



# Meeting the Public Sector Apprenticeship Target

**Organisation Name**                      **ST JOHN THE BAPTIST CATHOLIC MULTI ACADEMY TRUST**

## **Number of employees who work in England**

Number of employees who were working in England on 31 March 2018	392
Number of employees who were working in England on 31 March 2019	388
Number of new employees who started working for you in England between 1 April 2018 to 31 March 2019	42

## **Number of apprentices who work in England**

Number of apprentices who were working in England on 31 March 2018	0
Number of apprentices who were working in England on 31 March 2019	4
Number of new apprentices in England between 1 April 2018 to 31 March 2019 (includes both new hires and existing employees who started an apprenticeship)	4

## **Full Time Equivalent**

Full-time equivalents (optional)	277
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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 2018 to 31 March 2019	9.52%
Percentage of total headcount that were apprentices on 31 March 2019	1.03%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2018 to 31 March 2019 as a proportion of total headcount on 31 March 2018	1.02%

### **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?

- In response to the Government initiative the Trust appointed in 2018/19 its first apprentices for a variety of roles and apprenticeships' levels. No apprentices were employed in the prior reporting period.

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?

- As at 31/03/2019 the Trust employed 388 individuals, but only 277 FTEs. Linking the recruitment target to the number of staff makes it challenging as this figure is significantly higher than the number of FTEs, which better represents the operational need of the organisation.

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

- We will continue with our practice of considering whether the new vacancies are suitable for an apprenticeship role.