

SIP - Value and Vision

SIP employer members have come together to take responsibility for the skills they need to grow excellence and innovation.

In less than a year, the SIP has established itself as a fully-fledged membership organisation, with 25 members and growing.

SIP membership means being part of a powerful collective employer voice to ensure value from the skills system. The SIP is supporting member companies to make sure they, and the wider sector, get maximum return from the Apprenticeship levy, to both recruit new talent and develop the workforce.

Benefits also include funding to support delivery of the SIP's Strategic Action Plan, a quality assured training provider network, expert advice around skills challenges and clear signposting to solutions.

Having a voice to Government is essential, and the SIP will be consulting with its partners to develop a proposal for skills, as part of the 'sector deal' in the newly developing Industrial Strategy.



SIP Vision

"A partnership of employers taking ownership of the skills needed to generate innovation and growth in the science industries."

Key achievements in 2016

Voice to Government and influence: a 22 strong Employer Board of influential science companies leading on sector skills.

A Skills Strategy: we have set out the skills ambition for the sector, identifying a need for up to 260,000 new people by 2020.

A new SIP Strategic Skills Action Plan: this sets out the collaborative action required to deliver the sector's skills ambition.

Apprenticeship Reform: 4 new Trailblazer Standards (and two in development); a new Science Industry Assessment Service (SIAS) for apprentice end-point assessment.

Apprenticeship Delivery: directly secured 293 new Apprenticeship opportunities.

Occupational map: classification of all current and newly identified occupations within the UK science industries.

Apprenticeship levy: direct engagement with Government on the sector's needs, over 20 Apprenticeship levy workshops and advice to over 70 companies/sites. Regular levy policy information on the SIP website.

Education and Training Delivery: the SIP has established a 90 plus network of Quality Assured Providers; 220 Placements delivered into the sector.

Careers Outreach: 275 SIP Ambassadors are now spreading the word about exciting careers in the Science Industries. The SIP has worked with 56, 755 young people and their influencers face to face and online.

Securing Investment: £772k project funding into the sector for skills programmes including boosting apprenticeship uptake, building capacity and promoting careers.

2017 – looking ahead

Apprenticeships: we will continue to drive up the take up of apprentices – our ambition is for 20,000 apprentices into the sector (from 2016 - 2020 inclusive). Our 2017 target is for 390 apprentices, registered by SIAS, on science-based Trailblazer Apprenticeships.

Industrial Strategy: we will lead in the development and submission of a skills proposal which aligns with the Industrial Strategy as part of the 'Sector Deal'.

Apprenticeship levy: we will deliver value by developing proposals to ensure the levy raised in the sector is spent in the sector. We will produce data on the levy raised and the value received by SIP member companies.

Occupational map: job descriptions, gap and demand analysis will be completed. This will enable the development of new apprenticeship Standards and effective use of the levy.

Regional Investment: we will unlock new collaborative funding opportunities and have set a target of up to £3m of new investment in regional skills initiatives to 2020.

Careers: specialist SIP Ambassador training will create a strong recruitment pipeline, with a five year ambition of 1,000 SIP Ambassadors. An Annual Ambassador event will take place.

Skills Strategy and Action Plan: we will create a network of industry partners working on the development of science skills. The SIP Skills Strategy will be refreshed and published annually.

Higher Education: we will continue to build an active dialogue between industry and HE and deliver a supply of 200 work ready students; we will produce a directory of key Higher Education Institutes ((HEIs).

Post 16 Reform: we will engage with the Institute for Apprenticeships and Technical Education (IfA) to ensure education reform and that Apprenticeship Standards work for the Sector.

National Provider Network: we will continue to enhance the offer of quality assured SIP provision that meets business needs and increase the network.

Workforce Development: we will develop a range of quality assured courses available for employers to spend their levy flexibly to upskill the existing workforce and maximise benefits to business as early as possible.

New Skills: we will develop and communicate the effects of Brexit on the sector and assess the impact.

Annual SIP member employer survey: we will conduct an annual SIP member employer survey and publish the results.

Getting best value from the skills system

SIP members recognise that a successful education and skills system is absolutely crucial to the sector's economic future. Levy support is available for all SIP members, who will also continue to influence Government to make sure that the levy is maximised for the sector.

The SIP is already exploring MSc and PhD level Apprenticeships to facilitate use of levy, as well as for workforce development.

One third of the sector's levy payment will come from SIP member companies – a total of £17m, within the £52m raised across the entire sector. The total membership fee raised from SIP member companies is £250k, which represents 1.4% of their combined levy payment:

- Estimate of total Levy Paid By SIP Members – **£17,203,400**
- Membership fees – **£250,000**

SIP members get back more individually and collectively by working together to influence the mechanisms whereby levy raised in the sector can be spent in the sector.

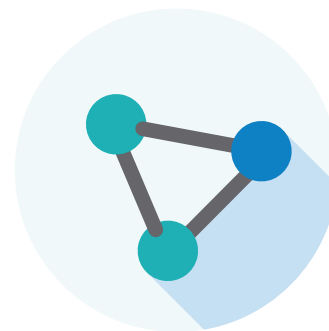
Sharing best practice

The science industries are facing a significant time of reform on the skills agenda and for SIP Member MedImmune, sharing best practice on science sector skills is important.

MedImmune, the global biologics research and development arm of AstraZeneca, has over 600 employees at Granta Park on the outskirts of Cambridge. With strong collaborative links with academics and researchers, and as an active participant in the local community, the company is committed to attracting top minds and to nurturing and building talent.

SIP Board member Jacqui Hall, Vice President, Learning Standards and Insights for MedImmune says:

“Being part of the SIP means that we are influencing Government policy and skills investment, championing quality training, accessing insight into future skills needs and joining-up action across the skills landscape. Additionally, the SIP network of over 275 Careers Ambassadors is supporting the sector to engage with young people on STEM opportunities.”



Summary Benefits



A powerful voice with Government: the SIP is the voice of the Science Industries in Westminster and Whitehall.



Partnership and outreach: The SIP works with its partners from trade and professional bodies, to providers, Higher Education and Local Enterprise Partnerships (LEPs) to deliver the sector's skills ambition.



Value for money: The SIP operates collectively, ensuring maximum value, including getting back what the sector contributes to the levy and appropriate funding for Trailblazer Apprenticeships.



Grow your company skills: SIP Members will also get priority access to a range of skills services, including an Apprenticeship and Industry Graduate Service and bespoke training courses.

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Science Industry Partnership

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