

Careers and apprenticeships at CPI

Karen Burgess, Ellie Gibson, Tianna Maloney

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Who are CPI?

State-of-the-art facilities
and offices across the
United Kingdom



CPI is a social enterprise and innovation catalyst for advanced tech and manufacturing solutions that benefit people, places, and our planet.

CPI was established here in North-East England and employs over 700* people

Our teams of scientists and engineers help inventors create a healthier society and cleaner environment by helping them get their inventions to market.

Find out more:
[CPI Let's innovate together](http://www.uk-cpi.com)

What we do at CPI

At CPI we help customers solve problems.

They come to us with an idea and through our specialist technical facilities and specialist staff, we help make it a reality.

We fill the gap between an idea and making a complete product. This is innovation.



A focus on high value markets



Pharmaceuticals



Medtech



Agritech



Food, drink and nutraceuticals



Fast-moving consumer goods



Logistics and packaging



Electronics



Energy



Speciality chemicals and materials



Automotive



Aerospace

How is CPI helping the planet?

CPI partners with businesses and researchers to help develop new products and processes within Pharmaceuticals, HealthTech, Energy storage, Sustainable Materials and AgriFoodTech. These products and processes are helping to fight challenges such as **climate change** and helping the UK achieve **Net Zero**.



Examples of projects CPI are involved in include: developing more efficient and **environmentally friendly batteries**, helping reduce **carbon emissions** in manufacturing, helping to make farming and food production more sustainable and **reducing reliance on fossil fuels** in aviation.

Find out more:

[How innovation is creating a sustainable future](#)

[Are batteries bad for the environment? How CPI are making EV battery technology more sustainable](#)

[Why do we need eco-friendly plant fertilisers](#)

[How does sustainable packaging help the environment?](#)

[Sustainable fashion - how biotechnology can reduce the environmental impact of clothing](#)

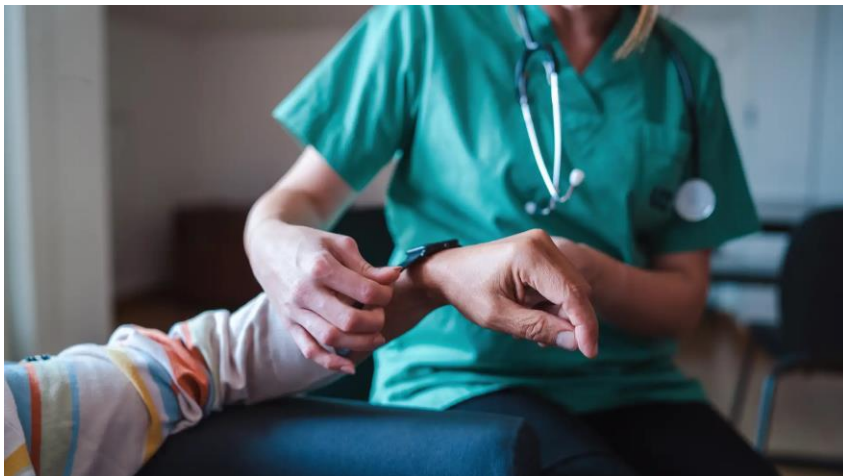
How is CPI helping human health?

CPI helps pharma companies, big and small, to scale up new medicines, develop vaccine production capacity, and navigate the complex regulatory pathways needed to get a new treatment to market.

Supporting **innovative treatments for unmet clinical needs** and **developing sustainable medicines manufacturing processes**.



CPI has expertise and facilities which transform **HealthTech** ideas into medical devices, wearables and diagnostics to improve lives. Developing innovations in **in-vitro diagnostics**, the **Internet of medical Things**, **Medical devices** and **wearable technology** and **health monitoring**.



Find out more:

[RNA-based technology explained: from COVID-19 vaccines to cancer therapies](#)

[CPI Biologics - The Biotherapeutics' Factory of the Future](#)

[Pharma's grand challenge: Developing cost-effective and sustainable oligonucleotide manufacturing](#)

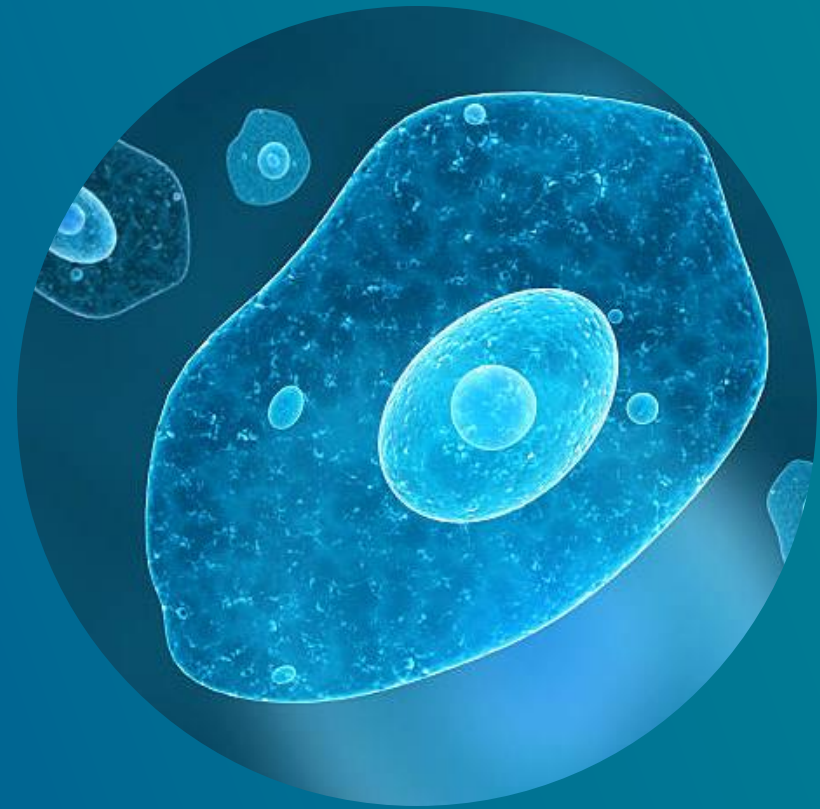
[Big Concepts in Brief: What are Oligonucleotides?](#)

[CPI's Medicines Manufacturing Innovation Centre | Creating the digital pharma factory of the future](#)

[Louise's Crohn's disease story: taking infliximab at home for IBD treatment](#)



Careers in STEM



My career - Karen



**Longbenton
High School**



Analytical Chemist

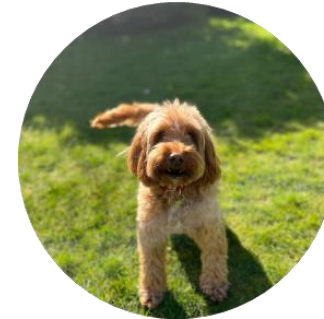


Teacher



**Service Development
Manager**

Skills Facilitator



**Learning and
Development
Specialist**



www.uk-cpi.com

My career - Ellie



**Commercial
Assistant**



**Laboratory
Technician**

Level 3 Laboratory Technician
Apprenticeship
BTEC Level 3 Applied Science



**NEWCASTLE
COLLEGE
UNIVERSITY
CENTRE**

**Apprentice
Scientist**

Level 6 Laboratory Scientist
Apprenticeship
BSc Analytical Chemistry



cpi



My career - Tianna



ST Peters Catholic
College



Part Time

TTE
Level 3 BTEC
Electrical and
electronic

Level 3 BTEC Mechanical
engineering- 1 year



Apprentice
Maintenance
Technician

HNC Electrical and
electronic
engineering



What careers are available at CPI?

There are over **150 different job roles** across a variety of business and technology functions at CPI, all working as a team to deliver the innovative solutions which will benefit people, places, and our planet.

This word cloud highlights some of the job roles which are available in the CPI team.



Not all careers in STEM include scientists...

Human Resources

- Recruitment
- Staff support
- Administration

Marketing

- Social media
- Communications
- Events

Legal

- Non-disclosure agreements
- Customer contracts
- Manage conflicts



Project Management

- Oversee projects
- Manage customer relationships
- Overall project planning

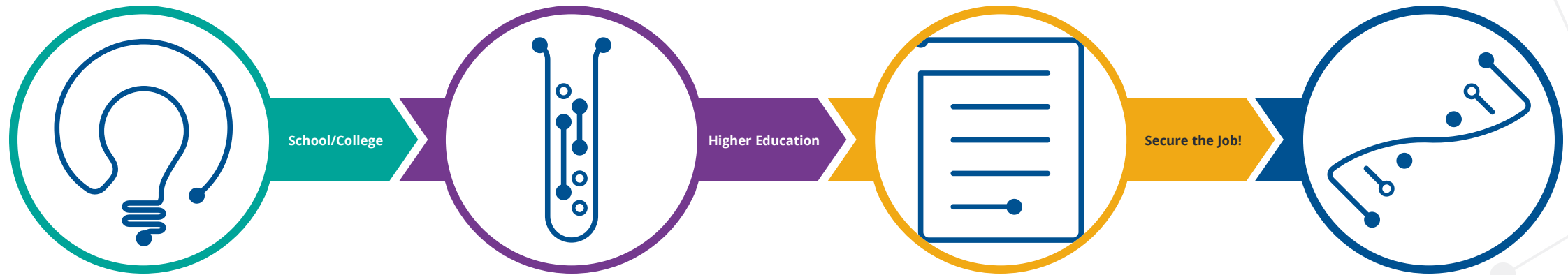
Finance / Purchasing

- Purchase equipment / consumables
- Communicate with suppliers
- Prepare and process payments

Business Development

- Write bids for projects
- Secure work for the business

Traditional Education Route



GCSE

- C+ in relevant Science/Maths subjects to secure a place on desired courses after school

A Level / Vocational Qualification / Access Course

- Relevant Science courses undertaken
- Browse university/course options – where and what?
- Gain UCAS points to secure a place at university – clearing also an option

Bachelor's Degree / Masters / PhD

- 2:2+ overall grade desired by employers
- Relevant work experience advantageous but not compulsory – placement years, extracurricular

Start of Career

- Browse for your desired job online – public/industry/private sectors
- Job applications, interviews, offers

There are other ways to get into STEM careers....



Technical Apprenticeships

Level 3 (Laboratory Technician)

5 GCSEs grade A*-C (9-4), including English, Maths and Science

Level 6 (Laboratory Scientist)

5 GCSEs grade A*-C (9-4)

3 A-levels (or equivalent), one of which must be in a scientific subject

HR / Admin Apprenticeships

HR / L&D Apprentice

5 GCSEs grade A*-C (9-4), including English and Maths

A-level (or equivalent) in a Business related subject



Procurement Apprenticeships

Apprentice Buyer

GCSEs in Maths and English as a minimum

Willing to work towards CIPS Levels 3 & 4

Project Management Apprenticeships

Apprentice Project Manager

5 GCSEs grade A*-C (9-4), including English and Maths

120 UCAS points from A-levels (or equivalent), one of which must be in a scientific or business subject



Plus many more!

Skills for workplace

Your studies, hobbies, sports and part-time jobs can all help build your skills as well as your knowledge.

Which of these workplace skills do you have?

Problem-solving

Leadership

Communication - speaking and listening

Resilient – staying positive

Teamwork

Organised

Observant

Logical

Creative

Patient

Self-motivated – aiming high

Essential Skills



Show your skills – problem solving quiz

Missing word

Read the descriptions of some words about how people spend their free time. Complete the word that describes the activity. The first letter is already shown and each line represents a letter in the word.

Example: If you like reading about music and fashion, you may buy this.	
m _ _ _ _ _	Answer: m a g a z i n e
1. People who like watching football often go to this place.	
s _ _ _ _ _	Answer:
2. If you enjoy taking photographs, you will need this.	
c _ _ _ _ _	Answer:
3. People who like swimming in the sea often go here.	
b _ _ _ _	Answer:
4. You may play this instrument if you like music.	
g _ _ _ _ _	Answer:
5. If you enjoy camping, you will need to take this with you.	
t _ _ _	Answer:



Show your skills – problem solving quiz

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b _ _ _ _	Answer: b e a c h
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g _ _ _ _ _	Answer: g u i t a r
5. If you enjoy camping, you will need to take this with you.	
t _ _ _	Answer: t e n t



Show your skills – problem solving quiz

Number puzzle

Using the data in the table calculate which answer is correct for each of the 3 questions shown:

Mass Range (Kg)	UK		France	
	Number of Cars (000)			
	1995	2000	1995	2000
0-499	4	9	6	11
500-999	21	32	56	89
1000-1499	292	341	346	491
1500-1999	420	495	510	586
2000-Unlimited	71	65	64	26

1. How many cars under 2,000kg were there in France in 1995?

(A) 918,000

(B) 918

(C) 408,000

(D) 737,000

2. What was the combined mass of all the cars in the UK in 2000?

(A) 211,000kg

(B) 858,500kg

(C) 1,426,500kg

(D) Cannot Say

3. In the UK, what was the percentage increase in the total number of cars between 1995 and 2000?

(A) 15.0%

(B) 16.6%

(C) 32.1%

(D) 58.0%

Show your skills – problem solving quiz

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CPI interview format

At CPI, we want to set a professional and friendly environment which brings the best out in every candidate that we meet.

We'd like to introduce you to CPI's friend, **CARL**. CARL helps the interview panel to draw out the detail in a candidate's answer to an interview question, demonstrating their skills and experience.

For any interview you go to, it can be helpful to prepare some examples in advance based on your own experiences, to demonstrate your skills and strengths. CARL can help you do this.

CARL stands for:

Context

Action

Results

Learning



What do we mean by CARL format?

When you are providing an answer to an interview question, to ensure you give a full account of what happened in the example you are referring to, you can use the CARL format to help share as much information as possible.

<u>C</u>ontext	Setting the scene What happened? Where were you? What is the scenario?
<u>A</u>ction	What action did you take?
<u>R</u>esult	What was the result of your actions? What was the outcome?
<u>L</u>earning	What did you learn from this experience? Would you do anything differently next time? Did you gain any new skills or knowledge?

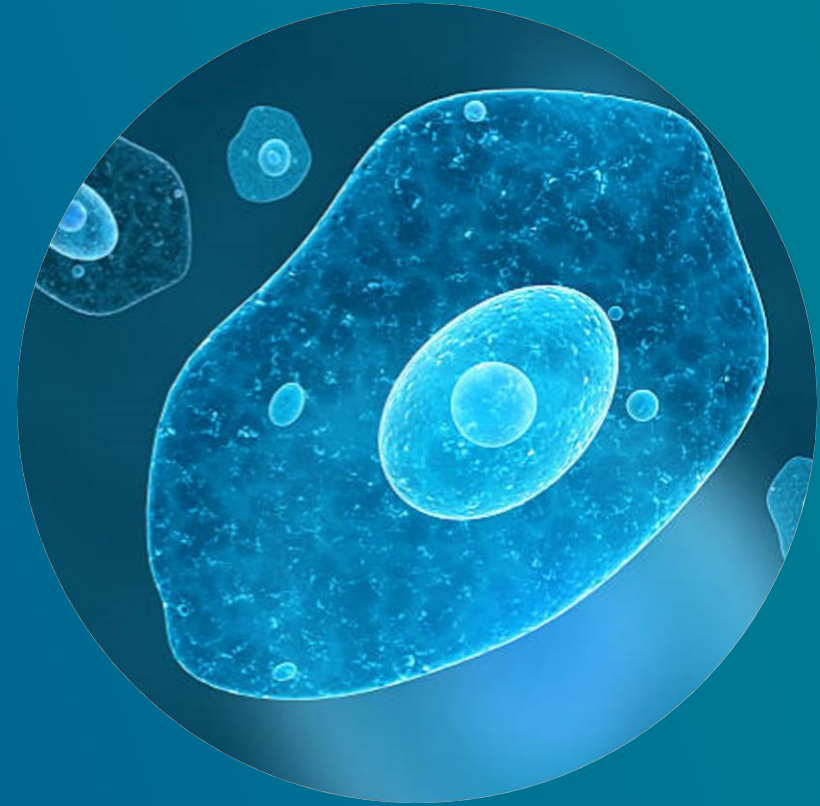
Activity

Use CARL to help you answer the following question using an example based on your experience today.

*Can you talk us through a time when you have worked successfully as part of a team?
(Please also describe what your role was within the team)*

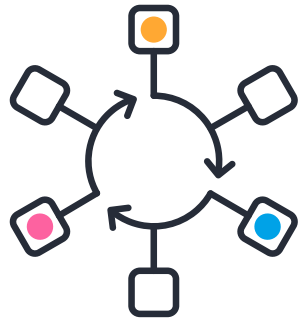
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Careers with CPI
Delivering the incredible
with PRIDE



Delivering the incredible.

Our CPI with pride.



**PURPOSEFUL
EMPOWERMENT**



**RADICAL
THINKING**



**IMPACTFUL
INNOVATION**



**DIVERSE
PEOPLE**



**ENTREPRENEURIAL
MINDSET**

Inclusive employer

CPI are a inclusive recruiter.

We are Disability Confident Committed, promote an open culture towards mental health in the workplace with our Mental Health at Work Commitment and have pledged to be an Age-friendly Employer.



**Inclusive
Employers
Standard**
Silver
Accreditation 2023

Our benefits

✓ Flexible holiday

We encourage a good work-life balance with our holiday purchasing scheme.

✓ Investing in you

We offer extensive opportunities for personal development.

✓ Competitive salaries

We annually benchmark and reviews salaries to remain competitive.

✓ Insurance and assurance

We provide accident insurance, health insurance and life assurance.

✓ Generous pension plan

We provide a stakeholder pension plan all employees can join.

✓ Inclusive employer

We have pledged to be an inclusive recruiter.

The background is a solid blue color. It features several decorative elements: a small light blue circle in the top left corner connected to a thin line; a larger light blue circle in the top center; a light blue circle in the middle right connected to a thin line; a light blue circle in the bottom right connected to a thin line; and a large, semi-transparent light blue circle in the bottom left corner.

Delivering the
incredible. Our CPI
with pride.

Thank you

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www.uk-cpi.com

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- <https://www.instituteforapprenticeships.org/occupational-maps/>
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