

Specification

CareerClass

CareerClass is developed by:



Executive summary

To support the professionals, we propose a pragmatic and modular CareerClass program designed to guide employees effectively through career transition.

The program consists of six interactive sessions (1.5–2 hours each), supported by individual assessment reports and optional one-to-one coaching. Each session is outcome-driven, combining participant input with tangible deliverables.

The journey moves from defining personal ambition and career direction to practical execution, including CV development, LinkedIn optimization, strategic networking, and interview preparation – enabling participants to reposition themselves confidently in the job market.

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What is CareerClass?

CareerClass puts experience to work: a hands-on program that turns employees working within Operations, Supply Chain and R&D on-the-job skills into clear next steps outside your company.

Co-developed by 360Mobility & Career Lab and delivered by your HR, it produces visible outputs after every module (updated CV, LinkedIn, network plan, pitch, interview toolkit and career assessments) at the right language and level. This focus on skills and planning strengthens workforce resilience and keeps people moving forward, reducing downtime and cost during transitions.

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Commercial Offer

1. Purpose.

Enable participants (divided in multiple cohorts) to plan and act on their career options now, supporting internal placement or external transition as needed. The CareerClass builds participants' clarity, confidence and employability via practical modules, while providing your workforce with structured talent data and action plans.

2. Partners.

360Mobility brings a skills/data-driven mobility approach (per their service line in Life Sciences). Career Lab provides the CliftonStrengths-based assessment and pragmatic training modules. Together they ensure content aligns with evolving market skills (see Annex).

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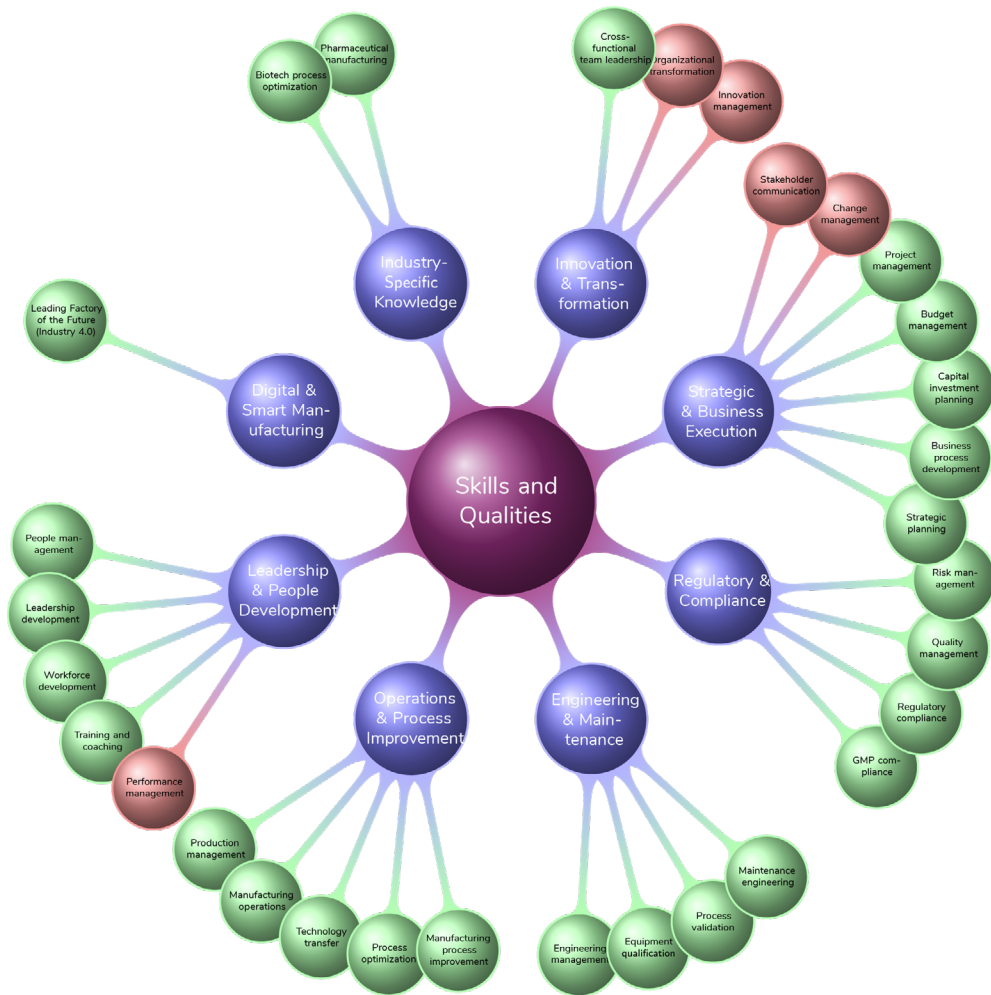
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Module sheets

Each module is 1.5–2 hours, interactive and includes an assignment. All outputs (CV, profiles, plans) and reports are at the participant's level and in the session language.



- Found in Resume and Ambition (enhance)
- Found in Ambition only (build)
- Found in Resume only (store)

Note, this is not an exact science, this picture is meant to be an invitation to think about your (presented) skillset.

Visual 1

CliftonStrengths implied on **experience**:

1. ● **Strategic** – With a strong track record in engineering, tech transfer, and operational leadership, you exhibit the ability to identify critical paths and navigate complex organizational challenges effectively.
2. ● **Achiever** – Your steady career growth and successful transformations (e.g., COVID-19 vaccine production) reflect a strong drive for results and continuous progress.
3. ● **Relator** – Your passion for finding talent and building high-performing teams suggests a strong ability to connect deeply with colleagues and collaborators.
4. ● **Arranger** – Managing tech transfers, setting up new organizations, and optimizing manufacturing operations highlights your ability to organize and orchestrate complex processes efficiently.
5. ● **Learner** – Your experience across various industries and roles, along with continuous development in leadership and innovation, showcases a mindset of growth and curiosity.

CliftonStrengths supporting **ambition**:

1. ● **Maximizer** – Your ambition to enhance operational efficiency and team performance aligns well with the ability to refine and elevate strengths within an organization.
2. ● **Command** – Leading transformational change and guiding teams through complex transitions requires decisiveness and the ability to make tough but necessary decisions.
3. ● **Developer** – Your focus on people development and fostering a culture of trust and collaboration supports your vision for leadership.
4. ● **Communication** – Successfully aligning teams with strategic goals and driving change depends on strong communication skills to inspire, influence, and engage stakeholders.
5. ● **Futuristic** – Your vision for manufacturing operations that contribute to healthcare advancements demonstrates a forward-thinking perspective focused on long-term improvement.

Visual 2

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Module sheets

	input	actions	output
Module 1: Ambition, Skills & Purpose	Current CV + initial ambition notes	<ul style="list-style-type: none">✓ Guided reflection on strengths and transferable skills✓ Alignment of personal ambitions to realistic directions (internal/external)✓ Group sharing	<ul style="list-style-type: none">✓ Personal ambition/direction statement✓ Skills profile; module report with tailored tips and next-step actions✓ Exploring alternative career paths
Module 2: CV & LinkedIn	Draft CV; LinkedIn profile (if available)	<ul style="list-style-type: none">✓ Revise CV language to highlight results and skills✓ Structure a professional profile✓ Create aligned LinkedIn headline/about section	<ul style="list-style-type: none">✓ New CV design✓ LinkedIn improvement plan✓ Module report with recommendations
Module 3: Orientation & Networking (with TA)	Target role ideas (from Module 1); list of contacts	<ul style="list-style-type: none">✓ Talent Acquisition overview of internal roles and processes;✓ Develop a networking plan (internal teams, external connections)✓ Practice outreach messaging	<ul style="list-style-type: none">✓ Personal networking roadmap; outreach message templates✓ Clarity on internal fit vs. external options✓ Module report

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	input	actions	output
Module 4: Vacancies & Personal Pitch	Sample vacancy ads; updated CV/pitch notes	<ul style="list-style-type: none">✓ Analyze vacancy requirements and match them to experience✓ Craft and practice a concise personal pitch (short + extended)✓ Gather evidence/examples	<ul style="list-style-type: none">✓ Customized vacancy shortlist✓ Personal pitch scripts✓ “Evidence bank” of stories✓ Module report
Module 5: Successful Interviewing	Final pitch; vacancy shortlist; prepared examples	<ul style="list-style-type: none">✓ Interview techniques (STAR responses, motivation, strengths)✓ Mock interviews with feedback✓ Closing questions	<ul style="list-style-type: none">✓ Interview toolkit (Q&A + stories)✓ Final readiness checklist✓ Module report with refinement tips
Guest Speaker: Labour Market Developments	Collected participant questions; industry trends	<ul style="list-style-type: none">✓ External expert explains current market outlook, skills in demand, and realistic paths for Operators✓ Q&A session	<ul style="list-style-type: none">✓ Market insight summary✓ Informed decision-making✓ Final guidance handout

Individual coaching sessions

During the CareerClass period, an individual employee may request a 45-minute coaching session to have a one-to-one sparring session with the coach.

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Investment & timeline

Price: €2.500,- per participant (excl. 21% VAT).

Group sizes: Minimum 20 participants per cohort. We recommend multiple cohorts (one Dutch, one English), to ensure language-appropriate engagement and output.

Cost examples (excl. 21% VAT):

Scenario	Participants	Total Costs (excl. 21% VAT)
Multiple cohorts (max 30/cohort) at €2.500,- / participant	160	€400.000,-
Cohort example (20 participants)	20	€50.000,-
Cohort example (25 participants)	25	€62.500,-
Cohort example (30 participants)	30	€75.000,-

Timeline: Five modules + speaker over roughly 6–10 weeks.

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Delivery, Governance, Confidentiality & Roles

Responsibility	 360Mobility	 Career LAB <small>DISCOVER THE POTENTIAL</small>	company
Content & design	Co-develop modules, data-driven insights	Provide CliftonStrengths assessment and report templates	-
Facilitation	Support delivery, skills focus	Support delivery, assessment feedback	Location, hospitality
Reporting	Assist in customizing reports	Generate participant reports per module	-
Logistics	-	-	-
Confidentiality	Assessments and personal data handled per GDPR	-	-

All participant data and assessment results are confidential and used only for development and redeployment.

Timeline CareerClass

Start:
Month 1

End
Program complete

1/2 week interval

1/2 week interval

1/2 week interval

1/2 week interval

1/2 week interval

Individual coach sessions (45 minutes)

Module 1:
Ambition,
Skills &
Purpose

Module 2:
CV &
LinkedIn

Module 3:
Orientation
Networking
(with TA LBSP)

Module 4:
Vacancies
& Pitch

Module 5:
Successful
Interviewing

**Guest
speaker:**
Labour
Market
Trends

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Next steps

1. Confirm final participant list and cohort languages (recommend one Dutch, one English cohort).
2. Schedule first module (target start date in the agreed window) and book facilities.
3. Align with HR & TA leads on ongoing communication and internal vacancy sharing.
4. Launch programme kickoff with participants (share CV + ambition inputs).

Signatures

Below please sign to confirm this proposal. A Word version of this offer (with annex) will be provided separately.

On behalf of 360Pharma

On behalf of company

name

name

title

title

date

date

signature

signature

Annex: Labor Trends

Each source can be provided upon request.

Skills shifts

World Economic Forum (2025) finds that ~39% of workers' core skills will change by 2030, underscoring the need for transferable skills development (Future of Jobs Report 2025).

01

Absence rates

CBS reports Dutch sickness absence at 5.6% in Q4 2025 (i.e. 56 of 1,000 workdays), up from 5.4% a year earlier.

02

Absence costs

TNO's Arbobalans shows employer costs for wage continuation rose from €5.1bn (2015) to €8.3bn in 2023.

03

Internal mobility benefits

LinkedIn data (via SHRM) indicate employees at companies emphasizing internal hiring/promotions stay ~41% longer.

04