LIFE SCIENCES TALENT COLLABORATIVE | REFERRAL GUIDE

LSM 101 & 201 Candidate Profile

For school counselors and workforce center staff deciding who to refer.

Refer candidates who meet all four standards below. They are anticipated requirements of life sciences manufacturing jobs, not the training course.

LSM 101 is a 15-hour life sciences manufacturing bootcamp designed with employers in the Life Sciences Talent Collaborative. It prepares candidates for entry roles in regulated production environments. LSM 201 is an intermediate 22-hour training designed to build on foundational life sciences manufacturing knowledge and prepare participants to better understand the systems, equipment, processes, and regulations that support safe, compliant, and high-quality manufacturing. Learners are eligible for LSM 201, upon completing LSM 101.

ENGLISH PROFICIENCY

NRS Level 4 minimum. Level 5 preferred.

Reads a written procedure and follows the steps in order. Asks clarifying questions. Uses technical terms in team discussions.

PHYSICAL

Lift 50 pounds

Required in every entry role with a physical component.

SCHEDULE

12-hour shifts, including nights, weekends, and holidays

The most common reason completers leave.

HAZARDOUS MATERIALS

Works around hazardous materials daily

Wears protective equipment and follows safety protocols for a full shift.

Verifying English level. *Ask for the NRS level from the adult education provider's placement test (CASAS or similar). Class level numbers vary by provider and do not match the NRS scale. For high school students, WIDA ACCESS levels are a separate scale. Confirm with the school's English language development lead.*

SCREENING QUESTIONS

A "no" on any question means the candidate is not ready for referral yet.

1. Can you read a list of written steps and complete them in order without help?
2. Can you lift 50 pounds?
3. Can you work a 12-hour shift that starts at night, on a weekend, or on a holiday?
4. Are you comfortable working with chemicals and wearing protective equipment for a full shift?

REFERRAL AND CONTACT

Next cohort launches Q1 2027

Contact rschowalter@cobioscience.com to learn more.