

# The Science Industry Partnership – Two Years On



“I am delighted to have Chaired the SIP Board since its inception in 2013. We have progressed the SIP from a shadow entity with an early sector vision for skills, to a highly effective, employer-led member organisation. Huge progress has been made in building a talent pipeline; we’ve developed and rolled out new style SMART apprenticeships; a successful Industry Degree Scheme and a Modular Masters in Formulation Science, targeting priority skills needs. We also put in place a major Workforce Development programme, driving up levels of sector competence, as well as a national Careers Ambassador Network.”

Malcolm Skingle, Director GlaxoSmithKline & Chair of SIP Board

## Employer Leadership

The SIP’s Vision remains employers taking ownership of the skills needed to generate innovation and growth in the UK science industry. Throughout the initial pilot, the **24 strong SIP Board** has grown and evolved, with membership drawn from across the science industries including medical technologies, chemicals, biotechnology, pharmaceuticals and industrial biotechnology.

## Influence and Impact

The SIP has, above all, provided a clear sector-led approach aimed at ensuring Government investment is channelled into the best value-adding jobs for the benefit of the wider economy; it has also incentivised employer involvement and investment in skills – a total of **£28.3m**.

## Key achievements in 2 years

### The SIP has:

- **Established an influential Employer Partnership** for the science industries, which takes direct responsibility for sectoral ambition on skills. **700** employers engaged.
- **Designed and implemented 6 new** skills programmes which have driven increased productivity, business growth and job opportunities.
- **Shaped the skills landscape with 4 new Trailblazer Standards**, a flexible ‘SMART’ approach to Apprenticeships and a **120+** strong Assured Training Provider Network.
- **Provided a unique interface for skills and training** which has seen over **461** employers putting learners through programmes.
- **Trained 6055 individuals** through employer-designed learning programmes.
- **Stimulated uptake** – bringing new employers to Apprenticeships, with **43%** taking them for the first time.
- **Boosted purchasing power** by providing access to learner funds which allowed employers to buy solutions to meet their skills needs.
- **Made it simple for SMEs – 66%** of companies who participated in SIP are SMEs – the SIP became the route for smaller employers to find the support they needed.
- **Become a recognised authority on science industry skills** through a comprehensive Skills Strategy.

## Looking Ahead

**The SIP is now the lead strategic employer member forum for science industry skills. Our continued ambition is to ensure we are producing home grown talent to meet the sector demand for a skilled workforce at every level.**

We have set out a clear and ongoing Operational Plan to address the challenges the science industries face in the coming years, to include:

**Apprenticeships:** we will continue to drive the take up of apprentices; our ambition is for 20,000 apprentices into the sector over the next 5 years.

**Apprenticeship Levy:** we will be involved in the development of the new Apprenticeship system on behalf of the sector and provide a support service to members.

**Project Funding:** we will unlock new project funding opportunities and have secured £348k so far.

**Careers and attraction:** we will continue to build an active network of SIP Careers Ambassadors, with an ambition for 1000 in the next 5 years.

**Higher Education:** we will build an active dialogue with HE providers to ensure they are responsive to employers and will place 300 practical student Placements, with industry, per annum.

**Provider Network:** we will continue to build an effective network of providers and science provision nationally.

**Innovation in skills:** the SIP will establish a responsive web-based platform to deliver e-learning.

**Workforce Development and CPD:** we will continue to develop a portfolio of competence services, underpinned by the Industry Gold Standard for Skills.

**Skills Strategy:** the SIP will own the Skills Strategy for the Sector and publish an annual update, monitoring emerging needs and working with partners to take the recommendations forward.

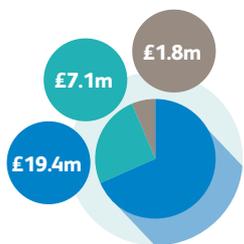
**Voice to Government:** the SIP will continue to act as the expert skills partner to the relevant Ministerial Councils.

Any future needs identified by employers will be considered and reviewed by the SIP Board; if there is demand these will be taken forward, if suitable funding can be identified.

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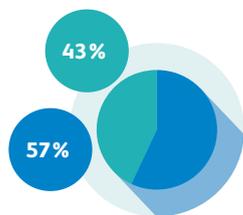
The Science Industry Partnership Board of employers has now reported on the second year of the SIP deliverables, as funded under the Employer Ownership of Skills Pilot (EOP) – which spans April 2015 - March 2016. This summary sets out the considerable achievements to the end of the pilot across 2 years.

## SIP by Numbers



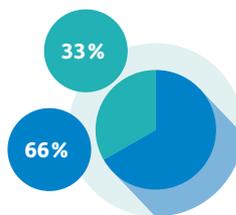
£28.3m co-investment in skills

- EOP Funding
- Employer Cash Investment
- Brokered mainstream apprenticeships



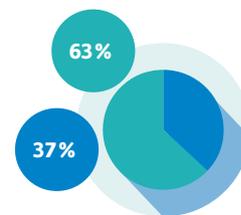
6,055 learners engaged

- Industrial Sciences
- Life Sciences



SIP Employers by size

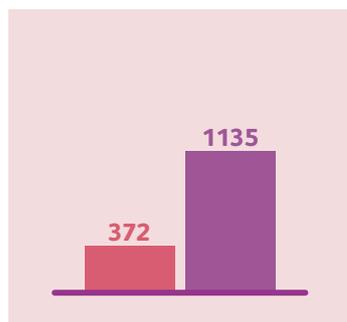
- SME
- Large Business



461 Employers engaged with SIP

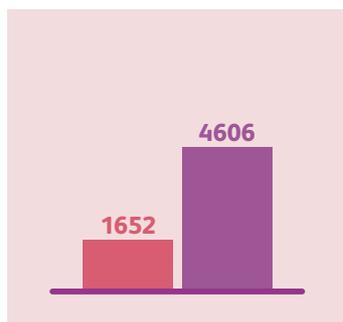
- Industrial Sciences
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## Innovative SIP Programmes



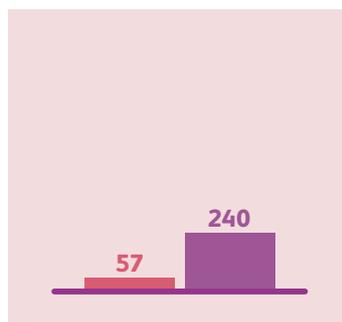
### Apprenticeships

Learners (Y1) Total Learners by Pilot End (Y2)



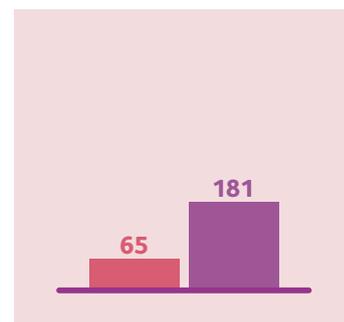
### Workforce Development Learners

Learners (Y1) Total Learners by Pilot End (Y2)



### Higher Level Learners (Industry Degrees/Modular Masters)

Learners (Y1) Total Learners by Pilot End (Y2)



### SIP Ambassadors

Ambassadors (Y1) Total Ambassadors by Pilot End (Y2)

## Transforming the Skills Landscape



Employers leading on demand-led programmes



New Assessment Body established & operational (SIAS)



SIP Employers employing apprentices for 1st time



Skills Strategy published March 2016



124 SIP Endorsed Training Providers