



Apprenticeship Target

The Government intends to place an apprenticeship target on public bodies, meaning that a certain level of new apprentices must be taken on by these bodies each year. Here, we take a look at the plans.

What is the duty?

The duty requires a minimum of number of 'apprenticeship starts' each year in the public body calculated as a percentage of overall headcount in that body rather than looking at how many apprentices are working in the public body on a given day. **The minimum percentage is 2.3% in each year.** For example, a local authority with 1000 employees will need to take on 23 apprentices in that year. If its headcount falls to 900 the following year, it would need to take on 21 apprentices that year etc.

Who is covered by the duty?

- A public body for these purposes is: a public authority; or a body or other person that is not a public authority but has functions of a public nature and is funded wholly or partly from public funds;
- Only those with 250 employees or more will be affected;
- Affected bodies will have to report against the target, even if headcount falls below 250 in the reporting year (the financial year);
- Only public bodies in England are in scope;
- Where public bodies operate across the UK (or internationally), it is expected that the target will be set as a certain proportion of their England-based workforce, based on the primary location of each employee;
- Apprentices can count towards a public body's quota even if they are not directly employed by the body; they can simply 'work for the body'. This is to ensure that apprentices employed by Apprenticeship Training Agencies who work for, but are not directly employed by the public body, can count towards their quota. Apprentices who work for a sub-contractor who provide goods and

services to the body will not count towards the public body's target;

- GPs/dental practices and Housing Associations are not covered by this requirement

Information to be published

Affected public bodies will need to publish information on their progress towards meeting the apprenticeship target annually. Additional information will also need to be published and sent to the Secretary of State to understand more about the recruitment and retention of apprentices. The required information will be e.g. the number of employees whose employment began in that reporting period; the number of apprentices who began to work in that reporting period etc. Another set of information is required to be sent to the Secretary of State but not published e.g. information about action taken to meet the apprenticeship target etc.

Achievements against the target will need to be reported on for each target period. Proposed target periods are as follows:

- Date the duty comes into force until 31st March 2017;
- 1st April 2017 to 31st March 2018;
- 1st April 2018 to 31st March 2019;
- 1st April 2019 to 31st March 2020.

There is currently no date set for the implementation of the apprenticeship target, and there remains a significant amount of steps to be taken by the Government before it can be implemented.

The content of this briefing is correct at the time of publishing.

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