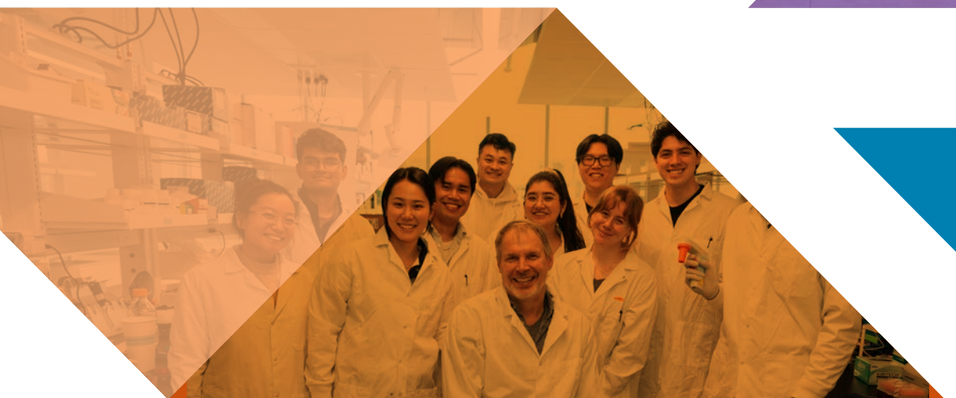
BUILDING CANADA'S REGENERATIVE MEDICINE WORKFORCE:

AN IMPACT ANALYSIS OF SCN TRAINING

2020-2025



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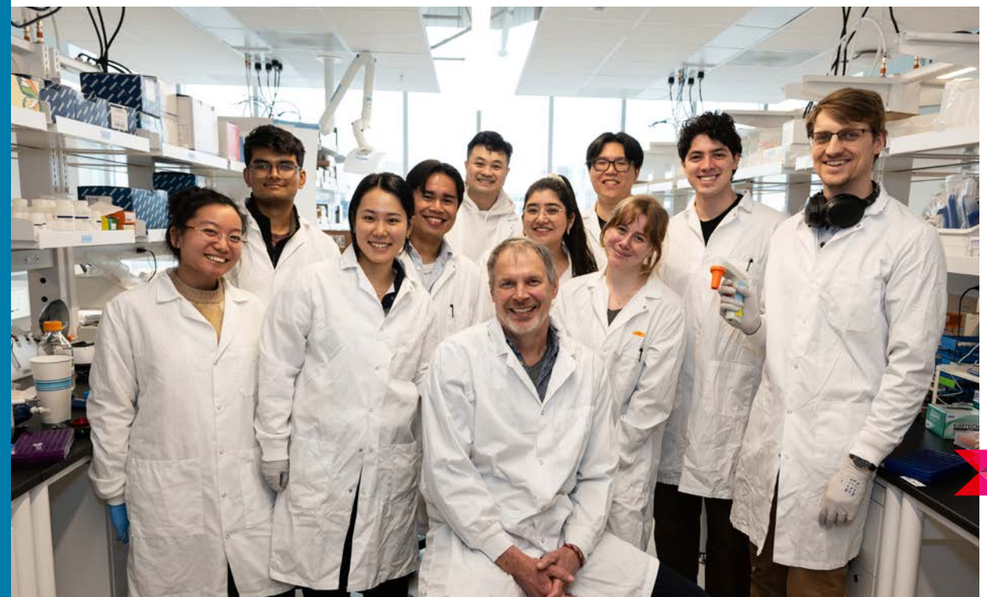
INTRODUCTION

ABOUT THE STEM CELL NETWORK

The Stem Cell Network (SCN) is a Canadian not-for-profit that supports stem cell and regenerative medicine research; training the next generation of highly qualified personnel; enabling knowledge mobilization of research; and enhancing the commercialization readiness of stem cell and regenerative medicine innovations.

Training the next generation of scientists, clinicians, and innovators is central to SCN's mandate. The Network's goal is to build a resilient, connected, and skilled talent pool equipped to advance regenerative medicine from discovery to clinical and commercial applications. By offering experiential, cross-disciplinary, career-focused programs, SCN ensures that trainees develop technical expertise built on rigour and reproducibility, and professional competencies to prepare them for success in a rapidly evolving life sciences sector. Through these efforts, SCN strengthens Canada's research capacity and innovation ecosystem, supports career mobility and retention of highly qualified talent in Canada, and equips trainees with the tools, networks, and confidence to thrive in diverse research and industry settings.

Between 2020 and 2025, SCN, in collaboration with leading academic, industry, and government partners, delivered more than 100 workshops, courses, exchanges, internships, and symposia that reached thousands of trainees across Canada. These offerings ranged from technical training in advanced regenerative medicine techniques, such as flow cytometry, pluripotent stem cell culture, and regulatory science, to professional and leadership development programs such as *Daring to Dare* for women in science and *Careers Beyond Academia*. Hands-on experiences through internships, fellowships, and exchanges further connect trainees to academic and industrial environments. In a meaningful way, SCN also fosters community through its annual *Till & McCulloch Meetings (TMM)*, Canada's premier regenerative medicine conference. TMM integrates scientific sessions, workshops, and networking opportunities that leave a lasting impact. Collectively, these initiatives ensure that SCN trainees gain not only scientific and technical excellence but also the collaborative, entrepreneurial, and leadership skills that drive innovation and sustain Canada's global leadership in regenerative medicine.



EXECUTIVE SUMMARY

The Stem Cell Network delivers a comprehensive suite of training programs to equip new and emerging researchers with the technical, professional, and leadership skills required to succeed in Canada's growing regenerative medicine sector. As Canada continues growing its knowledge-based economy, there is an increasing need to understand the effectiveness of SCN's training programs in preparing individuals for careers in research and related sectors. In early 2020, SCN published the "Training Tomorrow's Research Leaders" impact report; it examined the career paths of trainees and Highly Qualified Personnel (HQP) who received SCN-supported training between 2001, when SCN was founded, and 2020 — referenced as the *2020 Trainee Report* going forward.

This 2025 report is a companion to the *2020 Trainee Report.* Examining the career trajectories of approximately 500 trainees/HQP participating in SCN training between April 1, 2020 and March 31, 2025, this document titled *Building Canada's Regenerative Medicine Workforce: An Impact Analysis of SCN Training* (referred to as the "2025 Trainee Report") explores the impact of Stem Cell Network training on the most recent cohort. Comparing outcomes with SCN's 2020 Trainee Report, the 2025 Trainee Report evaluates the evolving impact of Stem Cell Network training initiatives on employment, gender representation, and talent retention.

The findings contained in this report will inform future SCN training opportunities in addition to providing a snapshot of workforce development in the regenerative medicine sector, offering stakeholders insight into how the labour force is evolving, current employment trends, and how skilled trainees are entering Canada's stem cell and regenerative medicine fields.

METHODS

SCN conducted a mixed-methods study combining quantitative tracking of 502 trainees (2020–2025) and a qualitative survey of 92 respondents to assess career outcomes. Together, these methods provided insights into employment trends, sectoral distribution, and the perceived impact of SCN training on professional development in regenerative medicine.

KEY FINDINGS

Strong employment in research and innovation — Of the SCN alumni studied, one-half (50%) are employed in universities, hospitals, and research institutes, affirming that research-focused careers remain the dominant pathway following SCN training. However, findings also suggest more trainees are transitioning into applied and commercial sectors with 21% now employed in biotechnology and pharmaceutical companies and 11% in non-biotech private-sector organizations — a combined increase of 28% for these two sectors since 2020. This diversification reflects two key takeaways: the growing maturity of Canada's life sciences industry, and the success of the Stem Cell Network's efforts to prepare trainees for roles across the research-to-commercialization spectrum.

Advancing gender representation across science and industry — Women comprise 61% of the 2025 trainee population, a pattern reflected across nearly all employment sectors. Demonstrating SCN's continuing role in advancing gender equity and representation across research, innovation, and leadership positions, women make up 58% of SCN alumni in academic research roles, 64% in biotechnology and pharmaceutical companies, and 72% in private-sector organizations.

Retention of highly qualified talent in Canada — The findings are clear in suggesting that SCN training supports long-term talent retention. While 78% of trainees held Canadian citizenship during their training, 88% currently work in Canada — including a substantial proportion of international trainees. This finding underscores SCN's contribution to building a sustainable, globally competitive workforce that strengthens Canada's research and innovation capacity.

Training with a lasting impact on career success — Survey data shows that 82% of respondents agreed, or strongly agreed, that Stem Cell Network training advanced their professional success. Trainees highlighted that SCN workshops, exchanges, events, and especially the annual TMM, provided specialized technical skills, career development opportunities, and national networking platforms otherwise unavailable to them at their home institutions. Initiatives such as *Daring to Dare*, a leadership development course for women in science, were especially valued for fostering confidence and leadership.

CONCLUSION

The results presented in this report demonstrate that SCN's training programs are producing a world-class workforce — one that is driving innovation across Canada's regenerative medicine ecosystem. Through targeted skills development, mentorship, and community-building opportunities, the Stem Cell Network is:

- Preparing highly qualified personnel for success in academia, industry, and clinical research
- Advancing gender equity and representation in science and technology
- Retaining top scientific talent in Canada

Collectively, these outcomes confirm that SCN training is a cornerstone of national capacity-building — ensuring Canada remains a global leader in stem cell and regenerative medicine research and innovation while helping trainees transition from emerging researchers into accomplished leaders and innovators across academia and industry.

APPROACH AND METHODOLOGY

To examine the career outcomes of SCN training participants, two complementary research methods were used: a quantitative tracking study and a qualitative survey. Quantitative data were obtained from SCN records for more than 2,000 trainees, including demographic and academic profile information (names, email addresses, institution, training year, study level, and gender). The quantitative analysis focused on a random selection of 502 individuals who participated in Stem Cell Network training programs between April 1, 2020 and March 31, 2025. At the time of training, most cohort trainees were PhD-level graduate students or postdoctoral fellows, with a smaller number holding master's or undergraduate degrees. Employment information for the cohort was gathered from publicly accessible online sources, including LinkedIn, university websites, and company directories. Key data collected included the following: employer, job title, field of study, and geographic location. To identify employment patterns and trends across sectors and regions, this data was compiled into a centralized database and analyzed.

The qualitative component involved sending an electronic survey to all trainees recorded in SCN's database from April 1, 2020 to March 31, 2025. It requested employment information and invited participants to provide feedback on their SCN training experience. Respondents could, optionally, share contact details for follow-up. Ninety-two responses were received. The survey revealed how trainees perceived the influence of SCN training on their professional growth, skills acquisition, and capacity to operate in the Canadian regenerative medicine and stem cell industries. Respondents also had the opportunity to reflect on how their training influenced the transition into roles in academia, industry, government, and healthcare.

These methods offered a comprehensive view of trainee information, combining quantitative employment data with qualitative feedback to help evaluate training effectiveness and labour market trends in the field.

RESULTS

SCN TRAINEES: DRIVING INNOVATION ACROSS UNIVERSITIES, HOSPITALS, RESEARCH INSTITUTES, AND THE BIOTECHNOLOGY INDUSTRY

This section describes the quantitative data on employment sector distribution for SCN alumni from the 2020–2025 cohort and contrasts it with the findings in the *2020 Trainee Report*. Of the 502 trainees included in the 2020–2025 cohort, 242 (48%) had moved on to professional careers ("alumni"). In the *2020 Trainee Report,* 892 of 1,259 (71%) were in professional careers (the larger number of individuals reflects the larger timespan the *2020 Trainee Report* encompassed).

CURRENT EMPLOYMENT SECTOR	2025 TRAINEE REPORT	2020 TRAINEE REPORT
University/Hospital & Research Institute	50%	58%
Biotechnology & Pharmaceutical	21%	19%
Private Companies	11%	6%
Government & Legal	6%	7%
Medical Practice	4%	2%
Self-Employed	4%	1%
Non-profit/Charity	2%	4%
Other	2%	NA
	n=242	n=892

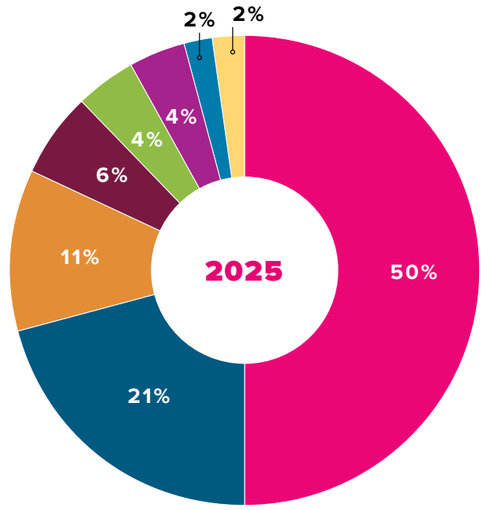


Figure 1. Employment sector distribution for SCN alumni in 2025 and 2020.

EMPLOYMENT SECTOR DISTRIBUTION

Figure 1 presents the distribution of employment sectors for SCN alumni in 2020 and 2025. The data indicate the majority of alumni continue to obtain research-focused positions following their training, with most employed at universities, hospitals, or research institutes.

Employment within universities, hospitals, and research institutes — which includes professors, research scientists, and research associates — declined modestly from 58% (543/892) in 2020 to 50% (122/242) in 2025, a 14% relative decrease. This reduction suggests that while academic and hospital-based research remains the largest single employment category, an increasing number of alumni are transitioning into applied, translational, and commercial roles.

Several factors likely explain the enduring prominence of this sector. SCN trainees are often trained in academic environments that emphasize research careers, making these settings familiar and accessible. The skill sets cultivated through graduate and postdoctoral training — particularly research design, analysis, and scientific communication — also closely align with academic and institutional roles. Moreover, public research institutions tend to offer clearer hiring pathways and stable funding relative to newer private-sector enterprises where entry can be limited by certification requirements or less formalized recruitment processes.

GROWTH IN BIOTECHNOLOGY AND PRIVATE-SECTOR EMPLOYMENT

In parallel, the data reveal steady growth in private-sector employment, particularly biotechnology. The proportion of alumni working in biotechnology and pharmaceutical companies increased from 19% in 2020 to 21% in 2025, reflecting continued expansion of Canada's biomanufacturing and life sciences industries. SCN alumni in this sector occupy diverse roles such as biostatisticians, regulatory specialists, and R&D scientists, contributing directly to Canada's innovation and commercialization capacity.

Employment in private companies outside biotechnology and pharmaceutical — including diagnostics, health technology, environmental science, and consulting — rose sharply, from 6% in 2020 to 11% in 2025, an 83% relative increase. This growth signals the increasing popularity of non-traditional science career pathways where SCN-trained professionals apply their technical expertise in innovation-driven, interdisciplinary environments including startups, software development, and technical consulting.

Together, these trends suggest a gradual broadening of the career trajectories of SCN trainees. Making up over half of the total career positions, universities and research institutes remain central pillars of employment, but the private sector, biotech and non-biotech, is now attracting a growing share of alumni. Figure 2 illustrates this ongoing engagement, showing that across cohorts SCN-trained professionals are strongly contributing to Canada's biotechnology and pharmaceutical innovation ecosystem.

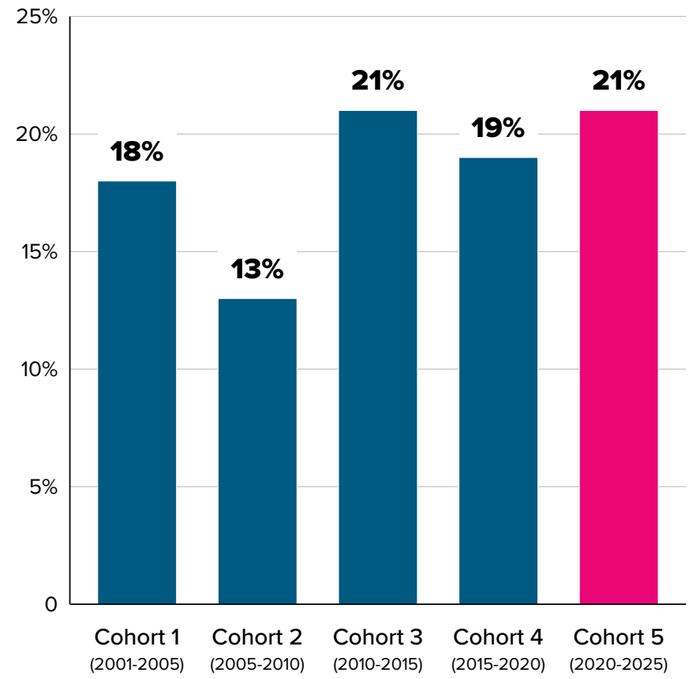
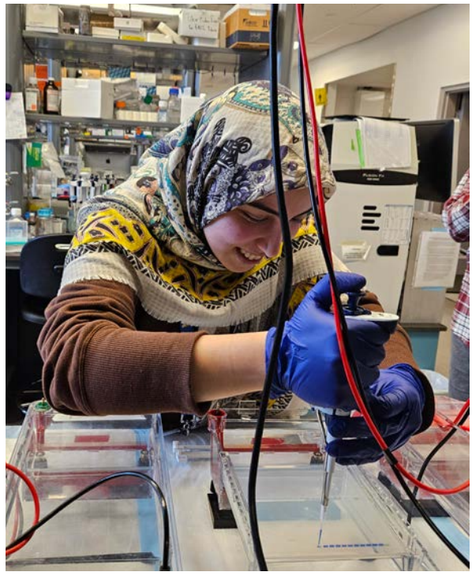


Figure 2. Percentage of SCN alumni in the biotechnology and pharmaceutical industry over time.



OTHER EMPLOYMENT SECTORS

Beyond academia and industry, SCN alumni are found across a range of additional employment sectors (Figure 1). In 2025, 6% of trainees were employed in government and legal positions, 4% in medical practices, 4% were self-employed, and 2% worked in non-profit or charitable organizations. The remaining 2% were employed in other sectors, including business, media, finance, and the arts.

This distribution highlights the diversity and adaptability of SCN alumni. Graduates are not confined to traditional research paths but are applying their expertise across policy, healthcare, entrepreneurship, and interdisciplinary domains. Overall, the data demonstrate that SCN training equips emerging scientists with a versatile and transferable skill set, supporting flexible career options across the full spectrum of Canada's research and innovation economy.

SCN TRAINEES:
ADVANCING GENDER REPRESENTATION ACROSS SCIENCE AND RESEARCH CAREERS

Of the 242 alumni tracked in this report, 195 provided gender data. Individuals were invited to self-identify as any gender, however all respondents selected either “Woman” or “Man.” The data presented in Figure 3 show that women outnumber men across most employment sectors, mirroring the composition of the trainee population in 2025 — at 61% female. This trend aligns with findings from the 2020 Trainee Report, which also identified women as being in the majority of SCN trainees (see Appendix B for the full breakdown).

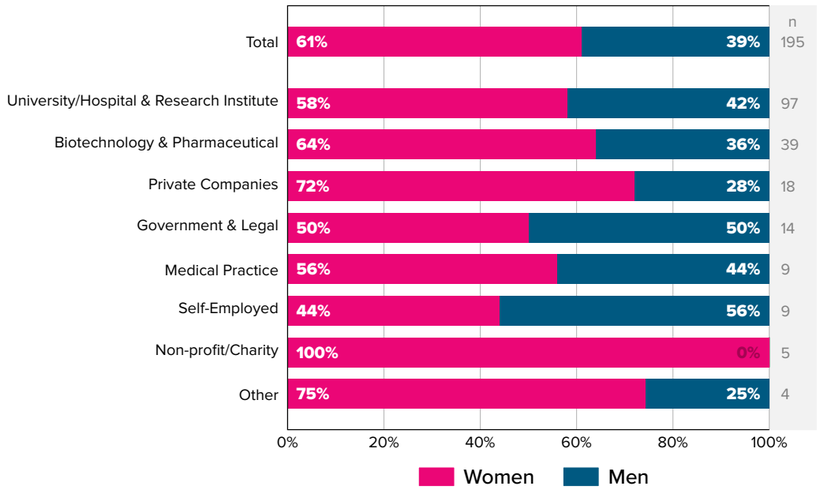


Figure 3. Gender distribution of SCN alumni between employment sectors.

GENDER REPRESENTATION ACROSS EMPLOYMENT SECTORS

As shown in Figure 3, women make up 58% of SCN alumni working in universities, hospitals, and research institutes — the largest employment sector. Within this group, there are eleven principal investigators (PIs), six of whom are women and five are men, suggesting near parity in leadership representation, though the sample size is too small to draw firm conclusions.

In the biotechnology and pharmaceutical sector, women represent 64% of alumni, continuing a pattern of strong female participation in Canada’s life sciences and biomanufacturing industries. The gender imbalance is most pronounced in private sector companies outside biotech and pharma, where 72% of alumni are women. This suggests women are increasingly pursuing roles in diagnostics, health technology, consulting, and entrepreneurial ventures.

Similar or balanced patterns are also noted in smaller sectors, where women comprise 56% of those working in medical practice; 44% are self-employed; and 50% are in government and legal roles. The non-profit and charity sector is entirely female in this dataset (100% women, n = 5), while 75% of those employed in other fields identify as women.

Across all sectors, female trainees are strongly represented. This suggests that Stem Cell Network training programs support gender representation throughout Canada’s science and innovation workforce.

The predominance of women partly reflects the gender composition of SCN’s overall trainee population, however the consistent female presence across both academic and private-sector roles, particularly in biotechnology and emerging science-driven businesses, underscores SCN’s impact in advancing equitable participation in research and innovation.

By offering inclusive opportunities to female-identifying trainees, the Stem Cell Network is playing a key role in advancing gender distribution across science-related careers.

SCN TRAINING:
SUPPORTING LONG-TERM TALENT RETENTION IN CANADA

In 2020, 80% of SCN trainees were Canadian citizens at the time of training while 82% were employed in Canada after completing their programs. These findings suggested a positive retention of highly qualified personnel in the country.

By 2025, this trend had strengthened notably. While only 78% of trainees held Canadian citizenship at the time of training, 88% of all SCN alumni had secured employment in Canada after completing their training. This 10% increase, between citizenship and employment location, underscores SCN’s impact in building a ‘sticky’ environment that assists in retaining and integrating talent into the Canadian research and innovation ecosystem. The data also suggest that a substantial portion of international trainees are choosing to remain in Canada and contribute to Canada’s workforce, particularly in universities, hospitals, and biotechnology companies.

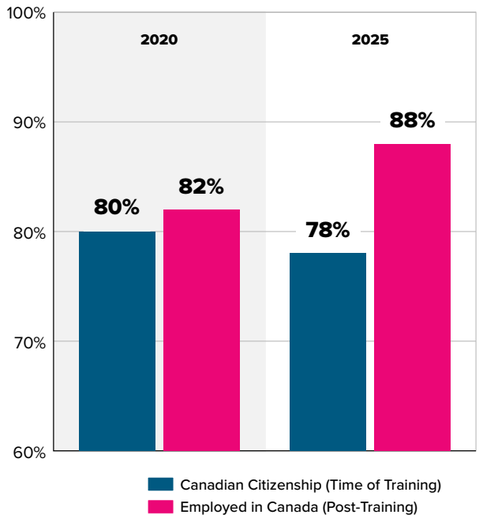


Figure 4. SCN alumni citizenship at time of training and country of current employment

IMPLICATIONS FOR CANADA'S RESEARCH AND INNOVATION CAPACITY

The data in Figure 4 show that the majority of SCN alumni, regardless of citizenship status, remain in Canada following their training. This high level of domestic retention highlights the effectiveness of Stem Cell Network programs in supporting long-term career pathways in Canada's regenerative medicine and life sciences sectors.

By providing research opportunities, mentorship, and industry exposure, SCN training programs are building the next generation of scientific leaders while helping ensure that talent remains in Canada, strengthening national capacity for discovery, innovation, and commercialization.

SCN TRAINING: A LASTING IMPACT ON CAREER SUCCESS

As part of this 2025 Trainee Report, a qualitative survey was distributed to alumni to assess the perceived impact of SCN training on their professional success. Results are displayed in Figure 5.

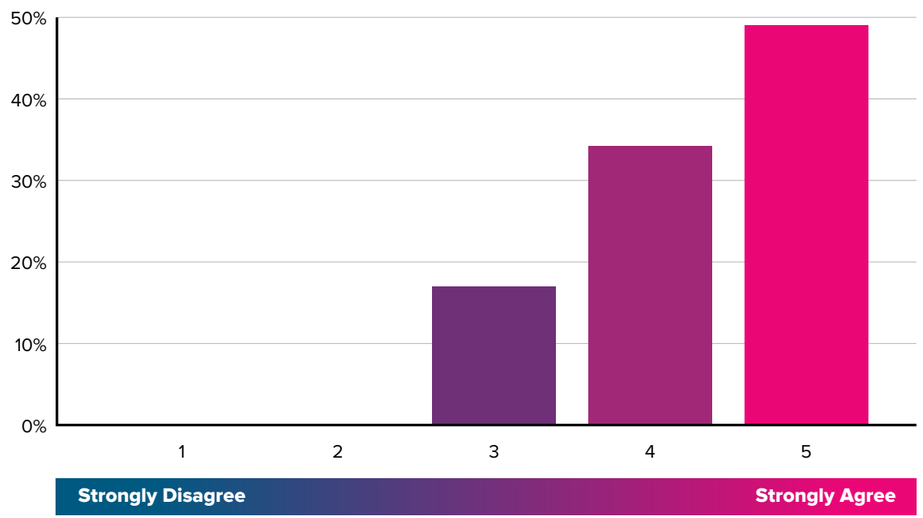


Figure 5. Trainees were asked to answer the question: "Participating in SCN training programs/events has helped further my success in my academic research or my career," answering on a scale from 1 (strongly disagree) to 5 (strongly agree).

SURVEY RESULTS

Respondents highlighted that SCN workshops, courses, and summer studentships provided specialized technical training and professional development opportunities not easily accessible through their home institutions. SCN's events, particularly the annual TMM, were cited as vital opportunities for networking, collaboration, and mentorship where trainees could present their work, solicit feedback, and connect with leaders across the Canadian and international regenerative medicine community.

Beyond technical expertise, trainees emphasized the importance of soft skills training offered through SCN's programs — citing communication, leadership, and career development as examples. Initiatives such as the *Daring to Dare* series for women in science were frequently mentioned as transformative experiences that built confidence and community among participants, supporting their transition into leadership and industry roles.

FROM TRAINEES TO LEADERS: REAL-WORLD IMPACT

The lasting influence of SCN training is reflected in the experiences of alumni such as Dr. Wilder Scott and Dr. Danielle Spice:

- Dr. Wilder Scott — A scientist at Sunnybrook Research Institute, assistant professor at the University of Toronto, and co-founder of Mesintel Therapeutics, Dr. Scott credits SCN training and networking opportunities, particularly at TMM and through technical workshops like flow cytometry and RNA-seq courses, with shaping his research and career trajectory. He continues mentoring his own students, encouraging them to engage with SCN to build their networks and professional skills.
- Dr. Danielle Spice — Lead scientist at Apiary Therapeutics, Dr. Spice describes SCN's training sessions, TMM meetings, and the *Daring to Dare* program as pivotal in helping her transition from academia to the biotech sector. She emphasizes that SCN's inclusive environment and strong community support were instrumental in developing the confidence and communication skills underpinning her industry success.

These experiences, explored in greater detail in Appendix A, illustrate the continuum of impact SCN training provides — from early exposure to technical and networking opportunities, through leadership in academia, startups, and commercialization ventures.

IMPACT

The data in Figure 5, reinforced by SCN alumni experiences, demonstrate that SCN training has a measurable and lasting influence on career outcomes. Through targeted skills development, mentorship, and community building, SCN equips emerging researchers with the tools to thrive across diverse career pathways.

The program's success stories, spanning academic, clinical, and industry leadership, show that SCN training fosters not only scientific excellence but also the confidence, resilience, and networks needed to sustain long-term careers in regenerative medicine and beyond. The Stem Cell Network's impact endures through its alumni, who continue driving innovation, mentoring new trainees, and strengthening Canada's position as a global leader in regenerative medicine.

CONCLUSIONS

The findings from this *2025 Trainee Report* clearly demonstrate that SCN's training programs are strengthening Canada's talent pipeline in stem cell and regenerative medicine. SCN alumni are securing highly skilled positions across academia, hospitals, government, and the private sector, contributing directly to growing Canada's research and innovation ecosystem. While many graduates continue pursuing research-focused careers, a growing proportion are advancing into biotechnology, pharmaceutical, and health-related industries where their expertise is in high demand.

Importantly, SCN continues advancing gender representation across science and innovation careers. Women comprise the majority of SCN trainees and remain well-represented across every major employment sector, including academic leadership and industry roles.

Survey results also show that SCN training has a lasting impact on career success. Alumni consistently cite the value of SCN's skills development programs, technical workshops, and networking opportunities as key factors in their professional growth. These experiences provided not only advanced scientific and professional competencies but also the confidence to transition successfully into diverse research and innovation environments.

Overall, the data in this report confirm the Stem Cell Network is building and retaining a world-class workforce — individuals who are choosing to remain in Canada, driving scientific discovery, innovation, and commercialization, and ensuring Canada remains competitive on the global regenerative medicine stage.

APPENDIX A: SUCCESS STORIES

FROM TRAINEE TO PRINCIPAL INVESTIGATOR: **WILDER SCOTT**

When Wilder Scott first encountered the Stem Cell Network (SCN), he was a graduate student at the University of British Columbia (UBC) attending SCN's annual Till & McCulloch meetings (TMM). In his current position as a scientist at Sunnybrook Research Institute, assistant professor at the University of Toronto, and co-founder of Mesintel Therapeutics, Wilder credits SCN training opportunities with yielding opportunities to build skills and connections along the way.

Q: CAN YOU TELL US ABOUT YOUR EXPERIENCE WITH SCN TRAINING?

SCN training opportunities, especially those hosted through TMM, were impactful on my career development. I attended Andy Johnson's flow cytometry course at UBC, which was extremely valuable. I did a lot of flow cytometry and cell sorting during my PhD and postdoc, and that course really set me up for that. I also travelled to a Network RNA-seq workshop, a great experience and way to connect with the Canadian omics community.

Q: HOW DID THESE EXPERIENCES CARRY FORWARD INTO YOUR CURRENT CAREER?

It's hard to pinpoint exactly how each piece fit, but I know the cumulative effect was significant. Presenting at TMM prepared me for job talks and interviews. Learning flow cytometry early on made a massive difference in my research. And I've been able to grow my network through SCN — I still reach out to colleagues I met through SCN, whether for collaboration, advice, or just support. As an early career researcher, it helps to know others across the country are going through the same experiences and challenges.

Q: WHAT ABOUT THE TMM MEETINGS? DID THOSE PLAY A ROLE?

Absolutely! I actually did not attend the very first TMM, but submitted an abstract as I was selected for an SCN exchange program to attend the World Regenerative Medicine Conference in Germany. Imagine just starting out as a grad student and getting thrown into this huge international meeting; it was an amazing experience. After that, I went to TMM every year. It became the meeting I always looked forward to for great science, great networking, training opportunities for all career stages, and a chance to learn how to present posters and talks in a really supportive environment. It's one of the best opportunities in Canada to grow those skills.

Q: DO YOU ENCOURAGE YOUR TRAINEES TO GET INVOLVED WITH SCN?

Definitely. I have a grad student and several undergrads in the lab right now, and encourage them all to take advantage of SCN opportunities. One of my undergrads even submitted an abstract to TMM this year and will be presenting a poster — which is exciting. I think it's important for them to see what's happening in the field beyond our lab, to broaden their scope and start building their own networks early.

Q: LOOKING BACK, WHAT STANDS OUT MOST ABOUT YOUR SCN JOURNEY?

The consistency throughout my career. From being a brand-new grad student attending my first international conference, to now being a PI mentoring my own trainees, SCN has been there all along. It gave me skills, opportunities, collaborators, and a community. SCN creates spaces where you can try new ideas, get support, and stay connected. I hope the next generation of trainees gets as much out of it as I did.

FINDING CONFIDENCE BEYOND ACADEMIA: **DANIELLE SPICE**

From her PhD at Western University, to her current role as lead scientist at Apiary Therapeutics, Danielle Spice has been involved with SCN training and meetings for several years. Through workshops, TMM meetings, and the *Daring to Dare* series for women in science, Danielle has built skills for success and a community that helped support her career goals.

Q: HOW WOULD YOU DESCRIBE YOUR OVERALL SCN EXPERIENCE?

It stretches back several years, starting with the Till & McCulloch Meetings. I've been to three or four, and they were always such positive experiences. My lab didn't have much funding, so the travel support from SCN was vital for me to be able to attend. Once there, the pre-conference training sessions were game-changing — I sing their praises to anyone who will listen. Meeting people before the intensity of the conference began made it so much less intimidating and helped me build a network and friendships I still have today.

Q: WERE THERE SPECIFIC PROGRAMS OR WORKSHOPS THAT STOOD OUT AS BENEFICIAL TO YOUR CAREER DEVELOPMENT?

Definitely. First, TMM itself. It was the most impactful for building my network across the Canadian stem cell field. Seeing the same people each year, with colleagues becoming friends over the years, that was huge. Second, the *Daring to Dare* program. I participated at a pivotal time, when I was choosing which career path to pursue. Without the support from the other women in the workshop, I might not have had the confidence to apply for positions outside academia.

Q: WHAT ARE YOU WORKING ON NOW, AND DID SCN TRAINING INFLUENCE YOUR CAREER PATH?

Currently, I'm the technical lead for stem cells and gene editing at Apiary Therapeutics, a CCRM spin-out in Toronto. Before that, I was at another startup, PanCELLa. Earlier on, I did my postdoc at SickKids. The soft skills I gained through SCN training opportunities were crucial — things like elevator pitches, presenting posters, and communicating clearly. I was able to hone all those skills through SCN workshops, and they've translated directly into industry.

Q: DID SCN HELP YOU BUILD A PROFESSIONAL NETWORK?

Absolutely, 100%. My cohort has now "graduated out," and it's incredible to see where everyone has landed — they're PIs, biotech scientists, entrepreneurs. These connections have turned into a diverse professional network that I can lean on for advice and support.

Q: LOOKING BACK, WHAT DO YOU VALUE MOST ABOUT YOUR TIME WITH SCN?

Honestly, the community. The environment fostered at SCN's training events and TMM meetings make it easy to network and make friends. More broadly, I'm just grateful Canada has SCN. I believe Canada punches above its weight in stem cell science. As a woman in the field, it has been refreshing and inspiring to learn from leaders like Drs. Janet Rossant, Molly Shoichet, Amy Wong, and so many others. SCN has played a huge role in making those connections possible.

APPENDIX B: DATA TABLES

SECTOR DISTRIBUTION

2025 SECTOR DISTRIBUTION (ALL)		
SECTOR	**NUMBER**	**PERCENTAGE**
Academia (Trainee)	260	52%
University/Hospital & Research Institute	122	24%
Biotechnology & Pharmaceutical	50	10%
Private Sector Companies	27	5%
Government & Legal	14	3%
Medical Practice	10	2%
Self-Employed	9	2%
Non-profit/Charity	5	1%
Other	5	1%

SECTOR DISTRIBUTION CONT.

2025 SECTOR DISTRIBUTION (ALUMNI)		
SECTOR	**NUMBER**	**PERCENTAGE**
University/Hospital & Research Institute	122	50%
Biotechnology & Pharmaceutical	50	21%
Private Sector Companies	27	11%
Government & Legal	14	6%
Medical Practice	10	4%
Self-Employed	9	4%
Non-profit/Charity	5	2%
Other	5	2%

2020 SECTOR DISTRIBUTION (ALUMNI)		
SECTOR	**NUMBER**	**PERCENTAGE**
University/Hospital Research Institute	543	58%
Biotechnology	176	19%
Private Sector Companies	55	6%
Government & Legal	61	7%
Medical Practice	23	2%
Self-Employed	8	1%
Non-Profit/Charity	26	4%

GENDER DISTRIBUTION

GENDER DISTRIBUTION OVER EMPLOYMENT SECTORS (2025)					
SECTOR	**WOMAN (N)**	**MAN (N)**	**WOMAN (%)**	**MAN (%)**	**TOTAL (N)**
Other	3	1	75%	25%	4
Non-profit/Charity	5	0	100%	0%	5
Self-Employed	4	5	44%	56%	9
Medical Practice	5	4	56%	44%	9
Government & Legal	7	7	50%	50%	14
Private Sector Companies	13	5	72%	28%	18
Biotechnology & Pharmaceutical	25	14	64%	36%	39
University/Hospital & Research Institute	56	41	58%	42%	97

GENDER DISTRIBUTION OVER EMPLOYMENT SECTORS (2020)					
SECTOR	**WOMAN (N)**	**MAN (N)**	**WOMAN (%)**	**MAN (%)**	**TOTAL (N)**
Non-profit/Charity	15	11	58%	42%	26
Self-Employed	7	1	88%	13%	8
Medical Practice	14	9	61%	39%	23
Government & Legal	38	23	62%	38%	61
Private Sector Companies	31	24	56%	44%	55
Biotechnology & Pharmaceutical	107	69	61%	39%	176
University/Hospital & Research Institute	295	248	54%	46%	543

NATIONALITY

CITIZENSHIP AT TIME OF TRAINING (2025)		
NATIONALITY	**NUMBER**	**PERCENTAGE**
Canadian	159	78%
International	46	22%

COUNTRY OF CURRENT EMPLOYMENT (2025)		
NATIONALITY	**NUMBER**	**PERCENTAGE**
Canadian	180	88%
International	24	12%

APPENDIX C: DEFINITIONS

To ensure consistency in terminology and analysis, the following definitions are used throughout this report. They clarify how trainee and employment categories were classified when assessing career outcomes and sector representation among SCN-supported HQP.

Highly Qualified Personnel (HQP) — Individuals with at least a bachelor's level education or higher, HQP are highly educated and skilled in specific areas of study. Through its training programs, SCN seeks to support HQP by further developing their skills and increasing employability and mobility across employment sectors.

Alumni — Refers to HQP who previously participated in SCN training and are now employed full time in professional careers. The career trajectories of SCN alumni are the focus of this report.

(Academic) Trainees — Refers to HQP whose post-secondary education or training is ongoing (e.g., post-doctoral, master's, or PhD students).

EMPLOYMENT SECTOR DEFINITIONS:

University/Hospital & Research Institute — People working at universities, hospitals, and research facilities, including, but not limited to, professors, scientists, technical support staff, and research associates.

Biotechnology & Pharmaceutical — Specialists working for pharmaceutical or biotechnology companies, such as research scientists, pharmacists, biotechnologists, and sales representatives.

Private Sector Companies — Health or science-related businesses unrelated to biotechnology, pharmaceuticals, medical practices, or research organizations. Examples of sectoral positions include diagnostics, environmental science, scientific software, consultancy, and tech startups.

Government and Legal — This includes those working in government agencies or departments (e.g., Health Canada, Canada Revenue Agency, or the Public Health Agency of Canada), as well as those in law and policy roles — including those working at law firms and in legal consulting, policy advising, or regulatory compliance.

Medical Practice — Refers specifically to individuals practicing as medical doctors or those currently in medical school. While they are in training, medical students are included under this umbrella rather than under "Academia" due to their direct path into clinical practice.

Non-Profit/Charity — Non-profit organizations or charities, often focused on health, education, advocacy, or humanitarian work.

Self-Employed — Refers to individuals working independently, including those who operate their own businesses or practicing consultancies.

Other — Refers to individuals working in companies or roles unrelated to science or health not covered by any of the defined sectors. This includes areas such as automotive, media, art, finance, hospitality, and general business roles that fall outside the sectors already mentioned.