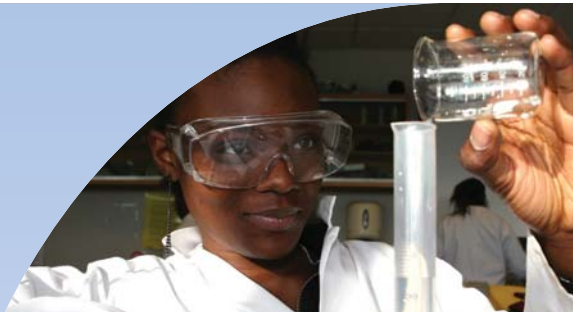


Case Study

Novartis Vaccines & Diagnostics

semta

The Sector Skills Council
for Science, Engineering and
Manufacturing Technologies



“We've made significant progress in enabling our female associates to achieve their aspirations in what is sometimes mistakenly perceived as a 'male oriented' manufacturing environment. A lot of that's down to Semta, and the discussions which have been part of the programme have given all women on the programme the chance to reflect and think about their future development. Without Semta it would have been much harder to set up the group, get the right contacts, and conduct training and development within the organisation.”

Alison Aspinall
HR Projects Manager, Novartis

Developing Women's potential

Jayne Kibble's career is on the up since she took part in Semta's Women and Work programme. 'It's helped me think about where I want to be and given me tools to get there,' Jayne says.

Semta's Women and Work programme is designed to help both individuals and businesses by supporting skills development and realising the potential of female staff. After attending an initial Career Development Planning workshop, further workshops and training courses are available to individuals. Companies can access up to £400 per individual towards the cost of this training subject to company match.

Empowering women

Jayne Kibble, Project Management Officer at Novartis Vaccines, completed Semta's Women and Work programme. She participated in a number of development planning workshops and coaching sessions. The initial workshop explored Jayne's career, looking at where she is now and where she would like to be and the issues she has faced. From this a career development plan was produced.



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The coaching sessions Jayne took part in were 'Emotions and Behaviours at Work' (sub-titled 'Understand the Impact, Reach Your Full Potential') and 'Re-launch Your Powerful New Image.' She found them of real value in helping her to focus on emotional intelligence to improve relationships and interactions in the workplace and change her outlook.

In particular the coaching helped Jayne to:

- ▶ Think about what her next job might be
- ▶ Request a change of role
- ▶ Focus on how she was perceived
- ▶ Look at strategies to manage stress
- ▶ Develop influencing skills

"I definitely recommend Semta's Women and Work programme to any woman who wants to develop her career. It's helped me think about where I want to

be and given me tools to get there. It has made me see that my future is in my own hands and that I am in control of it," says Jayne.

Gaining business benefits

The scheme brings many business benefits and helps employers to:

- ▶ Identify high potential employees
- ▶ Improve skills in line with business objectives
- ▶ Improve succession planning and career path development
- ▶ Reduce staff turnover and knowledge loss
- ▶ Improve motivation and commitment

How to access funding

Employers can tap in to funding for the Women and Work scheme to support and develop female employees. For further information contact Semta Customer Services.