

CAREERS MAPPING SURVEY – SEPTEMBER 2017



FULL REPORT - CONTENTS

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SECTION 1 – RESPONDENT BREAKDOWN

Response:

- 1,313 people logged onto the online survey.
- There were 1,260 respondents who answered at least one question on the survey.
- However, 969 respondents completed the final question in the survey.
- This is a completion rate of 77% which is very good and above average for this type and length of survey

We have calculated the Maximum Margin of Error based on the conservative estimate of 969. The maximum Margin of Error at the 95% confidence level is +/- 3.15%, well within the industry standard of +/- 5%. What this means is that if 50% of respondents selected a given answer, it is possible to be 95% certain that the true value (only uncovered if everyone in the population of interest was surveyed) will lie between 46.85% and 53.15%.

See Appendix A for a full list of Maximum Margin of Errors for the survey covering all the segmentation for each question.

Q1. Please state the location of your current place of work: 1260 responses

	ALL	Count
UK	75%	947
Non-UK	24%	303
Prefer not to say	1%	10

- Three quarters of respondents are based in the UK
- A quarter of respondents are based outside the UK

Q2. Whereabouts in the UK? [If answering 'UK' to Q1]: 935 responses

	ALL (%)
East of England	6%
East Midlands	3%
London	29%
North East	3%
North West	6%
South East	16%
South West	6%
West Midlands	5%
Yorkshire and Humber	5%
Northern Ireland	2%
Scotland	14%
Wales	4%
Prefer not to say	0%

For those respondents in the UK:

- 45% of respondents are based in London or the South East
- 14% are based in Scotland and the remaining respondents are spread across the UK

Q3. Whereabouts in the rest of the world? [If answering 'Non-UK' to Q1]: 301 responses

	ALL
Africa	8%
Asia	17%
Australasia	6%
Europe: EU	34%
Europe: Non-EU	6%
North America	20%
South and Central America	8%
Prefer not to say	0%

For those respondents outside the UK:

- A third of respondents are based in Europe
- A fifth of respondents are based in North America and 17% are based in Asia
- The rest of the respondents are spread across the world

Q4. Which of the below best describes your nationality? (You can select up to 2 choices): 1239 responses

	ALL
UK	56%
African	4%
Asian	9%
Australasian	3%
European: EU	28%
European: Non-EU	3%
North American	4%
South and Central American	3%
Prefer not to say	1%

- Over half of respondents describe their nationality as UK
- Just over a quarter describe their nationality as European
- The rest of the respondents are spread across the world with Asian the next highest at 9%

Q5. Please state your gender: 1237 responses

	ALL
Male	40%
Female	59%
Other	0%
Prefer not to say	1%

- More women than men responded to the survey (59% to 40%)

Q6. Please describe the primary sector you currently work in: 1230 responses

	ALL
Academia	55%
Clinical / academia	11%
Healthcare / clinical	16%
Industry	11%
Other	7%

- Over half of respondents were from the academic sector
- 16% of respondents were from the healthcare/clinical sector and the remaining sectors are evenly split

Q7. And which of the following academia categories best describes your sector? [if answering 'Academia' to Q6]: 650 responses

	ALL
Life Sciences	64%
Medical	33%
Other academia category - please state	2%
Dental	0%
Basic research	0%
Student	0%
Veterinary	0%
Applied research	0%
Teaching	0%
Higher Education	0%
Prefer not to say	0%

- Of those working in the academic sector, almost two thirds are working in Life Sciences and a third are working in the Medical field

Q8. And which of the following healthcare / clinical categories best describes your sector? [if answering 'healthcare / clinical' to Q6]: 196 responses

	ALL
NHS	82%
Private	11%
Other clinical category - please state	6%
Prefer not to say	1%
Clinical practice	0%
Clinical research	0%
Clinical diagnostics	0%
Clinical immunologist	0%

- Of those working in the healthcare/clinical sector, the majority are working in the NHS (82%)
- A small proportion are working in the private sector or other clinical settings

Q9. And which of the following industry categories best describes your sector? [if answering 'industry' to Q6]: 136 responses

	ALL
Pharmaceutical	42%
Biotechnology	38%
Other industry category - please state	11%
Diagnostics	4%
Medical devices	2%
Veterinary / animal health	2%
Private laboratory or research institute	1%
Prefer not to say	1%

- Of those working in Industry, 42% work in the Pharmaceutical sector and 38% work in Biotech

Q10. And which of the following categories best describes your sector? [if answering 'other' to Q6]: 78 responses

	ALL
Other option not listed elsewhere - please state	35%
Government department and non-department body	22%
Not for profit	12%
Education	8%
Funding bodies	6%
Medical communications	6%
Consultancy	4%
Publishing / scientific review	4%
IT	3%
Prefer not to say	1%
Clinical academic	0%
Finance	0%
Legal	0%
Regulatory	0%

Other	0%
3rd Sector / Non-profit research centre	0%
NHS / Hospital	0%
Animal Health	0%
Scientist (Biomedical)	0%
Teaching	0%
Retired	0%

- Of those who selected 'Other' for primary sector, a fifth are working in a government department/non-department body
- 12% are working in a not-for-profit

Q11. Are you a member of the BSI? 1203 responses (Q12 in original survey)

	ALL
Yes	50%
No	35%
Former / lapsed member	14%
Prefer not to say	1%

- Half of the respondents were current members of the BSI with 14% former/lapsed members
- Over a third are not current members of the BSI

Q12. Please indicate which career title best describes your current position? (You can choose up to 3 options): 1206 responses

	ALL
Administrator	1%
Allied health professional	4%
Analyst	1%
Assistant (teaching / administrative)	1%
Business consultant	1%
Career break	0%
Clinical fellow	2%
Clinical lecturer	1%
Clinical scientist	8%
Coordinator	1%
Dean	0%
Director	3%
Doctor in training	2%
Editor	0%
Emeritus	1%
Executive officer	0%
GP	0%
Head of department	4%
Industry researcher	2%
Lawyer	0%
Lecturer	5%
Medical consultant	4%
Nurse	1%
Post doc	20%
Postgraduate student	14%
Project manager	2%
Principal investigator	8%
Principal scientist	3%

Professor	6%
Reader	2%
Research fellow	7%
Retired	1%
Scientific advisor / officer	3%
Seeking employment	0%
Self-employed / freelance	0%
Senior lecturer	3%
Supervisor / team leader	0%
Teacher (school)	0%
Teacher (university)	2%
Technician / scientific officer	4%
Trainee / intern	1%
Undergraduate student	1%
Writer / journalist	0%
Other - Please state	11%
Prefer not to say	0%

- Respondents had a wide variety of career titles
- A fifth of respondents were Post doc's
- 14% were postgraduates
- 8% of respondents selected Clinical Scientist or Principal Investigator

Q13. Please give a brief description of the area of work / research you currently work in? Please limit your answer to less than 50 words.

There were 1,044 responses for this question. An individual response can belong to more than one category.

The top two categories (after analysis) were cancer tumours and T-cells.

Other areas of work/research that featured included autoimmunity, vaccines, allergy, inflammation, viruses and similar responses.

Category	Percentage of respondents
cancer / tumours	10.54
T-cells	8.43
autoimmunity	6.70
vaccines	6.13
allergy	6.03
inflammation	5.94
viruses / anti-virals	5.36
teaching / lecturing / training / course development / editor / course manager / medical writing / journals / communication	5.27
immunogenetics / genes / genetics / histocompatibility and immunogenetics / genomics / gene therapy	5.27
immune deficiency	4.60
infectious diseases / infection	4.31
innate immunity	4.31
assay development / diagnostics	4.02
rheumatology / arthritis	3.74
clinical immunology	3.64
asthma / respiratory	3.07
antibodies	2.87
B-cells	2.30
transplants	2.30
dendritic cells	2.11
mucosal immunology	2.01

macrophages	2.01
clinical trials	1.92
flow cytometry	1.72
immunotherapy	1.44
tuberculosis	1.44
redundant / unemployed / retired / not immunology related	1.34
diabetes	1.34
host pathogen interaction	1.34
cytokines and chemokines	1.34
cell therapy	1.25
sales and marketing	1.25
translational biology / research	1.15
gut immunology	1.15
NK cells	1.05
stem cells	1.05
drug development	1.05
neuroimmunology	0.86
adaptive immunity	0.86
PID	0.67
veterinary immunology	0.67
advice and guidance / student experience	0.57
cardiovascular	0.57
policy	0.57
ageing	0.48
epigenics	0.38
avian immunology	0.29
resistance	0.19
academia	0.19
neuroscience	0.10

SECTION 2 – CAREER PATHWAY

Q14. What inspired you to become an immunologist? (You can select up to 2 statements from those listed below): 1115 responses

Q14a. All responses

	ALL
Fell into immunology by accident	22%
I worked on an immunology project during Masters or PhD studies and enjoyed it	33%
I was curious to find out more about the field	21%
I was affected by / knew someone with an immunological condition	5%
I was inspired by a teacher/lecturer/supervisor etc.	24%
I worked on an immunology project during undergraduate studies and enjoyed it	24%
The number of posts / vacancies at the time	4%
The quality of teaching I received at higher education	8%
Other - please state	9%
Prefer not to say	0%

- A third of respondents were inspired to become an immunologist after working on an immunology project during their Masters or PhD studies and enjoyed it
- Just under a quarter were inspired by a teacher/lecturer/supervisor or after working on an immunology project during undergraduate studies and enjoyed it
- Just over a fifth were curious to find out more about the field

Q14b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A lower proportion of those working outside the UK fell into immunology by accident
- A higher proportion of those working outside the UK were inspired by working on a project during their Master or PhD or because they were curious to find out more about the field

	UK	Non UK	Prefer not to say	ALL
Fell into immunology by accident	25%	14%	0%	22%
I worked on an immunology project during Masters or PhD studies and enjoyed it	30%	41%	50%	33%
I was curious to find out more about the field	19%	29%	25%	21%
I was affected by / knew someone with an immunological condition	4%	7%	0%	5%
I was inspired by a teacher/lecturer/supervisor etc.	24%	26%	0%	24%
I worked on an immunology project during undergraduate studies and enjoyed it	24%	25%	25%	24%
The number of posts / vacancies at the time	4%	2%	0%	4%
The quality of teaching I received at higher education	7%	9%	25%	8%
Other - please state	11%	4%	0%	9%
Prefer not to say	0%	1%	0%	0%

Q14c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not say	ALL
Fell into immunology by accident	23%	22%	0%	17%	22%
I worked on an immunology project during Masters or PhD studies and enjoyed it	32%	33%	0%	33%	33%
I was curious to find out more about the field	22%	21%	0%	33%	21%
I was affected by / knew someone with an immunological condition	3%	6%	0%	0%	5%
I was inspired by a teacher/lecturer/supervisor etc.	26%	23%	0%	17%	24%
I worked on an immunology project during undergraduate studies and enjoyed it	22%	26%	100%	17%	24%
The number of posts / vacancies at the time	4%	4%	0%	0%	4%
The quality of teaching I received at higher education	7%	8%	100%	0%	8%
Other - please state	10%	9%	0%	0%	9%
Prefer not to say	1%	0%	0%	17%	0%

Q14d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A lower proportion of those working in Industry fell into immunology by accident or were inspired by a teacher/lecturer/supervisor
- A lower proportion of those working in Healthcare/Clinical worked on an immunology project during their Masters or PhD and were inspired by a teacher/lecturer/supervisor
- A higher proportion of those working in Healthcare/Clinical fell into immunology by accident and were inspired due to the number of posts/vacancies at the time
- A higher proportion of those working in Clinical/Academia were inspired by a teacher/lecturer/supervisor

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Fell into immunology by accident	19%	21%	42%	15%	19%	22%
I worked on an immunology project during Masters or PhD studies and enjoyed it	36%	28%	16%	42%	30%	33%
I was curious to find out more about the field	21%	22%	24%	21%	20%	21%
I was affected by / knew someone with an immunological condition	5%	4%	3%	6%	8%	5%
I was inspired by a teacher/lecturer/supervisor etc.	27%	31%	16%	17%	23%	24%
I worked on an immunology project during undergraduate studies and enjoyed it	26%	23%	13%	27%	30%	24%
The number of posts / vacancies at the time	1%	4%	13%	3%	1%	4%
The quality of teaching I received at higher education	9%	7%	6%	6%	3%	8%
Other - please state	8%	10%	11%	11%	11%	9%
Prefer not to say	0%	0%	0%	0%	0%	0%

Q14e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A lower proportion of former/lapsed members fell into immunology by accident
- A higher proportion of non-members fell into immunology by accident and were inspired due to the number of posts/vacancies at the time
- A higher proportion of former/lapsed members were affected by/knew someone with an immunological condition

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Fell into immunology by accident	18%	31%	16%	33%	22%
I worked on an immunology project during Masters or PhD studies and enjoyed it	34%	28%	37%	22%	33%
I was curious to find out more about the field	22%	20%	21%	33%	21%
I was affected by / knew someone with an immunological condition	4%	4%	8%	0%	5%
I was inspired by a teacher/lecturer/supervisor etc.	28%	20%	24%	11%	24%
I worked on an immunology project during undergraduate studies and enjoyed it	27%	20%	27%	0%	24%
The number of posts / vacancies at the time	2%	7%	1%	0%	4%
The quality of teaching I received at higher education	8%	6%	9%	0%	8%
Other - please state	11%	7%	9%	22%	9%
Prefer not to say	0%	1%	0%	11%	0%

Q15. What has been your career pathway to date?

The number of eligible responses was as follows:

Step 1: 998

Step 2: 974

Step 3: 908

Step 4: 703

Step 5: 435

Step 6: 231

People chose to give precise responses, particularly in the later careers steps. The table below show those responses which accounted for 1% or greater of the respondents for a particular step. The number of people responding for the step is the denominator for the percentage. For example, in stage 1, it is the percentage of 998 respondents that is listed.

Appendix B – is a careers tree highlighting the possible roles available during a career in academia. This pathway was created using the answers given by the highest percentage of respondents for this question.

Summaries of the responses are:

- Step 1 – the majority selected B.Sc.
- Step 2 – the highest scores were for PhD, M.Sc. or Masters
- Step 3 – the highest scores were for PhD or Post Doc followed by Research Scientist
- Step 4 - the highest scores were for Post Doc or PhD followed by Research Scientist
- Step 5 – the highest scores were for Post Doc followed by Lecturer, Professor and Research Scientist
- Step 6 – the highest scores were for Professor followed by Post Doc and Senior Lecturer

Step 1	% respondents	Step 2	% respondents	Step 3	% respondents	Step 4	% respondents	Step 5	% respondents	Step 6	% respondents
B.Sc.	74.25	PhD	35.08	PhD	36.03	Post doc	26.74	Post doc	16.82	Professor	16.88
BA	3.41	M.Sc.	22.12	Post doc	24.28	PhD	11.52	Lecturer	7.6	Post doc	8.23
M.D	2.81	Master	12.35	Research scientist	7.1	Research scientist	8.68	Professor	4.61	Senior lecturer	5.63
Master	2.2	Mrs	3.19	M.Sc.	4.21	Lecturer	4.55	Research scientist	3.92	Lecturer	5.19
Diploma	1.6	Research Assistant	2.98	Research assistant	2.55	Research fellow	4.13	Associate professor	3.46	Director	4.33
M.Sc.	1.6	B.Sc.	2.67	Master	1.66	Clinical scientist	1.99	PhD	3.23	Reader	3.9
M.B.Ch.B	1.3	Biomedical scientist	1.85	Research associate	1.22	Assistant professor	1.85	Senior lecturer	3	Senior scientist	3.03
MBBS	1.3	Post doc	1.44	Clinical scientist	1.11	Consultant	1.71	Clinical scientist	2.76	Consultant	2.6
PhD	1.3	Research technician	1.13	MRCP	1.11	Research associate	1.71	Research fellow	2.53	Clinical scientist	2.16
				Mrs	1.11	M.Sc.	1.56	Principal investigator	2.3	Manager	2.16
				Research fellow	1.11	Research assistant	1.56	Scientist	2.07	Administrator	1.3
						Scientist	1.56	Fellow	1.84	Department head	1.3
						Fellowship	1.28	FRCPath	1.84	Group leader	1.3
						Career developmental fellow	1	Consultant	1.61	Principal investigator	1.3
						FRCPath	1	Reader	1.38		

								Research associate	1.38		
								Teacher	1.38		
								Fellowship	1.15		
								Principal scientist	1.15		
								Senior research fellow	1.15		
								Senior research scientist	1.15		
								Senior scientist	1.15		
	% respondents covered by listed answers		% respondents covered by listed answers		% respondents covered by listed answers		% respondents covered by listed answers		% respondents covered by listed answers		% respondents covered by listed answers
	89.77		82.81		81.49		70.84		67.48		59.31

Q16. Have you worked abroad at any point during your career?: 1071 responses

Q16a. All responses

	ALL
Yes	52%
No	47%
Prefer not to say	0%

- Over half of respondents have worked abroad at some point in their career

Q16b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A higher proportion of those outside the UK have worked abroad at some point in their career and a lower proportion have not

	UK	Non UK	Prefer not to say	ALL
Yes	47%	69%	33%	52%
No	53%	29%	67%	47%
Prefer not to say	0%	2%	0%	0%

Q16c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not say	ALL
Yes	56%	50%	100%	75%	52%
No	44%	50%	0%	25%	47%
Prefer not to say	1%	1%	0%	0%	0%

Q16d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A lower proportion of those working in Healthcare/clinical have worked abroad at some point in their career and a higher proportion have not

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Yes	59%	58%	26%	46%	53%	52%
No	40%	39%	74%	54%	47%	47%
Prefer not to say	0%	3%	0%	0%	0%	0%

Q16e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A lower proportion of former/lapsed members have not worked abroad at some point in their career

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Yes	57%	46%	51%	44%	52%
No	43%	53%	9%	56%	47%
Prefer not to say	0%	1%	0%	0%	0%

Q17. In which of the following locations have you worked? [if answered 'yes' to Q16]: 556 responses

Q17a. All responses

	ALL
Africa	9%
Asia	10%
Australasia	9%
Europe: EU	58%
Europe: Non-EU	7%
North America	40%
South and Central America	3%
Prefer not to say	0%

Of those that have worked abroad at some point:

- Over half have worked in Europe
- Over a third have worked in North America

Q17b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents).

	UK	Non UK	Prefer not to say	ALL
Africa	11%	5%	0%	9%
Asia	9%	12%	0%	10%
Australasia	9%	8%	0%	9%
Europe: EU	56%	62%	0%	58%
Europe: Non-EU	6%	10%	0%	7%
North America	40%	41%	0%	40%
South and Central America	2%	3%	0%	3%
Prefer not to say	0%	1%	0%	0%

Q17c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not say	ALL
Africa	7%	11%	100%	0%	9%
Asia	10%	9%	0%	33%	10%
Australasia	9%	9%	0%	0%	9%
Europe: EU	52%	62%	100%	33%	58%
Europe: Non-EU	8%	7%	0%	0%	7%
North America	47%	35%	0%	33%	40%
South and Central America	3%	2%	0%	0%	3%
Prefer not to say	0%	0%	0%	0%	0%

Q17d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Healthcare/clinical have worked in Africa and Asia
- A lower proportion of those working in Healthcare/clinical have worked in Europe and North America
- A lower proportion of those working in Clinical/academia have worked in North America

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Africa	9%	10%	14%	2%	18%	9%
Asia	8%	12%	24%	9%	8%	10%
Australasia	9%	9%	10%	7%	11%	9%
Europe: EU	63%	57%	29%	55%	50%	58%
Europe: Non-EU	7%	7%	7%	7%	3%	7%
North America	40%	26%	29%	48%	61%	40%
South and Central America	3%	1%	2%	2%	0%	3%
Prefer not to say	0%	0%	2%	0%	0%	0%

Q17e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents).

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Africa	9%	9%	10%	0%	9%
Asia	8%	11%	11%	33%	10%
Australasia	8%	9%	11%	0%	9%
Europe: EU	58%	58%	58%	33%	58%
Europe: Non-EU	6%	8%	9%	0%	7%
North America	42%	33%	44%	33%	40%
South and Central America	2%	3%	4%	0%	3%
Prefer not to say	0%	0%	0%	0%	0%

Q18. At what level did you work abroad? [if answered 'yes' to Q16]: 555 responses

Q18a. All responses

	ALL
PhD	36%
Post doc	48%
Senior academic	11%
Industry (please state position)	9%
Other - please state	33%
Prefer not to say	0%

Of those that have worked abroad at some point:

- Almost half of respondents have worked abroad at Post doc level
- Over a third of respondents worked abroad at PhD level

Q18b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A higher proportion of non-UK respondents worked at Post doc or Senior academic level when working abroad

	UK	Non UK	Prefer not to say	ALL
PhD	34%	40%	0%	36%
Post doc	44%	55%	0%	48%
Senior academic	9%	16%	0%	11%
Industry (please state position)	9%	10%	0%	9%
Other - please state	38%	23%	0%	0%
Prefer not to say	1%	1%	0%	33%

Q18c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not say	ALL
PhD	35%	37%	0%	0%	36%
Post doc	50%	46%	0%	33%	48%
Senior academic	15%	9%	0%	0%	11%
Industry (please state position)	10%	8%	0%	67%	9%
Other - please state	28%	37%	100%	33%	0%
Prefer not to say	0%	1%	0%	0%	33%

Q18d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Academia worked at PhD level when working abroad
- A lower proportion of those working in Healthcare/clinical worked at PhD level, Post doc level and Senior academic level when working abroad
- A lower percentage of those working in Industry worked at Senior academic level when working abroad
- As we would expect, a higher proportion of those working in Industry worked in Industry when working abroad

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
PhD	41%	29%	12%	29%	32%	36%
Post doc	51%	37%	20%	54%	55%	48%
Senior academic	13%	13%	7%	7%	3%	11%
Industry (please state position)	5%	4%	7%	43%	5%	9%
Prefer not to say	0%	0%	0%	0%	0%	0%
Other - please state	29%	44%	56%	21%	45%	33%

Q18e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents).

	Yes	No	Former / lapsed member	Prefer not to say	ALL
PhD	34%	40%	36%	0%	36%
Post doc	50%	40%	52%	67%	48%
Senior academic	13%	9%	10%	0%	11%
Industry (please state position)	7%	11%	14%	0%	9%
Other - please state	35%	32%	30%	0%	0%
Prefer not to say	0%	1%	0%	33%	33%

Q19. In what area(s) of immunology would you like to work in the near future (e.g. next 5 years)? (You can select up to 3 options):
1066 responses

Q19a. All responses

	ALL
Allergy / asthma	14%
Autoimmunity	27%
Cancer immunology	27%
Computational (systems) immunology / bioinformatics	7%
Epidemiology	2%

Immunodeficiency	12%
Immunogenetics	9%
Immunology of old age	6%
Immunotherapy	25%
Infection	23%
Inflammation	24%
Lymphocyte development	7%
Molecular/structural immunology	6%
Mucosal immunity	13%
Neuroimmunology	5%
Plant immunology	0%
Transplantation	5%
Vaccines	15%
Veterinary immunology	4%
Viral immunology	9%
I have no interest in working in the field of immunology in the near future	3%
Other - please state	8%
N/A	3%
Prefer not to say	0%

The top four areas of immunology that respondents wanted to work in in the near future were:

- Autoimmunity
- Cancer immunology
- Immunotherapy
- Inflammation
- Infection

This was followed by:

- Vaccines
- Muscosal immunity
- Immunodeficiency

Q19b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents).

	UK	Non UK	Prefer not to say	ALL
Allergy / asthma	13%	15%	50%	14%
Autoimmunity	27%	31%	0%	27%
Cancer immunology	26%	31%	0%	27%
Computational (systems) immunology / bioinformatics	7%	9%	0%	7%
Epidemiology	2%	3%	0%	2%
Immunodeficiency	13%	11%	0%	12%
Immunogenetics	8%	9%	0%	9%
Immunology of old age	7%	4%	0%	6%
Immunotherapy	24%	26%	0%	25%
Infection	22%	25%	0%	23%
Inflammation	24%	23%	0%	24%
Lymphocyte development	7%	7%	0%	7%
Molecular/structural immunology	5%	8%	0%	6%
Mucosal immunity	12%	17%	0%	13%
Neuroimmunology	4%	8%	0%	5%
Plant immunology	0%	0%	0%	0%
Transplantation	6%	3%	0%	5%
Vaccines	14%	19%	0%	15%
Veterinary immunology	4%	3%	0%	4%
Viral immunology	9%	9%	0%	9%
I have no interest in working in the field of immunology in the near future	4%	1%	0%	3%
Other - please state	7%	9%	0%	8%
N/A	3%	1%	50%	3%
Prefer not to say	0%	0%	0%	0%

Q19c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not say	ALL
Allergy / asthma	15%	13%	0%	25%	14%
Autoimmunity	27%	28%	0%	25%	27%
Cancer immunology	29%	26%	100%	50%	27%
Computational (systems) immunology / bioinformatics	8%	7%	0%	0%	7%
Epidemiology	2%	2%	0%	0%	2%
Immunodeficiency	14%	12%	0%	25%	12%
Immunogenetics	8%	9%	0%	0%	9%
Immunology of old age	4%	8%	0%	0%	6%
Immunotherapy	22%	26%	100%	100%	25%
Infection	25%	21%	0%	0%	23%
Inflammation	23%	24%	0%	25%	24%
Lymphocyte development	7%	6%	100%	25%	7%
Molecular/structural immunology	8%	5%	0%	0%	6%
Mucosal immunity	13%	13%	0%	25%	13%
Neuroimmunology	5%	5%	0%	0%	5%
Plant immunology	0%	0%	0%	0%	0%
Transplantation	4%	6%	0%	0%	5%
Vaccines	18%	13%	0%	0%	15%
Veterinary immunology	6%	3%	0%	0%	4%
Viral immunology	12%	8%	0%	0%	9%
I have no interest in working in the field of immunology in the near future	2%	4%	0%	0%	3%
Other - please state	8%	8%	0%	0%	8%
N/A	3%	3%	0%	0%	3%
Prefer not to say	0%	0%	0%	0%	0%

Q19d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in the Academic sector want to work in Infection
- A higher proportion of those working in the Clinical/academia sector want to work in Immunodeficiency
- A higher proportion of those working in the Healthcare/clinical sector want to work in Allergy/asthma, Autoimmunity, Immunodeficiency, Immunogenetics and Transplantation
- A higher proportion of those working in Industry want to work in Autoimmunity, Cancer Immunology and Immunotherapy
- A lower proportion of those working in Academia want to work in Immunodeficiency
- A lower proportion of those working in the Healthcare/clinical sector want to work in Cancer Immunology, Computational (systems) immunology/bioinformatics, Infection, Inflammation, Mucosal immunity and Vaccines
- A lower proportion of those working in Industry want to work in Infection and Mucosal immunity

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Allergy / asthma	9%	16%	37%	10%	4%	14%
Autoimmunity	24%	30%	39%	36%	10%	27%
Cancer immunology	29%	22%	14%	50%	10%	27%
Computational (systems) immunology / bioinformatics	9%	8%	3%	8%	3%	7%
Epidemiology	3%	3%	1%	2%	3%	2%
Immunodeficiency	3%	32%	40%	9%	0%	12%
Immunogenetics	7%	14%	18%	4%	3%	9%
Immunology of old age	7%	7%	4%	2%	4%	6%
Immunotherapy	23%	29%	20%	41%	15%	25%
Infection	30%	21%	6%	9%	21%	23%
Inflammation	32%	22%	1%	26%	8%	24%
Lymphocyte development	8%	3%	4%	8%	4%	7%
Molecular/structural immunology	6%	10%	5%	3%	3%	6%

Mucosal immunity	18%	11%	2%	7%	8%	13%
Neuroimmunology	6%	3%	6%	2%	4%	5%
Plant immunology	0%	0%	0%	0%	0%	0%
Transplantation	3%	9%	14%	3%	1%	5%
Vaccines	17%	17%	5%	12%	18%	15%
Veterinary immunology	4%	2%	1%	3%	18%	4%
Viral immunology	11%	8%	4%	7%	8%	9%
I have no interest in working in the field of immunology in the near future	2%	3%	2%	4%	14%	3%
Other - please state	7%	5%	10%	7%	13%	8%
N/A	1%	0%	2%	3%	24%	3%
Prefer not to say	0%	0%	0%	0%	0%	0%

Q19e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents).

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Allergy / asthma	10%	20%	11%	25%	14%
Autoimmunity	27%	31%	21%	13%	27%
Cancer immunology	30%	24%	23%	38%	27%
Computational (systems) immunology / bioinformatics	8%	8%	4%	0%	7%
Epidemiology	2%	3%	2%	0%	2%
Immunodeficiency	10%	16%	12%	13%	12%
Immunogenetics	6%	12%	10%	0%	9%
Immunology of old age	7%	4%	6%	0%	6%
Immunotherapy	27%	21%	25%	25%	25%
Infection	28%	17%	17%	0%	23%
Inflammation	27%	22%	20%	0%	24%
Lymphocyte development	8%	6%	5%	0%	7%
Molecular/structural immunology	6%	6%	4%	13%	6%
Mucosal immunity	17%	8%	14%	0%	13%
Neuroimmunology	5%	5%	4%	13%	5%
Plant immunology	0%	0%	0%	0%	0%
Transplantation	3%	8%	7%	0%	5%
Vaccines	18%	11%	12%	38%	15%
Veterinary immunology	4%	4%	4%	0%	4%
Viral immunology	11%	8%	8%	13%	9%
I have no interest in working in the field of immunology in the near future	1%	5%	7%	13%	3%
Other - please state	8%	7%	8%	25%	8%
N/A	2%	3%	8%	0%	3%
Prefer not to say	0%	1%	1%	0%	0%

SECTION 3 – CAREER ADVICE, SKILLS & BARRIERS

Q20(i). How would you rate the career support and advice on offer to you at the following stages of your career?: Undergraduate: 1055 responses

Q20(i)a. All responses

	ALL
Non-existent	20%
Poor	26%
Average	25%
Good	21%
Excellent	7%
N/A	2%

Respondents rated career support and advice on offer at undergraduate level poorly

- Only just over a quarter of respondents rated career support and advice on offer at undergraduate level as good or excellent.
- Nearly half of respondents rated career support and advice at undergraduate level as non-existent or poor.
- In total 71% rated career support and advice at undergraduate level as average or worse.

Q20(i)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents).

	UK	Non UK	Prefer not to say	ALL
Non-existent	21%	19%	0%	20%
Poor	26%	24%	50%	26%
Average	24%	27%	0%	25%
Good	20%	21%	50%	21%
Excellent	7%	8%	0%	7%
N/A	2%	1%	0%	2%

Q20(i)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Non-existent	21%	20%	0%	50%	20%
Poor	24%	27%	0%	0%	26%
Average	24%	25%	0%	25%	25%
Good	22%	20%	100%	0%	21%
Excellent	8%	6%	0%	25%	7%
N/A	1%	2%	0%	0%	2%

Q20(i)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A lower proportion of those working in Clinical/academia rated career support and advice at undergraduate level as poor
- A higher proportion of those working in Industry rated career support and advice at undergraduate level as poor

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Non-existent	21%	22%	20%	20%	17%	20%
Poor	25%	18%	27%	30%	32%	26%
Average	23%	29%	27%	27%	23%	25%
Good	23%	20%	16%	18%	17%	21%
Excellent	7%	8%	6%	5%	8%	7%
N/A	1%	3%	4%	1%	3%	2%

Q20(i)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of former/lapsed members rated career support and advice at undergraduate level as non-existent

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Non-existent	20%	18%	27%	25%	20%
Poor	25%	26%	26%	13%	26%
Average	26%	25%	22%	38%	25%
Good	21%	21%	17%	13%	21%
Excellent	7%	7%	8%	0%	7%
N/A	1%	3%	0%	13%	2%

Q20(ii). How would you rate the career support and advice on offer to you at the following stages of your career?: Postgraduate: 1055 responses

Q20(ii)a. All responses

	ALL
Non-existent	8%
Poor	21%
Average	28%
Good	27%
Excellent	13%
N/A	3%

Respondents rated career support and advice on offer at postgraduate level better than undergraduate level.

- Less than a third rated career support and advice on offer at Postgraduate level as non-existent or poor
- 40% of respondents rated career support and advice on offer at Postgraduate level as good or excellent
- In total 61% rated career support and advice at undergraduate level as average or better

Q20(ii)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents).

	UK	Non UK	Prefer not to say	ALL
Non-existent	9%	7%	0%	8%
Poor	22%	19%	0%	21%
Average	29%	24%	0%	28%
Good	26%	28%	0%	27%
Excellent	11%	18%	50%	13%
N/A	3%	3%	50%	3%

Q20(ii)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Non-existent	9%	8%	0%	25%	8%
Poor	20%	22%	0%	0%	21%
Average	26%	29%	0%	25%	28%
Good	27%	26%	0%	25%	27%
Excellent	14%	12%	0%	25%	13%
N/A	3%	3%	100%	0%	3%

Q20(ii)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A lower proportion of those working in Healthcare/clinical rated career support and advice at postgraduate level as poor
- A lower proportion of those working in Healthcare/clinical and Industry rated career support and advice at postgraduate level as excellent

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Non-existent	9%	6%	10%	8%	6%	8%
Poor	21%	21%	16%	26%	24%	21%
Average	26%	30%	30%	32%	31%	28%
Good	27%	28%	29%	24%	21%	27%
Excellent	15%	13%	8%	4%	14%	13%
N/A	2%	3%	6%	6%	4%	3%

Q20(ii)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of former/lapsed members rated career support and advice at postgraduate level as non-existent or poor

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Non-existent	7%	8%	14%	0%	8%
Poor	20%	20%	28%	38%	21%
Average	30%	26%	26%	13%	28%
Good	28%	28%	20%	25%	27%
Excellent	14%	11%	12%	13%	13%
N/A	2%	7%	1%	13%	3%

Q20(iii). How would you rate the career support and advice on offer to you at the following stages of your career?: Current employer: 1056 responses

Q20(iii)a. All responses

	ALL
Non-existent	6%
Poor	14%
Average	25%
Good	31%
Excellent	14%
N/A	9%

Respondents rated career support and advice on offer from their current employer much more favourably:

- Only 20% rated career support and advice on offer from their current employer as non-existent or poor
- 45% of respondents rated career support and advice on offer from their current employer as good or excellent
- In total 70% rated career support and advice on offer from their current employer as average or better

Q20(iii)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents).

	UK	Non UK	Prefer not to say	ALL
Non-existent	5%	7%	0%	6%
Poor	14%	15%	0%	14%
Average	26%	25%	0%	25%
Good	31%	31%	50%	31%
Excellent	14%	15%	0%	14%
N/A	9%	9%	50%	9%

Q20(iii)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Non-existent	7%	4%	0%	25%	6%
Poor	15%	14%	0%	0%	14%
Average	23%	27%	0%	0%	25%
Good	31%	31%	0%	75%	31%
Excellent	14%	15%	0%	0%	14%
N/A	10%	9%	100%	0%	9%

Q20(iii)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Industry rated career support and advice from their current employer as good
- A lower proportion of those working in Clinical/academia rated career support and advice from their current employer as excellent

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Non-existent	6%	7%	6%	6%	1%	6%
Poor	14%	15%	18%	13%	14%	14%
Average	27%	27%	23%	23%	20%	25%
Good	30%	30%	33%	37%	28%	31%
Excellent	15%	10%	14%	13%	15%	14%
N/A	8%	12%	6%	8%	21%	9%

Q20(iii)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of former/lapsed members rated career support and advice from their current employer as non-existent
- A higher proportion of non-members rated career support and advice from their current employer as poor

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Non-existent	4%	6%	10%	0%	6%
Poor	13%	19%	10%	38%	14%
Average	26%	25%	27%	0%	25%
Good	32%	31%	28%	38%	31%
Excellent	15%	12%	15%	13%	14%
N/A	10%	8%	11%	13%	9%

Q21. Thinking about your career, what has been the most beneficial careers support and advice you’ve received and from whom?

Q21a. The most beneficial careers advice received

There were 807 responses to this question after filtering for those respondents who had simply answered ‘None’ or ‘N/A’. Of these responses, 467 were not classified, largely because the respondents had not listed any advice given, but only who had given the advice.

The top five scores were:

- Advice on career path / strategy
- Advice about wider opportunities (e.g. outside academia)
- Advice about a PhD
- Following your interests / instincts / creating a niche / doing what makes you happy / being passionate about research / thinking for yourself
- Advice on character / resilience / self-belief / sacrifice / being open to opportunities / not comparing yourself to others

Category of advice	% of respondents
Advice on career path / strategy	7.56%
Advice about wider opportunities (e.g. outside academia)	5.58%
Advice about a PhD	5.45%
Following your interests / instincts / creating a niche / doing what makes you happy / being passionate about research / thinking for yourself	4.83%
Advice on character / resilience / self-belief / sacrifice / being open to opportunities / not comparing yourself to others	4.34%
Advice related to funding / fellowships	3.97%
Advice on particular positions / roles (e.g. specific job opportunity)	2.97%
Advice on employability (CV writing / interview technique / work experience etc.)	2.85%
Advice on networking / moving around / moving on	2.60%
Advice on working abroad	1.98%
Advice around ongoing CPD	1.49%
Advice on technique / research / academic problems	1.12%
Advice related to gender challenges	0.99%
Advice on aspirations / role models	0.87%
Advice on publishing	0.74%
Advice on work-life balance	0.37%
Advice on leadership	0.25%

Q21b. From whom the advice was received

There were 660 respondents who provided an answer as to who had given the most beneficial career advice.

The top five scores were:

- Supervisor
- Colleagues / peers
- Mentor(s)
- Senior academic (e.g. Professor / Head of Department)
- Current employer / boss / line manager

Category	% respondents
Supervisor	22.30%
Colleagues / peers	18.59%
Mentor(s)	10.78%
Senior academic (e.g. Professor / Head of Department)	10.66%
Current employer / boss / line manager	9.29%
Undergraduate advisor	5.08%
Talks / conferences / seminar	4.96%
Parents / friends / family	4.34%
University career service	4.09%
Principal investigator	3.72%
Post Docs	2.73%
Websites / research literature	2.73%
Career coach / career advisor / school	1.24%
Training courses	1.12%
NHS and other organisations	0.74%
Consultants	0.74%
Research sponsor	0.25%

Q22. Which of the following skills do you feel you have been the MOST IMPORTANT during your career? You can choose up to 5 options: 1026 responses

Q22a. All responses

	ALL
Ability to network	39%
Chairing meetings/panels	3%
Communication	47%
Critical thinking	55%
Financial management	3%
Grant writing	17%
Leadership	18%
Overcoming tough work situations	32%
Paper writing and publishing	35%
Peer review	4%
People management	17%
Practical scientific skills	49%
Project management	18%
Public engagement	4%
Resilience	38%
Teaching	12%
Technical / IT	5%
Time management	26%
Writing/presenting	33%
Other - please state	3%
N/A	1%

The top five skills respondents felt most important during their career were:

- Critical thinking
- Practical scientific skills
- Communication
- Ability to network
- Resilience

The skills respondents felt least important during their career were:

- Chairing meetings/panels
- Financial management
- Peer review
- Public engagement
- Technical/IT

Q22b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A higher proportion of those working outside the UK selected the following as most important during their career
 - o Ability to network
 - o Critical thinking
 - o Financial management
 - o Paper writing and publishing
- A lower proportion of those working outside the UK selected the following as most important during their career
 - o People management
 - o Resilience
 - o Time management

	UK	Non UK	Prefer not to say	ALL
Ability to network	37%	46%	0%	39%
Chairing meetings/panels	3%	4%	0%	3%
Communication	49%	43%	0%	47%
Critical thinking	54%	60%	0%	55%
Financial management	2%	8%	0%	3%
Grant writing	16%	20%	0%	17%
Leadership	18%	18%	0%	18%
Overcoming tough work situations	32%	32%	0%	32%
Paper writing and publishing	33%	42%	0%	35%
Peer review	3%	6%	0%	4%
People management	18%	12%	0%	17%
Practical scientific skills	52%	43%	0%	49%
Project management	18%	20%	50%	18%
Public engagement	5%	3%	0%	4%
Resilience	41%	27%	0%	38%
Teaching	10%	16%	0%	12%
Technical / IT	6%	3%	0%	5%
Time management	30%	16%	0%	26%
Writing/presenting	33%	32%	0%	33%
Other - please state	3%	3%	0%	3%
N/A	1%	0%	50%	1%

Q22c. Segmented by gender

When we compare the results by gender (against the average for all respondents):

- A higher proportion of male respondents selected critical thinking and paper writing and publishing as most important during their career
- A higher proportion of female respondents selected communication and time management as most important during their career
- A lower proportion of male respondents selected communication and time management as most important during their career

	Male	Female	Other	Prefer not to say	ALL
Ability to network	39%	40%	0%	50%	39%
Chairing meetings/panels	5%	2%	0%	0%	3%
Communication	42%	50%	0%	50%	47%
Critical thinking	60%	52%	100%	50%	55%
Financial management	3%	3%	0%	0%	3%
Grant writing	19%	15%	0%	0%	17%
Leadership	19%	17%	0%	0%	18%
Overcoming tough work situations	31%	33%	0%	0%	32%
Paper writing and publishing	42%	31%	100%	50%	35%
Peer review	5%	3%	0%	0%	4%
People management	15%	19%	0%	0%	17%
Practical scientific skills	48%	51%	100%	25%	49%
Project management	15%	21%	0%	25%	18%
Public engagement	3%	5%	0%	0%	4%
Resilience	36%	40%	0%	25%	38%
Teaching	13%	11%	0%	0%	12%
Technical / IT	5%	5%	0%	0%	5%
Time management	20%	31%	100%	25%	26%
Writing/presenting	36%	31%	100%	50%	33%
Other - please state	5%	2%	0%	0%	3%
N/A	1%	1%	0%	25%	1%

Q22d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in academia selected paper writing and publishing as most important during their career
- A higher proportion of those working in Clinical/academia selected teaching as most important during their career
- A lower proportion of those working in Clinical/academia selected practical scientific skills and resilience as most important during their career
- A higher proportion of those working in Healthcare/clinical selected the following as most important during their career
 - Communication
 - Leadership
 - Overcoming tough work situations
 - People management
 - Technical/IT
 - Time management
- A lower proportion of those working in Healthcare/clinical selected the following as most important during their career
 - Ability to network
 - Grant writing
 - Paper writing and publishing
 - Public engagement
 - Writing/presenting
- A higher proportion of those working in Industry selected the following as most important during their career
 - Communication
 - Critical thinking
 - Project management
 - Time management
 - Writing/presenting
- A lower proportion of those working in Industry selected the following as most important during their career
 - Grant writing
 - Paper writing and publishing
 - Teaching

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Ability to network	39%	43%	31%	41%	51%	39%
Chairing meetings/panels	3%	4%	3%	3%	0%	3%
Communication	39%	42%	65%	63%	55%	47%
Critical thinking	55%	58%	48%	66%	51%	55%
Financial management	2%	6%	6%	1%	3%	3%
Grant writing	24%	21%	1%	3%	9%	17%
Leadership	13%	21%	29%	21%	28%	18%
Overcoming tough work situations	30%	34%	44%	29%	28%	32%
Paper writing and publishing	46%	41%	13%	13%	19%	35%
Peer review	4%	4%	2%	2%	6%	4%
People management	14%	13%	29%	22%	12%	17%
Practical scientific skills	51%	43%	50%	54%	39%	49%
Project management	19%	12%	12%	24%	30%	18%
Public engagement	5%	4%	1%	3%	12%	4%
Resilience	40%	32%	37%	35%	39%	38%
Teaching	11%	17%	16%	2%	10%	12%
Technical / IT	3%	4%	10%	8%	6%	5%
Time management	27%	20%	32%	30%	16%	26%
Writing/presenting	35%	36%	16%	41%	33%	33%
Other - please state	2%	5%	6%	3%	3%	3%
N/A	0%	0%	3%	0%	3%	1%

Q22e. Segmented by membership of BSI

- A higher proportion of members selected paper writing and publishing as most important during their career
- A higher proportion of non-members selected resilience as most important during their career
- A higher proportion of former/lapsed members selected project management and resilience as most important during their career
- A lower proportion of non-members selected the following as most important during their career
 - Grant writing
 - Paper writing and publishing
 - Writing/presenting
- A lower proportion of former/lapsed members selected grant writing and paper writing and publishing as most important during their career

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Ability to network	41%	38%	38%	38%	39%
Chairing meetings/panels	4%	2%	3%	0%	3%
Communication	44%	52%	49%	38%	47%
Critical thinking	55%	55%	54%	75%	55%
Financial management	2%	5%	2%	13%	3%
Grant writing	21%	12%	12%	25%	17%
Leadership	16%	19%	21%	0%	18%
Overcoming tough work situations	29%	37%	33%	38%	32%
Paper writing and publishing	42%	26%	29%	50%	35%
Peer review	4%	4%	1%	0%	4%
People management	16%	17%	20%	0%	17%
Practical scientific skills	50%	51%	44%	75%	49%
Project management	18%	17%	23%	25%	18%
Public engagement	4%	3%	7%	13%	4%
Resilience	39%	35%	43%	25%	38%
Teaching	12%	12%	11%	0%	12%
Technical / IT	3%	9%	5%	0%	5%

Time management	26%	29%	23%	0%	26%
Writing/presenting	37%	26%	35%	13%	33%
Other - please state	3%	4%	3%	0%	3%
N/A	0%	1%	3%	0%	1%

Q23. Which of the following skills do you feel you have LACKED during your career? You can choose up to 5 options: 1016 responses

Q23a. All responses

	ALL
Ability to network	32%
Chairing meetings/panels	25%
Communication	6%
Critical thinking	6%
Financial management	34%
Grant writing	34%
Leadership	15%
Overcoming tough work situations	9%
Paper writing and publishing	22%
Peer review	13%
People management	23%
Practical scientific skills	4%
Project management	15%
Public engagement	24%
Resilience	6%
Teaching	18%
Technical / IT	18%
Time management	14%
Writing/presenting	7%
Other - please state	4%
N/A	3%

The top six skills respondents felt they had lacked during their career were:

- Financial management
- Grant writing
- Ability to network
- Chairing meetings/panels
- Public engagement
- People management

The skills respondents felt they had lacked least during their career were:

- Practical scientific skills
- Communication
- Critical thinking
- Resilience
- Writing/presenting

Q23b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A higher proportion of those working outside the UK felt they had lacked communication skills during their career
- A lower proportion of those working outside the UK felt they had lacked paper writing and publishing skills during their career

	UK	Non UK	Prefer not to say	ALL
Ability to network	34%	27%	0%	32%
Chairing meetings/panels	25%	26%	0%	25%
Communication	5%	12%	50%	6%
Critical thinking	7%	5%	0%	6%
Financial management	34%	36%	0%	34%
Grant writing	33%	37%	0%	34%
Leadership	15%	17%	0%	15%
Overcoming tough work situations	8%	12%	0%	9%

Paper writing and publishing	24%	16%	0%	22%
Peer review	13%	11%	0%	13%
People management	22%	27%	0%	23%
Practical scientific skills	3%	7%	0%	4%
Project management	16%	14%	0%	15%
Public engagement	25%	22%	0%	24%
Resilience	7%	5%	0%	6%
Teaching	18%	17%	0%	18%
Technical / IT	19%	17%	0%	18%
Time management	13%	19%	0%	14%
Writing/presenting	9%	4%	0%	7%
Other - please state	3%	6%	0%	4%
N/A	4%	1%	50%	3%

Q23c. Segmented by gender

When we compare the results by gender (against the average for all respondents):

- A higher proportion of female respondents felt they had lacked chairing meetings/panels skills during their career and conversely, a lower proportion of male respondents felt they had lacked chairing meetings/panels skills during their career

	Male	Female	Other	Prefer not to say	ALL
Ability to network	33%	32%	100%	0%	32%
Chairing meetings/panels	20%	29%	100%	0%	25%
Communication	7%	6%	0%	0%	6%
Critical thinking	5%	7%	0%	0%	6%
Financial management	34%	35%	0%	25%	34%
Grant writing	33%	35%	0%	50%	34%
Leadership	14%	16%	100%	25%	15%
Overcoming tough work situations	10%	8%	0%	0%	9%

Paper writing and publishing	19%	24%	0%	0%	22%
Peer review	12%	14%	0%	0%	13%
People management	21%	24%	0%	50%	23%
Practical scientific skills	4%	4%	0%	0%	4%
Project management	17%	14%	0%	0%	15%
Public engagement	26%	23%	0%	0%	24%
Resilience	6%	7%	0%	0%	6%
Teaching	18%	18%	0%	0%	18%
Technical / IT	17%	19%	100%	0%	18%
Time management	18%	12%	0%	0%	14%
Writing/presenting	6%	8%	0%	0%	7%
Other - please state	3%	4%	0%	0%	4%
N/A	4%	2%	0%	25%	3%

Q23d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A lower proportion of those working in Clinical/academia felt they had lacked Chairing meetings/panels and Teaching skills during their career
- A higher proportion of those working in Healthcare/clinical felt they had lacked paper writing and publishing during their career
- A lower proportion of those working in Healthcare/clinical felt they had lacked ability to network, people management and teaching skills during their career
- A higher proportion of those working in Industry felt they had lacked the following skills during their career:
 - Paper writing and publishing
 - People management
 - Project management
 - Public engagement

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Ability to network	36%	29%	21%	30%	28%	32%
Chairing meetings/panels	27%	15%	23%	26%	34%	25%
Communication	8%	7%	5%	2%	4%	6%
Critical thinking	6%	9%	7%	7%	1%	6%
Financial management	35%	29%	38%	32%	38%	34%
Grant writing	36%	33%	30%	30%	34%	34%
Leadership	16%	10%	13%	18%	18%	15%
Overcoming tough work situations	11%	6%	8%	3%	4%	9%
Paper writing and publishing	17%	21%	41%	28%	7%	22%
Peer review	12%	13%	13%	11%	15%	13%
People management	26%	20%	13%	29%	15%	23%
Practical scientific skills	2%	6%	5%	3%	10%	4%
Project management	14%	15%	17%	20%	10%	15%
Public engagement	23%	20%	26%	32%	22%	24%
Resilience	6%	9%	6%	7%	3%	6%
Teaching	22%	13%	7%	14%	29%	18%
Technical / IT	20%	17%	15%	16%	19%	18%
Time management	16%	16%	13%	7%	12%	14%
Writing/presenting	6%	10%	11%	9%	9%	7%
Other - please state	4%	7%	3%	0%	6%	4%
N/A	2%	4%	4%	3%	6%	3%

Q23e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of non-members felt they had lacked paper writing and publishing skills during their career
- A lower proportion of non-members felt they had lacked teaching skills during their career
- A higher proportion of former/lapsed members felt they had lacked financial management skills during their career

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Ability to network	31%	32%	34%	25%	32%
Chairing meetings/panels	24%	26%	27%	25%	25%
Communication	6%	9%	5%	0%	6%
Critical thinking	6%	6%	5%	25%	6%
Financial management	33%	34%	41%	13%	34%
Grant writing	33%	36%	34%	50%	34%
Leadership	16%	15%	15%	38%	15%
Overcoming tough work situations	11%	6%	7%	0%	9%
Paper writing and publishing	18%	28%	21%	25%	22%
Peer review	11%	13%	16%	25%	13%
People management	25%	18%	24%	50%	23%
Practical scientific skills	2%	7%	3%	0%	4%
Project management	16%	15%	13%	25%	15%
Public engagement	23%	26%	24%	13%	24%
Resilience	7%	5%	7%	0%	6%
Teaching	19%	18%	15%	25%	18%
Technical / IT	21%	14%	20%	0%	18%
Time management	17%	12%	11%	13%	14%
Writing/presenting	5%	11%	6%	13%	7%
Other - please state	4%	4%	3%	0%	4%
N/A	3%	3%	4%	0%	3%

Q24. What do you think are the biggest barriers that you have faced during your career in immunology? (You can choose as many as you feel are relevant): 1010 responses

	ALL
Lack of job opportunities	36%
Poor job security	47%
Lack of training and development	19%
Lack of careers support / advice	36%
Lack of skills e.g. data / statistics	14%
Lack of support from supervisor / manager	25%
Lack of mentoring / role models	27%
Lack of funding opportunities / availability	41%
Prioritising work / life balance over career progression	40%
Expectation of the need to work abroad	11%
Expectancy of the need to work long hours	25%
Low pay	30%
Sexism, discrimination or bullying	13%
Travel restrictions	4%
Taking a career break	6%
Poor research outcomes beyond your control	27%
Loss of data / samples due to lack of / poor equipment and facilities	8%
Being impacted by fraudulent behaviour	5%
Other - please state	7%
N/A	4%
Prefer not to say	0%

The top five barriers respondents have faced during their career are:

- Poor job security – almost half of respondents
- Lack of funding opportunities/availability
- Prioritising work / life balance over career progression – at 40%
- Lack of job opportunities – a third
- Lack of careers support / advice – a third

Other notable results are:

- One in eight immunologists have faced sexism, discrimination or bullying
- A quarter have faced a lack of support from their supervisor/manager
- A quarter have faced the expectancy of the need to work long hours

Q24b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A higher proportion of those working outside the UK have faced a lack of training and development and low pay
- A lower proportion of those working outside the UK have faced prioritising work / life balance over career progression and expectancy of the need to work long hours

	UK	Non UK	Prefer not to say	ALL
Lack of job opportunities	35%	37%	0%	36%
Poor job security	49%	43%	50%	47%
Lack of training and development	18%	24%	0%	19%
Lack of careers support / advice	36%	39%	0%	36%
Lack of skills e.g. data / statistics	14%	16%	0%	14%
Lack of support from supervisor / manager	24%	28%	0%	25%
Lack of mentoring / role models	27%	27%	0%	27%
Lack of funding opportunities / availability	40%	46%	50%	41%
Prioritising work / life balance over career progression	43%	31%	0%	40%
Expectation of the need to work abroad	10%	14%	0%	11%

Expectancy of the need to work long hours	27%	17%	0%	25%
Low pay	28%	38%	50%	30%
Sexism, discrimination or bullying	12%	15%	0%	13%
Travel restrictions	4%	6%	0%	6%
Taking a career break	6%	6%	0%	6%
Poor research outcomes beyond your control	28%	24%	0%	27%
Loss of data / samples due to lack of / poor equipment and facilities	8%	9%	0%	8%
Being impacted by fraudulent behaviour	3%	9%	0%	5%
Other - please state	7%	6%	50%	7%
N/A	4%	2%	0%	4%
Prefer not to say	0%	0%	0%	0%

Q24c. Segmented by gender

When we compare the results by gender (against the average for all respondents):

- A higher proportion of female respondents have faced the following barriers:
 - Poor job security
 - Prioritising work / life balance over career progression
 - Expectancy of the need to work long hours
 - Sexism, discrimination or bullying – women are twice as likely to face this
 - Taking a career break
- Conversely, a lower proportion of male respondents faced the barriers above.

	Male	Female	Other	Prefer not to say	ALL
Lack of job opportunities	39%	34%	0%	33%	36%
Poor job security	42%	51%	0%	33%	47%
Lack of training and development	21%	18%	0%	33%	19%
Lack of careers support / advice	36%	37%	0%	67%	36%
Lack of skills e.g. data / statistics	12%	16%	100%	0%	14%
Lack of support from supervisor / manager	26%	24%	100%	33%	25%
Lack of mentoring / role models	26%	27%	0%	67%	27%
Lack of funding opportunities / availability	45%	39%	0%	0%	41%
Prioritising work / life balance over career progression	33%	44%	0%	0%	40%
Expectation of the need to work abroad	11%	11%	0%	0%	11%
Expectancy of the need to work long hours	20%	28%	0%	0%	25%
Low pay	34%	28%	0%	0%	30%
Sexism, discrimination or bullying	7%	16%	0%	33%	13%
Travel restrictions	5%	4%	0%	0%	6%
Taking a career break	3%	9%	0%	0%	6%
Poor research outcomes beyond your control	28%	27%	0%	0%	27%
Loss of data / samples due to lack of / poor equipment and facilities	7%	8%	100%	0%	8%
Being impacted by fraudulent behaviour	5%	5%	0%	0%	5%
Other - please state	8%	6%	0%	0%	7%
N/A	4%	3%	0%	0%	4%
Prefer not to say	0%	1%	0%	0%	0%

Q24d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Academia felt they had faced poor job security and lack of funding opportunities/availability
- A higher proportion of those working in Clinical/academia felt they had faced a lack of mentoring/roles models
- A lower proportion of those working in Clinical/academia felt they had faced Expectancy of the need to work long hours
- A higher proportion of those working in Healthcare/clinical felt they had faced a lack of job opportunities – half of those respondents, compared to a third on average for all respondents
- A lower proportion of those working in Healthcare/clinical felt they had faced the following:
 - Poor job security
 - Lack of funding opportunities / availability
 - Expectation of the need to work abroad
 - Taking a career break
 - Poor research outcomes beyond your control
 - Loss of data / samples due to lack of / poor equipment and facilities
- A higher proportion of those working in Industry have faced the following:
 - Lack of training and development
 - Lack of support from supervisor / manager
 - Low pay
- A lower proportion of those working in Industry have faced a lack of funding opportunities / availability:

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Lack of job opportunities	32%	32%	50%	35%	38%	36%
Poor job security	58%	33%	17%	46%	54%	47%
Lack of training and development	17%	20%	20%	29%	22%	19%
Lack of careers support / advice	36%	36%	36%	40%	37%	36%
Lack of skills e.g. data / statistics	16%	17%	12%	10%	10%	14%
Lack of support from supervisor / manager	23%	23%	26%	32%	24%	25%
Lack of mentoring / role models	26%	34%	25%	29%	24%	27%
Lack of funding opportunities / availability	48%	44%	28%	24%	38%	41%
Prioritising work / life balance over career progression	43%	34%	35%	36%	41%	40%
Expectation of the need to work abroad	15%	8%	3%	9%	4%	11%
Expectancy of the need to work long hours	25%	19%	23%	28%	28%	25%
Low pay	30%	31%	25%	38%	31%	30%
Sexism, discrimination or bullying	13%	14%	11%	11%	19%	13%
Travel restrictions	4%	6%	2%	5%	0%	6%
Taking a career break	8%	6%	1%	6%	4%	6%
Poor research outcomes beyond your control	32%	21%	8%	28%	34%	27%
Loss of data / samples due to lack of / poor equipment and facilities	10%	4%	3%	8%	7%	8%
Being impacted by fraudulent behaviour	4%	9%	1%	7%	7%	5%
Other - please state	5%	9%	7%	7%	12%	7%
N/A	3%	3%	9%	1%	4%	4%
Prefer not to say	0%	0%	1%	1%	0%	0%

Q24e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of non-members have faced a lack of training and development
- A lower proportion of non-members have faced Poor research outcomes beyond your control
- A higher proportion of former/lapsed members have faced the following barriers:
 - Lack of job opportunities
 - Poor job security
 - Prioritising work / life balance over career progression
 - Expectancy of the need to work long hours
 - Sexism, discrimination or bullying
 - Poor research outcomes beyond your control

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Lack of job opportunities	31%	38%	47%	25%	36%
Poor job security	52%	38%	54%	25%	47%
Lack of training and development	14%	28%	19%	50%	19%
Lack of careers support / advice	34%	38%	40%	50%	36%
Lack of skills e.g. data / statistics	14%	16%	12%	13%	14%
Lack of support from supervisor / manager	23%	27%	25%	25%	25%
Lack of mentoring / role models	26%	28%	26%	38%	27%
Lack of funding opportunities / availability	44%	36%	40%	50%	41%
Prioritising work / life balance over career progression	40%	36%	46%	13%	40%
Expectation of the need to work abroad	13%	9%	8%	25%	11%
Expectancy of the need to work long hours	25%	22%	32%	0%	25%
Low pay	28%	32%	34%	38%	30%
Sexism, discrimination or bullying	12%	11%	19%	13%	13%
Travel restrictions	4%	5%	2%	0%	6%
Taking a career break	6%	6%	7%	0%	6%
Poor research outcomes beyond your control	29%	18%	36%	50%	27%

Loss of data / samples due to lack of / poor equipment and facilities	7%	8%	9%	25%	8%
Being impacted by fraudulent behaviour	4%	7%	5%	0%	5%
Other - please state	8%	5%	6%	0%	7%
N/A	3%	4%	1%	25%	4%
Prefer not to say	0%	1%	0%	0%	0%

SECTION 4 – IMPACTS ON THE RECRUITMENT AND RETENTION OF THE UK IMMUNOLOGY WORKFORCE

Q25(i). In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: *Britain leaving the EU*: 999 responses

Q25(i)a. All responses

	ALL
Negative	80%
Positive	2%
No Impact	9%
N/A	9%

80% of respondents think that Britain leaving the EU will have negative impact on the recruitment and retention of the immunology workforce in the UK.

Q25(i)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A higher proportion of those working in the UK think that Britain leaving the EU will have negative impact
- Conversely, a lower proportion of those working outside the UK think that Britain leaving the EU will have negative impact

	UK	Non UK	Prefer not to say	ALL
Negative	85%	66%	50%	80%
Positive	1%	4%	0%	2%
No Impact	9%	8%	0%	9%
N/A	5%	23%	50%	9%

Q25(i)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Negative	77%	82%	100%	67%	80%
Positive	3%	1%	0%	0%	2%
No Impact	10%	8%	0%	33%	9%
N/A	9%	9%	0%	0%	9%

Q25(i)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Academia and Industry think that Britain leaving the EU will have negative impact
- A lower proportion of those working in Clinical/academia and Healthcare/clinical think that Britain leaving the EU will have negative impact
- A higher proportion of those working in Clinical/academia and Healthcare/clinical think that Britain leaving the EU will have no impact or is not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Negative	86%	71%	62%	84%	87%	80%
Positive	1%	4%	3%	2%	0%	2%
No impact	7%	9%	17%	9%	3%	9%
N/A	6%	16%	18%	5%	10%	9%

Q25(i)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of members and former/lapsed members think that Britain leaving the EU will have negative impact
- Conversely, a lower proportion of non-members think that Britain leaving the EU will have negative impact
- A higher proportion of non-members think that Britain leaving the EU will not be applicable

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Negative	87%	69%	84%	38%	80%
Positive	1%	2%	3%	0%	2%
No Impact	6%	12%	10%	13%	9%
N/A	6%	17%	3%	50%	9%

Q25(ii) In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: *The number of tenure positions available at universities: 999 responses*

Q25(ii)a. All responses

	ALL
Negative	50%
Positive	16%
No Impact	8%
N/A	26%

50% of respondents think that the number of tenure positions available at universities will have negative impact on the recruitment and retention of the immunology workforce in the UK.

However, over a quarter think this is not applicable.

Q25(ii)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A lower proportion of those working outside the UK think that the number of tenure positions available at universities will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- Conversely, a higher proportion of those working outside the UK think that the number of tenure positions available at universities will have a positive impact on the recruitment and retention of the immunology workforce in the UK
- A third of those working outside the UK think that this is not applicable

	UK	Non UK	Prefer not to say	ALL
Negative	54%	39%	50%	50%
Positive	14%	22%	0%	16%
No Impact	9%	7%	0%	8%
N/A	23%	33%	50%	26%

Q25(ii)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Negative	48%	52%	0%	67%	50%
Positive	20%	14%	0%	0%	16%
No Impact	11%	6%	100%	33%	8%
N/A	21%	28%	0%	0%	26%

Q25(ii)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A lower proportion of those working in Healthcare/clinical think that that the number of tenure positions available at universities will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- Also, a lower proportion of those working in Healthcare/clinical think that that the number of tenure positions available at universities will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- Conversely, almost half of those working in Healthcare/clinical think that this is not applicable
- A higher proportion of those working in Industry also think that the number of tenure positions available at universities will have no impact on the recruitment and retention of the immunology workforce in the UK

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Negative	55%	48%	38%	50%	46%	50%
Positive	17%	24%	9%	13%	13%	16%
No impact	8%	13%	5%	13%	6%	8%
N/A	21%	15%	48%	25%	35%	26%

Q25(ii)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A lower proportion of non-members think that that the number of tenure positions available at universities will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of former/lapsed members think that that the number of tenure positions available at universities will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of non-members (a third) think that this is not applicable
- A lower proportion of former/lapsed members (a fifth) think that this is not applicable

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Negative	54%	40%	60%	25%	50%
Positive	15%	19%	11%	13%	16%
No Impact	9%	7%	9%	0%	8%
N/A	22%	33%	19%	63%	26%

Q25(iii). In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: *The quality of research being carried out at universities in the UK*: 999 responses

Q25(iii)a. All responses

	ALL
Negative	15%
Positive	64%
No Impact	7%
N/A	14%

Two thirds of respondents think that the quality of research being carried out at universities in the UK will have a positive impact on the recruitment and retention of the immunology workforce in the UK.

Q25(iii)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A lower proportion of those working outside the UK think that the quality of research being carried out at universities in the UK will have a positive impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of those working outside the UK think that this is not applicable

	UK	Non UK	Prefer not to say	ALL
Negative	16%	11%	0%	15%
Positive	67%	57%	50%	64%
No Impact	7%	6%	0%	7%
N/A	11%	26%	50%	14%

Q25(iii)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Negative	16%	14%	0%	0%	15%
Positive	61%	67%	100%	67%	64%
No Impact	9%	5%	0%	33%	7%
N/A	15%	14%	0%	0%	14%

Q25(iii)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Healthcare/clinical think that the quality of research being carried out at universities in the UK will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of those working in Academia think that the quality of research being carried out at universities in the UK will have a positive impact on the recruitment and retention of the immunology workforce in the UK
- A lower proportion of those working in Healthcare/clinical think that the quality of research being carried out at universities in the UK will have a positive impact on the recruitment and retention of the immunology workforce in the UK
- A lower proportion of those working in Healthcare/clinical think that this is not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Negative	12%	14%	24%	14%	21%	15%
Positive	73%	66%	37%	66%	49%	64%
No impact	6%	6%	4%	11%	10%	7%
N/A	9%	13%	35%	10%	21%	14%

Q25(iii)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of former/lapsed members think that the quality of research being carried out at universities in the UK will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of members think that the quality of research being carried out at universities in the UK will have a positive impact on the recruitment and retention of the immunology workforce in the UK
- A lower proportion of former/lapsed members think that the quality of research being carried out at universities in the UK will have a positive impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of non-members think that this is not applicable

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Negative	11%	16%	25%	13%	15%
Positive	72%	57%	52%	38%	64%
No Impact	7%	6%	9%	0%	7%
N/A	11%	20%	14%	50%	14%

Q25(iv). In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: *The availability of funding for research*: 999 responses

Q25(iv)a. All responses

	ALL
Negative	53%
Positive	31%
No Impact	3%
N/A	14%

Over half of respondents think that the availability of funding for research will have a negative impact on the recruitment and retention of the immunology workforce in the UK.

A third of respondents think that the availability of funding for research will have a positive impact.

Q25(iv)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A lower proportion of those working outside the UK think that the availability of funding for research will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of those working outside the UK think that the availability of funding for research will have a positive impact
- A higher proportion of those working outside the UK also think that this is not applicable

	UK	Non UK	Prefer not to say	ALL
Negative	57%	38%	50%	53%
Positive	29%	37%	50%	31%
No Impact	3%	2%	0%	3%
N/A	11%	23%	0%	14%

Q25(iv)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Negative	51%	54%	0%	0%	53%
Positive	33%	30%	100%	67%	31%
No Impact	3%	2%	0%	33%	3%
N/A	14%	14%	0%	0%	14%

Q25(iv)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A lower proportion of those working in Healthcare/clinical think that the availability of funding for research will have a positive impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of those working in Healthcare/clinical think that this is not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Negative	53%	50%	51%	52%	57%	53%
Positive	34%	38%	17%	30%	24%	31%
No impact	2%	3%	1%	5%	4%	3%
N/A	10%	9%	31%	13%	15%	14%

Q25(iv)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of former/lapsed members think that the availability of funding for research will have a negative impact on the recruitment and retention of the immunology workforce in the UK and conversely, a lower proportion think that it will have a positive impact
- A lower proportion of non-members think that the quality of research being carried out at universities in the UK will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of non-members think that this is not applicable

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Negative	54%	44%	67%	38%	53%
Positive	32%	33%	21%	38%	31%
No Impact	3%	2%	3%	0%	3%
N/A	10%	22%	9%	25%	14%

Q25(v). In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: *Training / skill development opportunities in the UK*: 998 responses

Q25(v)a. All responses

	ALL
Negative	21%
Positive	48%
No Impact	13%
N/A	17%

Almost half of respondents think that training / skill development opportunities in the UK will have a positive impact on the recruitment and retention of the immunology workforce in the UK.

A fifth of respondents think that training / skill development opportunities in the UK will have a negative impact.

Q25(v)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A lower proportion of those working outside the UK think that training / skill development opportunities in the UK will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of those working outside the UK also think that this is not applicable

	UK	Non UK	Prefer not to say	ALL
Negative	23%	16%	0%	21%
Positive	49%	45%	50%	48%
No Impact	14%	12%	0%	13%
N/A	14%	27%	50%	17%

Q25(v)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Negative	22%	21%	100%	0%	21%
Positive	44%	51%	0%	67%	48%
No Impact	18%	11%	0%	33%	13%
N/A	17%	18%	0%	0%	17%

Q25(v)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Healthcare/clinical think that training / skill development opportunities in the UK will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- Conversely, a lower proportion of those working in Healthcare/clinical think that training / skill development opportunities in the UK will have a positive impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of those working in Healthcare/clinical think that this is not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Negative	18%	23%	30%	25%	22%	21%
Positive	55%	51%	28%	46%	41%	48%
No impact	14%	11%	11%	16%	12%	13%
N/A	14%	15%	32%	13%	25%	17%

Q25(v)e.

Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of former/lapsed members think that training / skill development opportunities in the UK will have a negative impact on the recruitment and retention of the immunology workforce in the UK and conversely, a lower proportion think that it will have a positive impact

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Negative	18%	23%	28%	13%	21%
Positive	54%	45%	37%	38%	48%
No Impact	14%	12%	15%	0%	13%
N/A	14%	21%	20%	50%	17%

Q25(vi). In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: *The UK's immunology industrial job market: 998 responses*

Q25(vi)a. All responses

	ALL
Negative	19%
Positive	45%
No Impact	11%
N/A	25%

45% of respondents think that the UK's immunology industrial job market will have a positive impact on the recruitment and retention of the immunology workforce in the UK.

A fifth of respondents think that the UK's immunology industrial job will have a negative impact.

A quarter of respondents think that this is not applicable.

Q25(vi)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A higher proportion of those working outside the UK also think that this is not applicable

	UK	Non UK	Prefer not to say	ALL
Negative	20%	18%	0%	19%
Positive	46%	42%	50%	45%
No Impact	12%	8%	0%	11%
N/A	23%	33%	50%	25%

Q25(vi)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Negative	18%	20%	0%	0%	19%
Positive	46%	44%	0%	67%	45%
No Impact	14%	9%	100%	33%	11%
N/A	22%	27%	0%	0%	25%

Q25(vi)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Healthcare/clinical think that the UK’s immunology industrial job market will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- Conversely, a lower proportion of those working in Healthcare/clinical think that the UK’s immunology industrial job market will have a positive impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of those working in Healthcare/clinical think that this is not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Negative	15%	20%	30%	23%	24%	19%
Positive	49%	52%	24%	55%	31%	45%
No impact	12%	8%	9%	13%	10%	11%
N/A	24%	21%	38%	10%	35%	25%

Q25(vi)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of former/lapsed members think that the UK's immunology industrial job market will have a negative impact on the recruitment and retention of the immunology workforce in the UK

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Negative	15%	23%	26%	13%	19%
Positive	49%	41%	40%	38%	45%
No Impact	12%	9%	15%	0%	11%
N/A	24%	28%	20%	50%	25%

Q25(vii). In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: *Changes within the NHS*: 997 responses

Q25(vii)a. All responses

	ALL
Negative	50%
Positive	7%
No Impact	13%
N/A	30%

Half of respondents think that changes within the NHS will have a negative impact on the recruitment and retention of the immunology workforce in the UK.

Almost a third of respondents however think that this is not applicable.

Q25(vii)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A lower proportion of those working outside the UK think that changes within the NHS will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of those working outside the UK think that changes within the NHS are not applicable

	UK	Non UK	Prefer not to say	ALL
Negative	57%	23%	0%	50%
Positive	6%	9%	0%	7%
No Impact	13%	13%	0%	13%
N/A	23%	55%	100%	30%

Q25(vii)c. Segmented by gender

When we compare the results by gender (against the average for all respondents):

- A lower proportion of men think that changes within the NHS will have a negative impact on the recruitment and retention of the immunology workforce in the UK

	Male	Female	Other	Prefer not to say	ALL
Negative	44%	53%	100%	67%	50%
Positive	8%	6%	0%	0%	7%
No Impact	18%	10%	0%	33%	13%
N/A	30%	31%	0%	0%	30%

Q25(vii)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Healthcare/clinical think that changes within the NHS will have a negative impact on the recruitment and retention of the immunology workforce in the UK and conversely a lower proportion think that it will have no impact or is not applicable
- A higher proportion of those working in Clinical/academia think that changes within the NHS will have a positive impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of those working in Industry think that changes within the NHS will have no impact on the recruitment and retention of the immunology workforce in the UK
- A higher proportion of those working in Academia think that this is not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Negative	45%	49%	68%	48%	51%	50%
Positive	6%	13%	8%	7%	1%	7%
No impact	14%	12%	7%	21%	12%	13%
N/A	36%	27%	16%	24%	35%	30%

Q25(vii)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of former/lapsed members think that changes within the NHS will have a negative impact on the recruitment and retention of the immunology workforce in the UK

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Negative	49%	49%	56%	25%	50%
Positive	7%	8%	5%	25%	7%
No Impact	15%	11%	12%	0%	13%
N/A	30%	33%	27%	50%	30%

Q25(viii). In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: *Job opportunities outside the UK*: 998 responses

Q25(viii)a. All responses

	ALL
Negative	44%
Positive	16%
No Impact	15%
N/A	24%

44% of respondents think that job opportunities outside the UK will have a negative impact on the recruitment and retention of the immunology workforce in the UK.

Only one in six think that job opportunities outside the UK will have a positive impact

A quarter of respondents however think that this is not applicable.

Q25(viii)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A lower proportion of those working outside the UK think that job opportunities outside the UK will have a negative impact on the recruitment and retention of the immunology workforce in the UK and conversely, a higher proportion of those working outside the UK think that job opportunities outside the UK will have a positive impact
- A third of those outside the UK also think that this is not applicable

	UK	Non UK	Prefer not to say	ALL
Negative	48%	33%	0%	44%
Positive	15%	22%	0%	16%
No Impact	16%	12%	0%	15%
N/A	22%	34%	100%	24%

Q25(viii)c. Segmented by gender

When we compare the results by gender (against the average for all respondents):

- A higher proportion of men think that job opportunities outside the UK will have a positive impact on the recruitment and retention of the immunology workforce in the UK
- A lower proportion of men think that this is not applicable

	Male	Female	Other	Prefer not to say	ALL
Negative	43%	46%	0%	33%	44%
Positive	21%	13%	100%	0%	16%
No Impact	17%	13%	0%	33%	15%
N/A	19%	28%	0%	33%	24%

Q25(viii)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Industry think that job opportunities outside the UK will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- A lower proportion of those working in Clinical/academia think that job opportunities outside the UK will have a negative impact on the recruitment and retention of the immunology workforce in the UK and conversely, a higher proportion think that job opportunities outside the UK will have a positive impact
- A lower proportion of those working in Healthcare/clinical think that job opportunities outside the UK will have no impact
- A higher proportion of those working in Healthcare/clinical think that this is not applicable
- A lower proportion of those working in Industry think that this is not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Negative	45%	37%	40%	50%	51%	44%
Positive	17%	21%	11%	17%	9%	16%
No impact	15%	18%	9%	18%	15%	15%
N/A	22%	25%	39%	14%	25%	24%

Q25(viii)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A lower proportion of non-members think that job opportunities outside the UK will have a negative impact on the recruitment and retention of the immunology workforce in the UK
- A slightly higher proportion of members think that job opportunities outside the UK will have a negative impact on the recruitment and retention of the immunology workforce in the UK

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Negative	47%	40%	46%	13%	44%
Positive	15%	17%	17%	25%	16%
No Impact	15%	15%	15%	0%	15%
N/A	23%	27%	23%	63%	24%

Due to the high number of respondents who answered N/A to this question, we decided to re-calculate the results of the question, omitting the responses who answered N/A. These re-calculated results were used for the final report and a breakdown of the results can be found in the accompanying document, Appendix C.

Q26. Which factors do you think are the most important for an immunologist to succeed / progress in their career? (Please select up to 4): 986 responses

Q26a. All responses

	ALL
Clarity about the range of career pathways	23%
Support from employer / supervisor to develop new skills and experiences	51%
Flexible working or support for career breaks	13%
Greater job security / less fixed term contracts	37%
Mentoring	25%
Role models across a wide range of disciplines	12%
Financial support	25%
Establishing collaborations and attending networking opportunities	28%
Support to manage work / life balance	15%
Keeping abreast of the latest developments in immunology and the wider scientific community	20%
Being stimulated / engaged by your subject	30%
Confidence in your own scientific ability	24%
Accuracy / attention to detail in your work	10%
Knowing what you need to do to progress to the next career level	23%
Good interview technique	3%
Finding your niche	16%
Luck	20%
Scientific integrity/ethical behaviour	8%
Other - Please state	2%
N/A	0%
Prefer not to say	0%

The top five factors respondents think are the most important for an immunologist to succeed / progress in their career are:

- Support from employer / supervisor to develop new skills and experiences
- Greater job security / less fixed term contracts
- Being stimulated / engaged by your subject
- Establishing collaborations and attending networking opportunities
- Mentoring and financial support

Respondents also want clarity about career pathways, confidence in their own scientific ability, keeping abreast of the latest developments in immunology and the wider scientific community and understand what they need to do to progress to the next career level – plus a little luck!

Q26b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A lower proportion of those working outside of the UK think the following are the most important for an immunologist to succeed / progress in their career
 - Clarity about the range of career pathways
 - Greater job security / less fixed term contracts
 - Being stimulated / engaged by your subject
 - Luck
- A higher proportion of those working outside of the UK think the following are the most important for an immunologist to succeed / progress in their career
 - Mentoring
 - Financial support

	UK	Non UK	Prefer not to say	ALL
Clarity about the range of career pathways	25%	16%	0%	23%
Support from employer / supervisor to develop new skills and experiences	52%	47%	0%	51%
Flexible working or support for career breaks	14%	10%	0%	13%
Greater job security / less fixed term contracts	39%	29%	50%	37%
Mentoring	22%	34%	0%	25%
Role models across a wide range of disciplines	12%	13%	0%	12%
Financial support	19%	46%	50%	25%
Establishing collaborations and attending networking opportunities	28%	30%	0%	28%
Support to manage work / life balance	14%	16%	0%	15%
Keeping abreast of the latest developments in immunology and the wider scientific community	20%	21%	0%	20%
Being stimulated / engaged by your subject	32%	23%	0%	30%
Confidence in your own scientific ability	23%	26%	0%	24%
Accuracy / attention to detail in your work	11%	8%	0%	10%
Knowing what you need to do to progress to the next career level	23%	20%	0%	23%
Good interview technique	4%	2%	0%	3%
Finding your niche	17%	15%	0%	16%
Luck	23%	9%	50%	20%
Scientific integrity/ethical behaviour	6%	12%	0%	8%
Other - Please state	2%	1%	50%	2%
N/A	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	0%

Q26c. Segmented by gender

When we compare the results by gender (against the average for all respondents):

- A higher proportion of female respondents think the following are the most important for an immunologist to succeed / progress in their career
 - Flexible working or support for career breaks
 - Greater job security / less fixed term contracts
- Conversely, a lower proportion of male respondents think the same factors are the most important
- A higher proportion of male respondents also think that financial support is important – almost a third, compared to female respondents (a fifth)

	Male	Female	Other	Prefer not to say	ALL
Clarity about the range of career pathways	21%	25%	0%	0%	23%
Support from employer / supervisor to develop new skills and experiences	47%	54%	100%	0%	51%
Flexible working or support for career breaks	6%	18%	0%	0%	13%
Greater job security / less fixed term contracts	31%	40%	0%	33%	37%
Mentoring	29%	22%	0%	33%	25%
Role models across a wide range of disciplines	12%	12%	0%	33%	12%
Financial support	34%	20%	100%	0%	25%
Establishing collaborations and attending networking opportunities	28%	28%	0%	67%	28%
Support to manage work / life balance	13%	16%	0%	0%	15%
Keeping abreast of the latest developments in immunology and the wider scientific community	21%	20%	100%	33%	20%
Being stimulated / engaged by your subject	33%	28%	0%	0%	30%
Confidence in your own scientific ability	23%	24%	0%	0%	24%
Accuracy / attention to detail in your work	12%	9%	0%	0%	10%
Knowing what you need to do to progress to the next career level	22%	23%	0%	0%	23%
Good interview technique	3%	3%	0%	0%	3%
Finding your niche	17%	16%	0%	67%	16%
Luck	19%	20%	100%	0%	20%

Scientific integrity/ethical behaviour	11%	6%	0%	0%	8%
Other - Please state	2%	2%	0%	0%	2%
N/A	0%	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	33%	0%

Q26d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Academia think the following are the most important for an immunologist to succeed / progress in their career
 - Greater job security / less fixed term contracts
 - Finding your niche
- A lower proportion of those working in Academia think clarity about the range of career pathways is the most important for an immunologist to succeed / progress in their career
- A higher proportion of those working in Clinical/academia think the following are the most important for an immunologist to succeed / progress in their career
 - Mentoring
 - Scientific integrity/ethical behaviour

- A lower proportion of those working in Clinical/academia think the following are the most important for an immunologist to succeed / progress in their career
 - Clarity about the range of career pathways
 - Greater job security / less fixed term contracts
 - Being stimulated / engaged by your subject
 - Confidence in your own scientific ability
 - Luck
- A higher proportion of those working in Healthcare/clinical think the following are the most important for an immunologist to succeed / progress in their career
 - Clarity about the range of career pathways
 - Support from employer / supervisor to develop new skills and experiences
 - Keeping abreast of the latest developments in immunology and the wider scientific community
- A lower proportion of those working in Healthcare/clinical think the following are the most important for an immunologist to succeed / progress in their career
 - Greater job security / less fixed term contracts
 - Financial support
 - Confidence in your own scientific ability
 - Good interview technique
 - Finding your niche
 - Luck
- A higher proportion of those working in Industry think the following are the most important for an immunologist to succeed / progress in their career
 - Clarity about the range of career pathways
 - Role models across a wide range of disciplines
 - Confidence in your own scientific ability
 - Good interview technique
- A lower proportion of those working in Industry think the following are the most important for an immunologist to succeed / progress in their career
 - Financial support
 - Finding your niche

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Clarity about the range of career pathways	18%	16%	37%	35%	28%	23%
Support from employer / supervisor to develop new skills and experiences	47%	51%	62%	57%	53%	51%
Flexible working or support for career breaks	12%	16%	16%	9%	19%	13%
Greater job security / less fixed term contracts	43%	27%	21%	30%	47%	37%
Mentoring	25%	31%	23%	25%	16%	25%
Role models across a wide range of disciplines	9%	17%	15%	19%	13%	12%
Financial support	30%	36%	18%	7%	16%	25%
Establishing collaborations and attending networking opportunities	29%	30%	24%	28%	26%	28%
Support to manage work / life balance	14%	16%	16%	10%	24%	15%
Keeping abreast of the latest developments in immunology and the wider scientific community	19%	19%	27%	25%	13%	20%
Being stimulated / engaged by your subject	32%	22%	30%	31%	21%	30%
Confidence in your own scientific ability	26%	18%	13%	30%	24%	24%
Accuracy / attention to detail in your work	10%	12%	14%	9%	6%	10%
Knowing what you need to do to progress to the next career level	23%	18%	24%	28%	16%	23%
Good interview technique	2%	6%	1%	7%	4%	3%
Finding your niche	21%	16%	8%	8%	13%	16%
Luck	24%	14%	9%	17%	21%	20%
Scientific integrity/ethical behaviour	5%	15%	10%	12%	4%	8%
Other - Please state	2%	3%	2%	1%	3%	2%
N/A	0%	0%	0%	0%	0%	0%
Prefer not to say	0%	0%	1%	0%	1%	0%

Q26e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of members think Finding your niche is important for an immunologist to succeed / progress in their career
- A lower proportion of non-members think Luck is important for an immunologist to succeed / progress in their career
- A higher proportion of former/lapsed members think the following are important for an immunologist to succeed / progress in their career
 - Clarity about the range of career pathways
 - Greater job security / less fixed term contracts
 - Role models across a wide range of disciplines
- A lower proportion of former/lapsed members think the following are important for an immunologist to succeed / progress in their career
 - Financial support
 - Establishing collaborations and attending networking opportunities
 - Being stimulated / engaged by your subject
 - Knowing what you need to do to progress to the next career level
 - Finding your niche

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Clarity about the range of career pathways	19%	24%	37%	25%	23%
Support from employer / supervisor to develop new skills and experiences	49%	56%	46%	63%	51%
Flexible working or support for career breaks	10%	17%	16%	0%	13%
Greater job security / less fixed term contracts	37%	32%	46%	25%	37%
Mentoring	25%	24%	25%	25%	25%
Role models across a wide range of disciplines	9%	13%	20%	0%	12%
Financial support	27%	26%	16%	63%	25%
Establishing collaborations and attending networking opportunities	32%	25%	21%	25%	28%
Support to manage work / life balance	12%	19%	16%	0%	15%
Keeping abreast of the latest developments in immunology and the wider scientific community	21%	21%	18%	13%	20%
Being stimulated / engaged by your subject	34%	27%	23%	38%	30%
Confidence in your own scientific ability	26%	22%	21%	25%	24%
Accuracy / attention to detail in your work	10%	12%	7%	13%	10%
Knowing what you need to do to progress to the next career level	25%	23%	16%	13%	23%
Good interview technique	3%	3%	5%	0%	3%
Finding your niche	21%	12%	10%	13%	16%
Luck	24%	10%	23%	25%	20%
Scientific integrity/ethical behaviour	6%	10%	7%	0%	8%
Other - Please state	2%	1%	3%	13%	2%
N/A	0%	1%	0%	0%	0%
Prefer not to say	0%	0%	1%	0%	0%

Q27. Which resources have you found to be most useful when looking for a new job? (You can choose as many as you feel are relevant): 980 responses

Q27a. All responses

	ALL
Jobs websites	65%
Adverts found on social media	11%
Conferences and scientific meetings	30%
Word of mouth	45%
Networking and collaborations	51%
Other - Please state	4%
N/A	7%
Prefer not to say	0%

Job websites are the resource that respondents find most useful when looking for a new job.

Around half of respondents also chose networking/collaborations and word of mouth as useful when looking for a new job followed by just under a third citing conferences and scientific meetings

Q27b. Segmented by current place of work

When we compare the results by membership of BSI (against the average for all respondents):

- A lower proportion of those working outside the UK find jobs websites useful when looking for a new job
- A higher proportion of those working outside the UK find the following useful when looking for a new job
 - Adverts found on social media – almost double when compared to all
 - Conferences and scientific meetings - almost double when compared to all
 - Networking and collaborations – a fifth higher when compared to all

	UK	Non UK	Prefer not to say	ALL
Jobs websites	68%	55%	0%	65%
Adverts found on social media	9%	17%	50%	11%
Conferences and scientific meetings	25%	48%	0%	30%
Word of mouth	45%	44%	0%	45%
Networking and collaborations	46%	67%	0%	51%
Other - Please state	5%	3%	0%	4%
N/A	8%	3%	50%	0%
Prefer not to say	0%	0%	0%	0%

Q27c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Jobs websites	59%	69%	100%	67%	65%
Adverts found on social media	10%	12%	100%	0%	11%
Conferences and scientific meetings	30%	30%	100%	0%	30%
Word of mouth	46%	44%	100%	33%	45%
Networking and collaborations	52%	50%	0%	33%	51%
Other - Please state	4%	5%	0%	0%	4%
N/A	9%	7%	0%	0%	0%
Prefer not to say	0%	0%	0%	0%	0%

Q27d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A lower proportion of those working in Clinical/academia find job websites useful when looking for a new job
- A higher proportion of those working in Clinical/academia find Networking and collaborations useful when looking for a new job
- A lower proportion of those working in Healthcare/clinical find the following useful when looking for a new job
 - Adverts found on social media
 - Conferences and scientific meetings
 - Networking and collaborations
- A lower proportion of those working in Industry find Conferences and scientific meetings useful when looking for a new job

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Jobs websites	68%	54%	64%	66%	60%	65%
Social media adverts	0%	0%	0%	0%	0%	0%
Adverts found on social media	12%	9%	6%	14%	10%	11%
Jobs board	0%	0%	0%	0%	0%	0%
Conferences and scientific meetings	34%	36%	20%	17%	25%	30%
Word of mouth	46%	45%	43%	42%	38%	45%
Networking and collaborations	52%	58%	40%	54%	50%	51%
Other - Please state	4%	0%	6%	9%	6%	4%
N/A	0%	0%	0%	0%	0%	0%
Prefer not to say	0%	0%	1%	0%	0%	0%

Q27e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A lower proportion of former/lapsed members find Conferences and scientific meetings and Networking and collaborations useful when looking for a new job

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Jobs websites	63%	68%	65%	50%	65%
Adverts found on social media	10%	14%	10%	25%	11%
Conferences and scientific meetings	31%	31%	23%	25%	30%
Word of mouth	48%	41%	43%	13%	45%
Networking and collaborations	53%	50%	44%	50%	51%
Other - Please state	5%	3%	7%	0%	4%
N/A	8%	7%	8%	13%	0%
Prefer not to say	0%	0%	1%	0%	0%

SECTION 5 – SUPPORT FROM BSI

Q28. What support do you think the BSI should be offering its members? (You can choose as many as you feel are relevant): 976 responses

Q28a. All responses

	ALL
More training and courses e.g. provide immunology specific courses around statistics/data etc.	49%
Networking opportunities to bring people together / inspire collaborations	54%
Mentoring and mentorship matching – in and outside institutions	49%
Careers advice service	44%
Facilitate links between academia, clinical and industry	60%
Financial help for obtaining qualifications and experiences	26%
Develop management skills	21%
Writing/publishing workshops	25%
Advice and support for grant writing	36%
Support for teachers	15%
Guidance on transitioning from one career level to another / advice on how to progress	47%
Public engagement opportunities	24%
Deliver an excellent Congress and meetings programme	34%
Other - Please state	4%
N/A	4%
Prefer not to say	1%

The top five areas of support that respondents think the BSI should be offering its members are:

- Facilitate links between academia, clinical and industry
- Networking opportunities to bring people together / inspire collaborations
- More training and courses e.g. provide immunology specific courses around statistics/data etc.
- Mentoring and mentorship matching – in and outside institutions
- Guidance on transitioning from one career level to another / advice on how to progress
- Careers advice service

Q28b. Segmented by current place of work

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of those working outside the UK think the BSI should be offering the following:
 - Financial help for obtaining qualifications and experiences
 - Support for teachers
- A lower proportion of those working outside the UK think the BSI should be offering the following:
 - Careers advice service
 - Guidance on transitioning from one career level to another / advice on how to progress

	UK	Non UK	Prefer not to say	ALL
More training and courses e.g. provide immunology specific courses around statistics/data etc.	48%	52%	0%	49%
Networking opportunities to bring people together / inspire collaborations	53%	59%	0%	54%
Mentoring and mentorship matching – in and outside institutions	50%	47%	0%	49%
Careers advice service	46%	38%	0%	44%
Facilitate links between academia, clinical and industry	61%	55%	0%	60%
Financial help for obtaining qualifications and experiences	24%	33%	0%	26%
Develop management skills	21%	18%	0%	21%
Writing/publishing workshops	25%	27%	0%	25%
Advice and support for grant writing	35%	37%	50%	36%
Support for teachers	14%	21%	0%	15%
Guidance on transitioning from one career level to another / advice on how to progress	49%	38%	0%	47%
Public engagement opportunities	26%	19%	0%	24%
Deliver an excellent Congress and meetings programme	35%	33%	0%	34%
Other - Please state	5%	1%	0%	4%
N/A	3%	5%	0%	0%
Prefer not to say	0%	1%	50%	1%

Q28c. Segmented by gender

When we compare the results by gender (against the average for all respondents):

- A lower proportion of men think the BSI should be offering the following:
 - Careers advice service
 - Develop management skills
 - Guidance on transitioning from one career level to another / advice on how to progress

	Male	Female	Other	Prefer not to say	ALL
More training and courses e.g. provide immunology specific courses around statistics/data etc.	44%	52%	100%	33%	49%
Networking opportunities to bring people together / inspire collaborations	56%	53%	0%	33%	54%
Mentoring and mentorship matching – in and outside institutions	45%	51%	100%	67%	49%
Careers advice service	38%	48%	100%	0%	44%
Facilitate links between academia, clinical and industry	60%	60%	0%	100%	60%
Financial help for obtaining qualifications and experiences	23%	28%	0%	0%	26%
Develop management skills	15%	24%	0%	67%	21%
Writing/publishing workshops	24%	26%	0%	33%	25%
Advice and support for grant writing	36%	36%	100%	0%	36%
Support for teachers	18%	14%	0%	0%	15%
Guidance on transitioning from one career level to another / advice on how to progress	38%	52%	0%	33%	47%
Public engagement opportunities	23%	25%	100%	0%	24%
Deliver an excellent Congress and meetings programme	38%	32%	0%	0%	34%
Other - Please state	4%	4%	0%	0%	4%
N/A	3%	4%	0%	0%	0%
Prefer not to say	1%	0%	0%	0%	1%

Q28d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in academia think the BSI should be offering advice and support for grant writing
- A higher proportion of those working in Clinical/academia think the BSI should be offering the following:
 - More training and courses e.g. provide immunology specific courses around statistics/data etc.
 - Networking opportunities to bring people together / inspire collaborations
 - Writing/publishing workshops
 - Advice and support for grant writing
- A lower proportion of those working in Clinical/academia think the BSI should be offering the following:
 - Mentoring and mentorship matching – in and outside institutions
 - Careers advice service
 - Guidance on transitioning from one career level to another / advice on how to progress
 - Public engagement opportunities
- A lower proportion of those working in Healthcare/clinical think the BSI should be offering the following:
 - Networking opportunities to bring people together / inspire collaborations
 - Advice and support for grant writing
 - Guidance on transitioning from one career level to another / advice on how to progress
 - Public engagement opportunities:
- A higher proportion of those working in Industry think the BSI should be offering the following:
 - Networking opportunities to bring people together / inspire collaborations
 - Facilitate links between academia, clinical and industry
 - Writing/publishing workshops
 - Guidance on transitioning from one career level to another / advice on how to progress
- A lower proportion of those working in Industry think the BSI should be offering the following:
 - Financial help for obtaining qualifications and experiences
 - Advice and support for grant writing
 - Support for teachers

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
More training and courses e.g. provide immunology specific courses around statistics/data etc.	49%	55%	53%	46%	34%	49%
Networking opportunities to bring people together / inspire collaborations	53%	61%	47%	62%	52%	54%
Mentoring and mentorship matching – in and outside institutions	50%	43%	46%	51%	52%	49%
Careers advice service	46%	37%	42%	45%	45%	44%
Facilitate links between academia, clinical and industry	58%	60%	60%	72%	52%	60%
Financial help for obtaining qualifications and experiences	28%	28%	27%	16%	19%	26%
Develop management skills	19%	18%	23%	26%	22%	21%
Writing/publishing workshops	23%	32%	28%	31%	24%	25%
Advice and support for grant writing	41%	41%	19%	25%	37%	36%
Support for teachers	18%	15%	13%	7%	12%	15%
Guidance on transitioning from one career level to another / advice on how to progress	50%	33%	39%	56%	43%	47%
Public engagement opportunities	28%	17%	18%	19%	30%	24%
Deliver an excellent Congress and meetings programme	35%	37%	37%	29%	25%	34%
Other - Please state	4%	4%	3%	5%	3%	4%
N/A	0%	0%	0%	0%	0%	0%
Prefer not to say	1%	0%	0%	0%	3%	1%

Q28e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of members think the BSI should be delivering an excellent Congress and meetings programme
- A lower proportion of non-members think the BSI should be offering the following:
 - Mentoring and mentorship matching – in and outside institutions
 - Facilitate links between academia, clinical and industry
 - Advice and support for grant writing
 - Public engagement opportunities
 - Deliver an excellent Congress and meetings programme
- A lower proportion of former/lapsed members think the BSI should be offering the following:
 - More training and courses e.g. provide immunology specific courses around statistics/data etc.
 - Deliver an excellent Congress and meetings programme
- A higher proportion of former/lapsed members think the BSI should be offering Public engagement opportunities

	Yes	No	Former / lapsed member	Prefer not to say	ALL
More training and courses e.g. provide immunology specific courses around statistics/data etc.	48%	51%	43%	75%	49%
Networking opportunities to bring people together / inspire collaborations	56%	50%	54%	88%	54%
Mentoring and mentorship matching – in and outside institutions	53%	42%	51%	50%	49%
Careers advice service	47%	39%	46%	63%	44%
Facilitate links between academia, clinical and industry	63%	51%	66%	88%	60%
Financial help for obtaining qualifications and experiences	25%	28%	22%	63%	26%
Develop management skills	21%	18%	25%	50%	21%
Writing/publishing workshops	26%	23%	26%	88%	25%
Advice and support for grant writing	40%	29%	36%	63%	36%
Support for teachers	17%	12%	16%	50%	15%

Guidance on transitioning from one career level to another / advice on how to progress	48%	44%	46%	38%	47%
Public engagement opportunities	28%	15%	30%	38%	24%
Deliver an excellent Congress and meetings programme	43%	24%	22%	38%	34%
Other - Please state	4%	2%	6%	13%	4%
N/A	1%	10%	0%	0%	0%
Prefer not to say	0%	1%	1%	0%	1%

Q29(i). In the areas described below to what extent do you agree or disagree with the following statement. 'The support the BSI provides is useful to me.': *Careers advice*: 969 responses

Q29(i)a. All responses

	ALL
Strongly disagree	2%
Disagree	11%
Neutral	33%
Agree	15%
Strongly agree	4%
N/A	35%

Less than a fifth of respondents agree or strongly agree that Careers advice from BSI is useful.

A third of respondents were neutral for this question and over a third selected not applicable.

Q29(i)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A higher proportion of those working outside the UK agree or strongly agree that Careers advice from BSI is useful – double that for all respondents

	UK	Non UK	Prefer not to say	ALL
Strongly disagree	3%	1%	0%	2%
Disagree	12%	5%	0%	11%
Neutral	35%	26%	50%	33%
Agree	12%	24%	0%	15%
Strongly agree	2%	8%	0%	4%
N/A	35%	36%	50%	35%

Q29(i)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Strongly disagree	3%	2%	0%	33%	2%
Disagree	13%	9%	0%	0%	11%
Neutral	33%	33%	0%	67%	33%
Agree	17%	13%	0%	0%	15%
Strongly agree	4%	4%	0%	0%	4%
N/A	30%	39%	100%	0%	35%

Q29(i)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Industry disagree that Careers advice from BSI is useful
- A lower proportion of those working in Healthcare/clinical and Industry agree or strongly agree that Careers advice from BSI is useful
- A higher proportion of those working in Healthcare/clinical selected not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Strongly disagree	2%	5%	6%	1%	1%	2%
Disagree	10%	7%	10%	18%	9%	11%
Neutral	37%	33%	22%	38%	18%	33%
Agree	17%	17%	9%	7%	13%	15%
Strongly agree	4%	6%	4%	1%	3%	4%
N/A	30%	33%	49%	35%	55%	35%

Q29(i)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of members were neutral that Careers advice from BSI is useful
- A lower proportion of non-members and former/lapsed members were neutral that Careers advice from BSI is useful
- A lower proportion of former/lapsed members agreed or strongly agreed that Careers advice from BSI is useful

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Strongly disagree	3%	1%	5%	0%	2%
Disagree	14%	4%	15%	0%	11%
Neutral	42%	21%	28%	25%	33%
Agree	16%	15%	9%	0%	15%
Strongly agree	4%	4%	3%	13%	4%
N/A	21%	56%	41%	63%	35%

Q29(ii). In the areas described below to what extent do you agree or disagree with the following statement. 'The support the BSI provides is useful to me.': *Networking and local meetings*: 969 responses

Q29(ii)a. All responses

	ALL
Strongly disagree	1%
Disagree	4%
Neutral	17%
Agree	35%
Strongly agree	15%
N/A	28%

Half of respondents agree or strongly agree that Networking and local meetings from BSI is useful.

Over a quarter of respondents selected not applicable.

Q29(ii)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents).

	UK	Non UK	Prefer not to say	ALL
Strongly disagree	1%	1%	0%	1%
Disagree	4%	3%	50%	4%
Neutral	17%	17%	0%	17%
Agree	36%	33%	0%	35%
Strongly agree	16%	13%	0%	15%
N/A	26%	34%	50%	28%

Q29(ii)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Strongly disagree	1%	1%	0%	33%	1%
Disagree	5%	3%	0%	0%	4%
Neutral	17%	17%	0%	0%	17%
Agree	37%	34%	0%	67%	35%
Strongly agree	16%	15%	100%	0%	15%
N/A	25%	30%	0%	0%	28%

Q29(ii)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Academia agree or strongly agree that Networking and local meetings from BSI is useful
- A lower proportion of those working in Healthcare/clinical agree or strongly agree that Networking and local meetings from BSI is useful – almost half compared to all respondents
- A higher proportion of those working in Healthcare/clinical selected not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Strongly disagree	1%	2%	2%	2%	3%	1%
Disagree	3%	6%	4%	7%	1%	4%
Neutral	17%	17%	22%	15%	7%	17%
Agree	38%	37%	20%	43%	34%	35%
Strongly agree	21%	11%	7%	7%	10%	15%
N/A	21%	27%	45%	27%	43%	28%

Q29(ii)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of members agree or strongly agree that Networking and local meetings from BSI is useful
- A lower proportion of non-members and former/lapsed members agree or strongly agree that Networking and local meetings from BSI is useful – almost half compared to all respondents
- A higher proportion of non-members and former/lapsed members selected not applicable

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Strongly disagree	1%	2%	3%	0%	1%
Disagree	4%	3%	6%	0%	4%
Neutral	17%	15%	19%	0%	17%
Agree	48%	19%	26%	38%	35%
Strongly agree	23%	8%	8%	0%	15%
N/A	9%	53%	38%	63%	28%

Q29(iii). In the areas described below to what extent do you agree or disagree with the following statement. 'The support the BSI provides is useful to me.': *Showcasing research / congress*: 969 responses

Q29(iii)a. All responses

	ALL
Strongly disagree	1%
Disagree	2%
Neutral	13%
Agree	37%
Strongly agree	21%
N/A	26%

Over half of respondents agree or strongly agree that Showcasing research/congress from BSI is useful.

A quarter of respondents selected not applicable

Q29(iii)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents).

	UK	Non UK	Prefer not to say	ALL
Strongly disagree	1%	0%	0%	1%
Disagree	2%	1%	0%	2%
Neutral	13%	14%	0%	13%
Agree	37%	37%	50%	37%
Strongly agree	22%	18%	0%	21%
N/A	25%	30%	50%	26%

Q29(iii)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Strongly disagree	1%	1%	0%	33%	1%
Disagree	2%	1%	0%	0%	2%
Neutral	16%	12%	0%	33%	13%
Agree	37%	38%	100%	33%	37%
Strongly agree	21%	21%	0%	0%	21%
N/A	24%	28%	0%	0%	26%

Q29(iii)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Academia agree or strongly agree that Showcasing research/congress from BSI is useful
- A lower proportion of those working in Healthcare/clinical agree or strongly agree that Showcasing research/congress from BSI is useful – almost half compared to all respondents
- A higher proportion of those working in Healthcare/clinical selected not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Strongly disagree	0%	2%	1%	2%	0%	1%
Disagree	1%	3%	3%	0%	3%	2%
Neutral	13%	17%	15%	11%	10%	13%
Agree	40%	38%	24%	45%	31%	37%
Strongly agree	26%	17%	10%	16%	13%	21%
N/A	19%	24%	46%	26%	42%	26%

Q29(iii)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of members agree or strongly agree that Showcasing research/congress from BSI is useful
- A lower proportion of non-members and former/lapsed members agree or strongly agree that Showcasing research/congress from BSI is useful – almost half compared to all respondents
- A higher proportion of non-members and former/lapsed members selected not applicable

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Strongly disagree	1%	0%	2%	0%	1%
Disagree	1%	2%	4%	0%	2%
Neutral	12%	14%	19%	0%	13%
Agree	48%	23%	31%	13%	37%
Strongly agree	32%	7%	10%	13%	21%
N/A	7%	53%	35%	75%	26%

Q29(iv). In the areas described below to what extent do you agree or disagree with the following statement. 'The support the BSI provides is useful to me.': *Regional / affinity groups*: 969 responses

Q29(iv)a. All responses

	ALL
Strongly disagree	1%
Disagree	4%
Neutral	19%
Agree	28%
Strongly agree	15%
N/A	32%

43% of respondents agree or strongly agree that Regional / affinity groups from BSI is useful.

A third of respondents selected not applicable.

Q29(iv)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A lower proportion of those working outside the UK strongly agree that Regional / affinity groups from BSI is useful
- A higher proportion of those working outside the UK selected not applicable

	UK	Non UK	Prefer not to say	ALL
Strongly disagree	2%	1%	50%	1%
Disagree	4%	5%	0%	4%
Neutral	20%	18%	0%	19%
Agree	30%	25%	0%	28%
Strongly agree	17%	9%	0%	15%
N/A	29%	43%	50%	32%

Q29(iv)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Strongly disagree	2%	1%	0%	33%	1%
Disagree	5%	3%	0%	0%	4%
Neutral	17%	20%	0%	33%	19%
Agree	31%	27%	100%	33%	28%
Strongly agree	17%	14%	0%	0%	15%
N/A	28%	35%	0%	0%	32%

Q29(iv)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A lower proportion of those working in Healthcare/clinical agree or strongly agree that Regional / affinity groups from BSI is useful
- A higher proportion of those working in Healthcare/clinical selected not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Strongly disagree	1%	3%	3%	2%	1%	1%
Disagree	2%	7%	7%	5%	4%	4%
Neutral	19%	20%	19%	21%	13%	19%
Agree	32%	30%	17%	26%	28%	28%
Strongly agree	19%	10%	7%	12%	7%	15%
N/A	27%	30%	47%	34%	45%	32%

Q29(iv)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of members agree or strongly agree that Regional / affinity groups from BSI is useful – a fifth more than all respondents
- A lower proportion of non-members and former/lapsed members agree or strongly agree that Regional / affinity groups from BSI is useful – half compared to members
- A higher proportion of non-members and former/lapsed members selected not applicable

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Strongly disagree	1%	2%	1%	0%	1%
Disagree	4%	2%	7%	0%	4%
Neutral	21%	18%	18%	0%	19%
Agree	39%	13%	22%	38%	28%
Strongly agree	22%	5%	10%	0%	15%
N/A	13%	60%	41%	63%	32%

Q29(v) In the areas described below to what extent do you agree or disagree with the following statement. 'The support the BSI provides is useful to me.': *Teaching resources*: 969 responses

Q29(v)a. All responses

	ALL
Strongly disagree	2%
Disagree	9%
Neutral	31%
Agree	15%
Strongly agree	4%
N/A	39%

Almost a third of respondents were neutral about whether Teaching resources from BSI are useful.

Less than a fifth agree or strongly agree that Teaching resources from BSI are useful.

Over a third of respondents selected not applicable.

Q29(v)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents):

- A higher proportion of those working outside the UK agree or strongly agree that Teaching resources from BSI are useful

	UK	Non UK	Prefer not to say	ALL
Strongly disagree	2%	2%	0%	2%
Disagree	9%	6%	0%	9%
Neutral	34%	22%	0%	31%
Agree	15%	17%	0%	15%
Strongly agree	2%	12%	0%	4%
N/A	38%	42%	100%	39%

Q29(v)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Strongly disagree	3%	1%	0%	33%	2%
Disagree	11%	7%	0%	33%	9%
Neutral	30%	32%	0%	33%	31%
Agree	19%	13%	0%	0%	15%
Strongly agree	5%	4%	0%	0%	4%
N/A	32%	43%	100%	0%	39%

Q29(v)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Clinical/academia agree or strongly agree that Teaching resources from BSI are useful
- A lower proportion of those working in Healthcare/clinical were neutral about whether Teaching resources from BSI are useful
- A higher proportion of those working in Healthcare/clinical selected not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Strongly disagree	2%	5%	3%	2%	1%	2%
Disagree	10%	5%	7%	7%	6%	9%
Neutral	35%	29%	20%	34%	22%	31%
Agree	14%	20%	17%	14%	13%	15%
Strongly agree	4%	8%	4%	1%	1%	4%
N/A	34%	33%	49%	43%	55%	39%

Q29(v)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of members were neutral about whether Teaching resources from BSI are useful
- A lower proportion of non-members were neutral about whether Teaching resources from BSI are useful
- A higher proportion of non-members and former/lapsed members selected not applicable

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Strongly disagree	2%	1%	4%	0%	2%
Disagree	13%	2%	7%	0%	9%
Neutral	40%	18%	29%	0%	31%
Agree	17%	13%	15%	25%	15%
Strongly agree	5%	6%	0%	0%	4%
N/A	24%	60%	46%	75%	39%

Q29(vi). In the areas described below to what extent do you agree or disagree with the following statement. 'The support the BSI provides is useful to me.': *Travel awards / bursaries*: 969 responses

Q29(vi)a. All responses

	ALL
Strongly disagree	2%
Disagree	4%
Neutral	17%
Agree	23%
Strongly agree	23%
N/A	32%

46% of respondents agree or strongly agree that Travel awards / bursaries from BSI are useful.

A third of respondents selected not applicable.

Q29(vi)b. Segmented by current place of work

When we compare the results by current place of work (against the average for all respondents).

	UK	Non UK	Prefer not to say	ALL
Strongly disagree	2%	2%	50%	2%
Disagree	5%	2%	0%	4%
Neutral	17%	18%	0%	17%
Agree	22%	25%	0%	23%
Strongly agree	24%	21%	0%	23%
N/A	31%	33%	50%	32%

Q29(vi)c. Segmented by gender

When we compare the results by gender (against the average for all respondents).

	Male	Female	Other	Prefer not to say	ALL
Strongly disagree	3%	2%	0%	33%	2%
Disagree	5%	4%	0%	33%	4%
Neutral	19%	16%	0%	0%	17%
Agree	24%	22%	0%	33%	23%
Strongly agree	21%	24%	0%	0%	23%
N/A	29%	33%	100%	0%	32%

Q29(vi)d. Segmented by primary sector

When we compare the results by primary sector (against the average for all respondents):

- A higher proportion of those working in Academia agree or strongly agree that Travel awards / bursaries from BSI are useful
- A lower proportion of those working in Healthcare/clinical and Industry agree or strongly agree that Travel awards / bursaries from BSI are useful
- A higher proportion of those working in Healthcare/clinical and Industry selected not applicable

	Academia	Clinical / academia	Healthcare / clinical	Industry	Other	ALL
Strongly disagree	1%	5%	3%	3%	0%	2%
Disagree	3%	5%	8%	5%	3%	4%
Neutral	16%	17%	20%	20%	15%	17%
Agree	25%	26%	13%	20%	21%	23%
Strongly agree	31%	17%	8%	12%	13%	23%
N/A	24%	30%	48%	41%	48%	32%

Q29(vi)e. Segmented by membership of BSI

When we compare the results by membership of BSI (against the average for all respondents):

- A higher proportion of members agree or strongly agree that Travel awards / bursaries from BSI are useful
- A lower proportion of non-members agree or strongly agree that Travel awards / bursaries from BSI are useful
- A higher proportion of non-members selected not applicable

	Yes	No	Former / lapsed member	Prefer not to say	ALL
Strongly disagree	2%	2%	3%	13%	2%
Disagree	5%	2%	7%	0%	4%
Neutral	16%	20%	15%	0%	17%
Agree	28%	11%	28%	25%	23%
Strongly agree	35%	8%	13%	0%	23%
N/A	14%	58%	35%	63%	32%