

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.

Multi-Academy Trusts are required to report for the first time on the period 1 April 2018 – 31 March 2019.

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 2017 and 31 March 2021.

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 2018 and 31 March 2019 was **0.99%**

The percentage of total headcount of employees that were apprentices on 31 March 2019 was **0.17%**

The percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2018 to 31 March 2019 as a proportion of total headcount on 31 March 2018 was **0.23%**.

Actions and challenges towards meeting the apprenticeship target in the future

- Seven new schools joined the Trust during the reporting period therefore increasing the total headcount and reducing the proportion of staff to apprentices. This will continue to be a challenge for a growing Trust.
- Since the end of the reporting period, the Trust has advertised apprenticeship opportunities and successfully appointed one further apprentice. We are investigating further opportunities for existing staff to embark on levy funded courses.
- We will continue to work closely with Trust schools to raise awareness of the potential benefits of apprenticeships, both for new and existing employees.
- We will work closely with local learning providers in order to identify development opportunities for both new and existing employees.
- We will promote Higher Degree level apprenticeships where available locally.