

SC1 Employment & Skills Strategy Development - research brief

Introduction

We have a vision to transform healthcare by developing a world-class life science innovation community in south central London.

Our vision is:

To create a Life Science District in the centre of London, dedicated to scientific and medical innovation to improve health for people locally and globally.

Founded by King's Health Partners (King's College London, King's College Hospital, South London and the Maudsley, and Guy's and St Thomas'), Lambeth and Southwark councils, and the Guy's and St Thomas' Foundation, SC1 is a place based initiative to support inclusive growth of the life science economy in south central London.

Significant investment plans across Lambeth and Southwark are already in train, including the potential to deliver over two million square feet of commercial and community space. Beyond the clinical estates, a huge amount of development potential exists in South Bank, London Bridge and Denmark Hill, with increasing developer interest in the life science sectors. Our footprint includes the rich hinterlands around the South Bank, Denmark Hill, Peckham, Brixton and Canada Water – some of London's most vibrant cultural and creative districts. Last but not least, we are united by our determination to succeed in enabling inclusive growth and reducing health and wealth inequalities across our socially, ethnically and economically diverse population.

SC1 will offer a significant opportunity to create a high volume of new employment opportunities for Lambeth and Southwark residents.

Approach and summary of the brief

SC1 is seeking an advisor to understand the potential scale and scope for employment, skills, and enterprise delivery, as well as considering how life sciences employers can be supported to deliver employment & skills opportunities, including apprenticeships, paid internships, work experience, self-employment and youth and schools' engagement.

Research should build upon existing foundational research and strategy development that has been produced at a national level, including from the Science Industry Partnership, and support the creation of a localised approach through SC1 which will meet the needs of local communities.

Acknowledging that this piece of research is broad in scope, requiring from an advisor a sound understanding of both the life sciences sector specifically and employment, skills, and enterprise delivery more broadly, SC1 is open to a partnership between organisations with complementary knowledge and expertise. This can be discussed further upon receipt of a proposal.

The research output will help inform the development of an employment and skills strategy and delivery model for SC1, which at a high level will seek to:

- Create a wide range of life sciences jobs, and those associated through development, etc.
- Widen participation enabling new recruits to enter the sector, either as young people following a Life Sciences career path through their learning, as older people who will require training to enter the sector, or through self-employment opportunities

- Align to and complement strategies promoting routes into wider health and research sector jobs

This brief sets out the scope of research required to inform an employment & skills strategy and delivery model for SC1. The output of this research will need to, as a minimum:

- Provide a detailed analysis of life science sector nationally and locally
- Provide detailed modelling and analysis of the potential scale of the SC1 employment and skills opportunities, including timelines for delivery where possible
- Identify the skills needs for the sector and map these against local availability across Lambeth/Southwark and London more broadly
- Demonstrate potential pathways from initial training to long term sustainable employment and self-employment, through training, education and skills provision aligned with industry needs
- Identify ways in which to engage and recruit disadvantaged and marginalised groups into the life sciences sector
- Provide recommendations on how local benefit and opportunities from the growth of SC1 can be maximised

Research scope

SC1 has identified the following broad questions to aid the advisor's enquiries. They are, of course, suggestions and we encourage the exploration of other, related lines of enquiry in order to achieve the above aims.

Defining the life sciences sector

- What does this sector include?
- What proportion of jobs are categorised as life sciences? What proportion aren't, such as facilities management, administrative, etc.? What skills levels are required across the range of jobs?
- How are life science jobs distinct from broader health and research sector jobs?
- How accessible is the life science sector currently? What data is available on the representation of marginalised and disadvantaged groups in the sector, e.g. Black, Asian and minority ethnic, or those with long-term physical and/or mental health conditions?

Employment

- What are the main job types and the volume of employment for each job type in the UK's life sciences sector, from entry level to highly skilled?
- What are the key labour and skills gaps within the life sciences sector, at a local level (Lambeth/Southwark/London)?
- What are the major pathways for employment and progression within the life sciences sector? How might this change over the next 5 to 10 years?
- What other sector job types/levels will be created by SC1?
- What modelling can be done to consider the volume and type of roles and development opportunities that could be created in SC1 based on various investment trajectories?

Skills and training provision

- What is the current local education and skills provision supporting the life sciences sector and other relevant identified sectors?

- To what extent does this provision meet current and future employer needs and specifically the employment opportunities potentially created by SC1?
- How can access to identified skills provision be improved for residents?
- What recommendations should be made to ensure the right level of provision of support for residents to access identified roles at all skills levels?

Delivery model

- What are the options for creation of new delivery models or mechanisms to support residents to access skills provision and employment opportunities within SC1? How can this build on the work being done by Guy's and St Thomas' Trust, London South Bank University group, and Southwark College to deliver health skills/employability centres in the borough?
- Are there funding opportunities to support pilot employment and skills activity in the short term?
- What does best practice look like and what approaches have other clusters taken to create employment and skills opportunities?

Engagement

- What type of early promotion could be provided at different levels of the education and training system (including primary, secondary, higher education, further education, vocational and adult training) to encourage our communities to make life sciences a sector of choice?
- What engagement could take place in local schools and with local young people to increase take up of STEM subjects?
- How could a potential commitment to 'a meaningful life sciences experience for every school child in Lambeth and Southwark' be delivered?

Timetable

Milestone	Anticipated date
Issue research brief	4 th November 2022
Tender return	25 th November 2022
Clarification meetings	w/c 28 th November 2022
Contract start	5 th December 2022
Draft report	10 th February 2023
Final report	3 rd March 2023