

**Meeting the public sector apprenticeship target**

We have a target to employ an average of at least 2.3% of staff as new apprentice starts over the period of 1 April 2017 to 31 March 2021. We must 'have regard' for the target, meaning 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.

**Reporting period: 1 April 2019 to 31 March 2020**

**Harrogate Borough Council's 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 2019 to 31 March 2020	<b>6.67%</b>
Percentage of total headcount that were apprentices on 31 March 2020	<b>1.97%</b>
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	<b>0.71%</b>

**Actions taken towards meeting the public sector target include;**

Organisational and People Development Business Partners continued to work with services to identify apprenticeship opportunities as part of our strategic workforce planning process

HBC Talent Attraction Strategy was approved in March 2020 designed to attract more new start apprentices, create a pipeline of talent and, subject to funding, recruit graduate apprentices.

Continued with our recruitment process to ensure apprenticeships opportunities were explored when jobs became available

Promoted apprenticeships through our internal newsletter, intranet and website and at career events with local schools. Took part in The National Apprenticeship Week.

We had challenges along the way including delayed start dates to apprenticeships starts due to COVID-19 outbreak.

Apprenticeships will continue to be part of our retention strategy to help raise skill levels across the current workforce and part of our recruitment to attract new talent to our organisation.