

Public Sector Apprenticeships Target

Reporting period: 1 April 2021 to 31 March 2022

Organisation

Name: Worcester City Council

Number of employees who work in England

Number of employees who were working in England on 31 March 2021	341
Number of employees who were working in England on 31 March 2022	325
Number of new employees who started working for you in England between 1 April 2021 to 31 March 2022	56

Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2021	2
Number of apprentices who were working in England on 31 March 2022	2
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)	4

Full time Equivalent

Full-time equivalents (optional)	288
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Reporting Percentages

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	7.14%
Percentage of total headcount that were apprentices on 31 March 2022	0.62%
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	1.17%

Factors that impacted your ability to meet the target

<p>What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?</p>	<p>Focusing on apprentice or traineeships as replacements for any vacancy which arises. As part of the Vacancy Approval Process, managers are asked to specify whether the post could be a traineeship or apprenticeship</p>
<p>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?</p>	<p>During the reporting period, two apprentices resigned prior to completing their training and whilst one was replaced this was after the reporting period; Availability of suitable apprentices; Cost of apprenticeship courses can be expensive even with the levy and other traineeship options can be more cost effective; Budget constraints mean it is difficult to have high numbers of apprentices as additional roles.</p>
<p>How are you planning to meet the target in future? What will you continue to do or do differently?</p>	<p>Continued focus on apprentice or traineeships as replacements for any vacancy which arises. Encourage existing staff to undertake apprenticeships.</p>
<p>Do you have anything else you want to tell us? (optional)</p>	<p>We do have traineeships where a formal apprentice training course may not be cost effective and therefore trainees are not included in the figures reported here.</p>