



FURTHER EDUCATION RECRUITMENT AND RETENTION

**NORTHERN SKILLS NETWORK
ROUNDTABLE – APRIL 2024**

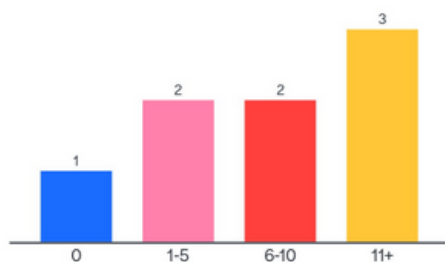
On the 17th April 2024, the Northern Skills Network held their second Further Education (FE) Recruitment and Retention roundtable, facilitated by NSN Co-Chairs, Alex Miles and Nina Dixon. The focus of the session was to continue the discussion across the North

Alex, opened the session and detailed the key priorities for NSN as detailed in the manifesto published in early 2024 – [click here to view the NSN manifesto 2024.](#)

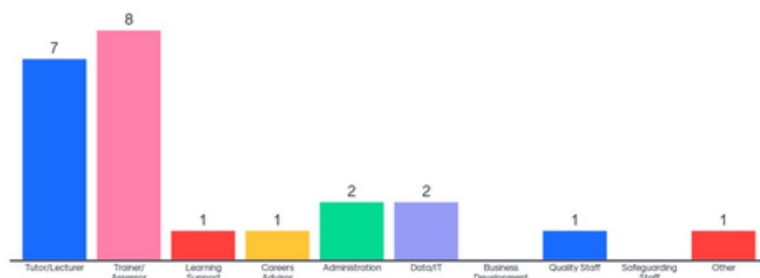
Current Challenges

Nina ran a Mentimeter poll with the group to understand current challenges.

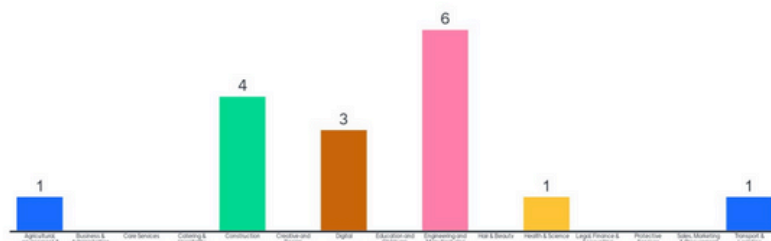
How many current vacancies do you have advertised?



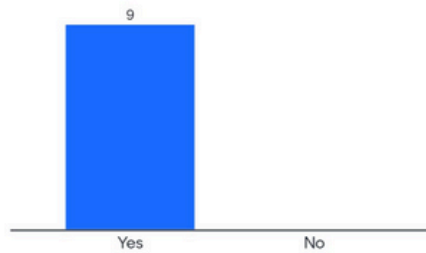
What types of roles are you struggling to recruit to?



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?



Workforce Development

Alex shared an update on current AMFE and FIN Workforce Development Research. [More information can be found here.](#)

Discussion

The group went into breakout rooms, key discussion points included:

- Remote delivery nationally – competition against London salaries
- Salary competition
 - Colleges have a more attractive / competitive salary (compared to ITPs/ Community Providers)
 - Colleges can't compete with Industry / employer salaries
- Recruiting from Industry
 - Working well for some providers. Example given where they are invited to college first (like an open day for students) to find out more about working at a college / what it may be like etc.
 - Challenges when recruiting from Industry include:
 - Understanding the role
 - The FE context – pastoral, mental health & wellbeing, paperwork, Ofsted
 - The group discussion could partnership working support e.g. can talent be pooled – 1 person working across multiple providers
- Recruitment cycles – is there a cycle, or is it ongoing?
 - Some colleges had an recruitment cycle e.g. uplift over summer holidays
 - But, it seems to be ongoing for all (including colleges)
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Discussion – What’s working well

- Some best practice across construction / engineering
 - Those from industry are focused on teaching, with more admin support to alleviate some of perceived barriers
- Working with graduates
 - Looking at those who have teaching quals, but also technical quals
 - Overseas graduates – FE has been removed from priority sectors
- Some apprentices come back and work with training providers upon completion of their apprenticeship
- Development of a bespoke employee handbook – for those new to FE
- Utilising the Learning and Development Practitioner Apprenticeship

Ideas to support the challenge

- Education on the wider FE sector – not just colleges
- A Northern Campaign – raising awareness of FE
- Sector specific discussion groups
- Development of case studies

Next Steps

NSN will hold a further FE Recruitment and Retention Roundtable late in 2024 to ensure this discussion is continued. The next roundtable will focus on a Blueprint for FE Recruitment.

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

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