

East Hampshire District Council - Apprenticeship Levy Report

Number of employees who work in England @EHDC

Number of employees who were working in England on 31 March 2020 - 306

Number of employees who were working in England on 31 March 2021 - 299

Number of new employees who started working for you in England between 1 April 2020 to 31 March 2021 - 15

Number of apprentices who work in England @EHDC

Number of apprentices who were working in England on 31 March 2020 - 3

Number of apprentices who were working in England on 31 March 2021 - 3

Number of new apprentices in England between 1 April 2020 to 31 March 2021 (includes both new hires and existing employees who started an apprenticeship) - 0

Percentage of apprenticeship starts

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2020 to 31 March 2021 - 0.00%

Percentage of total headcount that were apprentices on 31 March 2021 - 1.00%

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2020 to 31 March 2021 as a proportion of total headcount on 31 March 2020 - 0.00%

Factors that impacted 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?	Highlighting the opportunities of the apprenticeship scheme to managers and staff. Working with our providers to source the best training for our needs.
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?	The coronavirus pandemic and the lockdowns from March 2020 onwards presented us with many challenges as the council was at the forefront of the local response. Staff predominantly shifted to homeworking and many plans for recruitment and to start new training were put on hold. This has clearly not been a "normal" situation and so we have not recruited new apprentices during this year as we have previously.
How are you planning to meet the target in future? What will you continue to do or do differently?	We are now looking to relaunch the scheme, both to existing staff for their development and also as part of our strategic recruitment plan.