

Street Cleansing

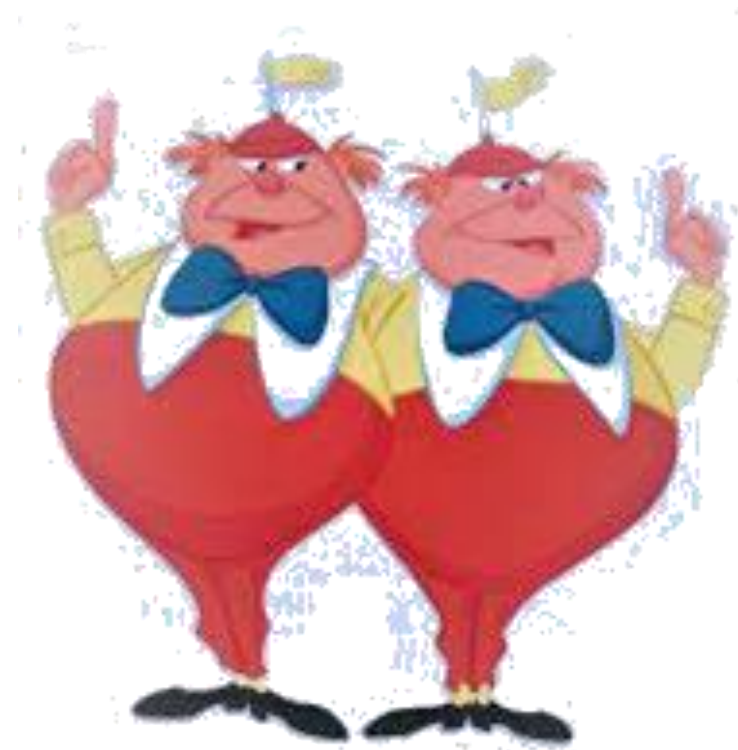
Training for a future and sustainable workforce

Fiona Sutton-Wilson, Head of APSE Training



How can we create more sustainable workforces through training and developing greater awareness of the value of roles?

- ❑ Recruitment and Retention - the art of attracting and keeping staff
- ❑ How APSE can help in workforce development
- ❑ 'Going beyond the norm'



What's the street cleansing landscape?

“Cuts in staffing have reduced the core capacity of local authorities, putting increased demands on those in post”

Local Government Commission 2030



Tackling the Wicked issues!

63.5% suggest pay the main issue for both recruitment and retention

31.7% Job stress – strong correlation to APSE findings during 'Covid' survey work

36.4% suggest early retirement impacting on retention

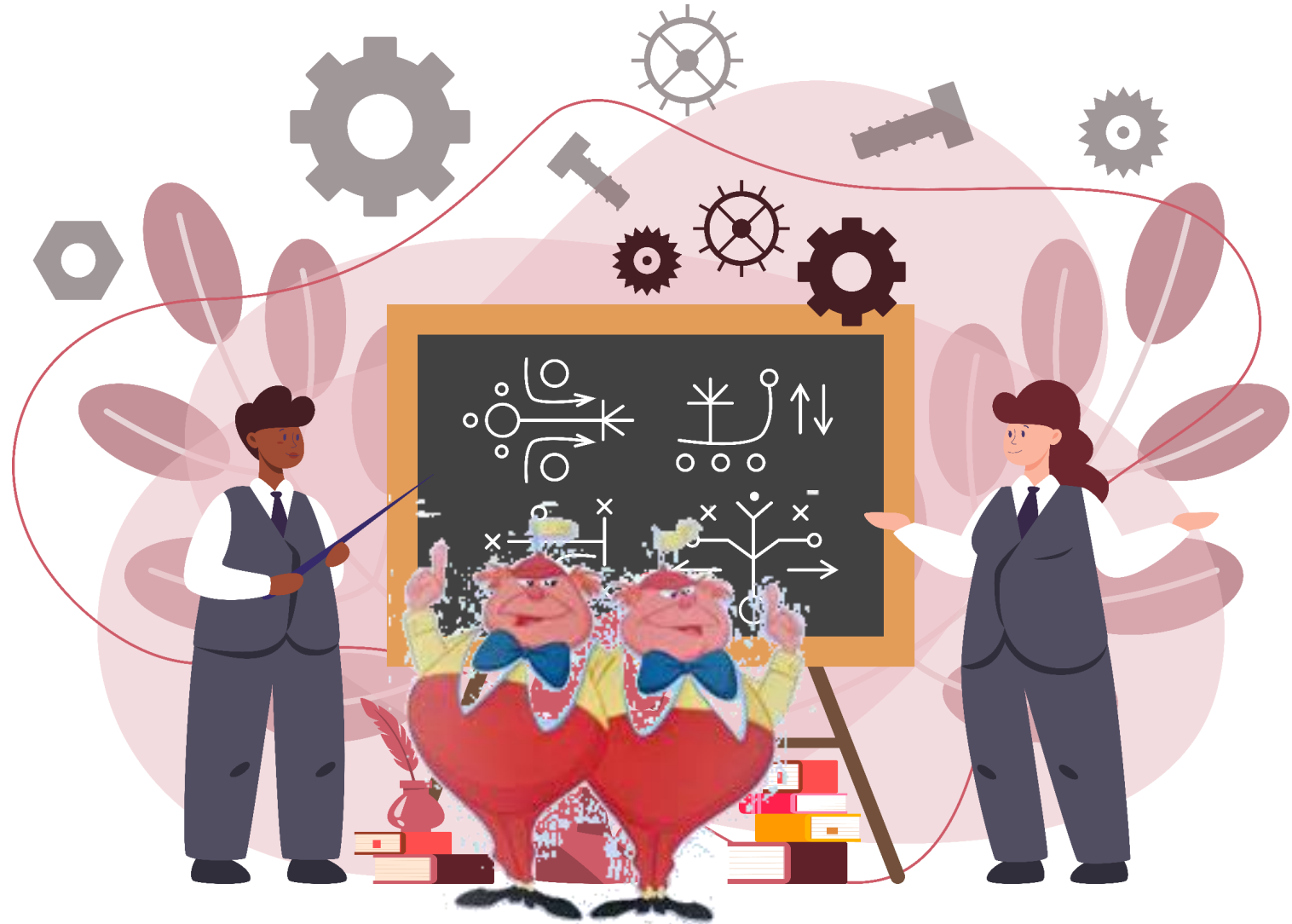
Addressing Recruitment

- What's the story?
- The language we use
- Our requirements
- Process and Time
- Skilled recruiters



Addressing retention

- Induction
- Career pathways
- Pre-retirement
- Climate
- Communication



“We’re listening: Let’s talk...”

Training accessed by street cleansing staff...

Health & Safety on Highways and Verges

Health and Safety in Waste and Environmental Services

Introduction to Parks
Management and Advanced
Parks Management
Sustainable Finance

Supervisory Skills,

Coaching and Mentoring

Effective Social Media

Wellbeing in the Workplace

Leadership & Management
Skills

Developing a
Customer Culture

Principles of Contract
Management and
Advanced Contract
Management



Carbon Literacy

What impact can it have?

“It’s an eye opener - you will learn something relevant to your work and your day-to-day life.”

Carbon Literacy for Leaders and Managers
Blackburn with Darwen Borough Council

“It was my first training using MS Teams, and the APSE team took control of this and made it very easy for the class to get involved.”

Regional Energy Co-ordinator
Derry and Strabane District Council

“If you are looking for ways to engage your followers, structure and learn about different platforms, this course is for you.”

Effective Social Media Streetscene Officer, Stafford-Upon-Avon

Going beyond the norm... for individuals

BENEFITS FOR EMPLOYEES

- Feel great
- Do great work
- Professional development and career
- Feel connected
- Improve self esteem

MAXIMISE ON THE EXPERIENCE

- Take responsibility
- Keep a learning log
- Revisit course materials - one day, one week, one month
- How have you implemented learning?
- Become a reflective practitioner

Going beyond the norm... for the service

BENEFITS FOR THE SERVICE/AUTHORITY

Talent management
Productivity
Motivation and engagement
Reduce sickness absence
Succession planning - pathways and pipelines

MAXIMISE THE EXPERIENCE

Central learning log of activities/programmes/projects
Cascade learning
Take a coaching approach to build on training courses
Mentor staff who show interest.

What are the opportunities?

“a source of practical ‘know-how’ and front line innovation.”

- Local Government as a good employer
- Young people in schools and colleges
- News skills and capability career pathways
- Developing the next generation of leaders
- Training and career development for existing employees
- Workforce planning to counter an aging workforce
- Environment, climate change and digitalisation



"If you always do what you have
always done, you will always get
what you always got"

Henry Ford

"Education is the passport
to the future, for tomorrow
belongs to those who
prepare for it today."

Malcolm X

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