

The Recruitment & Skills Shortage within Local Government

Emma Taylor, Senior Consultant , APSE

The issues!!!!

- Current Market place
- Post Covid
- Ageing workforce
- Skills shortage
- Attractiveness as a career choice
- Competition from other sectors
- Retention and retirement

Public Sector skills shortage!



Local Authority Contingency Planning?

How.....

- Apprenticeship Levy
- Review what you can offer!
i.e. Uprated Pay, Flexi etc.
- Upskill existing staff
- Training
- Job Fayres
- Social Media outreach
- Recruitment processes and procurement barriers



Solutions?

- Lets not be selfish, lets share those skills!
- Training and mentoring
- Staff share – Neighbouring authorities
- Promoting agile working, accommodating work-life balance
- Staff well being and mental health
- Recommendations by the APSE Commission
- Climate change and Green skills
- Value

The future???



APSE Solutions

Interim management

Hands-on marketing

Workforce strategy

Survey-based work

Commercial development

Diagnostic health check

Coaching and mentoring

Service improvement planning

Comprehensive service review

Bespoke process benchmarking



Looking for a consultant or interim to step in and hit the ground running? APSE has an enriched database of specialists within local government...

Contact details

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