

*More than half of all today's students fear they will struggle to find a job easily
(Ipsos)*

***Recruiting more than 11,000 new people in a single year,
pharmaceutical companies offer a rich source of future jobs***

The powerful and effective response of pharmaceutical companies to the Covid-19 pandemic has showcased their expertise and positioned the industry as strategically important for the future of France. Although more than half of all young people fear they will struggle to find a job easily after completing their studies (53% according to an Ipsos survey conducted on behalf of Leem between 8 and 16 September 2021), pharmaceutical companies need new skills and are recruiting and training now for the careers of the future, from researchers to bioinformaticians, clinical trial leaders, quality managers, production line operators, data scientists, webmasters, and more...

Although the health crisis has made 54% of young people more aware of just how socially beneficial pharmaceutical companies are, less than a third are considering working in the industry. Unfortunately, most young people appear unaware of the broad range of career and employment opportunities it offers. Leem is now responding to this need for accurate information by setting out all the assets and benefits that make pharmaceutical companies attractive employers providing a full and active contribution to the post-crisis recovery.

Specific initiatives to target young people

Throughout the Covid-19 crisis, pharmaceutical companies have demonstrated their adaptability and responsible commitment by ensuring production continuity in their manufacturing facilities so that patients continue to benefit from guaranteed access to the treatment they need. At the same time, the industry - which employs around 100,000 people in France - has maintained its innovative approach to social dialogue, introducing new advances in teleworking, occupational health and quality of life at work, as well as additional induction support for young people joining the industry. Pharmaceutical companies have also set an ambitious target for expanding work/study opportunities: **a clear commitment to training 8,000 work/study trainees every year from 2024 onwards.**

The industry also wants to attract new people from a wider spectrum of backgrounds, and recruit a high number of talented people from disadvantaged urban communities and rural regeneration areas. To provide these young people with more information about the industry and the job opportunities it offers, Leem has set up a number of new partnerships with the *Pôle Emploi* state employment service, the graduate employment agency *APEC* and the entrepreneurship-based learning initiative *Entreprendre pour Apprendre* to encourage vocations and guide talented young people towards pharmaceutical industry training opportunities and companies by providing a completely new perspective on the careers available.

“Pharmaceutical companies are engaged in a far-reaching process of transformation that is driving innovation and providing meaningful career opportunities for those in the jobs market. As the Ipsos survey shows, self-censorship is what all too often keeps young people away from these jobs, because they think they don't have the right skills. But the truth is that our industry offers 150 different career opportunities. And any young person who successfully completes a work/study training scheme in our healthcare professions is guaranteed a job in the pharmaceutical industry”, reiterates Leem Chairman Frédéric Collet.

Pharmaceutical companies are making a major contribution to our national economic recovery and the process of restoring French health system self-sufficiency, and recruit a large number of new employees every year. **In 2020, when the overall number of French manufacturing industry jobs fell by 1.2%, the pharmaceutical industry workforce grew by 0.5%, with 11,380 people recruited into careers of the future.** Vacancies cover a broad range of profiles, and new career paths are emerging all the time, particularly in bioproduction, data management and artificial intelligence. These future-facing jobs deliver high added value and demand new skills. **For example, there will be 5,000 vacancies in digital health by 2026.**

“From production line controller to data scientist, everyone working in this sector is driven by the same shared passion. Our industry offers great career opportunities, and is constantly recruiting its future talent base, particularly in emerging and hard-to-fill professions”, emphasises Michael Danon, Chairman of the Leem Employment Committee.

Regional employment catchment areas

This transformation in pharmaceutical industry careers is having its impact on regional regeneration, since the positive employment trajectory is being experienced by all companies with more than 100 employees, and is having a significant effect on direct and indirect jobs across the industry's six main employment catchment areas: Ile-de-France, Auvergne-Rhône Alpes, Normandie, Centre Val de Loire, Hauts de France and Grand Est. New job opportunities are also emerging in the sector's SMEs, which are actively seeking to fill vacancies requiring the full range of qualifications from Bac Pro vocational diploma level to Master's degree graduates. **France's pharmaceutical industry has a significant knock-on effect for the rest of the economy: 1 job in a pharmaceutical company generates up to 3 jobs in the wider economy.**

Key results from the survey conducted on behalf of Leem by Ipsos between 8 and 16 September 2021 among 200 young people aged 17 to 23

- Only 47% of students think that they will find a job 'easily' on completion of their studies
- 54% of young people have become aware of just how useful pharmaceutical companies are as a result of Covid-19
- 28% of young people can see themselves working in a pharmaceutical company
- 1/3 of those who are not attracted to the industry believe that they do not have the necessary skills
- For those who are attracted to working in the pharmaceutical industry, the key assets of the sector are the interesting nature of the work (38%), salary levels (38%) and the fact that the industry mission is one of social benefit and public health (34%).

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