



2026-2029 Strategic Plan

Executive Summary

CvilleBioHub is an independent non-profit organization founded in 2016 with a mission to accelerate the biotechnology industry in Central Virginia through engagement, resourcing, and education. CvilleBioHub’s vision is to strengthen the life sciences ecosystem by doubling the size of the industry in the region by 2030, creating value, and reducing barriers for companies to thrive and grow.

A strong biotechnology cluster generates economic and societal impact by creating high-paying jobs in research, manufacturing, and commercialization. Biotechnology also attracts capital that amplifies economic growth. And most importantly, it leads to the discovery of new therapies, diagnostics, and devices that improve human health.

In the next three years, CvilleBioHub will grow its core programs, the Commonwealth BioAccelerator and the C-Suite Membership Program, while investing in the life sciences workforce necessary to sustain industry growth. This strategic plan outlines actionable goals and enabling capabilities to advance these three pillars. Together, CvilleBioHub’s strategic investments

will enable it to achieve its vision and create a diverse, vibrant biotechnology cluster that will shape Central Virginia’s future economy.

PILLAR 1: COMMONWEALTH BIOACCELERATOR

Goals

- 1.1: Build a Full, Thriving Accelerator
- 1.2: Expand Lab Offerings
- 1.3: Fuel Startup Funding Success

PILLAR 2: C-SUITE MEMBERSHIP PROGRAM

Goals

- 2.1: Deepen Industry Engagement
- 2.2: Increase the Value of the C-Suite Membership
- 2.3: Raise the Profile of Central Virginia’s Life Sciences Ecosystem

PILLAR 3: TALENT DEVELOPMENT

Goals

- 3.1: Create a Stacked Regional Talent Ladder
- 3.2: Grow the CvilleBioHub Internship Program
- 3.3: Strengthen Regional Talent Coordination

ENABLERS

- Integrated Communications and Marketing
- Data Collection and Performance Evaluation
- Board Growth and Engagement

Introduction

Central Virginia is emerging as a vibrant hub for life sciences innovation. Today, Charlottesville and Albemarle County are home to more than 75 companies advancing human health through medical devices and instrumentation, clinical research, therapeutics, health technology and software, biomanufacturing, and more. This cluster of life sciences innovation represents the highest density of biotechnology companies in the Commonwealth, and with recent investments fueling growth, the region is poised for even greater impact.

CvilleBioHub is a 501(c)(3) non-profit organization founded in 2016 to support the life sciences ecosystem in Central Virginia. Its mission is to accelerate the biotechnology industry through engagement, resourcing, and education. By 2030, CvilleBioHub aims to strengthen the life sciences ecosystem by doubling the size of the industry in the region, creating value, and reducing barriers for companies to thrive and grow within the region. This 2026-2029 Strategic Plan prioritizes actionable goals to achieve this vision and position CvilleBioHub for long-term growth.

Background

Since its founding in 2016, CvilleBioHub has served as a leading catalyst for the growth and development of the Central Virginia life sciences ecosystem. At the heart of this ecosystem are life sciences startups and scaling companies, including the seven current participants in the Commonwealth BioAccelerator. CvilleBioHub provides commercialization support to help these companies attract investors, grow their businesses, and access industry resources. CvilleBioHub supports investors, including life

LIFE SCIENCES IN CENTRAL VIRGINIA: RECENT HIGHLIGHTS

February 2025



Launch of Commonwealth BioAccelerator with \$7.5M in funding from partner coalition

March 2025



Announcement of \$200k investment to expand operations in Charlottesville, creating 20 new jobs

June 2025



Successful completion of \$3.5M Series A round, three months after first commercial product launch

August 2025



Closure of \$6M round to fund completion of the Phase I trial for its lead drug candidate for asthma

August 2025



Creation of Virginia Lab-to-Launch program to fast-track innovations from state university labs to market

September 2025



Announcement of \$5B investment to build state-of-the-art manufacturing facility in Goochland County

October 2025



Announcement of \$4.5B investment to build a new manufacturing facility in Albemarle County

sciences angel and venture capital firms, foundations, and family offices, by connecting them to promising early-stage ventures. CvilleBioHub also engages industry partners, including life sciences and professional services companies, to provide startups and scaling companies with access to industry expertise, guidance, and commercial resources.

CvilleBioHub partners with local, state, and federal government entities to advocate for life sciences investment, funding incentives, and economic development initiatives. For academic partners like the University of Virginia (UVA) Manning Institute for Biotechnology, the UVA Licensing and Ventures Group, faculty researchers, and undergraduate and graduate biotechnology programs, CvilleBioHub offers developmental opportunities for students and supports the commercialization of innovative research. CvilleBioHub also partners with non-profit organizations, including other non-profit life sciences accelerators, to advance shared initiatives with the goal of growing and developing the entire Virginia life sciences ecosystem.

Organizational independence allows CvilleBioHub, a non-profit corporation managed by an independent Board of Directors, to effectively engage its partners and support the commercialization of promising life sciences ventures in Central Virginia and beyond.

Accomplishments

By prioritizing collaboration and experimenting with new programs, CvilleBioHub has generated momentum in the Central Virginia life sciences ecosystem. In its first nine years, CvilleBioHub:

- Served 130 life sciences startups
- Hosted 70 internships
- Held 50 speaker series events, four BioDiscovery Summits, three BioSpark Pitch Events, and two Device & Tech Expos
- Attracted ~2,750 event attendees and over 3,700 unique followers
- Launched the Commonwealth BioAccelerator
- Announced \$15M in funding to expand the BioAccelerator less than six months after launch

CENTRAL VIRGINIA LIFE SCIENCES ECOSYSTEM: SAMPLE PARTNERS

STARTUPS AND SCALING COMPANIES



INVESTORS



INDUSTRY



GOVERNMENT



ACADEMIA



NON-PROFITS

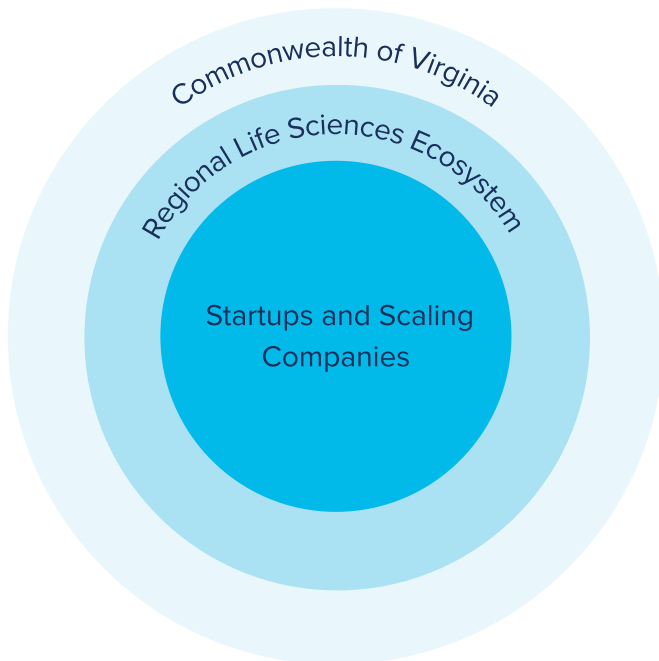


Business Model

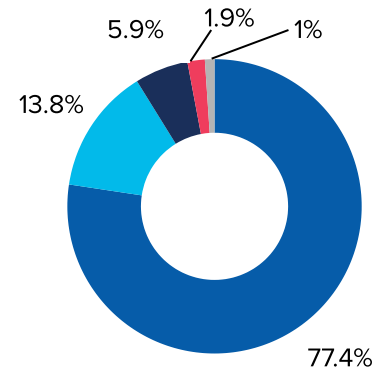
CvilleBioHub’s business model can be visualized as three concentric circles. At its core, CvilleBioHub exists to serve startups and scaling companies, ensuring they have the resources and support to grow. The Commonwealth BioAccelerator Program provides startups and scaling companies with access to lab space, Entrepreneur-in-Residence (EIR) support, programming, and networking opportunities.

Surrounding this nucleus is the regional life sciences ecosystem, where CvilleBioHub engages partners to drive commercialization and industry growth. The C-Suite Membership Program provides members—from researchers to industry executives—with connections, education, and access to all CvilleBioHub events.

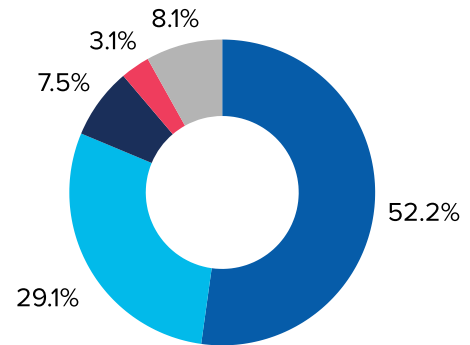
The outer ring represents the Commonwealth of Virginia, where CvilleBioHub engages state policymakers and peer institutions to advance the entire Virginia life sciences ecosystem. Together, these rings create a powerful current of innovation—energy flowing inward and outward—that continually fuels CvilleBioHub’s mission to accelerate biotechnology in Central Virginia.



REVENUE BREAKDOWN: 2025 ACTUAL



REVENUE BREAKDOWN: 2026 FORECAST



- Grants
- Donations
- Sponsorships/Events
- C-Suite Membership Program
- Commonwealth BioAccelerator

CvilleBioHub relies on the below revenue streams to fund its operations. While grants currently make up the majority of CvilleBioHub’s revenue, corporate sponsorships and program revenue are expected to expand as the organization continues to grow.

- **Grants**, including funding from state and local government entities
- **Private donations**, including matching funds to supplement state and local grants
- **Corporate sponsorships and events**, including paid sponsorship for events like the BioDiscovery Summit and Device & Tech Expo, inclusion on the CvilleBioHub website, and inclusion in marketing materials
- **C-Suite Membership Program revenue** from annual membership fees
- **Commonwealth BioAccelerator revenue**, including space rental fees and lab service fees

Pillar 1: Commonwealth BioAccelerator

Pillar 1 aims to establish the Commonwealth BioAccelerator as a premier hub for life sciences startups and scaling companies. By developing a robust pipeline of company candidates, investing in specialized lab spaces, and engaging investors, CvilleBioHub will build and retain fundable companies in the region.

GOAL 1.1: BUILD A FULL, THRIVING ACCELERATOR

Beyond lab space and personalized advising, BioAccelerator participants will benefit from being part of an active cohort of startups that can collaborate with one another and share learnings. A full and active cohort will also demonstrate program demand, allowing CvilleBioHub to successfully recruit new participants and advocate for continued expansion of the program. CvilleBioHub will fill the Commonwealth BioAccelerator by identifying, cultivating, and converting startup leads. CvilleBioHub will also incentivize participants to utilize the space through partnered programming.

Target Milestones

- Establish contact with 150 companies and/or founders in 2026
- Create a pipeline of at least 50 promising company candidates in 2026
- Attract five additional startups by 2027

Metrics

- Number of contacts and leads, measured quarterly
- Number of Commonwealth BioAccelerator participants, measured annually
- Number of company scale-ups, measured annually
- Utilization of BioAccelerator lab space, measured via monthly occupancy and use rates



GOAL 1.2: EXPAND LAB OFFERINGS

Physical infrastructure is a challenge for life sciences ventures in Charlottesville and Albemarle County due to a limited number of specialized lab spaces and relatively high lease costs. CvilleBioHub recently announced a combined \$15M investment from the Commonwealth of Virginia and UVA to fund construction of wet lab, biomanufacturing, and cell therapy spaces at North Fork Discovery Park. CvilleBioHub will use this funding to create modular, specialized lab offerings that meet the needs of a broad range of life sciences startups and provide scale-up opportunities for existing Commonwealth BioAccelerator participants. Expanded lab offerings will help CvilleBioHub recruit and retain life sciences startups. These offerings will also support the Albemarle County Economic Development Strategic Plan, which highlights the need for biotechnology and life sciences infrastructure to drive commercialization.

Target Milestones

- Secure \$15M in financial commitments by 2026 through second MOU with UVA
- Establish a formal partnership with Albemarle County Economic Development and the UVA Foundation by 2026
- Develop architectural designs by January 2026
- Begin build out in March 2026
- Complete expansion by August 2027

Metrics

- Number of agreements signed, measured bi-annually
- Funding secured, measured bi-annually
- Footprint at North Fork Discovery Park, measured via square feet of usable space

GOAL 1.3: FUEL STARTUP FUNDING SUCCESS

Despite growth in venture capital activity in Virginia, access to capital remains a critical issue for BioAccelerator participants and other life sciences startups in the region. To help address this issue, CvilleBioHub will expand its investor network and continue to advocate for additional life sciences funding in the region. CvilleBioHub will also help companies become competitive candidates for funding by supporting milestone accomplishments. For example, CvilleBioHub will facilitate pitch reviews and fund short-term projects to fill gaps in a company’s business plan. By helping companies attract capital, CvilleBioHub will not only fuel company growth but also incentivize other life sciences startups to move to and stay in the region.

Target Milestones

- Form an Entrepreneur Advisor Committee made up of entrepreneurs and investors by 2027
- Host an Investor Showcase by 2028

Metrics

- Number of investors engaged, measured annually
- Dollars raised, measured annually
- Number and dollar size of funded projects, measured annually



Pillar 2: C-Suite Membership Program

Pillar 2 aims to increase the size and visibility of the life sciences industry network in Central Virginia. CvilleBioHub will invest in programming, technology, and communications to not only grow the C-Suite Membership Program but also increase the region’s standing within the national life sciences ecosystem.

GOAL 2.1: DEEPEN INDUSTRY ENGAGEMENT

Industry partners play a critical role in the Central Virginia life sciences ecosystem by providing guidance and commercial resources to startups and scaling companies. CvilleBioHub hosts regular events for C-Suite members and other industry partners to facilitate knowledge sharing and relationship building in the region. CvilleBioHub will continue to improve these events and explore new event formats to deepen industry engagement, strengthen partnerships, and expand educational opportunities, all of which are central to CvilleBioHub’s mission.

Target Milestones

- Begin offering weekly office hours with industry experts by 2026
- Begin offering an annual CEO roundtable and VIP event in 2026
- Host the annual BioDiscovery Summit, BioSpark Pitch Event, and Device & Tech Expo
- Offer at least six speaker series events per year
- Offer at least ten lunch and learn events per year

Metrics

- Number and diversity of event speakers by seniority, company, and geography
- Number of events, attendees, and unique followers, measured bi-annually
- Number and size of sponsorships for program events, measured bi-annually

GOAL 2.2: INCREASE THE VALUE OF THE C-SUITE MEMBERSHIP PROGRAM

Recruitment and retention of C-Suite members rely on continuous improvement of program offerings. In addition to formal education and networking events, C-Suite members often need other types of support, such as tools to engage with fellow members or strategies to recruit life sciences talent. CvilleBioHub will increase the value of the membership by creating solutions that address these unmet needs.

Target Milestones

- Develop an online communications channel for C-Suite members by 2026
- Attract 25 additional C-Suite members to reach 75 total members by 2027

Metrics

- Number of C-Suite members, measured annually
- Rate of membership renewal, measured annually

GOAL 2.3: RAISE THE PROFILE OF CENTRAL VIRGINIA'S LIFE SCIENCES ECOSYSTEM

Increased visibility and credibility will help Central Virginia's life sciences ecosystem attract capital, recruit and retain talent, and strengthen support among state policymakers. CvilleBioHub will attract top-tier life sciences angel investors, venture capitalists, and industry leaders to participate in its programs and expand partnerships with these entities.

Target Milestones

- Hire a Director of Communications by 2026
- Publish at least six thought leadership pieces per year

Metrics

- Number of invitations CvilleBioHub receives to external events, measured annually
- Number of partnerships, measured annually
- Media exposure, measured via mentions, views, engagements, and reach



Pillar 3: Talent Development

Accessing skilled talent is the most significant challenge facing regional life sciences startups and scaling companies. Pillar 3 seeks to address this barrier to growth by increasing talent development and coordination across Central Virginia. Through targeted training, internships, and statewide partnerships, CvilleBioHub will bridge gaps between life sciences employers, educators, and professionals.

GOAL 3.1: CREATE A STACKED REGIONAL TALENT LADDER

CvilleBioHub will build a stacked regional talent ladder that serves (1) bioscience technicians and lab support roles and (2) specialized, high-skill science and engineering roles. CvilleBioHub will partner with Piedmont Virginia Community College (PVCC), UVA (including Bridge-to-Bio and research cores), Virginia Commonwealth University (VCU), Reynolds Community College, and regional workforce boards to expand skills-based training in biomanufacturing, Good Manufacturing Practice (GMP), precision manufacturing, instrumentation and calibration, and regulated assembly—paired with apprenticeships and co-ops that meet near-term employer demand. For bachelor's and graduate students, CvilleBioHub will scale hands-on, interdisciplinary experiences (e.g.,

unit-ops, diagnostics validation, device prototyping, translational and clinical projects) that bridge research and commercialization so graduates are job-ready on day one.

Target Milestones

- Seek Talent Recommendation Implementation Funding by June 2026
- Convene working coalition quarterly to support alignment and collaboration
- Lead coordinated implementation effort region-wide to ensure accountability and awareness

Metrics

- Number of partnerships with regional colleges and universities, measured annually
- Number of skills-based training programs and participants, measured annually

GOAL 3.2: GROW THE CVILLEBIOHUB INTERNSHIP PROGRAM

CvilleBioHub will reinstate and expand the CvilleBioHub Internship Program to place more students in startups, growth-stage firms, and labs across the region, prioritizing roles in upstream and downstream bioprocessing, QA/QC, automation, and facilities/utilities. To anchor talent locally, CvilleBioHub will facilitate micro-credentials and professional certifications (e.g., GMP, aseptic technique, batch records), offer connection to early-career professional development, and pilot apprenticeship-style “bridge” cohorts aligned to specific employer needs, including rapid-response cohorts for major manufacturing announcements.

Target Milestones

- Update internship program, applications, and marketing materials by January 2026
- Engage at least 10 host companies by April 2026
- Secure multi-year funding for internships by 2027

Metrics

- Number of applicants, interns, and host companies, measured annually
- Intern and employer satisfaction rates, measured via qualitative feedback
- Conversion rate between internship and full-time roles, measured annually

GOAL 3.3: STRENGTHEN REGIONAL TALENT COORDINATION

To connect a fragmented ecosystem, CvilleBioHub will establish a full-time Regional Biosciences Career Navigator to coordinate internships and co-ops, manage employer “handoffs” between K-12/CTE, community colleges, universities, and industry, and run high-visibility career awareness activities (e.g., fairs, networking, Emerging Bioscience Leaders programming, mid-career roundtables). Working with regional partners, CvilleBioHub will maintain a live inventory of workforce programs and funding, convene an industry advisory group for continuous feedback, and elevate Central Virginia’s brand at state and national venues—ensuring a clear, equitable, and data-driven pathway from classroom to cleanroom.

Target Milestones

- Fund and hire a Regional Biosciences Career Navigator by May 2026
- Establish an industry talent advisory group by September 2026
- Create a live workforce database by 2027

Metrics

- Number of career awareness events and participants, measured annually
- Number of coordinated handoffs between educators and employers, measured annually

Enablers

To achieve its goals across all three pillars and sustain long-term growth, CvilleBioHub will invest in three supporting capabilities. These investments will strengthen CvilleBioHub’s visibility, decision-making, and accountability, ensuring that the 2026-2029 Strategic Plan delivers measurable impact across the region.

INTEGRATED COMMUNICATIONS AND MARKETING

CvilleBioHub will develop a comprehensive annual communications and marketing plan beginning in 2026 that details audiences, messages, and channels across its two programs.

DATA COLLECTION AND PERFORMANCE EVALUATION

CvilleBioHub will regularly collect data, including the metrics outlined above, to track success against its goals, communicate with stakeholders, and fulfill grant reporting requirements. It will also organize its data in a centralized database to support analysis.

BOARD GROWTH AND ENGAGEMENT

CvilleBioHub will increase the size of its Board of Directors from seven to eleven members and establish additional committees as needed to engage Board members in strategic plan execution.

Conclusion

To realize its vision of doubling the size of the Central Virginia life sciences industry, CvilleBioHub will invest strategically in its core programs and build a coordinated talent pipeline. Recognizing the dynamic nature of its operating environment, CvilleBioHub will revisit this plan annually to measure progress, refine milestones, and ensure its work remains aligned with stakeholder priorities. By continuing to invest in engagement, resourcing, and education, CvilleBioHub will position Central Virginia as a national hub for life sciences innovation—fueling economic growth, advancing human health, and improving quality of life.

Supporting Documents

Albemarle County Economic Development Strategic Plan establishes strategies to grow Albemarle County into the Mid-Atlantic’s premier destination for biotechnology and life sciences innovation (2025).

GO Virginia Region 9 Growth and Diversification Plan identifies biosciences as a target industry for the region (2025).

The U.S. Bioscience Economy: Driving Economic Growth and Opportunity in States and Regions analyzes the growth, performance, and economic footprint of the bioscience industry in Virginia (2024).

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