** – hosting a virtual 1 hour session with a small group of scholarship recipients. Talks can be interactive conversations about their career path, journey to leadership, etc.
- **Company experience event** – host a 1 hour session (virtually or in-person) and have a panel of 3-4 employees sharing what the company does and some of the roles within the organization and answering questions from scholarship recipients
- **One-to-One Mentoring with one student** – A student is matched with an experienced professional that has similar interests/career path who would have one or multiple meetings with the student.
- **One-to-One Mentoring with multiple students** – A student is matched with an experienced professional that has similar interests/career paths for one meeting. Mentors would then be matched with a second student one month later. Maximum of 4 matches for the program.

# SPONSORSHIP OPPORTUNITIES & BENEFITS

OPPORTUNITY	COST	BENEFITS
<b>TIER 1 –</b>  <b>3 awards</b>	<b>Member: \$13,650</b>  (3 Awards x \$3,000 + \$750 admin fee per award + program delivery fee \$500 per award + 3 tickets to LSO Awards Presentation \$300)  <b>Non Member Rate: \$15,000</b>	<ul style="list-style-type: none"> <li>• Provide scholarship for <b>3</b> students and tickets to attend Annual Awards Presentation</li> <li>• Company to provide a minimum of <b>3</b> mentor experience to any one of the mentorship options</li> <li>• Your logo on marketing materials, eblasts, social media, news releases, the Smarter Select platform and LSO website.</li> <li>• Participation on the review committee</li> <li>• Sponsorship recognition during any networking event</li> </ul> <p>*Option to add additional scholarships to this tier are available, please contact us for more details.</p>
<b>TIER 2 –</b>  <b>2 awards</b>	<b>\$9,100</b>  (2 Awards x \$3,000 + \$750 admin fee per award + program delivery fee \$500 per award + 2 tickets to LSO Awards Presentation \$300)  <b>Non Member Rate: \$10,000</b>	<ul style="list-style-type: none"> <li>• Provide scholarship for <b>2</b> students and tickets to attend Annual Awards Presentation</li> <li>• Company to provide a minimum of <b>2</b> mentor experience to any one of the mentorship options</li> <li>• Your logo on marketing materials, eblasts, social media, registration page and LSO website.</li> <li>• Participation on the review committee</li> <li>• Sponsorship recognition during networking event</li> </ul>
<b>TIER 3 –</b>  <b>1 award</b>	<b>\$4,550</b>  (1 Awards x \$3,000 + \$750 admin fee per award + program delivery fee \$500 per award + 1 tickets to LSO Awards Presentation \$300)  <b>Non Member Rate: \$5,000</b>	<ul style="list-style-type: none"> <li>• Provide scholarship for <b>1</b> student and a ticket to attend Annual Awards Presentation</li> <li>• Company to provide a minimum of <b>1</b> mentor experience to any one of the mentorship options</li> <li>• Your logo on marketing materials, eblasts, social media, registration page and LSO website.</li> <li>• Participation on the review committee</li> <li>• Sponsorship recognition during networking event</li> </ul>
<b>COMMUNITY SUPPORTOR</b>	<b>\$1,250</b>  (1,000 Award Amount+ program delivery fee \$150 per award + \$100 for LSO Awards Presentation Ticket)  <b>Non Member Rate: \$1,750</b>	<ul style="list-style-type: none"> <li>• Financial contribution towards 1 scholarship**</li> <li>• Provide <b>1</b> mentor to any one of the mentorship options</li> <li>• Company name highlighted as a community supporter on LSO website landing page and associated press materials</li> </ul> <p><i>** Sponsorship from Community Supporters will go towards individual scholarship awards. LSO will top up the remaining sum to round the dollar value to the equivalent of one \$3,000 award.</i></p>



# PROCESS & TIMELINE

## Process to select winners:

- ½ winners – “randomized selection” (lottery) from all qualified applicants
- ½ winners – Cross-sectoral board selecting winning applicants based on academic performance, volunteer involvement and essay.

## Timeline:

- **Launch Date** – First week of March (March 1st) **Note:** *This date is TBC as it will depend on whether we have confirmed all sponsors participating.*
- **Applications Open** – March 1st (TBC)
- **Applications Close** – May 1st (TBC)
- **LSO Review** – May 2023 (TBC)
- **Sponsorship Committee Review** – June 2023 (TBC)
- **Applicants to be notified of review outcome** – July 2023
- **Recipients to submit required documentations** – July / August 2023
- **Mentorship program begins** – August 2023
- **Students receive first half of scholarship** – September 2023
- **Mentorship ends/ students receive second half of scholarship** – December 2023

# PROGRAM/ADMIN FEE BREAKDOWN

## Program Administration

- Award distribution (includes generation of T4a's)
- Scholarship Portal Powered by SmarterSelect
- College and University Application creation
- Social media content production
- Production and printing of marketing materials
- Outreach to Universities and Colleges
- E-blasts
- Communication with students
- Communication with sponsors and mentors
- Portal administration



## Program Delivery Fee

- Securing mentors
- Pairing mentors with winners
- Communication between mentors/winners
- Pre/Post Application Tracking
- Post scholarship surveys for winners
- Renewals and expansion
- Program launch
- Coordination of past scholarship winners
- Networking event



## TESTIMONIALS

The Life Sciences Ontario Scholarship Program is an excellent opportunity for students in Life Sciences to connect with many influential individuals in this field. This program has opened my eyes to unique career pathways and provided me with many insights on how to excel in this industry. Overall, this program is a great gateway into the Life Sciences industry and I would recommend it to all students in this field.

**- Simonne Rauch, Queen's University 2022 Award Recipient**

The LSO program gave me a chance to gain a deeper understanding of the Life Science sector and my future career options. I got access to professional mentors who gave me advice that will be invaluable in my future endeavours. During my time as a LSO scholar, I definitely saw the benefits of mentorship in career development!

**-Areeba Chaudhry, York University, 2022 Award Recipient**

The program really opened my eyes to the variety of careers in the life sciences. Speaking to different professionals in vastly different roles provided me with great insight and advice that I will apply to my own career path. I particularly enjoyed hearing about where my mentors' careers began, and how they progressed and changed to where they are now – it was really inspiring!

**-Kirsten Entz, McMaster University, 2022 Award Recipient**

The LSO mentorship was a great experience. Prior to this event, I was completely unaware of what the life sciences industry was or what it entailed. I genuinely had no idea that there was so many career paths available within this sector. When I first applied to this scholarship, my idea of "life sciences" revolved completely around medical fields and healthcare. Surprisingly enough, my mentor introduced me to several different possible career paths that are apart of the life sciences. She gave me insight, tips, and just general knowledge of how I can reach my career goals, build my network, and even start a new career within the life sciences. I am now in touch with several individuals who work in this industry, and am planning to meet them in the near future. With that being said, thank you for awarding me with this scholarship, and providing me the opportunity to meet such great people and gain such valuable knowledge. I hope you continue this scholarship for years to come. Thanks again,

**-Taylor Kerr, Brock University, 2022 Award Recipient**

Being a mentor was a great experience for me as I got to share some knowledge, increase my leadership skills and learn about how education has changed since my time in school. The discussions we had were educational, insightful and enjoyable and I hope that my mentee learned as much from me as I did from them.

**-Aaron Holtzman, District Business Manager, Novo Nordisk Canada**

## CONTACT INFORMATION

For further information or inquiries on the Scholarship program please contact **Brian Craig** | Email: [brian@lifesciencesontario.ca](mailto:brian@lifesciencesontario.ca)

For information on membership and sponsorship please contact **Andy Donovan** | Email: [andy@lifesciencesontario.ca](mailto:andy@lifesciencesontario.ca)

## APPENDIX A – SCHOLARSHIP REQUIREMENTS

### Eligible Applicants:

- Must be currently residing as a permanent resident in Ontario verified by an official Ontario Government ID.
- Must be entering the **final year in September 2023** of their full-time studies (check with your school on the requirements of full time) in a bachelor's degree program or a diploma program.
- Applicants must have a minimum cumulative average of 75% (or equivalent) from their complete year of schooling.
- College students in 2-year programs must provide proof of enrollment & program length.

### Eligible institutions:

- Canadian universities and colleges in the province of Ontario which have been recognized degree-granting powers, or their affiliates.

### Field of Study:

- Preference will be given to students studying in fields that are linked to the employment footprint of the life sciences sector.

### Conditions/Restrictions:

- Depending on the curriculum, an Applied Bachelor Program may be considered a university level program or college level program.
- Students who have commenced their post-secondary studies in January are not eligible.
- Holders of a community college diploma, a CEGEP diploma, a certificate, or multiple degrees are eligible to apply.
- Students who have previously held a Life Sciences Ontario Scholarship award are not eligible.

### Process to select winners of scholarship:

- **½ winners** – “random selection” (lottery) from all qualified applicants
- **½ winners** – Cross-sectoral board selecting winning applicants based on their letter, GPA, and volunteer work.
- The Review Board will include representatives from LSO, Academia, and a delegate from each of the sponsoring companies.

### Requirements once applicants have been selected

- Applicants will be required to submit:
  - Proof of enrollment for the school year starting in September 2023
  - An official transcript from your school
- Must participate in the mentorship program activities

## Key Performance Indicator to measure/quantify success:

### LSO will:

- Track to see whether the winners continue in the Life Sciences field of study after that given year, continued tracking for 2-5 years.
- Track where the students (winners) reside post university graduation [i.e., locally, provincially, and nationally]
- Track where students (winners) land their first job
- Tracking of diversity and inclusion of the applicants and recipients in the scholarship program



*Winners of the 2019 LSO Scholarship Program with Hon. Nina Tangri, MPP for Mississauga Streetsville*



# ABOUT LIFE SCIENCES ONTARIO (LSO)

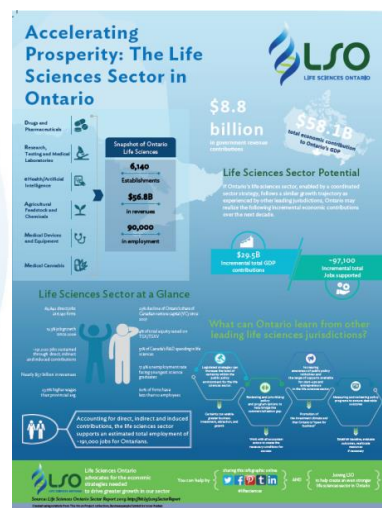
- Founded in 1989
- Member-driven not-for-profit organization
- LSO represents and promotes the province's vibrant and diverse life sciences sector
- Collaborates with governments, academia, industry, and other life science organizations in Ontario and across Canada to promote and encourage commercial success throughout the sector

## We value

- Collaboration
- An aligned, unified voice
- Science and evidence-based decisions
- Inclusivity, consultation, and consensus
- The equal social and economic benefits of life sciences

## Our strengths

- Advocacy
- Economic development
- Networking and partnerships
- Promoting our sector
- Mentorship and professional development









# ABOUT LIFE SCIENCES

## The Life Sciences Sector

The life sciences sector is broad and encompasses research, development, and manufacturing operations as well as the development of diagnostics, biopharmaceuticals, pharmaceuticals, and medical devices. Health research institutions and research networks play an integral role in research and knowledge translation in the life sciences sector.

As the demand for pharmaceuticals, medical technology and other healthcare products continues to rise, global prescription drug and medical technology sales are expected to grow. Emerging technologies, including AI, cognitive technologies, automation, and computer power, are driving significant advancements within the life sciences sector that can enhance healthcare across the globe.

## The Life Sciences Sector at a Glance

 <b>Drugs and pharmaceuticals</b>	Featuring companies engaged in pharmaceutical and medicine manufacturing; and pharmaceuticals and pharmacy supplies merchant wholesalers	<b>\$36.4B</b> Revenue <b>684</b> Establishments <b>30,371</b> Jobs
 <b>Research, testing and medical laboratories</b>	Featuring companies engaged in providing physical, chemical and other analytical testing services; and medical and diagnostic laboratories	<b>\$961M</b> Revenue <b>2,592</b> Establishments <b>24,844</b> Jobs
 <b>E-health and artificial intelligence</b>	Features companies engaged in providing access to complete, up-to-date, and accurate digital patient records by authorized health professionals; and collection of multiple technologies enabling machines to sense, comprehend, act and learn so they can perform administrative and clinical healthcare functions	
 <b>Agricultural feedstock and chemicals</b>	Featuring companies in pesticide and agricultural chemicals manufacturing, oilseed processing and other basic organic chemical manufacturing	<b>\$7.9B</b> Revenue <b>526</b> Establishments <b>8,255</b> Jobs
 <b>Medical device and equipment</b>	Featuring companies engaged in medical equipment and supplies manufacturing, and related wholesalers	<b>\$11.6B</b> Revenue <b>2,338</b> Establishments <b>26,372</b> Jobs
 <b>Medical cannabis</b>	Featuring companies engaged in the production and sale of cannabis for medical purposes	<b>\$122M</b> Revenue <b>69</b> Establishments

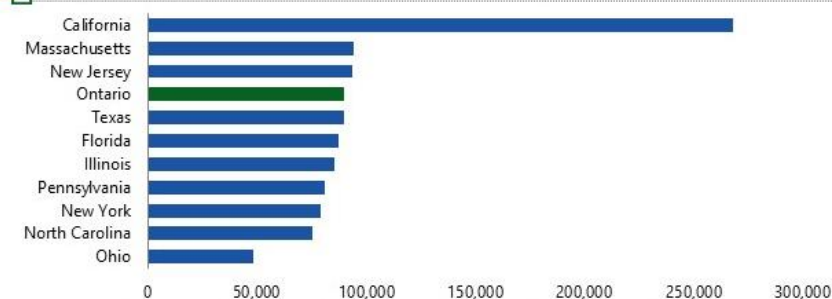
## Sector Employment and Wages

### Overview of Ontario Life Sciences Sector

	Life Sciences	Expanded Definition	Total
Establishments	6,209	89,600	<b>95,809</b>
Employment	89,842	543,840	<b>633,681</b>
Avg. Annual Salary	\$61,328	\$46,156	<b>\$53,742</b>
Estimated Payroll	\$5.47 B	\$26.73 B	<b>\$32.20 B</b>

Source: Statistics Canada - see LSO's report Accelerating Prosperity: The Life Sciences Sector in Ontario, March 2019 for more details

### Ranking of North American Jurisdictions by Total Life Sciences Employment



Source: Battelle/BIO State Bioscience The Value of Bioscience: Innovation in Growing Jobs and Improving Quality of Life 2018

- The Life Sciences industry employs **89,842** individuals in Ontario
- Using the expanded definition of life sciences, **one in 13 Ontarians** currently employed works in a job connected to the life sciences sector
- Jobs in the life sciences sector typically offer higher earnings as evidenced by wages that are **24% higher** than the provincial average
- Compared to leading U.S. jurisdictions in life sciences, **Ontario is among the top 5** in terms of employment

\*Source: Life Sciences Ontario Sector Report 2019 <http://bit.ly/2019SectorReport>