

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 2019	496
Number of employees who were working in England on 31 March 2020	522
Number of new employees who started working for you in England between 1 April 2019 to 31 March 2020	95
Number of apprentices who were working in England on 31 March 2019	12
Number of apprentices who were working in England on 31 March 2020	13
Number of new apprentices in England between 1 April 2019 and 31 March 2020 (includes both new hires and existing employees who started an apprenticeship)	6
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2019 to 31 March 2020	6.32%
Percentage of total headcount that were apprentices on 31 March 2020	2.49%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2019 to 31 March 2020 as a proportion of total headcount on 31 March 2019	1.21%

What are we doing to meet the target in future?

Since our organisational re-structure in 2018, we have put into place the infrastructure and support required to enable us to recruit and support an apprenticeship programme and the popularity of this has grown in recent years.

Since having this support structure in place, we have continued to place and support apprentices into our organisation annually through both internal upskilling and external opportunities wherever we can. Our annual apprenticeship programme offers teams the opportunity to bring apprentices on board and gives managers the opportunity to reflect on the skills of their teams and upskill where there are any gaps. We will therefore continue to consider whether the apprentice route is appropriate for any upskilling or additional resourcing needs which may arise and we will continue to explore opportunities to use our apprenticeship levy to fund professional qualifications.

We have built and continue to nurture strong relationships with local schools and colleges, attending careers fairs and employment skills workshops regularly. We also offer various work experience placement opportunities throughout the council and partner with organisations which support those who are unemployed or disabled to help them gain the skills they need to get back to work.

The current covid19 pandemic is having an impact on our recruitment plans for apprentices and we are having to carefully consider how we can balance the desire to recruit more apprentices with the support and supervision that they require for any apprenticeship to be successful. Despite this, we are still working on plans to recruit apprentices in some areas where we are confident, we can make this happen. We will continue to work hard to utilise the apprentice levy fund where appropriate to source opportunities for learning and development of existing staff.