

Annual apprenticeship return

Reporting period

1 April 2020 to 31 March 2021

Organisation

Organisation Name

Solent NHS Trust

Number of employees who work in England

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

3,641

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

3,929

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

710

Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2020	119
Number of apprentices who were working in England on 31 March 2021	169
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)	102

Full Time Equivalent

Full-time equivalents (optional)

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 2020 to 31 March 2021	14.37%
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Percentage of total headcount that were apprentices on 31 March 2021	4.30%
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	2.80%

Factors that impacted your 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?

During 2020-21 Solent NHS Trust centrally funded 35 apprenticeship posts. This had a significant impact on our figures, and we exceeded the 2.3% public sector target. The Health Education England backfill funding for the Registered Nurse Degree and the Trainee Nurse Associate had a positive impact again increasing the uptake of these apprenticeships. The Apprenticeship Team has recruited several apprentices including a Digital Marketing apprentice. This has helped to raise the profile of the team and the apprenticeship opportunities within the Trust. The aim is to widen this to external advertising in the future. The Apprenticeship Team has also recruited a Customer Services apprentice and Business Administrator apprentice increasing the onboarding capacity and widen the breadth of apprenticeships available by supporting with the procurement and contracts.

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?

RNDA funding made a huge difference however the disparity between this available funding and the lack of similar available funding for AHP standards is difficult to manage.

How are you planning to meet the target in future? What will you continue to do or do differently?

In the future Solent NHS Trust will provide 10 centrally funded posts for the financial year 20-21. We are looking to utilise the HEE funding for backfill as much as possible although this has been slightly hindered by the deadline being the 31st August 2021 when some universities do not start until September 2021. Our recruitment engagement/decision process for Band 2/3 unfortunately has not taken place but we are undertaking a small project aiming to resolve this and have most band 2/3 posts advertised as apprenticeships. Senior Leaders engagement has significantly improved over the last year which has had a positive impact on the uptake of apprenticeships. Senior Leaders have now put apprenticeships on their agenda increasing the speed of decision making. We have widened the breadth of apprenticeships across the Trust to offer greater opportunities for our staff. There is still some improvement to be made regarding the uptake and knowledge of apprenticeships in some services possibly due to the impact of COVID. BA2 no longer being available has affected our intake of new business and administration apprentices, consequently we have less new starts within services. We report to service lines the number apprentices on programme and their progress. The Trust is planning line manager

education sessions, engagement with senior leaders and promotion of external stakeholders to further develop the apprenticeship programme. The Trust will be procuring a new Learning Management System that will enable libraries of information, forums and frequently asked questions, blogs, asked reading links, books, resources etc. This will enhance the learning experience for apprentices and provide additional information for staff. The system will also be used to share apprenticeship videos and other digital marketing information.

Do you have anything else you want to tell us? (optional)

RNDA funding is critical to the continued success of this particular standard however other AHP standards need to be considered for similar funding to support the increased uptake in these apprenticeships.

