



## PUBLIC SECTOR APPRENTICESHIP TARGET REPORT

**Reporting Period: 1 April 2021 to 31 March 2022**

Number employees: 1027 ( previously as at 31/3/21= 1061)

Number new employees: 109

Number apprentices: 6

New apprentices during period: 4

What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?	Linked up with one main provider who is working with schools on advertising and appointing new apprentices and also providing support, guidance and expertise for employees CPD. They are working with school leaders to identify courses applicable to the career pathways for our staff. We continue to encourage our leaders to have career conversations with staff in schools. We have asked schools to consider possibility of employing an apprenticeship for roles that become vacant as part of our process for approval for recruitment across the Trust. The 4 new apprenticeships in the reporting year were started in September 2021 when Covid restrictions started to ease.
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?	Covid-19 pandemic continued in the reporting year which continued to have an impact on the recruitment of new apprentices and the ability for existing employees to start apprenticeships. The 20% off the job requirement remains an on-going challenge. Whilst we have the available funding in our Levy pot, the 'cost' of undertaking apprenticeships for our current employees is time, specifically meeting the requirements for the 20%. Whilst we are trying to map apprenticeships to qualifications and have the funding available, many of our schools do not have the capacity to reduce an employee's workload to enable them to meet the apprenticeship requirements.
How are you planning to meet the target in future? What will you continue to do or do differently?	We are developing an "Apprenticeship First" model – so rather than consider if an apprenticeship is suitable, leaders in schools should be justifying why it is not. We are looking at areas where we haven't used apprentices before such as digital marketing and site management. We have reviewed our apprenticeship pay structure and are offering a slightly higher than the statutory minimum hourly rate for level 3 apprenticeships. We will continue to work with our current preferred apprenticeship provider and look to work with a wider selection of other providers to promote apprenticeships



	within our schools. We will continue to promote apprenticeships in our termly newsletters.
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**Comments from last years' return:**

What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?	Career conversations with staff in each school were recommended so that an understanding could be gained of what they wished to do v's what our schools need longer term from a skills perspective. A sort of workforce planning exercise. Apprenticeship organisations were contacted so that we could utilize their expertise in knowing what courses were available and they could "push" any vacancies so they could be offered as apprenticeships. Information sessions were planned to engage with school leaders regarding apprenticeships and career pathways
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?	Covid-19 pandemic changed school staffing priorities over this time-period with very few staff leaving and vacancies not being available to recruit entry-level staff. In addition, schools were either open to key worker children only significantly restricting the range of options to develop relevant skill sets or have access to the support needed. Many schools operated "bubbles" with many not integrating with any other staff. Some staff were working from home. This had a significant impact on the recruitment of new apprentices and the ability for existing employees to start apprenticeships. The need for the recruitment of new apprentices in entry-level roles fell significantly as the mechanisms were not in place to provide the support required by a new-starters Some of the new starters were short-term posts in response to Covid, in particular around using the catch up funding. The nature and length of these posts were not suitable for Apprenticeships. The 20% off the job requirement remains an on-going challenge. Whilst we have the available funding in our Levy pot, the 'cost' of undertaking apprenticeships for our current employees is time, specifically meeting the requirements for the 20%. Whilst we are trying to map apprenticeships to qualifications and have the funding available, many of our schools do not have the capacity to reduce an employee's workload to enable them to meet the apprenticeship requirements
How are you planning to meet the target in future? What will you continue to do or do differently?	We will recommence our workforce planning exercise to understand what our interest levels are across the current staff group. We have actively promoted apprenticeships to all employees and will continue to do this via termly newsletters. We include in our annual performance setting process a need for staff to reflect on their personal development and consider undertaking a relevant



	<p>approved course, which would further develop their skills. We are now working with a 3rd party to support with our approach to improving our apprentice recruitment and course uptake. We have started to consider a better rate of pay than the minimum apprenticeship rate. We have now joined a working group across a range of partners in the same sector to consider what apprenticeships would work best for our Trust – all our school leaders have been asked to input into this.</p>
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