



Public Sector Apprenticeship Target

The Public Sector Apprenticeship Targets Regulations 2017 require public sector bodies with 250 or more staff, to have a target to employ an average of at least 2.3% of their staff as new apprentice starts each year.

The Council must 'have regard' to the target, meaning 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.

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts.	12.46%
Percentage of total headcount that were apprentices on 31 March 2018.	0.96%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of total headcount on 31 March 2017.	1.03%

Actions taken towards meeting the Public Sector Duty Target.

- Developed a 3 year Apprenticeship Implementation strategy.
- Delivered a promotional plan targeting students and parents. Attended approx. 30 careers and Job Centre Plus events.
- Increased the Council's entry level apprentice wage to pay the National Minimum Wage based on age.
- Increased traineeship and work experience opportunities to create a pipeline for apprenticeships.
- Increased support for Looked after Children and Care leavers to access apprenticeships in the Council.
- Promoted apprenticeships as professional development for substantive staff.
- Advertised more posts on career grades, linked to apprenticeships.
- Offered professional development through the apprenticeship route to new recruits to vacancies, where appropriate.
- A high proportion of entry level apprentices secure substantive posts with the Council on completion of their apprenticeship (96% in 2018), they are encouraged to continue to progress to higher level apprenticeships.