



*Creative
Education
Trust*

PUBLIC SECTOR APPRENTICESHIP TARGET REPORT

1. Background

1.1 Public sector bodies in England with 250 or more staff have a target to employ an average of at least 2.3% of their staff as new apprentice starts over the period 1 April 2017 to 31 March 2021. Bodies in scope must have regard to the target meaning that, in making workforce planning decisions, they should actively consider apprenticeships either for new recruits or as part of career development for existing staff. The target is for new apprenticeship starts, which includes both existing staff that start an apprenticeship and new recruits and measures these as a percentage of the total headcount of public sector bodies at the beginning of the reporting period. The target is an average over four years, split into individual reporting periods covering each financial year (1 April to 31 March). Most public sector bodies were required to report for the first time for the financial year 2017-18, but Academies were delayed by a year which means that our report for 2018-19 was the first report submitted and we are now able to view comparative academy trust data for that year. This will be our second report which must be published on the government's web site by 30 September 2020 for the time period April 2019 to March 2020.

1.2 Self-reported national figures show that 1.7 per cent of workers in public sector bodies started an apprenticeship between 1 April 2018 and 31 March 2019. This equates to 56,980 new apprenticeship starts in the period. The table below provides a summary of the aggregate information provided by public sector bodies for the previous two years.

Sub-sector and financial year	Number of bodies included in aggregates 2017-2018	Number of bodies included in aggregates 2018-2019	Public sector target (percentage of employees starting an apprenticeship) 2017-2018		Public sector target (percentage of employees starting an apprenticeship) 2018-19	
			Average percentage (since 1 April 2017)	Percentage within reporting year	Average percentage (since 1 April 2017)	Percentage within reporting year
2018-19						
Armed Forces	3	3		9.1%	8.3%	7.5%
Civil Service	1	1		1.3%	1.5%	1.6%
Fire Authority	22	24		0.7%	1.4%	2.1%
Local Government	264	301		0.9%	1.2%	1.4%
NHS	213	245		1.2%	1.4%	1.7%
Other	40	76		1.3%	1.4%	1.4%
Police	31	39		0.2%	0.4%	0.5%
Schools	271				0.9%	0.9%
Total	845	689		1.4%	1.6%	1.7%



There was a wide variation in the percentage of apprentices across the different public sector departments. The only sector to exceed the public sector target in both periods was the armed forces. Several other sectors have increased the level of apprenticeships over the two years, in the Fire Authorities this was directly linked to the provision of a new apprenticeship standard for the sector.

Data capture 31 March 2020

The CET data is set out in the table below. This is the information that will need to be published by 30 September 2020 the comparative data for 2018 – 2019 is in the end column.

	2019-20	2018-19
Figure A: Number of Employees who began employment at CET between 1 April 2019 – 31 March 2020	416	302
Figure B: Number of Apprentices who began employment at CET between 1 April 2019 – 31 March 2020	10	10
Figure C: Number of employees on 31 March 2020	1779	1706
Figure D: Number of apprentices on 31 March 2020	11	11
Figure E: Apprentices who began employment between 1 April 2019 – 31 March 2020 as a percentage of all new starters	2.4%	3.31%
Figure F: Apprentices within the Trust as a percentage of all employees on 31 March 2020	0.62%	0.64%
Figure G: Number of Apprentices employed on 31 March 2019	11	6
Figure H: Number of employees on 31 March 2019	1706	1160
Figure I: Apprentices employed 1 April 2019 – 31 March 2020 as a percentage of total headcount on 31 March 2019	0.59%	0.86%

An analysis of the 271 schools that submitted data indicated that the Trust is in the top third of Multi-Academy Trusts. All 'school' data relates to Trusts, local authority schools are reported as part of the local authority figures. In the top 10 Trusts all the Trusts except one were small (280 to 590 employees) the only larger Trust that was in the highest group with 2.7% of apprenticeship employees was Ormiston Academies Trust. The Trust will contact the other large Trusts that are reporting significantly higher apprenticeships to identify any areas of best practice that can be adopted.

Apprenticeship Activity Return

In addition to the figures above public sector employers have to submit an activity return which summarises the figures and also outlines qualitative information to detail the type of initiatives being used by the organisation to increase the number of apprenticeships. Our proposed return is set out below.



Quantitative

Head count on 31 March 2019	1706
Percentage of apprentices employed between 1 April 2019-31 March 2020	0.59%

Qualitative

Creative Education Trust has had regard for the Public Sector Apprenticeship Target by focusing on maintaining our apprenticeship levels in 2019/20. The Trust has agreed and Apprenticeship Strategy which will ensure the further development of apprenticeships. In addition, the Trust has recently recruited a Director of Learning and Teaching which will bring a greater focus on all development activities including apprenticeships. The Trust is now making good use of the Leadership Level 7 apprenticeships delivered by the National College, this will support the development of our school leaders in the future.

The number of apprentices as a proportion of headcount has fallen this year due to the change in the headcount figures. This period reflected the additional academies which joined the Trust in 2019 resulting in a 47% increase in headcount figures. Although apprenticeships remained steady in this period the growth in headcount has give a smaller percentage of apprenticeships in the workforce.

The Trust is actively working to increase the number of Teaching Apprentices working in partnership with training providers to ensure that there are sufficient training places in each of our schools. Teaching Apprentices are viewed as a valuable source of recruitment in a very competitive market. However, there are a number of providers that were uncertain about the start date for Teaching Apprenticeships given the global pandemic and the Trusts planned recruitment campaign in June has been delayed until providers are ready to take on apprentices.

The Trust has an active plan to be able to increase apprenticeship numbers in the future.