



Skills Needs for SMEs

EMIG Statistics



- 120+ member companies
- Combined approx UK turnover of £2.0 billion
- Employ c. 10,000 people in the UK
- 76% of member companies conduct R&D
- 43% of members conduct R&D in the UK
- Conducted 13% of the total clinical trials in the UK during the last two years

EMIG – Growing & Vibrant



- EMIG Medical & Regulatory Group
- EMIG Market Access Group
- EMIG Orphan Disease Group
- EMIG Research & Medical Director Group
- EMIG Business Development Group
- EMIG Commercial Services
- EMIG Best Practice Tenders Guide

Skills Needs for SMEs



- SMEs tend to be generalists and require staff to be able to multi-function - as well as multi-task which is a different skill altogether!
- Academic learning is important to develop concepts and ideas - needs to be supported and complemented by an alternative, pragmatic learning – putting it all into action
- The concept of Graduate Degrees is a logical conclusion of Work Based learning
- Needs to be standardised and accredited for the industry. It should not just be a reflection of one company's view of what a graduate course should entail

Skills Needs for SMEs



- To be of value, the contributors to the structure of the courses will need to come from academia, industry – (both large and small) and even the regulators and payers themselves
- Networks of all these functions make this potentially so strong
- Work based learning - whether that be specific modules or a full degree allows SMEs to support existing staff
- We have a gap in the engagement of novices who are leaving their higher school education but have chosen an alternative route to further education

Skills Needs for SMEs



- SMEs need access to schemes that meet their needs and the providers of this education need to understand the needs of SMEs
- This difficult to source. Courses on offer are often so specialised that they do not meet the needs of the company and do not take the business forward
- An example: The typical SME in Pharma is not usually manufacturing itself, but usually outsources the function. However, whilst they outsource the function, the SME has not outsourced the responsibility!

Skills Needs for SMEs



- SME will still need to fully understand what this function entails and understand all the qualities needed
- Staff in SMEs tend to be multi-skilled and coordinate the functions within the company. The skills, pay grades and job descriptions (and job titles) do not match the functions found within Big Pharma
- Skills development needs of SMEs often very are different
- SMEs will need to select the various modules that meet the business needs as well as the wishes of the individual

Skills Needs for SMEs



- Relevant skills mentoring may not exist within the organisation and therefore need access to coaches and mentors
- A typical SME has to buy-in the skills needed and this is at a premium (especially if the skills are in demand)
- The concern about relying on bought-in skills is that this does not develop (add value) the company

Skills Needs for SMEs



- SMEs tend to be comprised of older staff, so run the risk of creating a talent-gap
- SMEs need to start off in this way, but the aim must be to develop the internal capabilities of the organisation in order to leave it with a legacy of competitive learning and skills
- Current challenge is growing the talent and then retaining it. We can only become more competitive and more productive by developing the workforce for the future

What Does Success Look Like?



- Relevant to business and new learners
 - Input from all stakeholders from the business area
- Broad based skills to meet the multi-functional needs of SMEs
- Interactive – especially for pragmatic learning
- Mentor/support networks
 - Skills are often outsourced within SMEs so mentoring needs to be easy to access
- Accessible courses – location and facilitation of networks
- Incentives (financial and facilitation)
 - To help SMEs support and fill the knowledge/skills gaps of staff



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