



GMLPN Survey - Staff Recruitment & Retention

April 2022

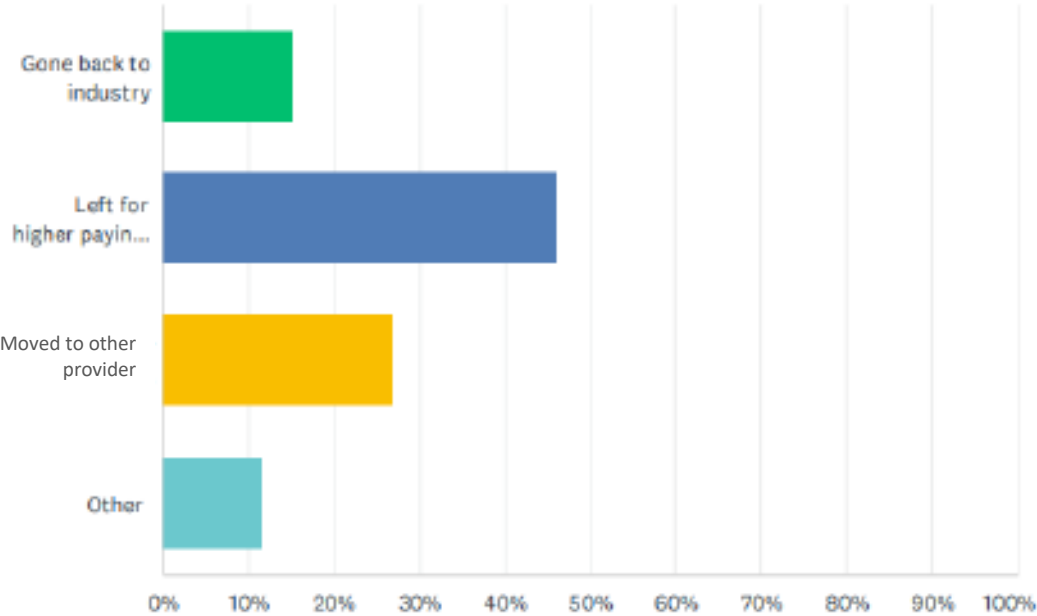
Context

- GMLPN are aware that there is an FE sector wide problem with staffing. Network members are facing the same difficulties.
- GMLPN have worked alongside Advisory Board Members to develop a survey on issues providers are currently facing with staff recruitment and retention.
- GMLPN have surveyed members anonymously to receive this data and then taken initial findings to the March Network Meeting to seek confirmation/validation of the findings from members.

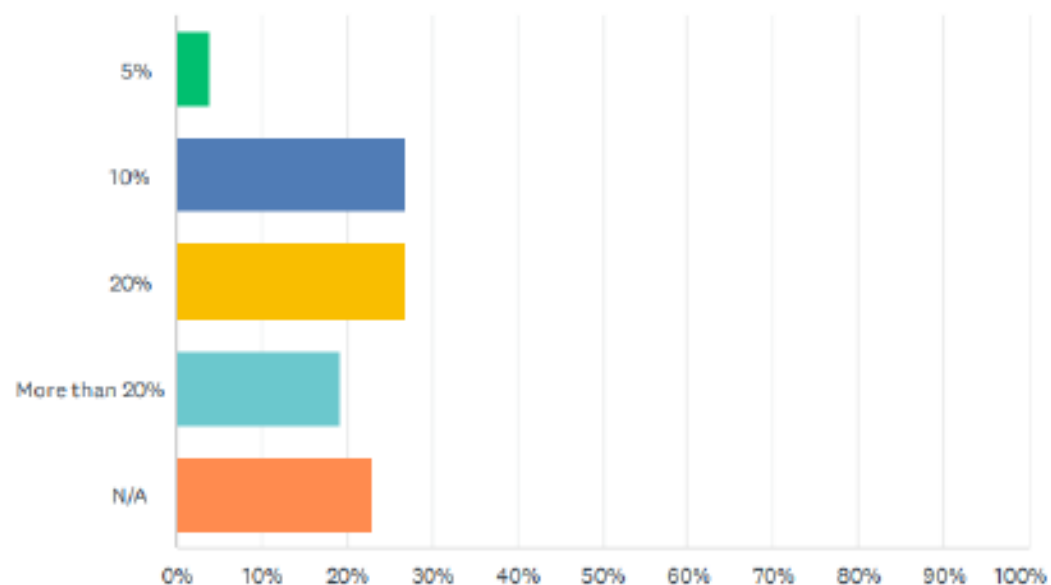
Recruiting staff – findings

- **Every respondent is having problems with recruitment.**
- A lot of providers have tried to use agencies to fill gaps – with mixed success
 - Advertising on job boards, GMLPN Network, LinkedIn, social media etc.
 - GMLPN have made providers aware of opportunities such as the **TRANSFORM Programme**, support from **JCP/DWP** and DfE's **Share Your Skills** campaign.
- Recruitment problems are impacting staff case loads – in turn causing concerns over staff wellbeing.
- Vacancies ranging from **small single digit numbers to over 60.**
 - This could be related to the size of the provider responding.
- Vacancies are taking a long time to fill – **many over 6 months, in some cases over 12 months.**

Staff are leaving to go to industry, for higher pay and moving to other providers who are offering higher salaries.



Staff are leaving for offers of salary increases between 5% and in some cases over 20%.



Retaining staff – findings

- Most respondents have given / are giving pay rises between 2% - 5%.
- Several providers investing in mental health training for staff.
- Most are not planning on any increase in employee benefits however, some are introducing:
 - Extra Holidays
 - Flexible working
 - Golden hello
 - Health care/dental
 - Staff lunches
 - Bonus schemes

Additional findings

- There is a mixed picture on whether or not the move to apprenticeship standards has impacted on staffing issues.
- Apprenticeship starts are broadly up across respondents.
- Providers are not currently looking to reduce staff numbers.