

Public Sector Reporting

Apprenticeships at Eastleigh Borough Council

As a public sector organisation with over 250 staff, we must demonstrate that we have had regard to the target set by the Government to employ an average of at least 2.3% of our workforce as apprentice new starts each year.

Number of employees who were working in England on 31 March 2021	549
Number of employees who were working in England on 31 March 2022	558
Number of new employees who started working for you in England between 1 April 2021 to 31 March 2022	107
Number of apprentices who were working in England on 31 March 2021	20
Number of apprentices who were working in England on 31 March 2022	14
Number of new apprentices in England between 1 April 2021 and 31 March 2022 (includes both new hires and existing employees who started an apprenticeship)	8
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	7.48%
Percentage of total headcount that were apprentices on 31 March 2022	2.51%
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	1.46%

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

We have continued to strive to place apprentices into our organisation through new starters looking to progress through their career choice, in addition to using the apprentice levy to upskill our existing staff. We endeavour to continue enrolling apprentices throughout the year, where training centres availability allow us to do so, but often for face to face learning (which is a preferred route for most of our learners), there is only one enrolment date per year. Our annual apprenticeship programme offers teams the opportunity to bring new

apprentices on board and gives managers the opportunity to reflect on the skills of their teams and upskill where there are any gaps. We continue to offer various work experience placement opportunities throughout the council through local education providers such as schools and colleges. We are also looking to build partnerships with local charities offering work placements in the form of supported internships to carry on the work from previous years.

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?

We have experienced much fewer applications to our apprenticeship vacancies this year than in recent years and we have been unable to recruit to some roles due to this. In addition, many providers have not resumed the face-to-face learning aspect which can make it more difficult to find providers in the local area delivering the training we require as an organisation. Furthermore some of our roles are also not linked closely with an apprenticeship standard so we have to fund qualifications outside of the apprentice programme for some roles.

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

We have recently signed up to become a Cornerstone Employer with our local Solent LEP, which will enable us to have a broader reach to the careers' offerings within our local schools and colleges, which in turn aims to build our profile with upcoming talent. We are continuing to work with local schools, colleges and charities to support careers development in the area and are involved in careers fairs, mock interviews and meet the professional events. We will continue to add apprentices into our structure and build upon the programme we currently run, as well as seeking out new standards for the roles which do not align to current standards.