

THE GROWING PHARMACEUTICAL WORKFORCE

Throughout the world, the pharmaceutical industry employs more than 4.4 million people, and this number is forecast to grow in the coming years. We showcase the predictions made for the UK biopharmaceutical workforce, highlighting where additional jobs will be needed and the number of highly skilled or specialist workers that will be required. In order to fulfil this growth, we look at what the industry needs to do to reach these goals and focus in on recruitment in the cell and gene therapy sector.

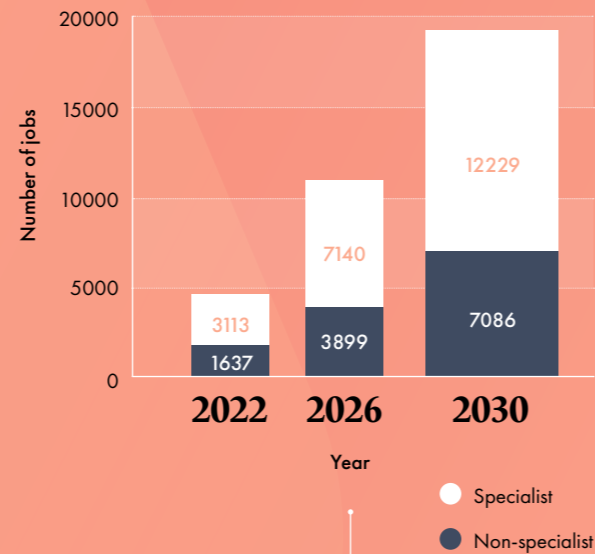
2030 WORKFORCE PREDICTIONS FOR THE PHARMACEUTICAL INDUSTRY

By 2030, the UK will need 133,000 new jobs across the life sciences industry, including:

- 43,000 biopharmaceutical jobs
- 19,300 R&D jobs
- 6,400 manufacturing jobs

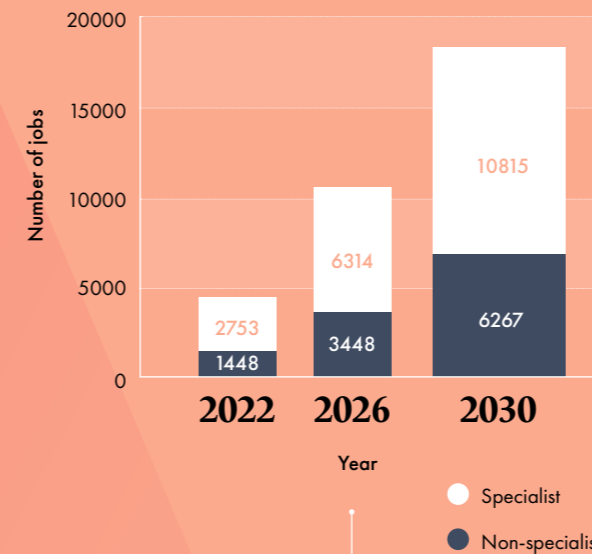


of the workforce will need to be at degree level or above
Source: Science Industry Partnership, 2019



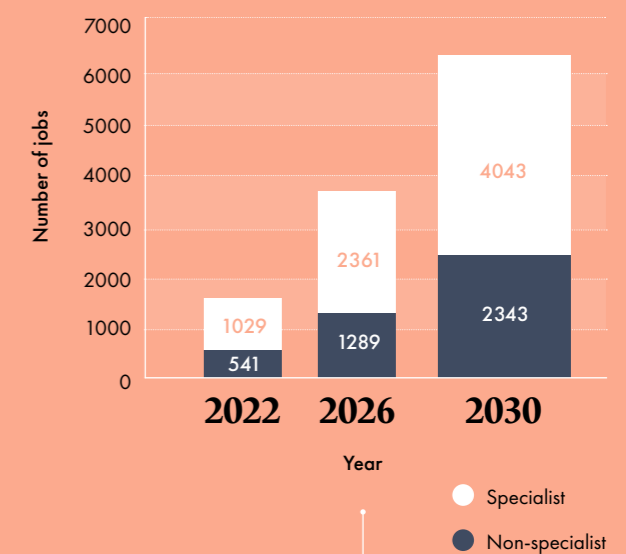
PHARMACEUTICAL R&D WILL REQUIRE AN ADDITIONAL:

- 4,300 by 2022
- 10,000 by 2026
- 17,300 by 2030



SERVICE AND SUPPLY WILL REQUIRE AN ADDITIONAL:

- 3,800 by 2022
- 8,800 by 2026
- 15,300 by 2030



MANUFACTURING WILL REQUIRE AN ADDITIONAL:

- 1,400 by 2022
- 3,300 by 2026
- 5,700 by 2030

Source: Science Industry Partnership, 2019

DRIVERS FOR CHANGE

In order to prepare for a rise in pharmaceutical role numbers across the world, we look at what the industry can do to implement a skills action plan to prepare for this increased need for skilled and specialist roles.

CREATE AND INCENTIVISE APPRENTICESHIPS

Invest in the creation of apprenticeships across all functions of the pharmaceutical industry, opening up more opportunities to recruit from more diverse backgrounds

ATTRACTION AND PERCEPTION

Create a strategy that showcases to the public and prospective employees the attractiveness of working in the industry

INTEGRATION OF SKILLS

Create a sector-based skills strategy to align future forecasts with the skills and training currently available

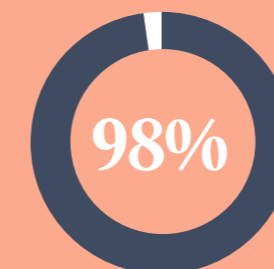
OPERATE IN A GLOBAL ENVIRONMENT

Maintain a world-leading stance in the life sciences industry by facilitating a global workforce, through the expansion of digital capabilities

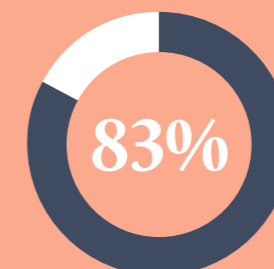
Source: Science Industry Partnership, 2019

CELL AND GENE THERAPY RECRUITMENT

To highlight the changes to specific sectors in pharmaceutical industry recruitment, we look more closely at the cell and gene sector in the UK. Among predictions for a growing employee base in this industry, there are significant concerns over the availability of skilled individuals to fill these roles in coming years.

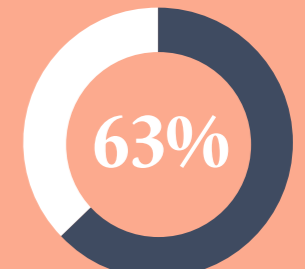
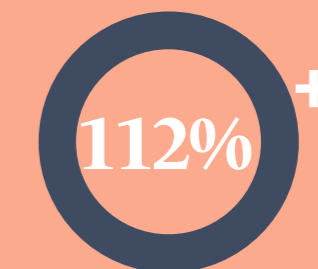


of cell and gene companies are increasing their employee numbers within the next 5 years



of these raised concerns over recruitment of skilled individuals as a growth issue

By 2024, the UK's Cell and Gene Therapy industry anticipates a growth in employee numbers of



believe that due to automation and data management, digital skills will be essential for the future workforce

Source: Science Industry Partnership, 2019