

Delivering the Skills Agenda for Life Sciences

Life Sciences Skills Strategy Board
April 27th 2011

Potential Initiatives

Overview

Cogent aims to build on the successful skills initiatives in the sector

We have received feedback on the strategy through the

- Life Sciences Advisory Council
- Employer feedback on our strategy paper
- Survey of strategic priorities – academia and associations

From the feedback we produced the Growth Paper and have now identified four strategic themes:

- Industry – Academia relationships
- Professional CPD
- SME training
- Apprenticeships

Potential Initiatives

Improve Industry – Academia Relationship

Proposal

- Put in place a robust placement scheme for students, academics and employees
- Strengthen the industrial input into academic courses
- Strengthen industry input into academic research

Pros

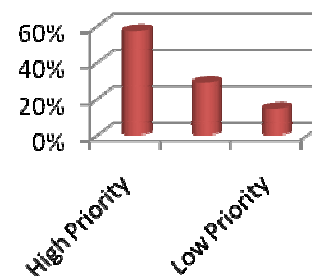
- helps academics understand industry and vice versa
- develops students practical skills and knowledge of industry
- makes graduates 'job-ready'
- strengthens ideas to market

Cons

- not a quick fix needs time and support from the workplace

but

- needs a funding mechanism that is sustainable
- Institutional resistance



Potential Initiatives

Professional CPD courses

Proposal

- Develop a Competency Framework for the Life Sciences sector
- Design a series of courses to meet identified skills gaps :
 - mathematics, practical skills, in vivo, bio conversion, management & leadership

Pros

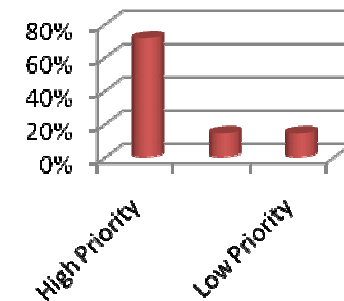
- addresses graduate deficiencies
- helps to bridge the academia/industry divide
- develops students practical skills and knowledge of industry including using state of the art equipment
- aids transferable skills
- improves commercial understanding

Cons

- institutional resistance
- time and finance constraints

but

- needs flexible courses that meet industry requirements
- needs commitment from industry to develop and refine course content



Potential Initiatives

Short Courses for SMEs

Proposal

- National programme of short courses delivered locally covering:
 - technical bioscience, safety, marketing, investment, innovation, enterprise, competition

Pros

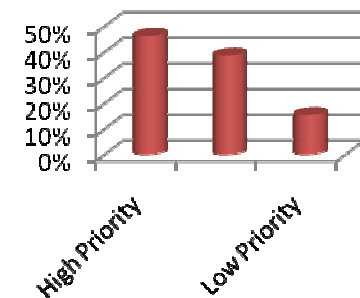
- improve SME sustainability and profitability
- training designed for SMEs
- flexibility 'earn while you learn'
- building capability and supporting future growth

Cons

- difficult to engage SMEs in training because of time and money constraints

but

- needs active support of Associations and Bio-clusters to actively promote benefits and work in partnership to raise awareness and increase participation



Potential Initiatives

Apprenticeships

Proposal:

- High level apprenticeship based on a new, flexible modular Foundation Degree
- Advanced Apprenticeship in Life Sciences

Pros

- develops broad practical skills and improved company loyalty
- early interest from CROs
- grows bespoke future workforce

Cons

- not yet an established career path in Life Sciences but it could become a route of choice for many youngsters

but

- needs aspiration and company commitment to invest in apprentices
- needs belief in the future of UK Life sciences and a desire to grow sector competitiveness
- needs commitment to workforce development to compete with the emerging economies

