

BIOTECH ACT 4 PILLARS

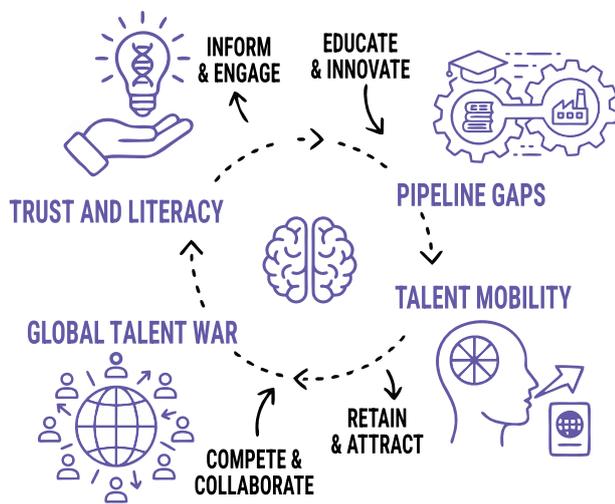


Developing Confidence in Biotech, Attractiveness, Talent and Skills

Europe needs to continue investing in scientific literacy around biotechnology as a key pillar of its Biotech Strategy. A coordinated, proactive strategy to develop, attract, and retain biotechnology talent will also support the European ambition for a competitive Biopharmaceutical industry, including the biosimilar medicines sector.

 CHALLENGES

Science and Talent as foundation for a successful Biotech Strategy for Europe



Continuous Efforts Needed to Build Public Trust in Biotech and Enhance Scientific Literacy

As with any significant medical or scientific advances, citizens will face new and overwhelming information. Europe must **renew its long-standing efforts to build trust, awareness, and scientific literacy around biotechnology** throughout medicines life-cycle, including when biosimilar medicines enter the market across more disease areas and/or next-generation biotechnology platforms (e.g. cell and gene)

Europe must foster trust and scientific literacy to ensure citizen and healthcare community confidence in next-generation biotechnology including follow-on biosimilar medicines.



Pipeline & Technological Gaps

Europe's talent pipeline remains **uneven and fragmented**. **Biotech clusters** are geographically concentrated, with other regions providing limited opportunities. Academic curricula often lag behind industry's rapidly evolving needs, and there is still no European-level structure to effectively connect training providers with companies across the full talent lifecycle—from **initial education to vocational and continuous training**.



Talent mobility

Europe continues to face talent mobility pressures, variable STEM engagement across countries, and administrative barriers that hinder cross-border mobility and recognition of qualifications.

Without a coordinated, proactive European strategy to develop, attract, and retain biotechnology talent, Europe risks constraining the growth of its biosimilar and broader biotech industries at the very moment global competition is accelerating.



Global Talent War

Parallel to scientific progress, Europe's rapidly expanding biotechnology ecosystem is driving **intense competition for skilled talent**. With medicines becoming increasingly biologic in nature and digital and environmental transitions reshaping industrial processes, demand for technically skilled personnel is rising sharply, both at graduate and technician/operator levels. The competition for talent is happening within the pharmaceutical sector, on a global scale.

In addition, as European industries across sectors are all investing in digital and environmental transitions, this also contributes to a shortage in emerging skills and competencies.

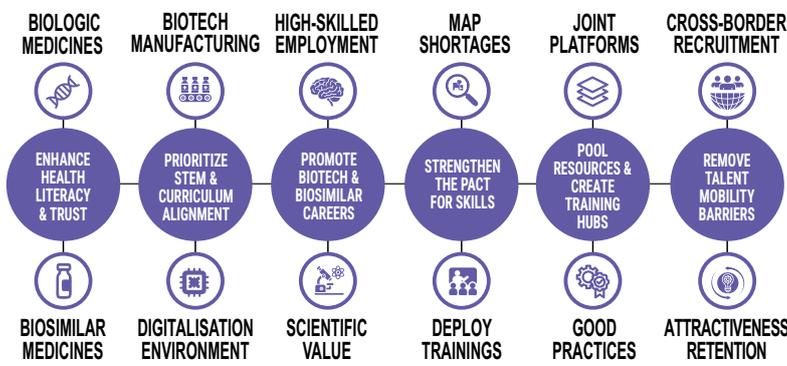
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 KEY RECOMMENDATIONS



EUROPEAN BIOSIMILAR HUB: A COORDINATED AND PROACTIVE TALENT STRATEGY FOR GLOBAL COMPETITIVENESS

Enhance Health Literacy & Trust

In order to support the development of the strategic European Biotech sector, it is important to ensure unbiased, scientifically sound information and educational resources are made available. It should be understandable to all and prevent misleading information. Beyond general information about the biotech industry, biotechnologies and biotech products, continuous education on biosimilar medicines should be provided.

Build public trust in biotechnology and biosimilar medicines through communication on products, technology and professional opportunities.



Prioritize STEM & Curriculum Alignment

Reinforce European and national investment in STEM education and academic capacity, aligning curricula with evolving technological requirements in biotech, digitalisation, and sustainable manufacturing.



Promote Biotech & Biosimilar Careers

Develop the attractiveness of the European Biotech sector through appropriate and timely communication on the sector's high-skilled employment, scientific, economic and societal value, as well as on the professional growth potential.



Strengthen the Pact for Skills

Reinforce the mandate, scope, and funding of the Pact for Skills and the Large-Scale Partnership for Health Industries to map skills shortages and skill-demand evolution, foster partnerships among training providers and industry, such as those in clusters like Slovenia's Biotech Hills.



Pool Resources & Create Training Hubs

Pool resources across European biotechnology clusters by replicating successful training models—such as Ireland's NIBRT—through a network of European regional training hubs, establishing a shared platform for joint projects and infrastructure, and harmonising standards to facilitate cooperation and reduce fragmentation.



Remove Talent Mobility Barriers

Address talent mobility barriers across European countries and globally by identifying obstacles, benchmarking global biotech hubs' talent strategies, and enabling cross-border recruitment, knowledge exchange, and retention. Beyond academia, improve mutual recognition of vocationally trained professionals across Europe.