



PUBLIC SECTOR APPRENTICESHIP TARGET

Submitted details

Reporting period **1 April 2021 to 31 March 2022**

Organisation

Organisation Name **Northern Ambition Academies Trust**

Number of employees who work in England

Number of employees who were working in England on 31 March 2021 **354**

Number of employees who were working in England on 31 March 2022 **344**

Number of new employees who started working for you in England between 1 April 2021 to 31 March 2022 **40**

Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2021 **3**

Number of apprentices who were working in England on 31 March 2022 **6**

Number of new apprentices in England between 1 April 2021 to 31 March 2022 (includes both new hires and existing employees who started an apprenticeship) **3**

Full Time Equivalent

Full-time equivalents (optional)

Reporting percentages

We have computed the percentages that will be reported from the figures you have given.

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 **7.50%**

Percentage of total headcount that were apprentices on 31 March 2022 **1.74%**

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 **0.87%**

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?

As an organisation most of our vacancies have been offered as an apprenticeship role. We have changed our recruitment and social media literature which has promoted the Apprenticeship benefits along with the offering of CPD. We also continue to offer internal CPD opportunities in the form of apprenticeships to enhance current job roles.

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?

Last year we were still seeing the challenges of the pandemic and nationally recruitment had proved extremely difficult. Whilst the early part of the year was still a reflection of this we have worked hard on the promotion of apprenticeships on recent recruitment and found from September 2021 to March 22 our recruitment campaigns have been much stronger and apprenticeships offered are linked more cohesively to the job role. As a result of this our uptake whilst still not huge has improved dramatically year on year.

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

We will continue to align the offering of an apprenticeship course closely to that of the job role and ensure our promotion and recruitment campaigns demonstrate this. We will promote success stories on our Trust and school round ups via Social Media. Internally we will hold CPD in the form of sessions promoting apprenticeships throughout the academic year including benefits and courses available.
