



# **GMLPN Survey - Staff Recruitment & Retention**

*April 2022*

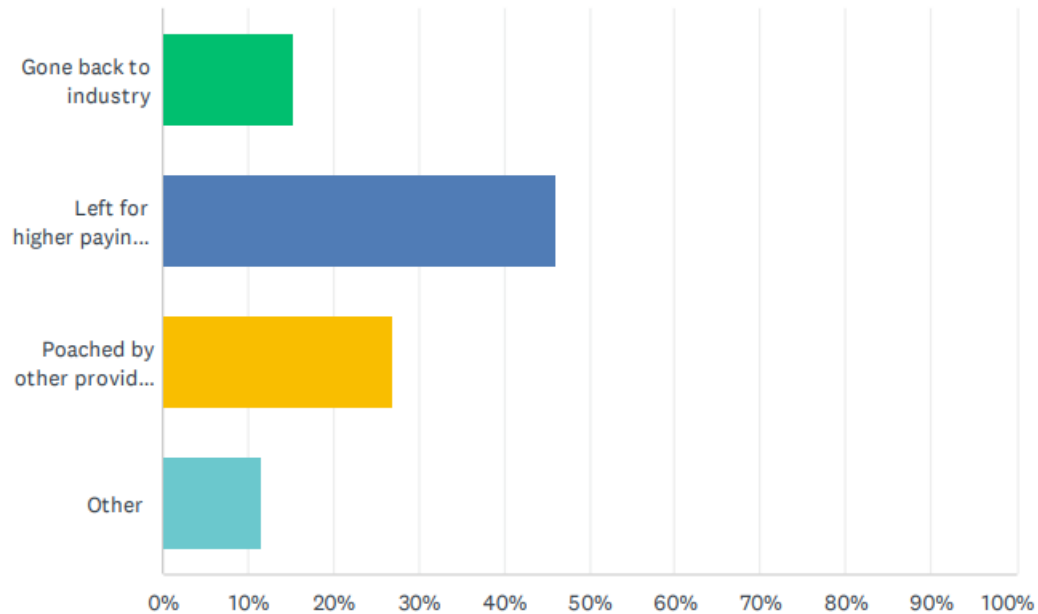
# Context

- 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.

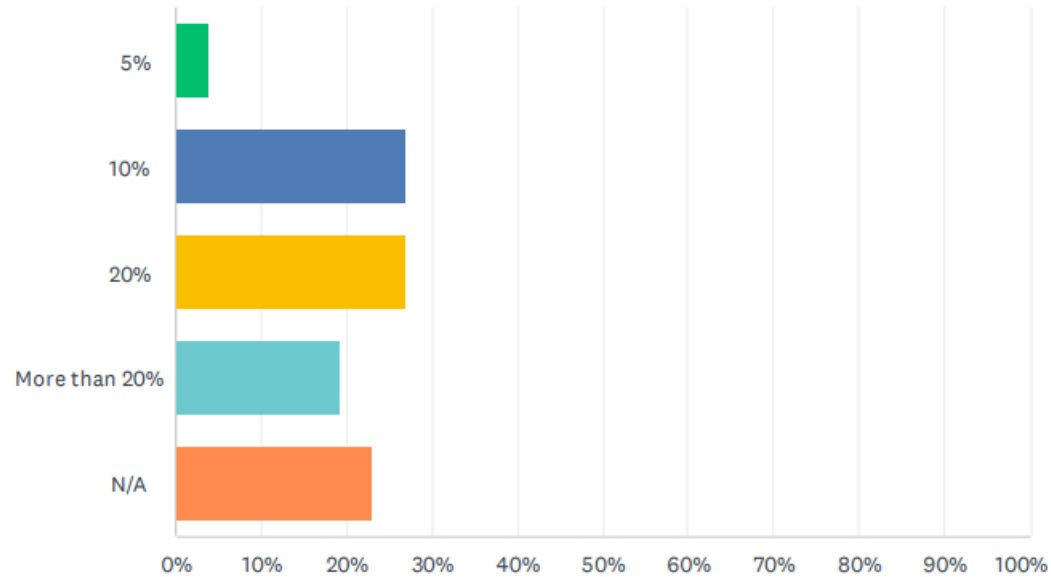
# Recruiting staff – findings

- **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.