

**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!



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