

# The Science Industry Partnership – One Year On

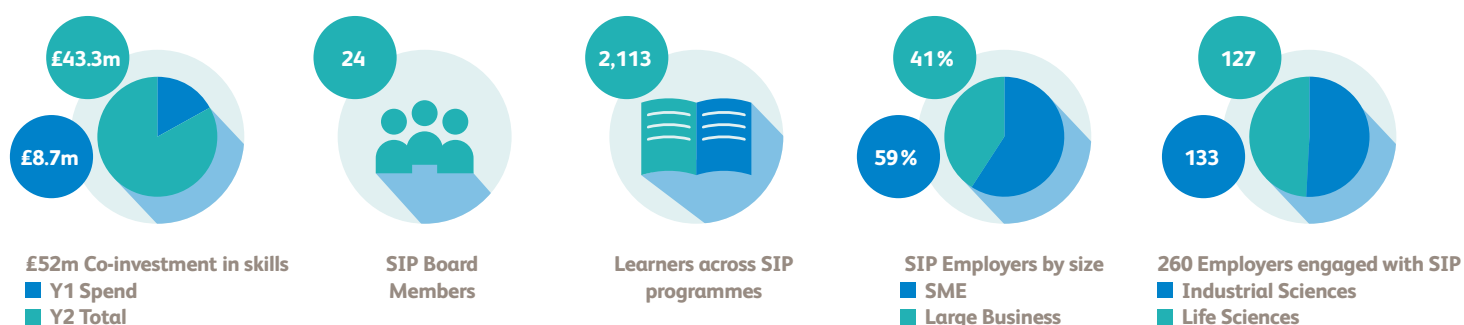
The Science Industry Partnership Board of employers has now reported on the first year of the SIP – which spans April 2014 – April 2015. This short summary sets out the considerable achievements so far, and what we can expect in Year 2 and beyond.

## SIP Year 1 Highlights

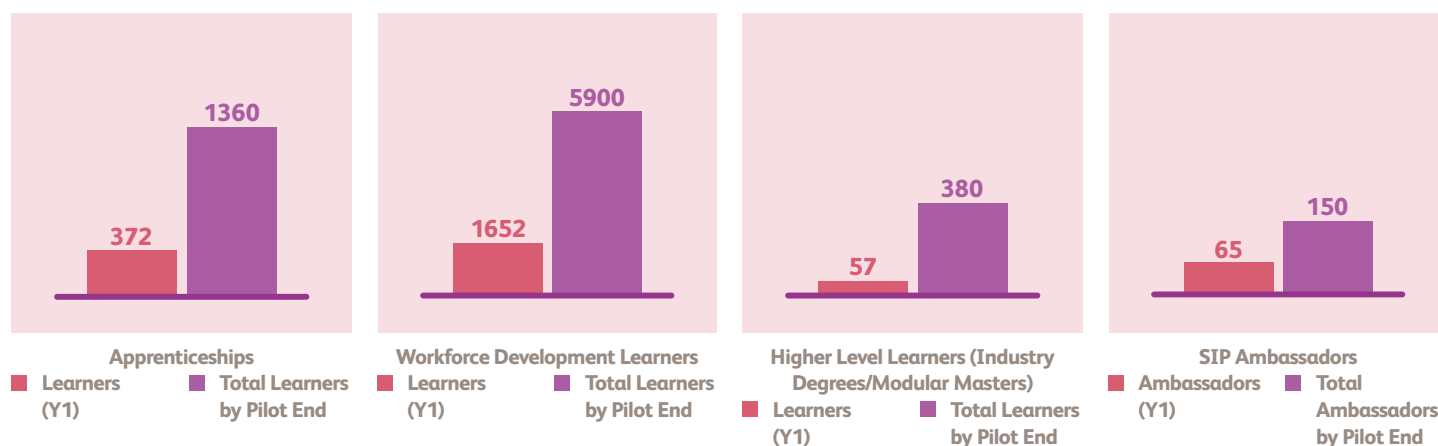
During its first year the SIP has:

- **Established an Employer Partnership** for the Science Industries, taking direct responsibility for sectoral ambition on skills
- **Welcomed co-investment with Government** to transform the way the system works for employers and boost economic growth
- **Designed and implemented** innovative pilot skills programmes to drive increased productivity, business growth and job opportunities
- **Shaped the Skills Landscape** with new Trailblazer Apprenticeship Standards, a more flexible approach to Apprenticeships and a SIP Endorsed Training Provider Network
- **Provided a simple interface** for skills and training which has seen over **260 employers engaged**
- **Trained 2113 individuals** through employer-designed learning programmes, from tailor-made Apprenticeships through to Higher Education schemes

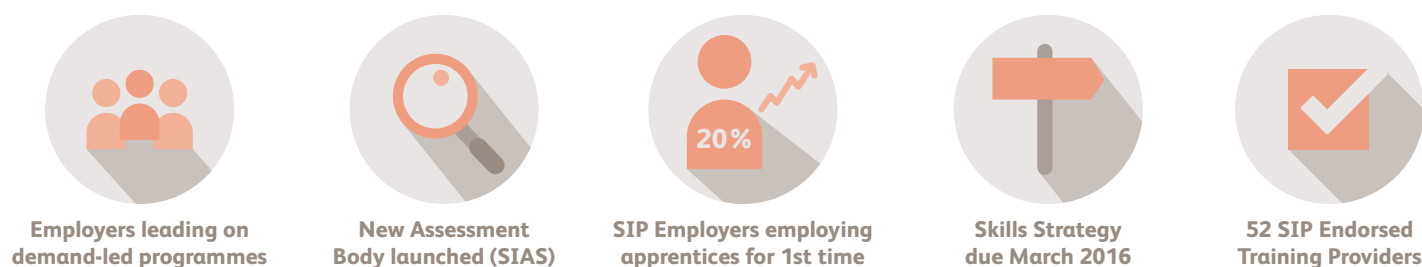
## SIP by Numbers



## Innovative SIP Programmes



## Transforming the Skills Landscape



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# SIP performance in Year 1

## The SIP is delivering its strategic and operational aims

**Strong leadership and involvement:** the SIP is demonstrating genuine employer leadership on skills, through an effective 24 strong Board and employer Working Groups. Over 260 employers are now engaged with the SIP and accessing SIP programmes.

**Innovation in skills:** the SIP has developed and is rolling out six employer-designed skills programmes which are directly meeting their needs.

**A changing skills landscape:** the SIP is also shaping the skills landscape, through new Trailblazer Apprenticeship Standards and the establishment of a high quality SIP endorsed Provider Network.

**Strong collaboration:** The SIP is underpinned by strong collaboration with other skills bodies, Trade Organisations, Professional Bodies, Clusters and Trades Unions. In particular the SIP has a partnership with Medilink and the Association of British Healthcare Industries (ABHI) to support SMEs in the MedTech sector. Alliances with such member organisations are making it easier for sector employers to access the skills they need through a direct interface with the SIP.

## The SIP is building a strong Talent Pipeline

**Recruiting New Talent:** the SIP is bringing new talent into the Sector - its most ambitious strand is Apprenticeships, with 372 starts in the first year.

**Tailor-made Apprenticeships:** through the SIP companies can access Apprenticeships that directly meet their business needs, which has seen increased demand for this vocational route.

**Higher Level Skills:** the SIP is addressing the urgent need for higher level skills through Higher Apprenticeships, the Industry Degree Scheme and the new Modular Masters in formulation. These link the university experience to vocational training and structured Placements, addressing employer need for work-readiness.

**Boosting competence:** through its investment into workforce skills, the SIP is driving up competence, leading to increased productivity.

## The SIP is boosting demand for priority skills

**Employer appetite:** 2,113 employees across the sector have been trained through the SIP.

**Stimulating uptake:** the SIP is bringing new employers to Apprenticeships, with 20 % taking them for the first time.

**Encouraging increased uptake:** in addition, over 20 employers who had traditionally taken on apprentices, are significantly increasing their uptake.

**Training opportunities well subscribed:** the Workforce Development Programme has been well-subscribed in Year 1 with 1,652 starts, against a target of 1,390.

**Making it easy:** the SIP offers employers all the support they need for skills development. It means they can access the right skills for their business, tailored to the science sector. They can directly influence, customise and purchase the training programmes they need to succeed.

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## Looking Ahead to Year 2

**Building on the momentum created in Year 1, there is significant employer demand for SIP Programmes and the pipeline going forward is exceptionally strong.**

### Exponential increase in learners

During the second year of the SIP pilot, we will see significantly increased learner volumes coming through, and by the end of the project SIP will have delivered:

**240** Traineeships

**1360** Apprenticeships

**150** learners on the Industry Degree Scheme

**230** Masters Modules in Formulation Science and Technology

**5,900** individuals through Workforce Development



### The SIP will build on its momentum

**A catalyst for ownership of skills:** the second year of the SIP will generate greater employer leadership and involvement in skills, with plans to recruit more SIP members from across the entire sector and more SMEs.

**Productivity gains:** throughout Year 2 the SIP will continue to innovate and deliver key skills programmes that positively impact on the supply of productive people and new jobs.

**Simplification for SMEs:** 59 % of companies participating in SIP are SMEs – with the SIP becoming the route for smaller employers to find the support they need. SMEs are working with the SIP as it simplifies the skills landscape and gives them the flexibilities they need. In Year 2 engaging new smaller companies, expanding training and Apprenticeship take-up across the SME community will remain a top priority.

### Influencing investment in skills

**Employers channelling investment:** the SIP will continue to provide a clear sector-led approach which is aimed at ensuring any Government investment is channelled into the best value-adding jobs for the benefit of the wider economy.

**Purchasing power:** SIP access to learner participation funds has generated a true demand-led system and throughout Year 2, employers will continue to buy the skills solutions they need to innovate and succeed.

**The SIP will seek co-investment:** while it is understood public monies for employers will understandably reduce, the SIP Board will look to some continued co-investment alongside employer contributions, to ensure the successful continuation of a demand-led approach.

