

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 31/03/2021</i>	566
<i>Number of employees who were working in England on 31/03/2022</i>	567
<i>Number of new employees who started between 01/04/2021 and 31/03/2022</i>	103

Number of Apprentices who work in England

<i>Number of apprentices who were working in England on 31/03/2021</i>	3
<i>Number of apprentices who were working in England on 31/03/2022</i>	5
<i>Number of new apprentices whose agreements started between 01/04/2021 and 31/03/2022</i>	5

Full time equivalents (optional)

<i>Number of FTEs who work in England (31/03/2022)</i>	401
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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 2021 to 31 March 2022</i>	4.85%
<i>Percentage of total headcount that were apprentices on 31 March 2022</i>	0.88%
<i>Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2021 to 31 March 2022 as a proportion of total headcount on 31 March 2021</i>	0.88%

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 opportunities continue to be advertised more widely and are regularly discussed with all Headteachers. The recruitment request forms have been updated to include an option of employing apprentices - this is to prompt the requester to actively consider whether the role is suitable for apprentices or not. Some existing staff continued their CPD via the apprenticeships route.

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?

Recruitment challenges have been amplified by the general employment crisis. 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 31/03/2022 the Trust employed 567 individuals, but only 400 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.