

## **Havant Borough Council – Apprenticeship Levy Report**

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

Number of employees who were working in England on 31 March 2020 - 258

Number of employees who were working in England on 31 March 2021 - 266

Number of new employees who started working for you in England between 1 April 2020 to 31 March 2021 - 25

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

Number of apprentices who were working in England on 31 March 2020 - 6

Number of apprentices who were working in England on 31 March 2021 - 6

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) - 6

### **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 - 24.00%

Percentage of total headcount that were apprentices on 31 March 2021 - 2.26%

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 - 2.33%

### **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?	We have continued to promote a range of opportunities for existing staff at all levels. Some apprenticeships were completed and new ones started, including some individuals progressing to the next level.
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 covid pandemic presented unique challenges both for the council and for course providers as we all switched to online working and studying.
How are you planning to meet the target in future? What will you continue to do or do differently?	We are looking at the future needs of the organisation and are hoping to create some apprenticeship pathways for new starters as well as continuing to provide opportunities for existing staff.