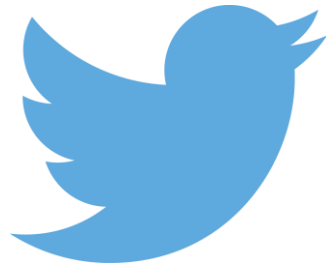




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Workforce planning

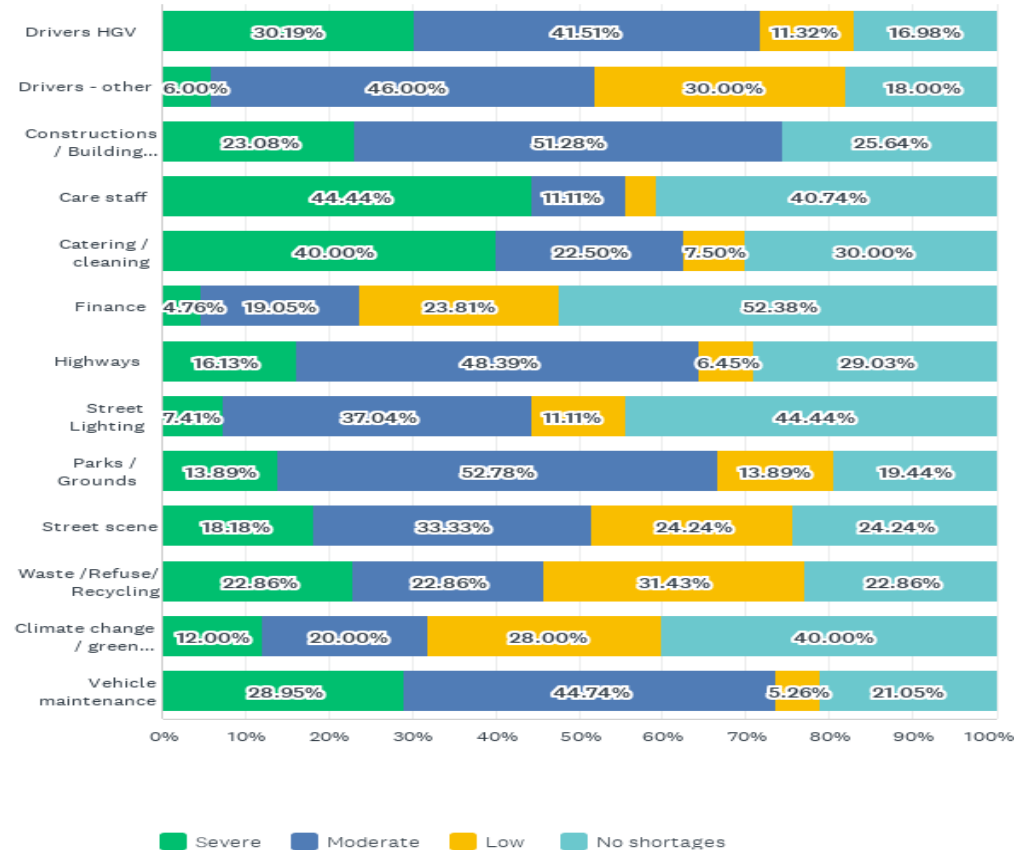
- Skills and workforce profile
- Impact of Covid-19
- Future capacity including green skills

**Mo Baines, Head of Communication and
Coordination, APSE**

The Big Workforce Survey

- 113 Respondent Councils
- Carried out from mid-October to mid-November 2021
- Responses filtered by Regions/
Administrative area of UK

Q1: Do you suffer from recruitment difficulties in any of the following areas of work?



Q1: Do you suffer from recruitment difficulties in any of the following areas of work?

Drivers HGV 71.8% Of respondents report severe to moderate shortages

But... In South of England HGV drivers the overall figures of **69.2%** reporting shortages as 'severe' and combined with moderate shortages this rises to near to **77%** when including moderate shortages. The UK wide figure for severe shortages is much lower at **30.2%**.

Q1: Do you suffer from recruitment difficulties in any of the following areas of work?

- **48.4%** report moderate shortages in **Highways** services, rising to **64.5%** when joined with those experiencing severe shortages,
- Street lighting shows a figure of **44.4%** for severe and moderate shortages.
- **52.7%** report a moderate shortage in **Parks** services with **13.9%** reporting severe shortages.
- **51.5%** report shortages in **street scene** services, and **45.72%** in **refuse and recycling**.
- **32%** reported shortages in **green projects/climate change** roles but (lower number of respondents for this question)
- In **vehicle maintenance** **73.6%** reported severe or moderate shortages.



Geographic differences

Within Scotland

The most severe shortages appear to be in **Care Services** with **75%** of respondents reporting Care Worker shortages as severe, followed by **Catering and Cleaning** with **66.6%** reporting severe shortages in these areas.

North of England

North of England **vehicle maintenance shortages** feature with **84.6%** of respondents reporting moderate or severe shortages.

Central England

In Central England driver shortages for HGV are less than elsewhere with **14.2%** reporting severe shortages however in more general driving roles this figure is at **42.8%**, albeit this is still behind a reported **58.3%** in the South, but the figure is higher in Central England than the North of England.

Wales and Northern Ireland

Overall sample numbers too low but generally following trends with driver shortages and catering / hospitality services

Q2: Have you introduced any schemes to improve recruitment?

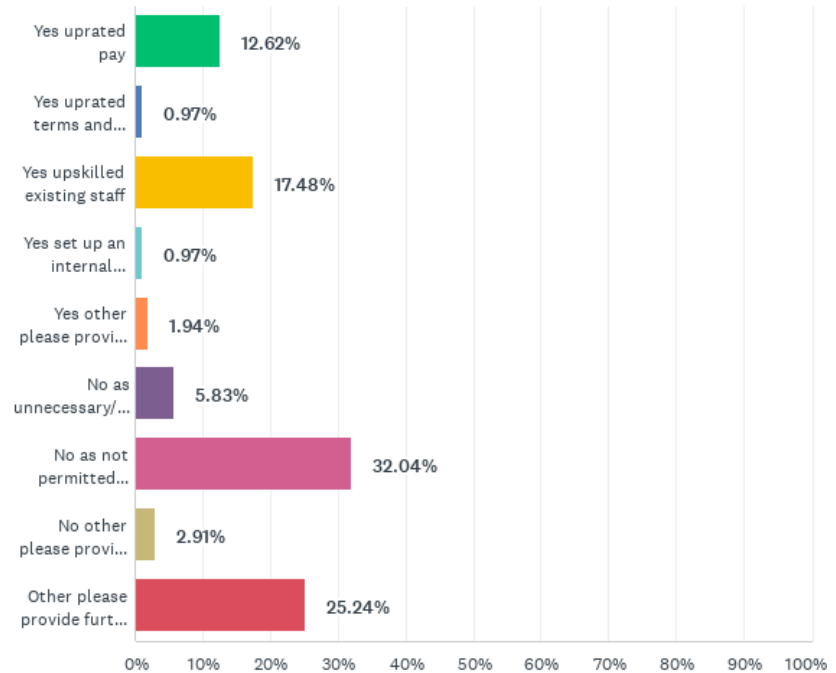
32% reported they had not uprated pay as not corporately permitted

Over 17% stated that they had upskilled existing staff

12.6% had uprated pay

The 'others'**25%**

Multiskilling, internal development, apprenticeships, 'growing your own' but...lots of revolving doors

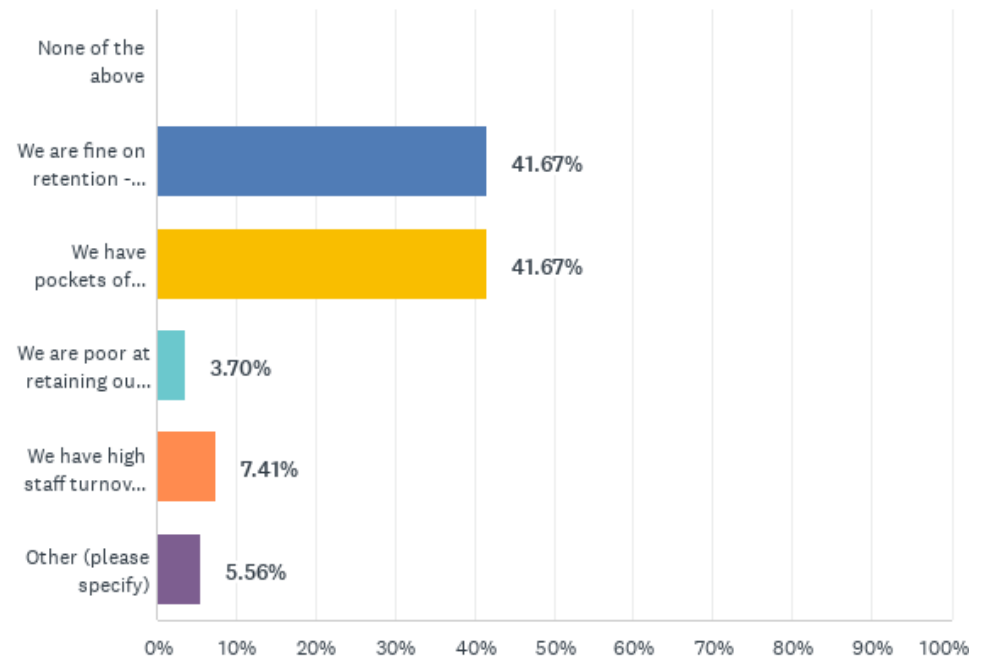


Q3: Thinking about retention of staff how would you best describe your experiences?

41.6% say they are fine on retention but equally **41.6%** say they have pockets of issues

7.4% say high turnover – and worse in the South of England

We appear to be better at retaining staff once recruited!



Q4: Have you made any interventions to support staff retention?

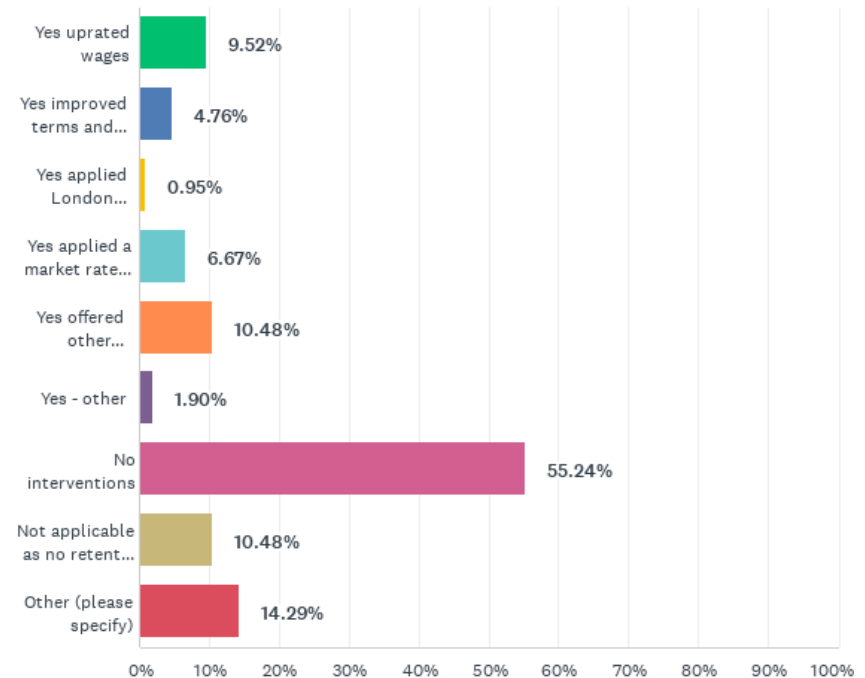
55.2% have not made any interventions to retain staff

9.5% say they have uprated wages

10.4% say they have offered other incentives

6.6% have offered a market rate supplement

Market rates are difficult with JE!

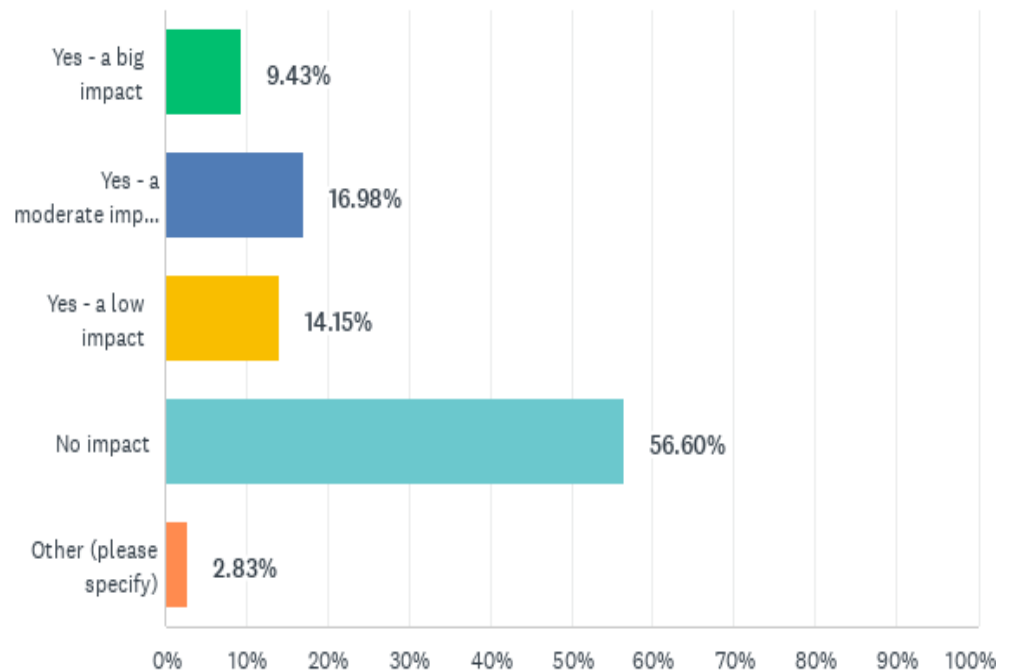


Q5: Has Brexit impacted on recruitment and retention issues?

56.6% say no impact

Of the **9.43%** that say a Big Impact – also reporting severe shortages in HGV drivers, catering, cleaning and social care

16.9% moderate seems to be evenly distributed across the UK

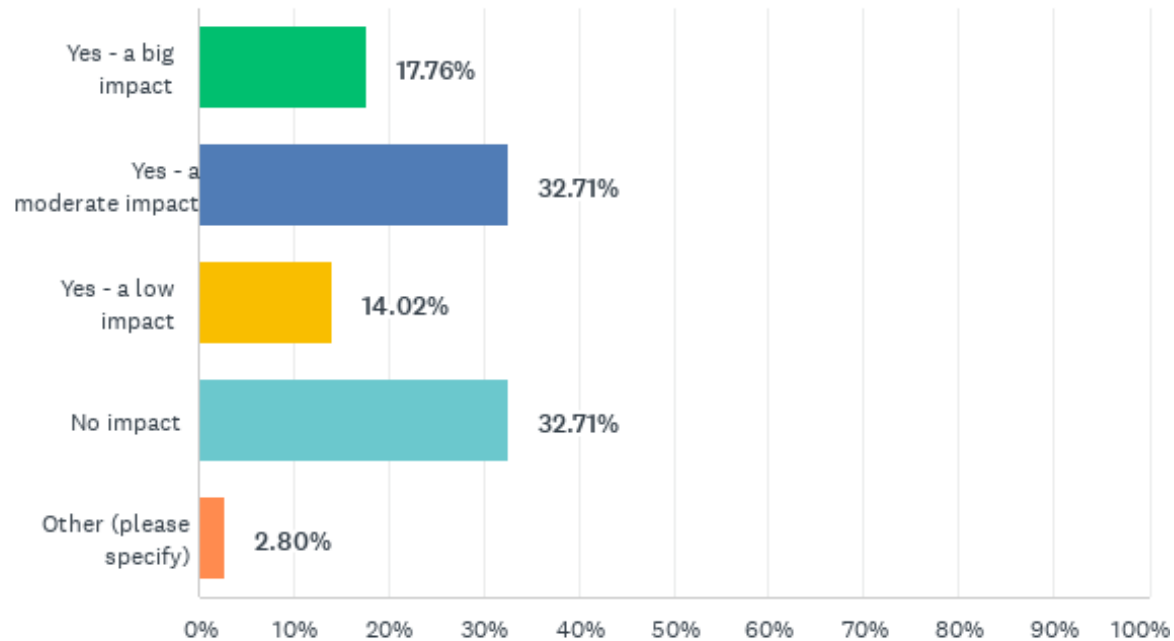


Q6: Has the COVID pandemic had an impact on staff recruitment and or retention?

Over **50%** say its had a big or moderate impact

32.7% say no impact

14.2% say a low impact



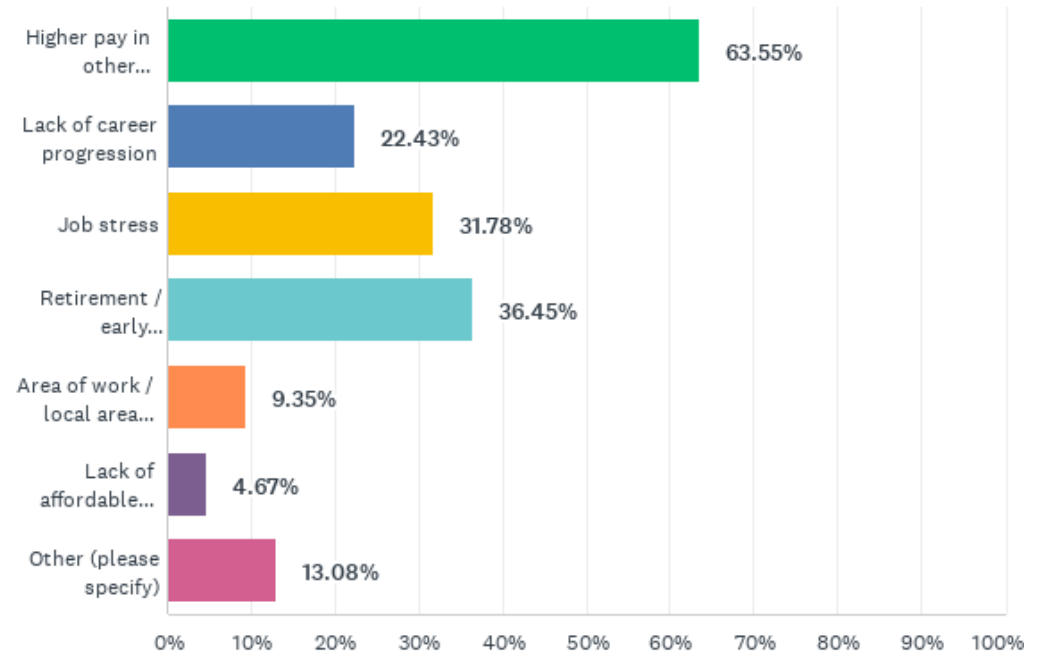
Q7: What do you believe to be the main reason for people leaving your council / service?

63.5% say higher pay in other sectors / employers

36.4% say retirement or redundancy

31.7% job stress

22.4% lack of career progression

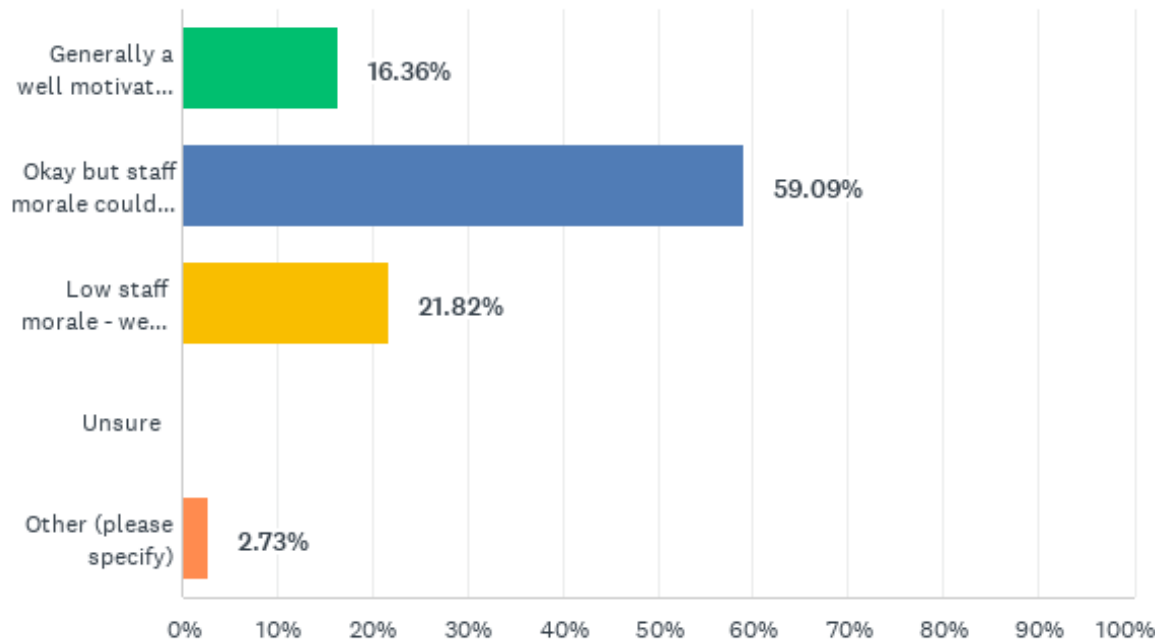


Q8: Thinking about staff morale what best describes your current workforce?

59% say staff morale is okay but could be improved

21.8% report low staff morale

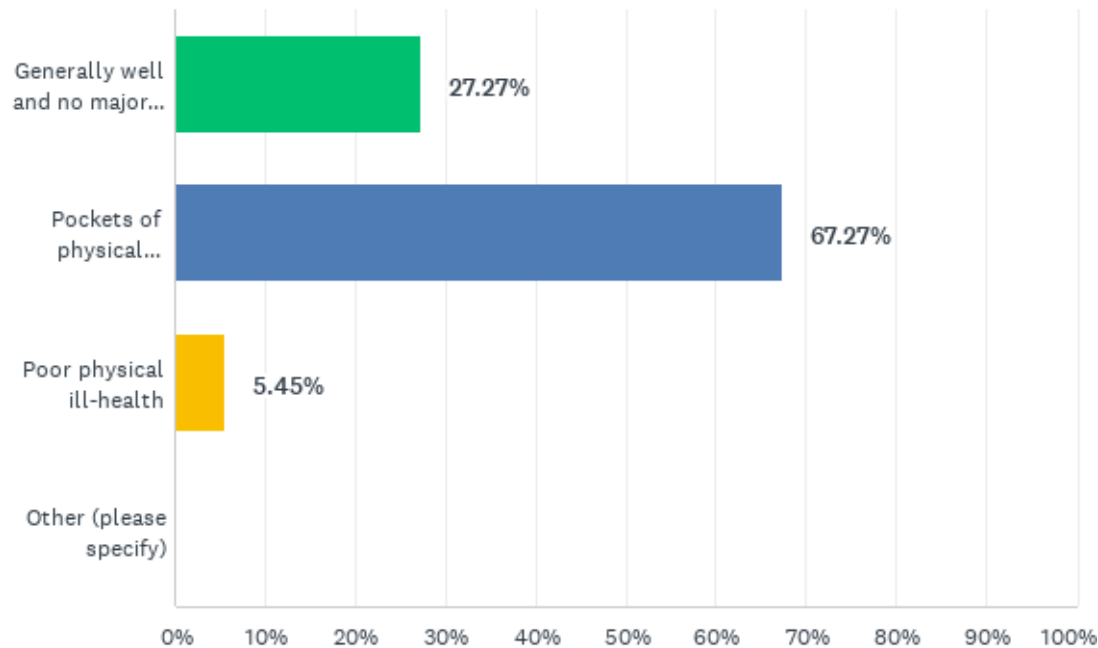
16.3% Say generally okay and well motivated staff



Q9: Thinking about staff physical well being how would you describe your workforce?

67.7% report pockets of physical ill health

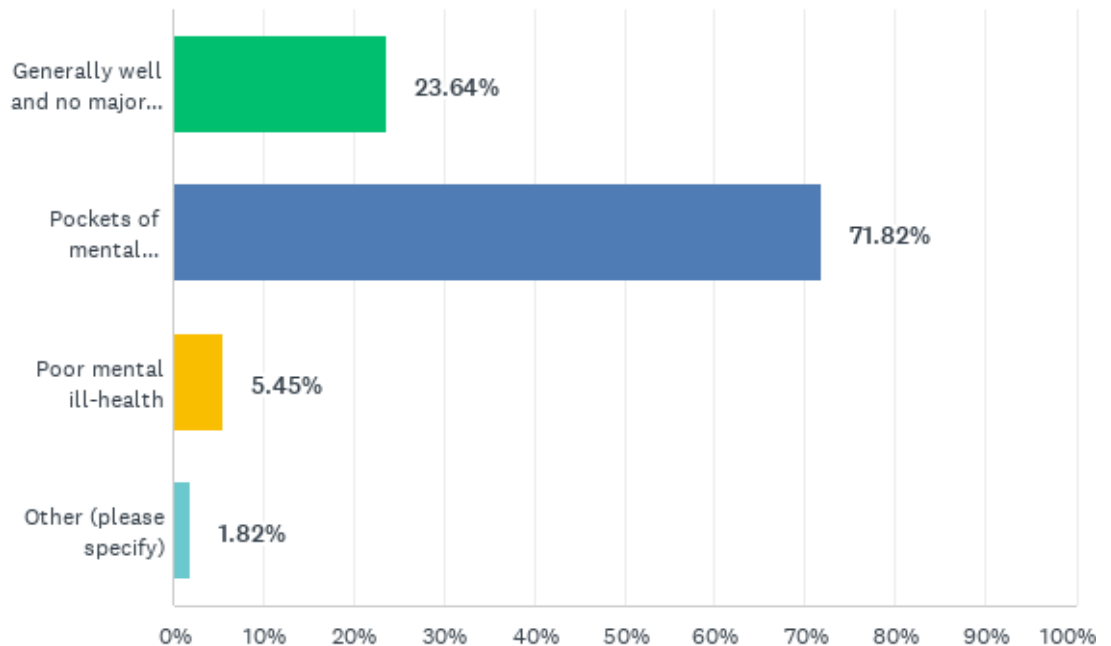
27.2% report no major issues and workforce generally well



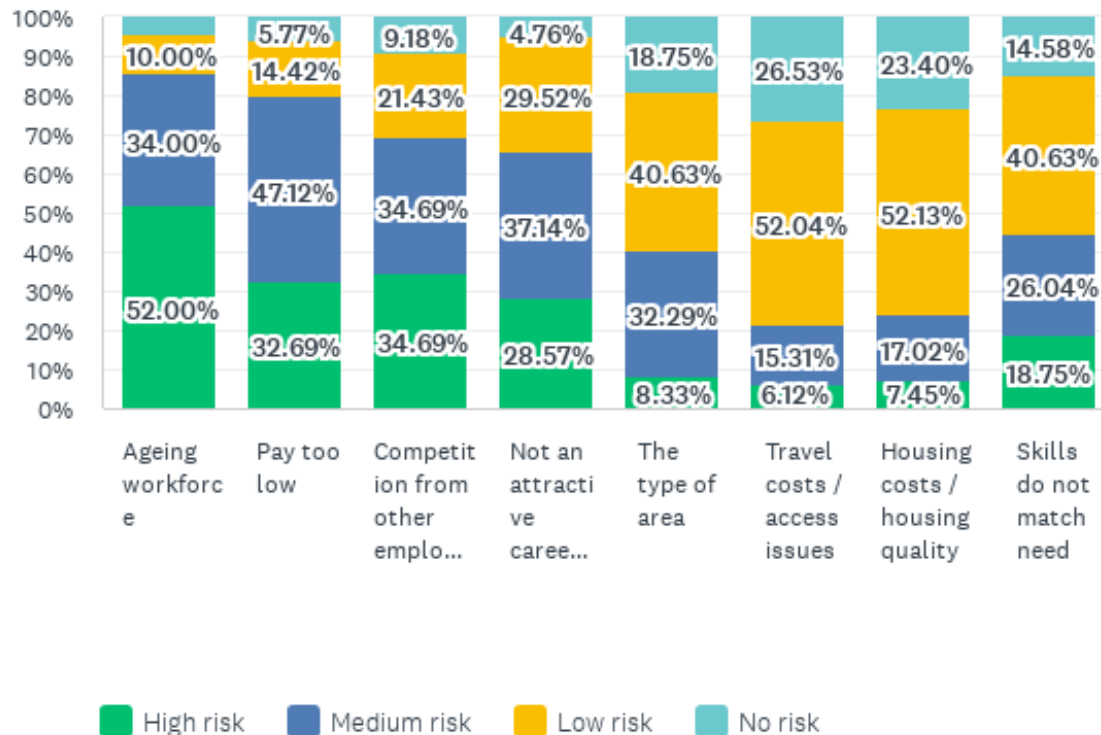
Q10: Thinking about mental well being how would you describe your workforce?

71.8% report concerns with mental wellbeing of the workforce within pockets of the workforce

23.6% say no general issues



Q11: Which of the following presents the biggest risks to recruiting and retaining your workforce





Q11: Which of the following presents the biggest risks to recruiting and retaining your workforce

86% state ageing workforce

Just over **80%** say pay too low

69% competition from other employers

Over **65%** say not an attractive career choice

Over **40%** attractiveness of area

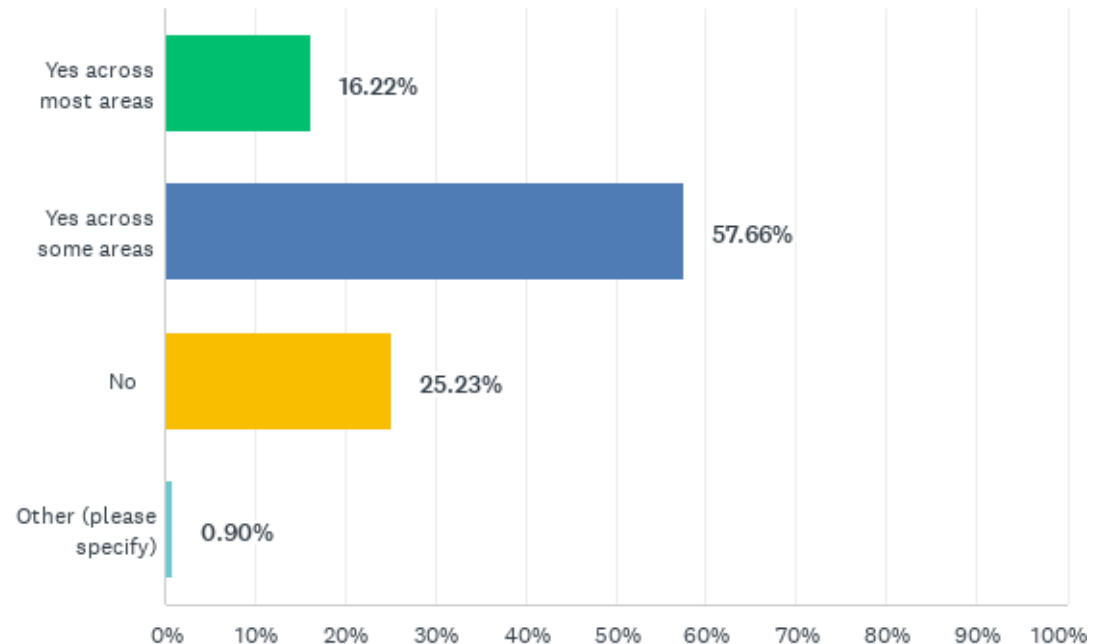
45% say skills an issue

Q12: Do you have skills shortages?

16.2% saying a skills shortage across 'most' areas

57.6% saying a skills shortage across some areas

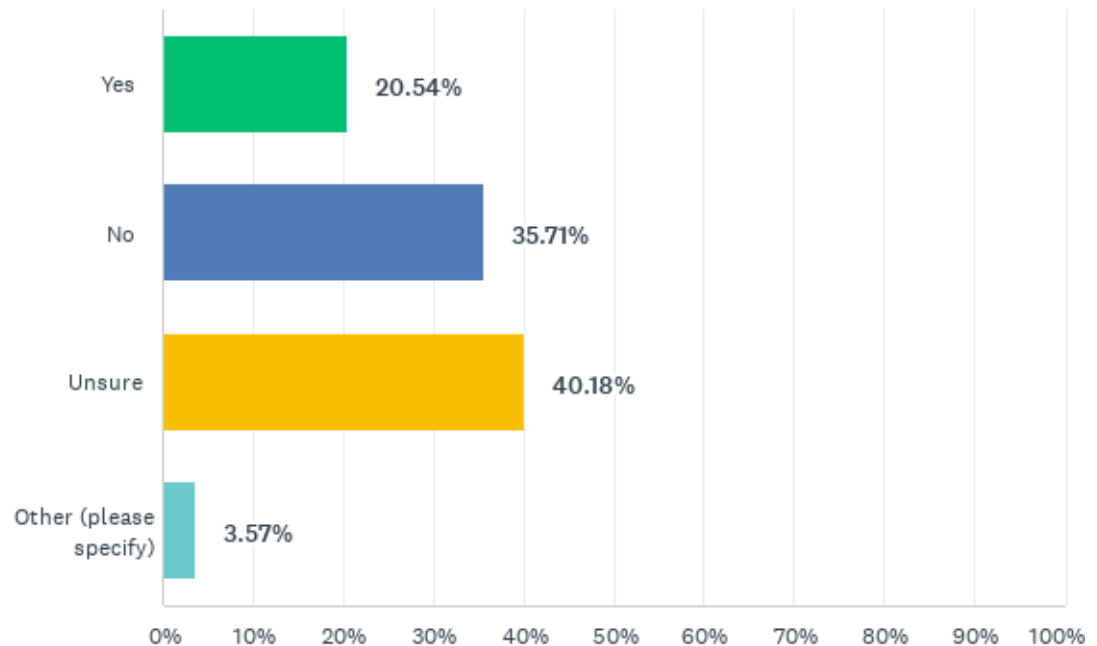
25.5% saying no skills shortages



Q13: Thinking about climate change and green skills do you believe you have skills to meet future service needs?

Highest 'unsure' response from the full survey – may be we don't yet know what we don't know!

35.7% saying 'no'



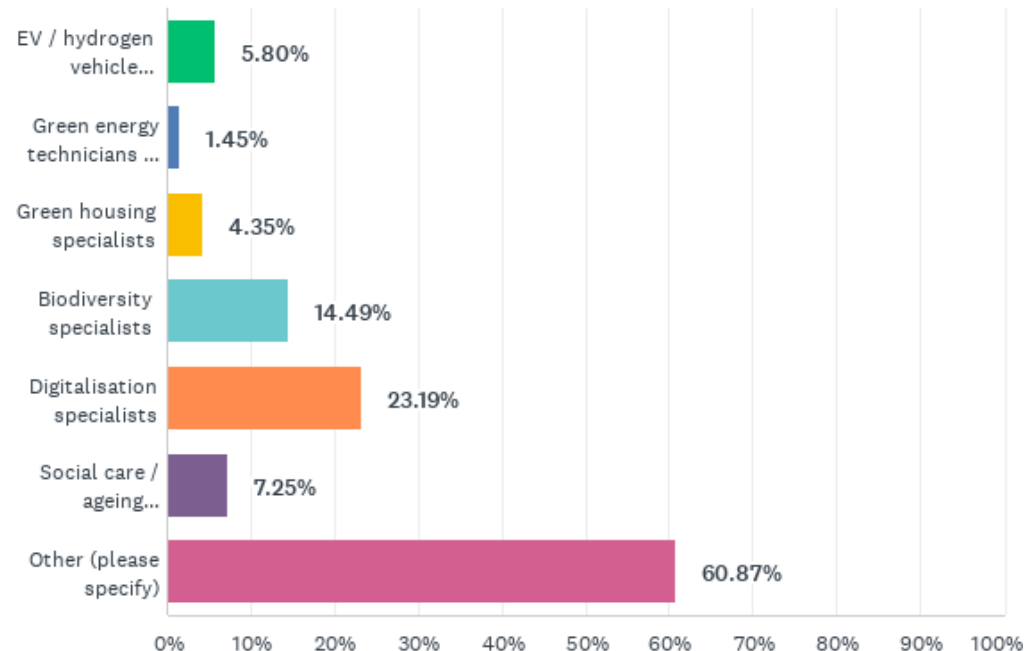
Q14: Have you recruited any of the following?

Digitalisation specialists
23.1%

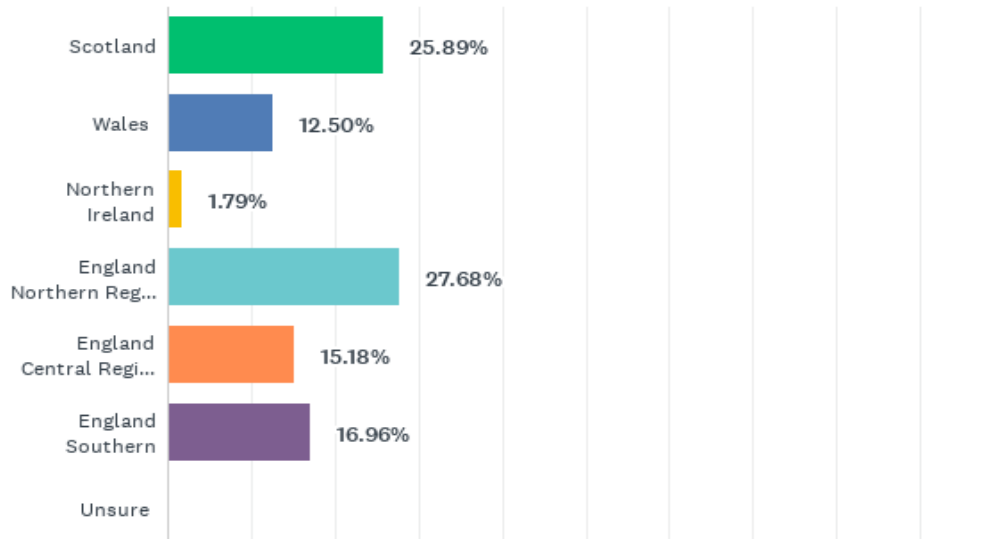
Biodiversity specialists
14.5%

Social Care Specialists
7.2%

Many text responses stating carbon reduction, skilling management teams. EV Hybrid/ Technicians

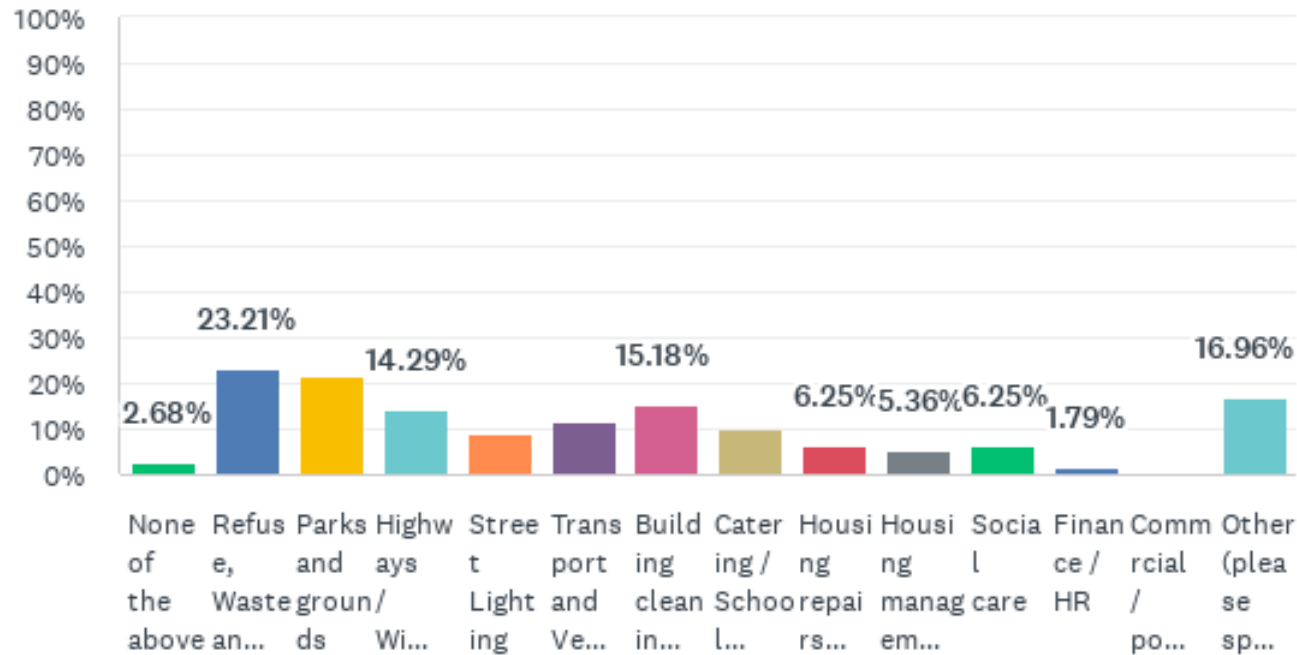


Q15: Which area of the UK are you from (APSE areas used for this question)?





Q16: What service area do you work in?



Conclusions

- Different issues in different parts of the UK
- Pay is an issue....across the UK
- Skills issues are different
- New skills...very uncertain... are we ready?
- Economy wide shortages, pay pressures, rising employment and competition from non-public sector employers

Discuss



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