

# EDUC8 and EDUC3 Concept Presentations

SAF Goal 6, Phase 2 Concepts  
Science Subcommittee 11/21/25



# SAF Goal 6 | Recommendations

**Goal 6 - Bolster** CIRM's workforce development programs to address gaps and meet evolving demands in regenerative medicine

**Provide high-demand technical training via Bridges & COMPASS program updates**

- Increase training offerings, diversify internship types, & increase integration with CIRM R&D grants

**Develop programming to support outreach education efforts for K-12, teachers, & community members via collaboration with key stakeholders**

- Relaunch SPARK High School internship program

# EDUC8 Concept Presentation

SAF Goal 6, Phase 2 Concepts  
Science Subcommittee 11/21/25



# EDUC8 | Concept Outline

1. Background
  - Overview of Mission and EDUC Programs
  - Bridges and COMPASS: Impact and Value
  - Rationale for EDUC8
2. Objective and Approach
3. Scope and Activities
4. Award Structure and Budget
5. Eligibility
6. Timeline
7. Summary and Request for Motion

## Our Mission

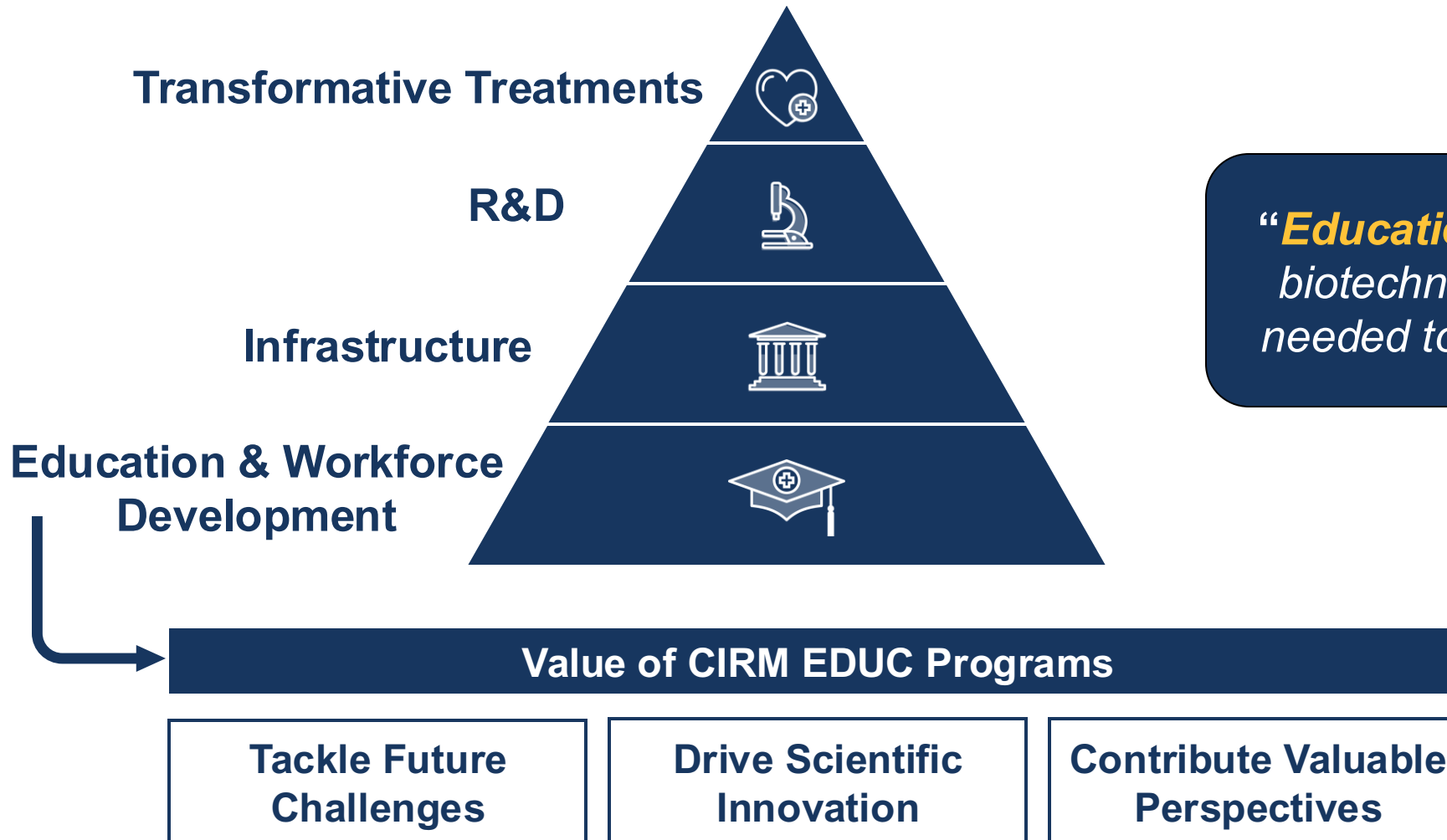
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Accelerating world class science to deliver transformative regenerative medicine treatments in an equitable manner to a diverse California and world

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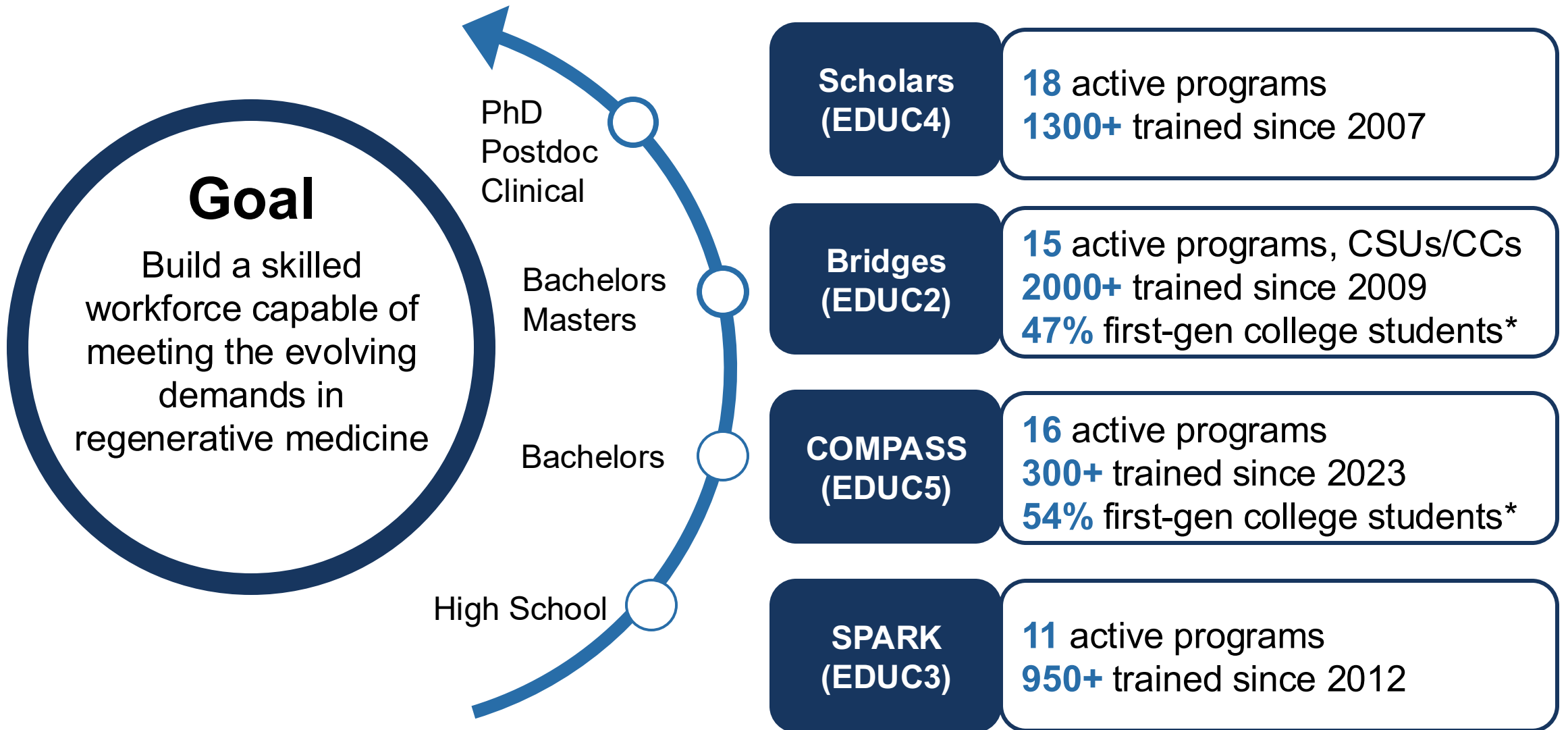
# Education & Workforce Development are Key to Mission



*“**Education Programs** build the biotechnology workforce that’s needed to generate new cures”\**

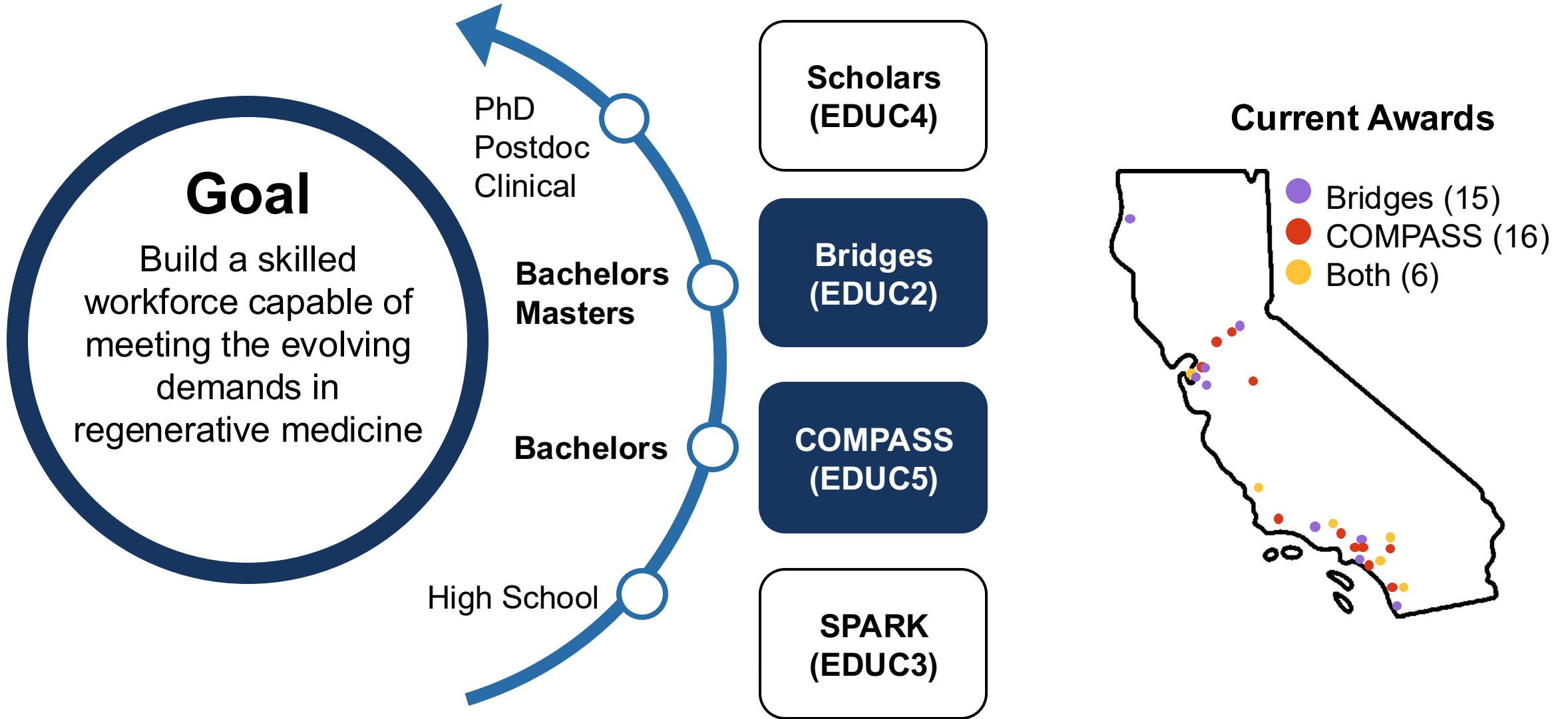
\* The Stem Cellar. 7/21/25: “20 Years of CIRM: Building the Workforce”

# CIRM's Current Portfolio of Training Programs



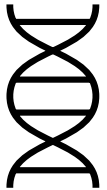
\*Data as of Summer 2024; % of those who reported

# Bridges & COMPASS Train Undergrad to Masters



# Majority of Trainees Remain in STEM Fields

## Bridges Alumni Outcomes (83% STEM\*)



**37%**

Academic  
Research



**31%**

Biotech  
Industry



**24%**

Higher  
Education

## Workforce Development Network



**90+**

Internship Host  
Sites/Labs



**49**

Biotech  
Industry Hosts



**800+**

Mentors

\*85% reporting, data from 2024

# Trainees Innovate and Expand Scientific Knowledge

“[Trainees] have impacted the design of our clinical protocol in progress for IND submission.”  
-Karen Aboody, MD, COH PI



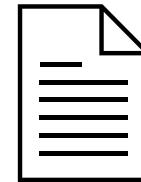
Discovery



Translation



Clinical





**500+**

Bridges and COMPASS  
publications in peer-  
reviewed journals

“[A Trainee] helped seed our histology core and get that off the ground.”  
-Kathy Ivey, PhD, Tenaya (CIRM Scholar Alum)

# Continuing Bridges and COMPASS Programs is Essential

	2026				2027			
	Jan - Mar	Apr - June	July - Sept	Oct - Dec	Jan - Mar	Apr - June	July - Sept	Oct - Dec
Continuity in Programs	Current Bridges							
	Current COMPASS							

## Propose to Re-launch Programs with Updates

**Preserve Program Continuity**

**Respond to Funding Challenges**

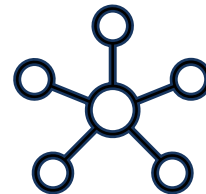
**Implement Improvements**

# Key Insights from Active Bridges & COMPASS Programs



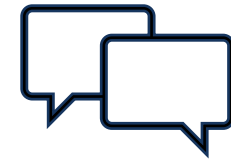
## Evolving Demands of the Field

- Expanded array of internship opportunities
- Hybrid/multidisciplinary skillsets



## Integration with Other Programs

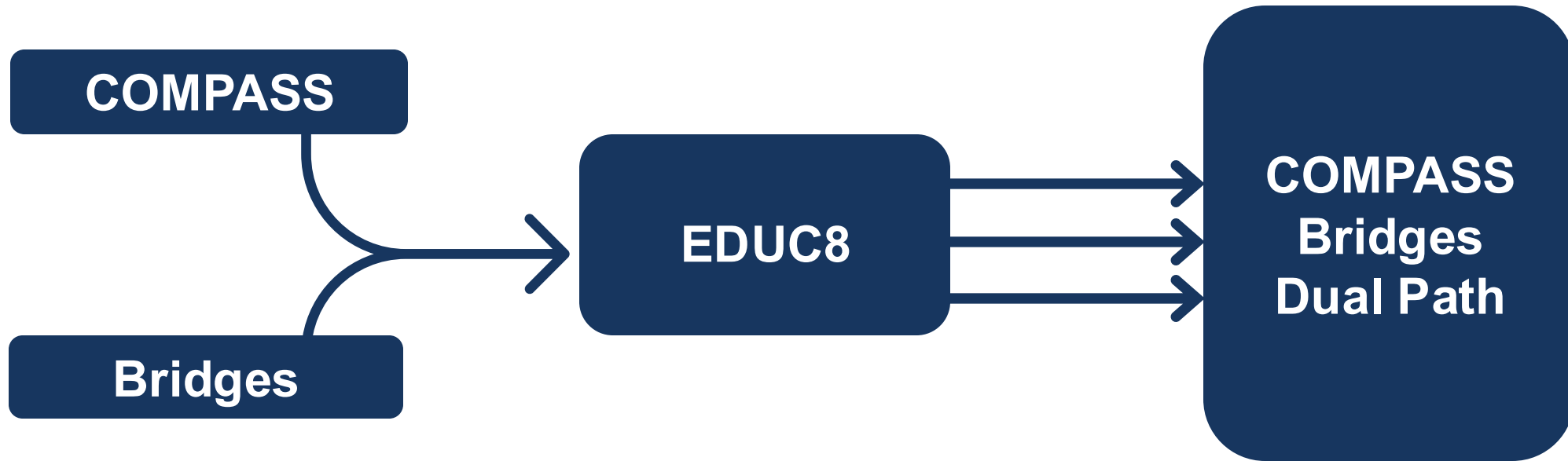
- Increase efficiencies for existing programs
- Integrate with CIRM's infrastructure and scientific programs



## Feedback from Awardees

- Maintain current programs and leverage synergies
- Implement flexibilities
- Simplify administrative burdens

# Introducing the EDUC8 Umbrella Program



EDUC8 is an **umbrella mechanism** to support, update, and improve the Bridges (EDUC2) and COMPASS (EDUC5) programs

## EDUC8 | Objective

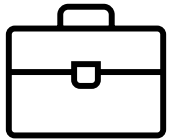
Prepare undergraduate through master's level students for careers in regenerative medicine by identifying and supporting untapped talent and developing well-trained, adaptable, and committed professionals for the regenerative medicine workforce

# EDUC8 | Approach



## Degree Integration

Integrated into an institution's specific degree/certificate



## Structured Mentorship & Professional Development

Specific coursework, mentoring, and professional development guidance



## Hands-on Experience

Paid internships, patient & community engagement, conference attendance

## High-Level Goals

- **Career Exploration**  
Promote exploration and expand access to careers in regenerative medicine
- **Career Readiness**  
Promote efficient transition to careers in regenerative medicine

# EDUC8 | Scope

## What We Are Keeping: Required Elements and Activities

### Trainee Activities

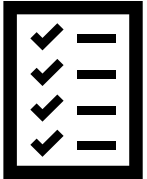
- Patient/Healthcare Engagement
- Community Outreach and Education, including Science Communication to Public
- Mentoring and Professional Development
- CIRM Trainee Conference

### Administrative Activities

- Innovative and strategic Trainee Recruitment Plans
- Alumni Tracking and Engagement Plan
- Mentor Training and Best Practices
- Knowledge and Resource Sharing

# EDUC8 | Scope

## What We Are Adding



### 1 Expanded Scope of Internship Types

2 Instill Key Skillsets and Competencies

3 Leveraging Inter-Program Efficiencies

4 Administrative Efficiencies

### Examples:

*Project Management*

*Regulatory, Manufacturing*

*Data Science*

# EDUC8 | Scope

## What We Are Adding

1 Expanded Scope of Internship Types



2 Instill Key Skillsets and Competencies

3 Leveraging Inter-Program Efficiencies

4 Administrative Efficiencies

### Examples:

*Time Management*

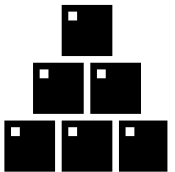
*Public Scientific Communication*

*Data Sharing*

# EDUC8 | Scope

## What We Are Adding

- 1 Expanded Scope of Internship Types
- 2 Instill Key Skillsets and Competencies



### 3 Leveraging Inter-Program Efficiencies

- 4 Administrative Efficiencies

#### Examples:

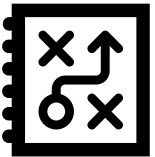
*Joint activities for early and late-stage trainees*

*Collaboration with INFR programs*

# EDUC8 | Scope

## What We Are Adding

- 1 Expanded Scope of Internship Types
- 2 Instill Key Skillsets and Competencies
- 3 Leveraging Inter-Program Efficiencies



### 4 Administrative Efficiencies

#### Examples:

*Unified guidance*

*Faster program execution*

*Lower administration burden*

# EDUC8 | Overview of Structure

EDUC8 structure enables continued support for Bridge and COMPASS programs, with an added opportunity to create a flexible and accelerated path

## Applicant Considerations

**Trainee Target**  
Education level  
Training needs

**Institution**  
Available Resources,  
Assets

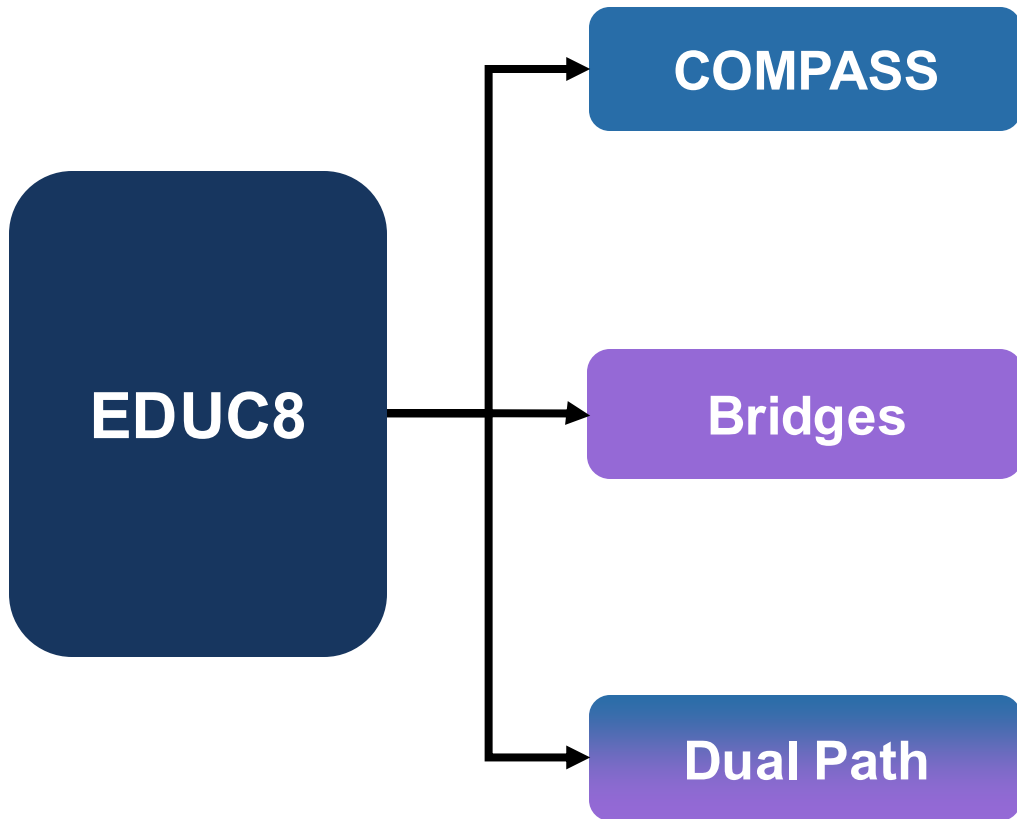
**EDUC8**

**COMPASS**

**Bridges**

**Dual Path**

# EDUC8 | Structure



- Supports early-stage untapped talent
- 2-3 month internships
- Applicant institutions with Bachelor’s programs

- Supports late-stage, career-ready trainees
- 6-12 month internships
- Applicant institutions without CIRM Major Facility or Regenerative Medicine research infrastructure

- Supports both COMPASS and Bridges-type trainees
- Potential for trainees to transition from COMPASS to Bridges under one mechanism
- Specifics depend on applicant proposal



# EDUC8 | Maximum Award Budgets by Chosen Path

Total Award Costs (5 years)	Bridges (based on 10 trainees/yr)	COMPASS (based on 10 trainees/yr)	Dual Path (based on 20 trainees/yr, 10:10)
Direct Costs*	\$4,215,000	\$2,995,000	\$6,385,000
Overhead	\$373,500	\$242,000	\$533,000
<b>Total Award Amount</b>	<b>\$4,588,500</b>	<b>\$3,237,000</b>	<b>\$6,918,000</b>

\* Breakdown in memo

Per Trainee Investment Per Year	Bridges	COMPASS	Dual Path
(Max)	\$91,726	\$64,740	Varies by Proposal \$64,740 – \$91,726

Based on analysis of true categorical expenditure growth and cumulative CPI% increase since 2021; 20% increase for EDUC8 Budget compared to Current Bridges and COMPASS awards. Cohort = 10 for individual tracks; 20 for Dual Path.

# EDUC8 | Team & Institution Eligibility

	EDUC8- Bridges Path	EDUC8-COMPASS Path
<b>Institution</b>	Cal State Universities and Community Colleges* with an accredited certificate, undergraduate and/or master's programs in biology-relevant discipline	CA academic institutions with accredited bachelor's degree programs in biology-relevant disciplines
<b>All</b>		
<b>Program Director</b>	Must commit $\geq$ 5% effort	
<b>Required Expertise</b>	Outreach and Recruitment, Mentorship	
<b>Co-Director</b>	Must commit $\geq$ 5% effort (only required for Dual Path programs)	
<b>Applications</b>	May only apply for <b>one</b> EDUC8 award per cycle	

\*Institutions without CIRM Major Facilities, Shared Labs from Proposition 71

# EDUC8 | Timeline

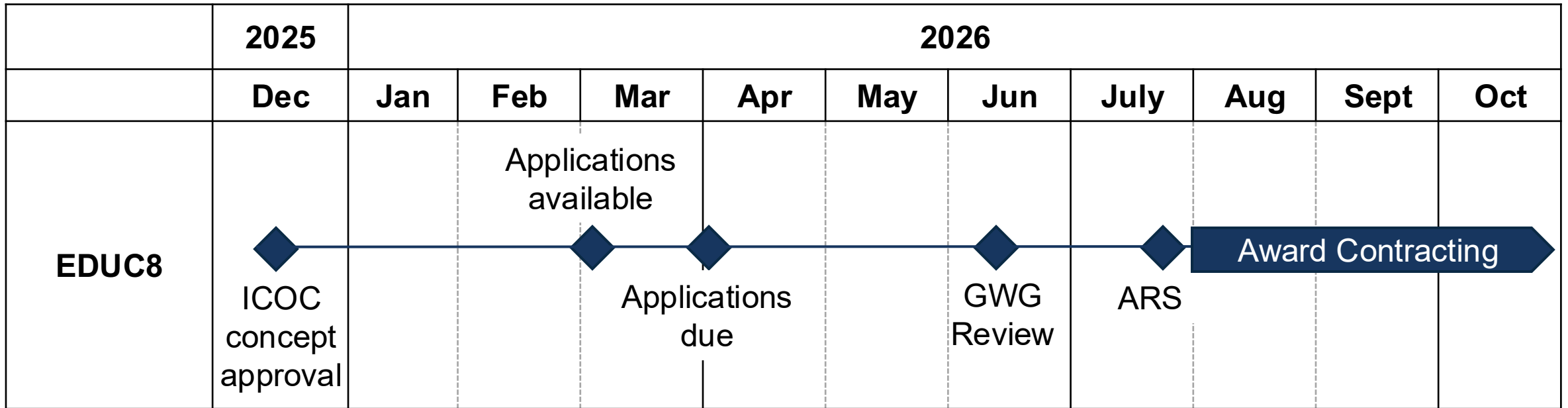
	2026				2027			
	Jan - Mar	Apr - June	July - Sept	Oct - Dec	Jan - Mar	Apr - June	July - Sept	Oct - Dec
EDUC8	EDUC8 Cycle 1				EDUC8 Cycle 2			
Continuity in Programs	Outgoing Bridges			New EDUC8				
	Outgoing COMPASS							New EDUC8

Two Cycles capture:

- Updates and improvements for existing Bridges and COMPASS Programs
- Long runway for new applicant program development
- Possibility of resubmission for programs that need improvement

# EDUC8 | Timeline

Cycle 1 (FY26 – 27)



# EDUC8 | Program Summary

	EDUC8
<b>Paths</b>	COMPASS-type, Bridges-type, or dual path training programs
<b>Recurrence</b>	Annual for 2 cycles (2026, 2027)
<b>Max Duration</b>	5 years
<b>Applicant</b>	California undergraduate/masters institutions
<b>Leadership and Expertise</b>	Program Director, Mentorship/Outreach Facilitators; Co-Director for dual path programs only
<b>Max Award* (total cost)</b>	Bridges Only: Up to \$4.58M; COMPASS Only: Up to \$3.23M Dual Path: Up to \$6.91M
<b>Awards/Year</b>	15-18 Awards, 2026 Cycle 15-18 Awards, 2027 Cycle
<b>Anticipated Trainees</b>	1500-2500
<b>Max Projection</b>	\$99M Cycle 1; \$99M Cycle 2

\* Pending final adjustments by CIRM Grants Management

## EDUC8 | Request for Motion

CIRM requests that Science Subcommittee recommends sending the proposed EDUC8 Training Program concept to the ICOC for approval, with an allocation of \$198M to support:

- Up to 36 Awards in 2 funding cycles (FY26 and FY27)
- 1500-2500 Trainees
- \$3.2M- \$6.9M per individual award\*