



WHY THE PUBLIC SECTOR NEEDS THE BEST TALENT

PART 1

A HUGE WORKFORCE THAT CONSTANTLY NEEDS FILLING

In the UK, the number of public sector employees is huge

5.51m
people



In fact, it's

16.7%

of the total workforce across the UK!



Government bodies employ record highs of employees

3.35m

work in central government a **4.1%** increase on the year before



and **2.01m**

work in local government – which is slightly down (**0.7%**) on a year ago.



The number of police workers across the UK is now roughly

261,000.

This has been boosted by the campaign to recruit an additional 20,000 police officers in England and Wales by 31 March 2023.



PART 2

BALANCING THE BOOKS IS AN INCREASING PRESSURE FOR THIS MARKET

These workforces are vital to delivering efficient services but financial constraints have the biggest possible influence on procurement decisions and administration.

55% of public procurement specialists admit that this is top of mind when it comes to making buying decisions.



The public sector is under intense budgetary pressures. Data reveals a

19%

real-terms reduction in total funding (from central government and local funding), which could worsen post-recession.



All government departments have also been told to find spending cuts of up to 6% as part of plans to save

£3.5bn

by 2020 (pre-pandemic). Grants from central government to councils have been reduced by 49.1% in the run-up to this deadline.



PART 3

HOW DOES THIS HINDER RECRUITMENT?

When Oleeo surveyed recruiters in the market, they told us that hiring in the public sector introduced these **TOP 10 CHALLENGES:**



Meeting ethnicity/diversity expectations



Facilitating cultural change



Ongoing cost reductions



Managing apprenticeships



Fluctuating staffing levels



Being able to communicate brand values/ create advocacy



Handling high-volume recruitment



Talent scarcity in specialist roles



Inaccurate perceptions of role responsibilities



Ongoing cost reductions



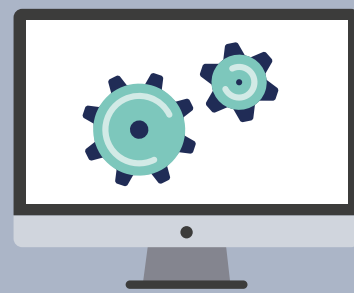
Qualification restrictions



PART 4

CAN TECHNOLOGY HELP ALLEVIATE THE PAINS?

Amidst challenging times, resourcing teams must invest in embedding new Recruiting Enablement processes that automate recruitment and redeployment. This takes away the strain of manual review for the thousands of applications coming and enables time efficiencies, reduced administrative burden, and a higher focus on candidate experience to help shift stereotypical perceptions that might otherwise prevent an application from being completed.



OLEEO HAS HELPED REAP THESE BENEFITS WITH CUSTOMERS:



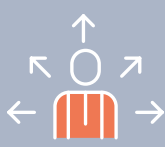
Direct savings of **£18k** of postage, printing and staffing costs at West Yorkshire Police and **£26k** at Bedfordshire, Cambridgeshire and Hertfordshire Constabularies (Tri-Force)



British Transport Police were able to hire an average **25%** female and **23%** BAME candidates using Oleeo technology to support positive action needs.



a **£2m** agency spend reduction at Warwickshire and West Mercia Police Authorities



Redeployment for thousands of civil service roles in central and local government have been managed using Oleeo Recruiting Enablement



Rhondda Valley Cynon Taf County Borough Council, London Boroughs of Sutton and Merton and Haringey Council use online-only applications for over **95%** of jobs



All of the Welsh police forces can now get candidates through applications and assessments in **2 hours** instead of **8 weeks**



The Metropolitan Police achieved a **100%** candidate satisfaction rating using Oleeo



Nottinghamshire County Council realised savings of **£400k** over the first 3 years after implementing Oleeo to replace manual recruitment sifting



HM Prison & Probation Service **doubled** the number of prison officer completed applications using Oleeo to optimise candidate experience



Similarly, the Multi-Force Shared Service (Cheshire Constabulary, Northamptonshire Police, and Nottinghamshire Police) recorded **£18.5m** in its first 4 years driven by **40%** back-office savings.



Centralising applications onto a single portal across all of Hampshire helped its 12 councils achieve a cumulative **240%** ROI.

LEARN MORE ABOUT HOW OLEEO RECRUITING ENABLEMENT CAN HELP YOU WITH PUBLIC SERVICES RECRUITING

Recruiting Enablement for Government
<https://oleeo.com/why-oleeo/industries/government>

Recruiting Enablement for Police
<https://oleeo.com/why-oleeo/industries/police>

