

Public Sector Apprenticeship Target April 2021 to March 2022



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The period 1st April 2021 to 31st March 2022 is the 5th year the Trust has been required to report on its apprenticeship targets. The information summarised below has been uploaded via the apprenticeship portal.

Reporting period	1 April 2021 to 31 March 2022
Organisation	
Organisation Name	Connect Education Trust
Number of employees who work in England	
Number of employees who were working in England on 31 March 2021	548
Number of employees who were working in England on 31 March 2022	522
Number of new employees who started working for you in England between 1 April 2021 to 31 March 2022	46
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	12
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)	12
Full Time Equivalent	
Full-time equivalents (optional)	
Reporting percentages	
We have computed the percentages that will be reported from the figures you have given.	
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	26.09%
Percentage of total headcount that were apprentices on 31 March 2022	2.30%
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	2.19%

Factors that impacted your ability to meet the target

- This year having previously worked with agencies who have supplied both sports apprentices and teaching assistants. We are building on these links to look more at opportunities to enhance our support staff through use of apprenticeships. In addition to sports and teaching assistant apprentices we have continued to recruit teacher apprentices using the lump sum in our apprenticeship account more effectively to support this training.
- Past apprentices have remained at the school and progressed to higher roles. This means there isn't necessarily a vacancy in the same role to fill with a new apprentice. Reduction in pupil numbers across some of our schools has led to reduced need to recruit staff. The legacy of the pandemic has made the recruitment process more challenging. The quality of some candidates has not always matched our expectations. Opportunities for apprenticeships routes are not always matched to the recruitment needs of the schools.
- To meet the target in the future we will continue to look for opportunities to support training of staff for our schools in a range of areas, including teaching, sports, support staff and administrative roles.
- This year we have continued to create opportunities to use apprenticeships to support teacher training however, the length of the apprenticeship in Teaching which bridges over the end of the school year and into the next school year to achieve 12 months training has created some issues - where apprentices have moved to permanent teaching roles in other schools having achieved QTS at the end of the school academic year.