



Public Sector Apprenticeship Target – March 2022

The public sector apprenticeship target was introduced by government in April 2017 in accordance with The Public Sector Apprenticeship Targets Regulations 2017

The regulations set a target for any public sector employer in England with at least 250 employees to employ an average of 2.3% of their staff as new apprentice starts between April 2021 and 31 March 2022.

The target is for new apprenticeship starts which includes both newly employed apprentices and any existing employees that have begun an apprenticeship. All public sector bodies in scope must submit a report annually to the government on their progress in meeting the target.

The Government considers the duty to “have regard” to the target to mean that in making workforce planning decisions, public bodies should actively consider apprenticeships, either for new recruits or as part of career development for existing staff.

Progress towards meeting the public sector apprenticeship target

The percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2021 and 31 March 2022 was **10.00%**.

The percentage of total headcount of employees that were apprentices on 31 March 2022 was **2.46%**.

The percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2021 to 31 March 2022 as a proportion of total headcount on 31 March 2021 was **1.34%**.

All apprentices who were employed between 1 April 2021 and 31 March 2022 have secured ongoing employment with the Trust on completion of their apprenticeships.

What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?

We worked closely with Trust schools during the year to raise awareness of the potential benefits of apprenticeships especially when considering recruitment towards staff vacancies.

What challenges have you faced this year in your efforts to meet the target? How do these compare to the challenges experienced in the previous year?

The Covid-19 pandemic coincided with this period making it difficult to appoint apprentices and difficult for them to complete their apprenticeships.

Additionally, a significant portion of the Trust’s support staff vacancies are advertised as part time and do not meet the minimum 30 hours a week requirement for an apprenticeship.



How are you planning to meet the target in future? What will you continue to do or do differently?

We will continue to advertise apprenticeship opportunities but have also investigated further opportunities for existing staff to embark on levy funded courses where possible and to explore a range of roles which could be suitable for apprentices. As a result of this we have successfully secured twelve apprenticeship places for existing staff to embark on levy funded courses from September 2022.

Several Trust schools are continuing to explore apprenticeship opportunities with training providers in a variety of roles.

We will continue to work closely with local learning providers within current guidance to identify opportunities for both new and existing employees. The Trust is keen to develop its employees and provide them with learning opportunities and two existing staff are accessing training through the levy. This number is due to increase during the next year.

We will continue to promote Higher Degree level apprenticeships where available locally.