Johnston Community College & Grifols Turnaround Training

Joy Callahan, Dean of Economic & Community Development
Leslie Holston, Director of Biotechnology Programs
Tonya Pridgen, Director of Customized Training
Donna H. Steele, Performance Development Manager at Grifols Therapeutics Inc.
History of Training Initiative

• How did we begin?
  • In 2000, approached by Grifols (then Bayer, and formerly Talecris) for industry training on a large scale

• What were the goals?
  • Train the manufacturing employees in related topics (Biowork curriculum)

• What were the challenges?
  • Space accommodations
  • Instructors
  • Content development
## Shutdown Training Schedule

**June 9 – 20, 2003**

**Course Times: 8:30am – 4:30pm**

<table>
<thead>
<tr>
<th>Date/Group</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
<th>15</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>9-Jun</strong></td>
<td>SA/Q CCMU</td>
<td>NB Bayer</td>
<td>GLC WJHS 302</td>
<td>PC Tart 111</td>
<td>SP CC 008</td>
<td>ICIN CCLI</td>
<td>WE GLC WJHS 302</td>
<td>TB CA 300</td>
<td>BB CA 216</td>
<td>SA/Q CCMU</td>
<td>NB Bayer</td>
<td>GLC WJHS 302</td>
<td>PC Tart 111</td>
<td>SP CC 008</td>
<td>ICIN Elsee 110</td>
</tr>
<tr>
<td><strong>10-Jun</strong></td>
<td>NB Bayer</td>
<td>GLC WJHS 302</td>
<td>PC Tart 111</td>
<td>SP CC 003</td>
<td>SP CC 008</td>
<td>WE CCLI</td>
<td>TB CA 300</td>
<td>BB CA 216</td>
<td>SA/Q CCMU</td>
<td>NB Bayer</td>
<td>GLC WJHS 302</td>
<td>PC Tart 111</td>
<td>SP CC 008</td>
<td>SP WJHS 303/304</td>
<td></td>
</tr>
<tr>
<td><strong>11-Jun</strong></td>
<td>GLC WJHS 302</td>
<td>PC Tart 111</td>
<td>SP CC 005</td>
<td>SP CC 003</td>
<td>ICIN CCLI</td>
<td>TB CA 300</td>
<td>BB CA 216</td>
<td>SA/Q CCMU</td>
<td>NB Bayer</td>
<td>GLC WJHS 302</td>
<td>PC Tart 111</td>
<td>SP CC 008</td>
<td>SP WJHS 303/304</td>
<td>ICIN CA 223</td>
<td></td>
</tr>
<tr>
<td><strong>12-Jun</strong></td>
<td>PC Tart 111</td>
<td>SP CC 005</td>
<td>SP CC 003</td>
<td>ICIN CCLI</td>
<td>WE CA 223</td>
<td>BB CA 216</td>
<td>SA/Q CCMU</td>
<td>NB Bayer</td>
<td>GLC WJHS 302</td>
<td>PC Tart 111</td>
<td>SP CC 008</td>
<td>SP WJHS 303/304</td>
<td>ICIN Elsee 110</td>
<td>WE Wilson 248</td>
<td>BB CA 216</td>
</tr>
<tr>
<td><strong>13-Jun</strong></td>
<td>SP CC 005</td>
<td>SP CC 003</td>
<td>ICIN CCLI</td>
<td>WE CA 223</td>
<td>TB CA 300</td>
<td>SA/Q CCMU</td>
<td>NB Bayer</td>
<td>GLC WJHS 302</td>
<td>PC Tart 111</td>
<td>SP CC 003</td>
<td>SP CC 008</td>
<td>ICIN Elsee 110</td>
<td>WE Wilson 248</td>
<td>TB CA 300</td>
<td>SA/Q CCMU</td>
</tr>
<tr>
<td><strong>16-Jun</strong></td>
<td>SP CC 005</td>
<td>ICIN CCLI</td>
<td>WE CA 223</td>
<td>TB CA 300</td>
<td>BB CA 216</td>
<td>NB Bayer</td>
<td>GLC WJHS 302</td>
<td>PC Tart 111</td>
<td>SP CC 003</td>
<td>SP CC 008</td>
<td>ICIN Elsee 110</td>
<td>WE Wilson 248</td>
<td>TB CA 300</td>
<td>BB CA 216</td>
<td>NB Bayer</td>
</tr>
<tr>
<td><strong>17-Jun</strong></td>
<td>ICIN CCLI</td>
<td>WE CA 223</td>
<td>TB CA 300</td>
<td>BB CA 216</td>
<td>SA/Q CCMU</td>
<td>GLC WJHS 302</td>
<td>PC Tart 111</td>
<td>SP CC 005</td>
<td>SP CC 003</td>
<td>ICIN Elsee 110</td>
<td>WE Wilson 248</td>
<td>TB CA 300</td>
<td>BB CA 216</td>
<td>SA/Q CCMU</td>
<td>GLC WJHS 302</td>
</tr>
<tr>
<td><strong>18-Jun</strong></td>
<td>WE Wilson 248</td>
<td>TB CA 300</td>
<td>BB CA 216</td>
<td>SA/Q CCMU</td>
<td>NB Bayer</td>
<td>PC Tart 111</td>
<td>SP CC 008</td>
<td>SP CC 005</td>
<td>ICIN CA 223</td>
<td>WE Elsee 110</td>
<td>TB CA 300</td>
<td>BB CA 216</td>
<td>SA/Q CCMU</td>
<td>NB Bayer</td>
<td>PC Tart 111</td>
</tr>
<tr>
<td><strong>19-Jun</strong></td>
<td>TB CA 300</td>
<td>BB CA 216</td>
<td>SA/Q CCMU</td>
<td>NB Bayer</td>
<td>GLC WJHS 302</td>
<td>SP CC 005</td>
<td>SP CC 008</td>
<td>ICIN CCLI</td>
<td>WE CA 223</td>
<td>TB CA 300</td>
<td>BB CA 216</td>
<td>SA/Q CCMU</td>
<td>NB Bayer</td>
<td>GLC WJHS 302</td>
<td>SP CC 003</td>
</tr>
<tr>
<td><strong>20-Jun</strong></td>
<td>BB CA 216</td>
<td>SA/Q CCMU</td>
<td>NB Bayer</td>
<td>GLC WJHS 302</td>
<td>PC Tart 111</td>
<td>SP CC 005</td>
<td>ICIN CCLI</td>
<td>WE CA 223</td>
<td>TB CA 300</td>
<td>BB CA 216</td>
<td>SA/Q CCMU</td>
<td>NB Bayer</td>
<td>GLC WJHS 302</td>
<td>IC Tart 111</td>
<td>SP CC 003</td>
</tr>
</tbody>
</table>
Historical Information

2011
- Training Days: 15
- Total Trained: 564
- Total Courses: 32
- Total Instructors: 25

2012
- Training Days: 22
- Total Trained: 478
- Total Courses: 22
- Total Instructors: 22

Proposed: 2014
- Training Days: 5
- Total Trained: 371
- Total Courses: 67
- Total Instructors: 40
Partnerships in Curriculum Development

- NC Bionetwork
  - Bioprocessing Center at Pitt, Capstone Center at Wake Tech, Learning Resource Center at Gaston
- NC Biotechnology Center
  - Grants, including Aseptic Training
- Johnston County Public Schools
- NC State University
  - Training modules
- Courses developed
  - Bioburden, Nanofiltration (with Asahi), Why’s of Albumin (and other Why’s classes)
  - Aseptic Maintenance, Ultra Filtration, Column Theory
Course Format

• Customized Training Courses developed/offered
  • P&ID, Safety, IED, Grifols Boot Camp at the BioNetwork Capstone Center, NC State Training Modules on equipment maintenance for new facility, virtual training and Videos utilizing the BioNetwork Learning Resource Center

• Occupational Extension – FTE
  • BioWork, Bioprocess Technician State Exam & Review Course
  • Downstream Processing, Advanced Bioprocessing Certificate (ABC)
  • Most classes offered 8am-5pm during Turnaround for an 8-hr class, with lunch from 12-1pm
  • Utilize in-house faculty/staff as must as possible
  • Materials and lab supplies are often a cost-share

• Self-Supporting
Turnaround….April 2014

• Courses
  • Company specific: Nanofiltration, Ultra Filtration, Whys of Albumin AFP, Environmental Monitoring (EM) Lab
  • Industry specific: Delta V, CPR/First Aid
  • JCC general coursework: BioWork, ABC, Downstream Processing, Intro to Excel, PowerPoint, Word

• Participants
  • Employees from all major bio manufacturing areas: Clarification, Fractionation, Purification, Gamunex, etc
  • Approximately 371 employees
  • Grifols employees as instructors, PT adjunct faculty, FT regular faculty, outside vendors, entire staff at WDC

• Current challenges...
  • Finding nearly 40 different instructors 8am-5pm for ONE WEEK!
  • Maintaining documentation for regulatory agencies at Grifols and SACS/state auditing at JCC
  • Being organized between funding sources & keeping costs low for everyone
  • Maintaining engaging content for adult learners
  • Hiring the RIGHT instructors, with education/experience
  • Finding space – WDC, Cleveland Center, Clayton Center, BioTruck: Mobile Lab, JCC Main Campus in Smithfield, Grifols on-site
  • Setup/Breakdown of lab and class room spaces by housekeeping
  • Lab materials (approx $12,000), organization of supplies, carting of supplies
Benefits to Grifols Therapeutics Inc.

- **Company benefits**
  - Low cost, efficient training
  - Regional and local experts
  - Stronger partnerships with educational entities such as NC BioNetwork
  - Highly-skilled workforce
  - Customized designs for specific processes
  - New Technology Training

- **Employee benefits**
  - College credentials/CEUs
  - Certificates lead to AAS Bioprocess Technology degree
    - BioWork gives employees 8 credit hours in the AAS program: BPM 110 (5hr) & PTC 110 (3hr)
    - Other pathway certificates are being developed for areas, such as Advanced Bioprocessing Certificate
  - Paid time for classroom education
Outcomes of “Turnaround” to JCC

• Curriculum development
  • Content experts weigh in on JCC developed courses

• JCC receives funding
  • FTE generation

• Donations
  • Foundational support
  • Scholarships/naming opportunities
  • Equipment (HPLC’s, filling line, and pH meters)
  • Materials (lab supplies, lab gowning items)

• Planning support
  • Serving on Boards/Committees
  • Articulation agreements with other colleges, such as University of Phoenix

• Workforce Development Center
“Around here, however, we don't look backwards for very long. We keep moving forward, opening up new doors and doing new things, because we're curious... and curiosity keeps leading us down new paths.”

Walt Disney Company