



Meeting the Public Sector Apprenticeship Target

September 2020

New Bridge Multi Academy Trust Meeting the Public Sector Apprenticeship Target 1st April 2019 - 31st March 2020

The report explained

Prescribed groups and public sector bodies with 250 or more staff in England have a target to employ an average of at least 2.3% of their staff as new apprentice starts over the period of 1 April 2017 to 31 March 2021. Bodies in scope must have regard to 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. Apprentices are only considered as 'new apprentices' who will count towards the target, in the year in which they begin their apprenticeship.

The approach by New Bridge MAT

The New Bridge MAT has made a sustained and significant commitment to recruiting, developing and retaining apprentices since September 2015. There have been apprentices in 5 job roles; Administration, Finance, Personal Care, Support Worker and Teaching Assistant.

Data for the Reporting Period – 01/04/19 – 31/03/20

The Department for Education requires the following data that shows an organisation's progress to meeting the target figure of employing at least 2.3% of their staff as new apprentice starts over the period of 1 April 2017 to 31 March 2021.

The data for the New Bridge MAT for the reporting period is as follows:

- **Figure A: 108** (The number of employees whose employment in England by the body began in the reporting period in question).
- **Figure B: 49** (The number of apprentices who began to work for the body in that period and whose apprenticeship agreements also began in that period. This includes employees who were already working for the body before beginning their apprenticeship, as well as new apprentice hires).
- **Figure C: 487** (the number of employees employed in England that the body has at the end of that period).
- **Figure D: 39** (the number of apprentices who work for the body at the end of that period).

We are also required to provide two percentages in order to give context to the other figures. These percentages do not reflect the progress a public body has made towards the target:

- **Figure E: 45.37%** (Figure B expressed as a percentage of figure A).
- **Figure F: 8.01%** (Figure D expressed as a percentage of figure C).



If the public body is in their first reporting period, they must also provide:

- **Figure G: 36** (The number of apprentices who worked for the body immediately before that period).

In addition, the Apprenticeship Activity Return (Return Section 2) requires public bodies to send the following figures, which will help identify their progress towards meeting the target, to the Department for Education. Public bodies could also consider providing these figures in the Data Publication:

- **Figure H: 511** (Headcount on the day before the first day of each reporting period in the target period).
- **Figure I: 9.58%** (Figure B expressed as a percentage of figure H).

Comment

The data shows that the New Bridge MAT is comfortably meeting the Public Sector Apprenticeship Target. This is a fantastic achievement given the huge number of staff that have been recruited during the target period. The final reporting period data is due on 30th September 2021.

Simon Smith
Director of HR

