**GMLPN Staff Recruitment and Retention Survey Findings**

The Greater Manchester Learning Provider Network ([GMLPN](https://gmlpn.co.uk/)) is a network of over 100 Training Providers including, Independent Training Providers, Further Education (FE) Colleges, Universities and Voluntary Providers. GMLPN work alongside key partners including; Greater Manchester Combined Authority, Jobcentre Plus, Greater Manchester Chamber of Commerce, Greater Manchester Colleges Group and Local Authorities to achieve closer alignment between the needs of employers, individuals, communities and the suppliers of skills.

Following trends in the FE Sector, GMLPN Members have been reporting that they are having difficulties recruiting and retaining staff. The GMLPN team worked with the GMLPN Advisory Board to develop a survey on the issues members are facing, which was completed by members anonymously. Initial findings from the survey were presented to GMLPN Members at the March GMLPN Network Meeting, where attendees agreed that the initial findings reflected their experiences.

**Recruitment**

**All survey respondents are having difficulties with recruiting staff.** Vacancies are taking a long time to fill with many taking between **6-12 months**. Due to the waiting time for recruiting new staff, current staff are taking on extra work which is negatively affecting wellbeing.

In order to find staff, providers have tried advertising through job boards, the GMLPN Network, LinkedIn, Social Media etc. Several providers have used agencies to find staff but this has come with with a mixed success rate, and has been costly.

On the issue of staff leaving their roles, respondents suggested:

* **15% said that their staff are leaving their current roles to go to industry**
* **55% are leaving to go to higher paying jobs**
* **28% are moving to other providers who are offering a higher salary**
	+ Other providers are offering **salary increases of between 10% and 20%**

**Retention**

In order to help with staff retention, the majority of respondents to the survey have given, or going to give, a **pay rise of between 2% and 5% to staff**. No respondent is looking to reduce staff members at the moment.

Respondents are also looking at other ways to retain staff and so are **considering improving employee benefits** by offering Extra Holidays, Flexible Working, Golden Hello, Health Care/Dental, Staff Lunches and bonus schemes.

Several providers are **also investing in Mental Health training** for their staff as part of ongoing CPD.

**Other Findings**

For those providers who are delivering Apprenticeships, 55% have said that Apprenticeship start figures have gone up this year, and for 15% of respondents starts have gone down.

50% of providers said the move to Apprenticeship Standards has impacted on staff development and retention. Whereas 40% of providers said it has not impacted on their staff, meaning there is a mixed picture across responses.

[You can find further information in the slides here](https://gmlpn.co.uk/wp-content/uploads/2022/04/GMLPN-Staff-Recruitment-and-Retention-Survey-Report-April-2022-FINALv2.pdf).