

Apprenticeship return 1st April 2020- 31st March 2021

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2020 to 31 March 2021	28.26%
Percentage of total headcount that were apprentices on 31 March 2021	5.06%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2020 to 31 March 2021 as a proportion of total headcount on 31 March 2020	2.86%

What actions have you taken this year to meet the target? How do these actions compare to the actions taken in the previous year? (2019/20)

This year the Trust have maintained our existing partnerships with apprenticeship providers and began working with new providers to broaden our apprenticeship offer. This has enabled staff internally to undertake apprenticeship pathways in addition to brand new apprenticeship posts being created.

The Trust have also facilitated further professional development opportunities by providing continuation opportunities for apprentices who had completed level 2 pathways. This has enabled apprentices to continue their development onto a level 3 pathway and expand their professional skill set and develop their career portfolio within education.

What challenges have you faced this year in your efforts to meet the target? How do these compare to the challenges faced in the previous year?

Due to the impact of COVID-19, recruitment this year was particularly challenging. During periods of school closure, we were unable to host any onsite practical recruitment events and due to the nature of the roles working within schools, were receiving less applicants. In comparison to the previous year this had proved particularly challenging due to the length of time across the academic year that had been disrupted by school closures. Within the previous academic year less time had been disrupted and schools were open and operating under 'normal' working circumstances which better enabled recruitment to take place. However, despite these challenges we were still able to exceed the public sector target.

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

The Trust will continue to work with its well-established training providers and develop the offer from new training providers for existing employees. This will enable a broader offer of professional development for existing employees and the Trust will continue to diversify these opportunities for a range of roles within the organisation. As the Trust have recently opened a new secondary school, new apprenticeship opportunities will be created within the secondary education setting. The Trust continues to support the apprentices in gaining additional doorstep qualifications to ensure that upon completion of their pathway's employment opportunities are enhanced.