

# Meeting the Public Sector Apprenticeship Target



**Organisation name:** St John the Baptist Catholic Multi Academy Trust

## Number of Employees who work in England

<i>Number of employees who were working in England on 31/03/2019</i>	388
<i>Number of employees who were working in England on 31/03/2020</i>	566
<i>Number of new employees who started between 01/04/2019 and 31/03/2020</i>	81

*Note: Three academies joined the Trust on 1 September 2019, adding 160 employees to the original headcount*

## Number of Apprentices who work in England

<i>Number of apprentices who were working in England on 31/03/2019</i>	4
<i>Number of apprentices who were working in England on 31/03/2020</i>	5
<i>Number of new apprentices whose agreements started between 01/04/2019 and 31/03/2020</i>	4

## Full time equivalents (optional)

<i>Number of FTEs who work in England (31/03/2020)</i>	394
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## Reporting percentages

<i>Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2019 to 31 March 2020</i>	4.94%
<i>Percentage of total headcount that were apprentices on 31 March 2020</i>	0.88%
<i>Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2019 to 31 March 2020 as a proportion of total headcount on 31 March 2019</i>	1.03%

## Factors that impacted your ability to meet the target

*What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?*

- The Trust appointed its first apprentices in 2018/19 and continued to do so in 2019/20 as well. The opportunities were advertised more widely during the year and all Heads of Schools have been informed about the Apprenticeships scheme and the benefits of recruiting apprentices. Consideration is made when new posts are advertised whether these would be suitable for apprentices or not. A number of existing staff started their professional development by joining apprenticeship scheme.

*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?*

- The challenges remain similar to prior years. Some of the previously hired apprentices became permanent members of staff which means vacancies are no longer there to hire another apprentice. It has also been a challenge to give some of the existing staff 20% off-work time allowance which can make it difficult to manage workload. As at 31/03/2020 the Trust employed 566 individuals, but only 394 FTEs. Linking the recruitment target to the number of staff makes it challenging as this figure is significantly higher than the number of FTEs, which better represents the operational need of the organisation.

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

- We will continue to promote apprenticeships across the MAT. During the year we started co-operation with more providers. We will aim to upskill the existing staff through the apprenticeships scheme where possible.