



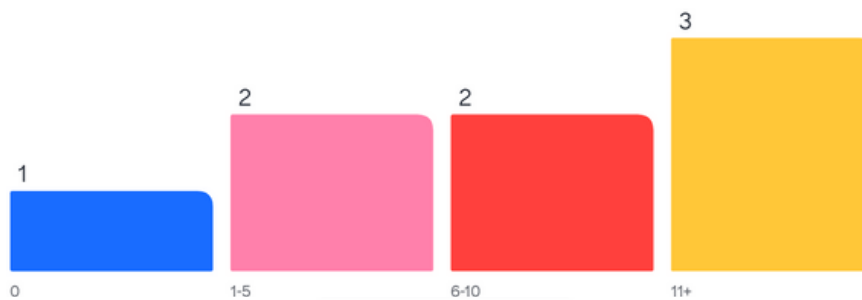
# **FURTHER EDUCATION RECRUITMENT AND RETENTION**

**NORTHERN SKILLS NETWORK  
ROUNDTABLE – DECEMBER 2024**

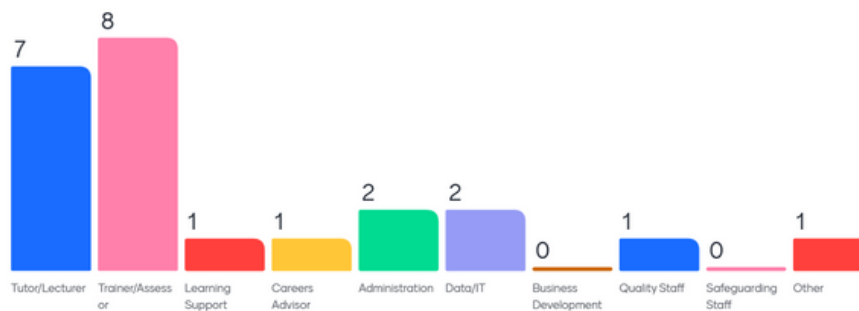
On the 3rd December 2024, the Northern Skills Network (NSN) held its fourth FE Recruitment & Workforce Roundtable. The session was facilitated by Alex Miles, Co-Chair | NSN / Managing Director | Yorkshire Learning Providers, and Charlotte Jones, Operations / Project Manger | GMLPN.

## Current Challenges

How many current vacancies do you have advertised?

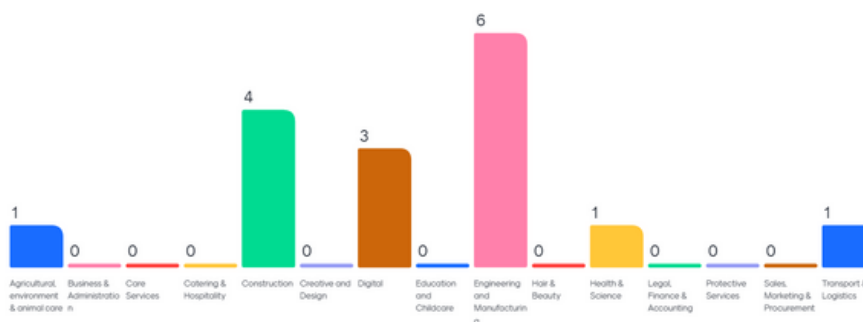


What types of roles are you struggling to recruit to?

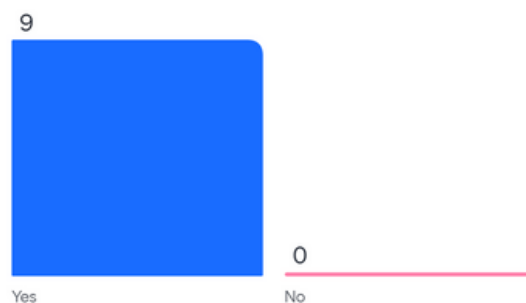


\*Attendees also reported struggling to recruit for MIS / Data roles

Which sectors are you struggling to recruit tutors/assessors etc. to?

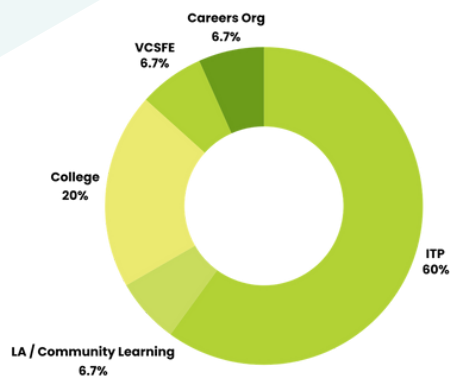
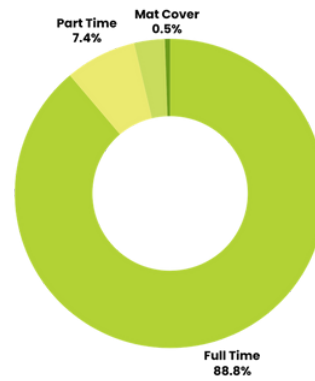
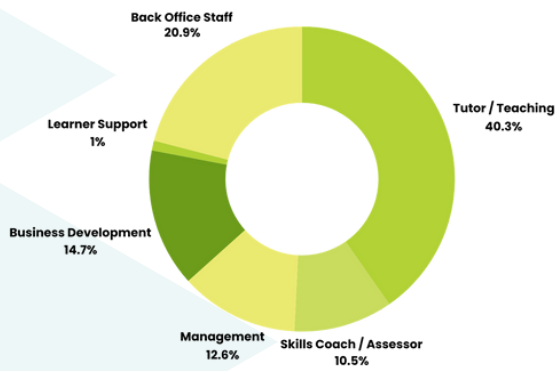


Without solutions, do you think the current FE recruitment crisis will impact your future curriculum offer?



## Updates

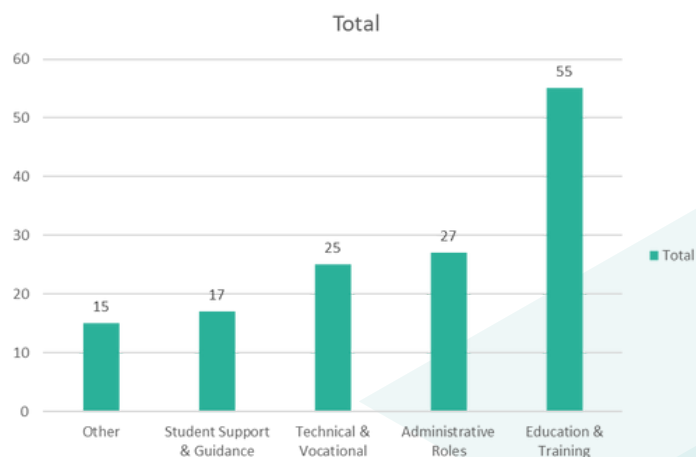
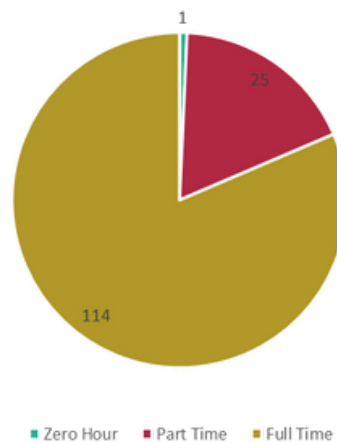
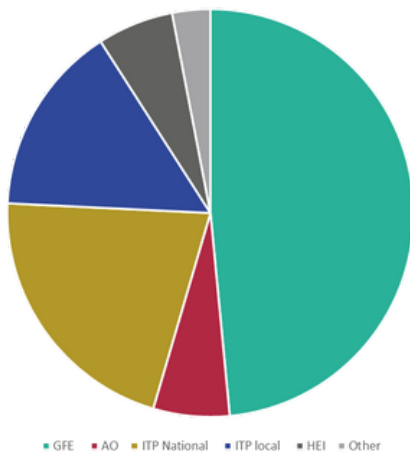
- GMLPN Jobs Board Analysis:



### Benefits

- 22-30 days AL (+bank holidays)
- Birthday day off
- Enhanced pension contribution
- Life Insurance
- Free eyecare vouchers
- Employee Assistance Programme
- Health & wellbeing initiatives
- Access to affordable health care plan
- Opportunity to purchase additional annual leave
- Cycle to work scheme
- CPD opportunities
- Performance related bonuses
- Cashback schemes
- Car Allowance Team
- Volunteering Days
- On site facilities e.g. gym, nursery

- YLP Jobs Board Analysis:



- Local Practice
  - Working with Job Centre Plus
  - Combined Authorities
    - Recognition of the crisis in FE Recruitment has made its way in MCA's
    - Reviewing how they can support locally
    - Bootcamps to support teacher / industry alignment in priority areas
    - Roundtable discussions with key education & Industry reps
    - Innovation funding
    - Multiply
  - Chambers of Commerce
    - Whilst most LSIPs didn't recognize this issue during the research phase, they are now supporting the cause in most regions. WY, GM, SY, YNY, Lancs all focused on addressing this issue
    - It has been agreed for all ERBs to compile a letter to be submitted to the Minister for Skills and Secretary of State for Education to demonstrate the negative impact the issues are having on the economy and collectively we want to work together to address the issue
  - Sector Spotlights – FE Teacher Apprenticeships
  - Partnering with the Armed Forces Covenant & Careers Transition Partnership on “A Force for Education” in Yorkshire

## **Discussion**

- NSN are committed to creating an FE Recruitment Blueprint including:
  - Recruitment Strategies
  - Onboarding
  - Industry Alignment
  - Retention and Benefits
- See below summary of the breakout room discussion:
  - Difference between Colleges and ITPs – pay / terms and conditions / benefits / length of recruitment
  - Industry Pay vs. College Pay vs. ITP pay
  - Providers don't always make enough of their staff culture, perks and benefits (including financial and job security)
  - Potential opportunity re. devolution – more ability to get Job Centres on board
  - One provider has 26 Construction Vacancies in December last year and currently have 2. They have:
    - Been approaching different markets
    - Applied a more personal approach e.g. sharing photos of the team on LinkedIn
    - Applied a less corporate approach
  -

## **Discussion (continued)**

- Promote the Value of the Sector: Emphasise Impact: Highlight the personal and societal benefits of working in education, such as helping individuals develop skills and improving employability. Use testimonials and success stories to showcase the transformative role of educators.... Plus Public Campaigns: Collaborate with government and sector organisations to create national campaigns showcasing education as a rewarding and impactful career.
- How can we engage other networks/organisations to support e.g. AoC?
- Examples shared utilising Skills Bootcamps to address the teacher shortage
- Offering Market Supplements - to compete on pay
- Offering additional support e.g. admin, pastoral support that means industry experts can focus on teaching
- Consultancy work is encouraged in HEIs - could a pilot take place to encourage/release FE staff to work in industry of a number of days a week/month/year
- Retention of staff is crucial- ensuring there is a career path, regular upskilling / CPD
- Work to be done to raise confidence of industry experts - raising the confidence, value and profile of their profession - encouraging them to teach in FE
  - Some may not have English & Maths which is a barrier
- Looking at young talent - those who have finished an apprenticeship or other academic routes
- Engaging with Ambassador Networks
- Case studies - sharing best practice across the North
- Consider
  - Target Diverse Talent Pools: Attract candidates from non-traditional backgrounds, such as industry professionals looking to transition into teaching roles. Create pathways to make this transition smoother (e.g., part-time teaching opportunities, funded qualifications).
  - Leverage Technology: Use digital platforms, job boards, and social media to reach wider audiences. Tailor recruitment content to younger generations using engaging visuals and success narratives.
  - Workplace Flexibility: Offer part-time roles, job shares, or hybrid working opportunities to appeal to a broader range of candidates.

## **Next Steps**

NSN will hold a further FE Recruitment and Workforce Roundtable in 2025.

If you have any questions or would like a further chat get in touch:

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