



## **Public Sector Apprenticeship Target Report**

### **Reporting Period: 1 April 2021 – 31 March 2022**

#### **Background**

All public bodies in England with more than 250 employees must report on the apprenticeship target as required by the Apprenticeship Regulations 2017. This target is to employ at least 2.3% of the workforce as new apprenticeship starts over the period 1 April 2017 to 31 March 2021, assessed as an annual average over this 4 year period. The guidance was revised in March 2021, requiring all employers in scope, to have a target to employ at least 2.3% of their staff as new apprentice starts over the period 1 April 2021 to 31 March 2022. It is mandatory requirement to report annually. The deadline for the report to be completed is 30 September each year.

The Government requires public bodies to have regard to the target by actively considering apprenticeships, either for new recruits or a part of career development for existing staff when making workforce planning decisions.

The trust came into scope for reporting once the total number of employees exceeded 250 as at 31 March 2020. For the current reporting period of 1 April 2021 – 31 March 2022, the Academy Trust comprised of the City of Stoke on Trent Sixth Form College, Biddulph High School, Werrington Primary School and Moorside High school however, for the previous reporting period only two academies were in scope, making it difficult to compare data.

The annual return is split in to two parts. Section 1 is the data publication and Section 2 the Activity Return which asks for details of progress towards the target, actions taken and challenges faced in meeting the targets.

Bodies in scope are required to publish the data publication. It must be easily accessible to the public, for example external facing website and must also be sent to the Department for Education.

#### **Return Section 1 – Data Publication**

The Data Publication includes several figures, which will enable the Government, the public, and wider stakeholders to understand each body's headcount and the number of apprentices they employ, and then use that information to assess the progress a body has made towards meeting the target.

The information required is as follows:

Number of employees who were working in England on 31 March 2021	274
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Number of employees who were working in England on 31 March 2022	455
Number of new employees who started working for you in England between 1 April 2021 to 31 March 2022	69
Number of apprentices who were working in England on 31 March 2021	6
Number of apprentices who were working in England on 31 March 2022	7
Number of new apprentices in England whose apprenticeship agreements started between 1 April 2021 to 31 March 2022	2

### Reporting Percentages

Percentage of apprenticeship starts as a proportion of employment starts between 1 April 2021 to 31 March 2022	2.9%
Percentage of total headcount that were apprentices on 31 March 2022	1.54%
Percentage of apprenticeship starts between 1 April 2021 to 31 March 2022 as a proportion of total headcount on 31 March 2021	0.73%

### Return Section 2 – Apprenticeship Activity Return

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

During the reporting period 0.73% of the total headcount were apprenticeship starts and 2.9% of new recruits during the reporting period were recruited to apprenticeship contracts. Apprenticeships have been considered as and when vacancies have arisen. We have broadened the range of apprenticeship programmes available and have worked with new training providers to attract apprentices in specialist areas.

Actions are comparable to the previous year however, it is difficult to compare data as for this reporting period the Trust has two additional new academies which were not previously in-scope for reporting.



**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?**

Finding appropriate apprenticeship programmes to fit the organisation can be difficult. In some areas it is quicker and more appropriate to complete a non-levy funded qualification.

Once again, it has been difficult to attract apprentices at the national minimum wage rate in some specialist areas and therefore it has been necessary to pay higher rates of pay in these areas.

The nature of the organisation makes it difficult to provide apprenticeship opportunities for the greatest proportion of the workforce who are in teaching roles, however it is now possible to recruit to teaching roles via an apprenticeship.

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

The Trust will continue to consider apprenticeships as and when vacancies / opportunities arise.

Higher level apprenticeships will be considered across the current workforce.

Higher rates of pay than the national minimum wage will continue to be considered in relevant areas of the workforce.

We will continue to explore working with a range of training providers in order to enhance our apprenticeship offer and embed apprenticeships into our recruitment and professional development frameworks.