# Meeting the Public Sector Apprenticeship Target

Public sector organisations with 250 or more staff have been set a target by the Government to have an average of at least 2.3% of their workforce as new apprentice starts each year.

## 1. Data Publication - Public Sector Duty

| **Tameside MBC Council Reporting percentages** | **2017-2018** | **2018-2019** | **2019-2020** | **2020-2021** | **2021-2022** |
| --- | --- | --- | --- | --- | --- |
| Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April to 31 March | 10.2% | 7.81% | 12.13% | 10.87% | 10.28% |
| Percentage of total headcount that were apprentices on 31 March | 1.51% | 1.43% | 2.67% | 2.89% | 3.11% |
| Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April to 31 March as a proportion of total headcount on 31 March | 1.23% | 1.10% | 1.95% | 1.11% | 1.35% |

## 2.  Actions taken towards meeting the Public Sector Duty Target

## Here are some of the actions we have taken this year to meet the target:

## Working collaboratively and supporting recruitment and retention activity has seen the introduction of social work apprenticeships within both Children’s and Adults service areas. The first cohort has recently graduated as qualified social workers and we have two ongoing cohorts. A fourth cohort is currently being arranged for commencement in March 2023 and we plan to have another cohort start in Sept 2023.

## We designed and delivered a collaborative Public Sector Leadership Apprenticeship programme with Salford City Council and launched the first cohort in February 2020. Of the completions we have received so far we have a 78% distinction outcome. We are now preparing for the start of our fourth cohort in October 2022.

## We are working with a wider base of providers and have built excellent contract monitoring relationships to ensure our apprentices keep on track and complete their apprenticeship.

## We continue to 'grow our own' and provide apprentice opportunities for existing employees aligned to skills development and workforce planning requirements.

## We proactively work with services and schools to identify new and creative opportunities for career development within their teams and have introduced specialist higher level standards in IT and introduced Level 6 teacher in a number of schools in the borough.

## We endeavour to support our apprentices to either the next level of apprenticeship, or to attain permanent employment wherever possible.

## We have developed additional resources to support managers in their role with supporting apprentices and to reinforce organisational expectations and improve the experience for the apprentice.

## We have supported local schools with the recruitment of new apprentices, utilising relationships with training providers to support in matching apprenticeships to upcoming vacancies and maximising exposure on recruitment campaigns.

## Five apprenticeship opportunities are ring-fenced to Looked after Children / Care Leavers.

## We continue to work as part of the Greater Manchester collaboration, sharing good practice around apprenticeship procurement, collaboration, recruitment, retention and additional support provided to apprentices.

## Here are some of the things we will do in the future to meet the target:

* A refreshed Apprentice Strategy is in development, and will offer the opportunity for the Council to provide routes into the organisation; as well as enable our existing workforce to undertake relevant apprenticeship qualifications aligned to current and future skills need.
* We will continue to use apprenticeships to grow our talent and use strategic workforce planning to ensure the Council has the skills needed to deliver short and long-term objectives.
* We will continue to use cross cutting apprenticeships to develop skills across the council, such as Leadership & Management apprenticeships.
* We will continue to meet regularly with apprentices and managers across our entire apprentice community to receive feedback and ensure that we continue to provide effective support for our apprentice programme.
* We have introduced a programme to Adults Services, offering Level 2, 4 and 5 Adult Care apprenticeships are part of the services development programme and to support meeting statutory qualification requirements.
* We are further developing the Tameside Ambassador programme to promote the apprenticeship programme across Tameside.
* We will be creating apprenticeship forums to support and provide ongoing information to continually strengthen our programme and strategy.
* We will be conducting targeted support to schools to support them in increasing their numbers of apprenticeships utilising the Business School Manager Apprenticeships, SEND apprenticeships as well as traditional business support and teaching assistants.
* We will continue to strengthen our relationship with providers and strive to build on our improvement work, which has led to a reduction in time from engagement with the provider to official sign-on with the apprentice.
* We will continue to work with our GM colleagues as part of our collaboration, and also continue to work directly with the Local Government Association in strengthening our approach.