



Public Sector Apprenticeship Target

1. What is the Public Sector Apprenticeship Target?

Public sector bodies, such as the Council, with 250 staff or more 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 2022. Apprentice starts can include new recruits employed as apprentices during the time period or existing staff who undertake an apprenticeship as part of their career development.

2. What is an Apprenticeship?

Apprenticeships provide on the job training whilst giving the opportunity to study for a recognised qualification. Apprentices are expected to spend 20% of their time undertaking learning towards their qualification; this may mean attending college or might be developing skills and knowledge through workplace activities. Alongside the qualification, the apprentice is learning how to do the role they are working in, gaining valuable experience. The combination of qualification and experience provides a good alternative to attending college or university full-time.

3. TVBC's Apprenticeships

The Council has had a successful apprenticeship programme for a number of years. In recent years, it has developed its apprenticeship programme further as well as increasing the number of apprenticeships available. The Council's apprentices are supported by a mentor, attend skills sessions with apprentices from other Councils and get involved in projects, providing additional experience as well as that gained from the apprenticeship. For more information on apprenticeships at the Council, visit www.testvalley.gov.uk/apprentices.

4. Progress against Public Sector Apprenticeship Target

Table 1 overleaf provides data for 2021/22 on the Council's progress against the public sector target alongside comparison figures from 2020/21.

Table 1 – Apprentice new starts

	Description	2021/22		2020/21	
		Output based on Headcount	Output based on FTE	Output based on Headcount	Output based on FTE
A	Number of employees at start of the period	506	453	506	454
B	Number of new apprentices starts in the period including existing employees	5	5	5	5
C	Number of employees at end of period	491	448	507	455
D	Number of apprentices working for the Council at end of period	11	11	12	12
E	B as a % of A	0.99%	1.1%	0.99%	1.1%
F	D as a % of C	2.24%	2.46%	2.37%	2.64%
G	Number of apprentices who worked for the Council immediately before start of period	11	11	12	12
H	Headcount as of 31.03.2022	491	448	507	455
I	B as a % of H	1.02%	1.1%	0.99%	1.1%

During 2021/22, the Council had 5 new apprentice starts which represents 0.99% as a proportion of the total number of employees. Using the Full Time Equivalent figures, this equates to 1.1% of the workforce; which takes account of the fact that the Council has a number of part-time employees. Throughout 2021/22, 2.24% of the Council's workforce are working towards an apprenticeship. Using the Full Time Equivalent figures, this equates to 2.46% of the workforce.

We currently have apprentices studying for qualifications in a wide variety of disciplines including Business administration, Grounds Maintenance, Customer Service, Countryside Management, Vehicle Maintenance, IT, and Building Control. We will continue to work with training providers to identify any new apprenticeship standards that may be relevant to the Council. The variety of apprenticeships available each year varies based on the needs across the Council however we continue to look for opportunities to develop and enhance the apprenticeships we offer.

The Council is supportive of the apprenticeship programme and values the contribution made by our apprentices as well as the opportunity to develop our officers of the future. We aspire to deliver good quality apprenticeships and to provide learning and support over and above that delivered by our training providers so that our apprentices gain a broad understanding of the workplace and develop transferrable skills for their future careers. We pride ourselves on our skills programme offered to our apprentices, allowing them to broaden key workplace and life skills alongside their apprenticeship.

For further information on the Council's apprenticeship programme please see our dedicated web pages www.testvalley.gov.uk/apprentices .