

John Taylor Multi Academy Trust



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 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 **3.98%**.

The percentage of total headcount of employees that were apprentices on 31 March 2022 was **0.43%**.

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 **0.84%**.

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

As with last year, we worked closely with Trust schools during the year to raise awareness of the potential benefits of apprenticeships, both for new and existing employees.

Schools are encouraged to consider the use of apprenticeship training opportunities to develop existing staff, rather than other, potentially costly, external training provision.

We are exploring partnerships with apprenticeship providers to provide CPD opportunities for existing staff, in particular leadership development.

We have paid an enhanced rate of pay to apprentices recruited as new starters.

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 continued to impact with this period making it difficult to appoint apprentices. We continue to work within government guidelines.

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.

Accommodating the 20% 'off the job' time per apprentice in regards to working hours.

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 and have successfully appointed one further apprentice who joined the organisation in May 2022, with another due to join in September 2022. A senior leader who joined the Trust in April 2022 is undertaking apprenticeship training.

We have two apprenticeship vacancies currently being advertised.

There is further interest in senior leadership apprenticeships, with at least one more employee likely to start an apprenticeship in September 2022.

The Trust is keen to develop its employees and provide them with learning and development opportunities. We will continue to work closely with local and national learning providers within current guidance in order to identify opportunities for both new and existing employees

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