



STOWE VALLEY MULTI ACADEMY TRUST

PUBLIC SECTOR APPRENTICESHIP TARGET REPORT 2021

The public sector apprenticeship target was introduced by the 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 1st April 2020 and 31st 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.

Progress towards meeting the public sector apprenticeship target

The percentage of apprenticeship starts as a proportion of employment starts between 1 April 2020 and 31st March 2021 was 2.61%.

The percentage of total headcount of employees that were apprentices on 31st March 2021 was 0.45%.

The percentage of apprenticeship starts between 1st April 2020 to 31st March 2021 as a proportion of total headcount on 31st March 2020 was 0.45%.

Actions taken during the year to meet the target?

As a Multi Academy Trust we have encouraged our schools to consider the potential benefits of apprenticeships for their current employees and potential employees. We have found difficulty with recruiting apprentices during 2020-21 and not all the roles advertised came to fruition. However, we were pleased to recruit to Teaching Assistant Apprenticeships and an Early Years Educator Apprenticeship.

We will continue to consider apprenticeships for any vacancies which arise and investigate further opportunities for existing staff to embark on levy funded courses where possible.

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?

We are now an employer of over 650 staff and therefore our headcount reduces the proportion of staff to apprentices. This was still challenging in previous years as despite working with providers of apprenticeships there has always been minimal interest in positions advertised.

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

We continue to advertise apprenticeships and have recently successfully appointed an IT Apprentice.

We will continue to work with our local learning providers in order to identify further opportunities for both new and existing employees.