



## FE RECRUITMENT AND STAFFING ROUNDTABLE

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Charlotte Jones | Operations & Project Manager, GMLPN

# Agenda

- Welcome and Introductions | NSN - Alex Miles
- Open | National Skills Agency – Spencer Mehlman
- Understanding the Challenge
  - Polling
  - Discussion
- Local Practice
- Close & Next Steps | NSN - Alex Miles



# SESSION OPEN

Spencer Mehlman | National Skills Agency

**NATIONAL  
SKILLS  
AGENCY**



The National Skills Agency is the leading specialist permanent recruiter for the Apprenticeship & Training marketplace.

Areas of specialism include:

- Apprenticeship Directors/Managers
- Business Development Managers
- Marketing Managers
- Trainers/Assessors/Coaches/Lecturers/Tutors
- Operations/Curriculum Managers
- Project, Product & Programme Managers
- MIS/Compliance/Data/Quality Managers

# The Challenge for FE - Attraction & Retention of Permanent Talent:

## The current market:

- Based on an AOC survey estimated 8k college vacancies out of 105k F/T Roles
- Circa 30 vacancies per college, 1 had 162 vacancies
- Persistent curriculum vacancies in construction, engineering, health & social care
- Covid - changed the work life balance & demands
- Candidate led - shortage of quality candidates
- Battle for talent - ITP's etc
- Increasing salaries
- Culture is becoming more important

# Key Points for Training Providers:

- Start the process as early as possible, be ahead of the game
- Consider a specialist recruiter - allow access to hiring managers
- Be as flexible as you can re hybrid or remote working
- Avoid closing dates find the right person and offer!
- Detailed spec - highlight holidays, pension, culture, targets, etc
- Create an “about us” doc alongside spec – culture, quotes, images
- Glass Door- how is your organisation perceived
- Interview process as short as possible, candidates have offers
- Salaries/benefits in line with market, consider “supplement” £3k+
- Consider candidates from sector with occupational competency
- If you make an offer, get the paperwork out ASAP
- Cultural fit is important - meet team, tour of the office

# Retaining Staff:

## Losing a talented team member causes more than just a vacancy

- It takes time and energy to replace them
- Their workload is shared by the existing team, added pressure
- Effects the general morale
- Their loss can also impact client relationships which have bigger implications

## Improving Retention:

- Regular reviews, sensible targets, team events
- Recognise employee's hard work
- Upgrade your equipment where possible
- Flexible approach to working schedules
- Professional development opportunities
- Promote from within if possible
- Good communication and collaboration

- **Let's get the direction of travel right, if we do the same old things, we get the same old results**
- Many Colleges have changed how they work, can you?
- Be an advocate of change and everyone wins



Let's explore how we  
can create a steady  
flow of top talent!



020 3953 1984



# UNDERSTANDING THE CHALLENGE

Alex Miles

# Polling



<https://www.menti.com/alota62hu691>

# Discussion

What are the current area (sector, types, roles etc.) that you are struggling to fill?

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What are the current area (sector, types, roles etc.) that you are struggling to fill?

# Discussion

What are your main reasons for staffing/recruitment challenges?

# Discussion

Have you changed/amended your approach to recruiting staff?

# Discussion

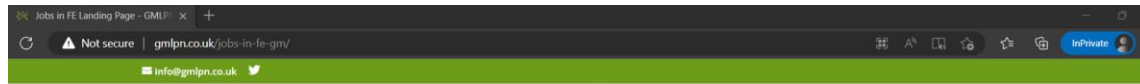
What local solutions could be done to support this issue?



# Local Practice

- YLP slide to be added

# Local Practice - GMLPN



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## Interested in a Job in Further Education?

Jobs in Further Education

Greater Manchester



I'm looking for a job in Further Education (FE)!

[Click here to apply for roles!](#)

I'm an FE provider looking to recruit!

[Click here to post your vacancies!](#)

### WHAT IS FURTHER EDUCATION (FE)?

Further Education (FE) refers to all post-16 courses and qualifications that are lower than degree level. The FE sector is a wide-ranging and remarkably diverse section of the education system. It is made up of many different types of provider and offers a huge range of exciting education and training opportunities. There are approx. 10,000 people working in FE within Greater Manchester!

There are a range of jobs and careers within FE, including (but not exclusive to) teaching & tutoring roles, admin, finance, HR, IT & data, catering, cleaning, plus many more!

Read more in this useful ETF Guide – So What is the FE Sector?

### TYPES OF TRAINING PROVIDERS

Further Education (FE) providers (also referred to a Training Provider) can be defined as any organisation that receives government funding to provide education and training to people over the age of 16.

Use the buttons below to find out more about some of the different types of Training Provider.

Further Education (FE) College

Independent Training Provider (ITP)

Community / Third Sector Providers

Employer Providers



## Jobs in Further Education

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## Looking to recruit?

Jobs in Further Education

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Keyword ... Location ...

Freelance  Full-time  Maternity Cover  
 Part-time

#### Menu

- Home
- Member Registration
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- Post a Job
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- Income Generation Manager** NEW FULL-TIME  
Healthy Me Healthy Communities  
Gorton Central, Gorton Community Centre, Manchester, United Kingdom  
May, 24
- Teaching Assistant - Higher Level - English** NEW FULL-TIME

# Close and Next Steps

- September roundtable – TBC
- Good practice guide



# OVER TO YOU?

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