

# 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 2022 and 31 March 2023.

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 2022 and 31 March 2023 was **1.82%**.

The percentage of total headcount of employees that were apprentices on 31 March 2022 was **0.75%**.

The percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2022 to 31 March 2023 as a proportion of total headcount on 31 March 2021 was **0.97%**.

## 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 have increased the number of partnerships with apprenticeship providers to provide CPD opportunities for existing staff, in particular leadership development.

We have a specific project to re-launch and rebuild our employer brand which will include the promotion of Apprenticeships.

## 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?

As with previous years, 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 regard to working hours.

In one particular case where an Apprenticeship has paused, we found it challenging to source a similar course.

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

The Trust will continue to advertise apprenticeship opportunities and have successfully appointed two further apprentices in the last year.

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

Building our employer brand will include a recruitment event to promote Apprenticeships at all levels.

The Trust is also developing its continued professional development pathway for support staff including offering opportunities via Apprenticeships.