



Public Sector Apprenticeship Target Report

Period 1st April 2021 – 31st March 2022

The public sector apprenticeship target was introduced by government in April 2017 in accordance with The Public Sector Apprenticeship Targets Regulations 2017.

The regulations set a target for any public sector employer in England with at least 250 employees to employ an average of 2.3% of their staff as new apprentice starts between April 2017 and 31 March 2022.

The target is for new apprenticeship starts, which includes both newly employed apprentices and any existing employees that have begun an apprenticeship. All public sector bodies in scope must submit a report annually to the government on their progress in meeting the target.

The Government considers the duty to “have regard” to the target to mean that in making workforce planning decisions, public bodies should actively consider apprenticeships, either for new recruits or as part of career development for existing staff.

The Harmony Trust’s submission for the period 1 April 2021 – 31 March 2022 – has been uploaded to the National Apprentice Service portal / Department for Education.

As well as the data return, public sector employers are also required to publish some information about their progress made towards meeting the target.

Progress towards meeting the public sector apprenticeship target

The percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2021 and 31 March 2022 was **4.08%**.

The percentage of total headcount of employees that were apprentices on 31 March 2022 was **1.01%**

The 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 was **0.52%**.

Actions towards meeting the apprenticeship target in the future

The Trust continues to be committed to offering apprenticeships across all departments within the Trust where possible, as this aligns with our Great Place 2 Work strategy and our model to “grow our own” which has been successful in recent years. Through our vacancy control programme, we consider if we have the capacity to provide mentoring support in order to recruit new apprentices across the Trust when we have vacancies. The Trust will continue to aspire to ensure that all staff have access to professional development opportunities including through apprenticeship programmes.

As with previous years, budget positions are becoming increasingly challenging but we will continue to develop our apprenticeship programme and ensure training is to a high standard through our vacancy control process. We have also recently centralised some of our core functions (such as Admin, Finance, Site Management and Catering), which should provide

Chief Executive: Mr Antony Hughes

The Harmony Trust, Northmoor Academy, Alderson St, Oldham, OL9 6AQ
0161 260 0482 | info@theharmonytrust.org | www.theharmonytrust.org



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greater capacity to offer apprenticeship opportunities in areas where it may have been previously proved more difficult, as there will now be more support and expertise available. The Trust will continue to ensure that all staff are aware of the training opportunities available to them.

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