







# 3Q21 review and future focus: BIA Skills & Talent

BIA [2021 Skills and Talent](#) workplan will require influencing a skills-led recovery, strong alignment with life sciences vision and feedback on post-Brexit immigration collaborating with membership to address significant skills shortages across the sector:

- Influencing future skills and talent policy representing the voice of innovative Biotech
- Connecting member companies on industry-leading skills and talent development
- Saving members' resources by sign-posting talent, skills and funding opportunities

 <p>Provided feedback from members to UKRI &amp; Home Office on how the <b>PBS immigration</b> is 'working' for UK biotech and will follow through on proposed changes and policy influence in 4Q21</p>	 <p>Continued promotion of <b>STEM Outreach</b> organisations to increase engagement:</p> <ul style="list-style-type: none"><li>• In2Science at Skills Working Party</li><li>• BBSTEM at Women in Biotech (Cams)</li><li>• EDF - engaging teachers in industry</li></ul>	 <p>Contributed to APPG on Equality in STEM and now founding member of the Medicines Manufacturing <b>Equality, Diversity and Inclusion</b> group. Focus on future evidence base and targeted actions</p>
 <p>Collaborated across life sciences to align <b>CSR skills</b> and will engage once funded:</p> <ul style="list-style-type: none"><li>• Apprenticeships for SMEs</li><li>• Emerging Skills in Life Sciences</li><li>• Advanced Therapies Manufacturing</li></ul>	 <p>Initiated <b>scaling pilot</b>, exploring strategic partnership opportunities between big pharma and small biotech for progression through Q42021</p>	 <p>Attended technical conferences and sector networking events sign-posting skills and talent opportunities. Next quarter focus on <b>bioProcess UK skills</b> session and digital membership events.</p>