

Apprenticeship Activity Return - 1 April 2017 to 31 March 2018 – Colchester Borough Council

Number of employees who work in England

Number of employees who were working in England on 31 March 2017	966
Number of employees who were working in England on 31 March 2018	978
Number of new employees who started working for you in England between 1 April 2017 to 31 March 2018	79

Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2017	4
Number of apprentices who were working in England on 31 March 2018	13
Number of new apprentices in England between 1 April 2017 to 31 March 2018 (includes both new hires and existing employees who started an apprenticeship)	13

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 2017 to 31 March 2018	16.46%
Percentage of total headcount that were apprentices on 31 March 2018	1.33%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2017 to 31 March 2018 as a proportion of total headcount on 31 March 2017	1.35%

Factors that impacted your ability to meet the target

Outline any actions you have taken to help you progress towards meeting the public sector target	We have been attending recruitment fairs in schools and colleges to promote working for local government as an apprentice. We have also encourage managers to fill vacancies with apprentices wherever possible.
Tell us about any challenges you have faced in your efforts to meet the target	Managers not having the budget to take on apprentices. Reduction in staff has meant we have been unable to recruit in areas we would be ideal for apprentices.
How are you planning to ensure you meet the target in future?	Filling vacancies with apprentices wherever possible. Continuing to promote our apprenticeships at career fairs
Do you have anything else you want to tell us? (optional)	The process of taking on apprentices is quite lengthy with lots of paperwork.