

## Public sector apprenticeship target

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 staff to employ an average of 2.3% of their staff as new apprentice starts between 1 April 2017 and 31 March 2021.

The target for new apprenticeships includes both newly employed apprentices and any existing staff 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 staffing planning decisions, we should actively consider apprenticeships, either for new recruits or as part of career development for existing staff.

## How are we doing towards meeting the public sector apprenticeship target?

| <b>Reporting Percentages</b>   | <b>1 April<br/>2017<br/>to 31<br/>March<br/>2018</b> | <b>1 April<br/>2018<br/>to 31<br/>March<br/>2019</b> | <b>1 April<br/>2019<br/>to 31<br/>March<br/>2020</b> | <b>1 April<br/>2020<br/>to 31<br/>March<br/>2021</b> |
|--|--|--|--|--|
| Headcount (31 March for each year)   | 544  | 662  | 774  | 706  |
| Number of apprentices in the period  | 13   | 8  | 8  | 6  |
| The percentage of total headcount of employees that were apprentices on 31 March.  | 2%   | 3%   | 2%   | 2%   |
| The percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April to 31 March as a proportion of total headcount on 31 March | 2 %  | 2%   | 1%   | 1%   |

### **What actions have we planned towards meeting the apprenticeship target in the future?**

- We will continue to develop our apprenticeship program to increase the occupational range and number of high-quality apprenticeship opportunities.
- We will work with Principals to identify existing and future skills gaps and ensure that priority is given to apprenticeships for new and current staff that are designed to meet these challenges and develop skills sets relevant to the current and future workforce.
- Existing staff will be encouraged to use apprenticeships as a means of developing their skills and career path within the trust where a relevant apprenticeship standard can be applied to support talent management.
- We will embed apprenticeships into Finance and Human Resources KIT meetings across the trust by encouraging take up of apprenticeships, to develop career pathways and ensure funds are utilised correctly.
- Local Academy Committees across the Trust will continue to monitor take up of apprenticeships at each academy and discuss the apprenticeship levy as an item agenda at board meetings.
- The trust ensures that each academy will complete an apprenticeship business case (ABC) for a new apprentice or existing staff. The ABC will be then approved by the Trust following due diligence to ensure feasibility of applications.
- The trust provides Finance and HR support to each academy that wishes to hire a new apprenticeship or up skills existing staff to discuss budgeting and staffing.
- We will widen participation in our apprenticeship programme, by targeting and maximising opportunities for those who face the most challenges to accessing employment.

### **Challenges Faced:**

- The COVID-19 pandemic has caused complex challenges, there was a period when recruitment was put on hold.
- Providers put learners on a learning break as online infrastructure was not in place.
- Not all learners had equal access to required devices, internet access or a suitable home learning space, leaving them unable to access training.

If you require further information, please contact:

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