



# Quarterly Apprenticeship Report

Q4 24/25

# Quarterly Apprenticeship Report Summary

## Key points

### Cabinet Narrative Q4 24-25

At the end of Q4 24/25, there were **340** apprentices on programme, with **260** being existing staff undertaking apprenticeships as CPD, and **56** in schools. During 24/25, **184** apprentices were enrolled, including **32** in schools.

The actual spend for Q4 24/25 was **£369,093**, with a total spend for the year at **£1,337,587**. This is our largest spend to date, nearly matching our annual levy contribution of **£1,492,317** (including a 10% top-up).

The forecast spend for the next 12 months is around **£1,500,000**, an increase from last year. This exceeds our yearly contribution, but we can use underspent funds from the previous two years.

Plans for new apprenticeship recruitment in 25/26 are well underway. Our Early Careers Team is collaborating with Services and Strategic People Partners to embed apprenticeships into career pathways during the organizational re-design process.

The Data & Skills Academy, launched in January 23, has helped **62** apprentices improve their data skills, essential for transforming services, identifying inefficiencies, and addressing challenges.



# Transaction Details by Type

Transaction Type

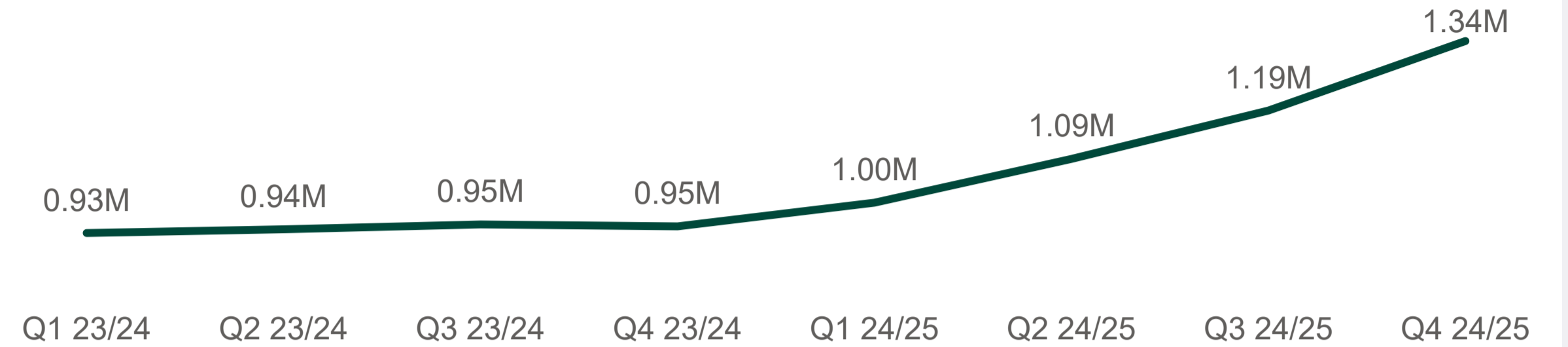
Actual Spend

Service Area

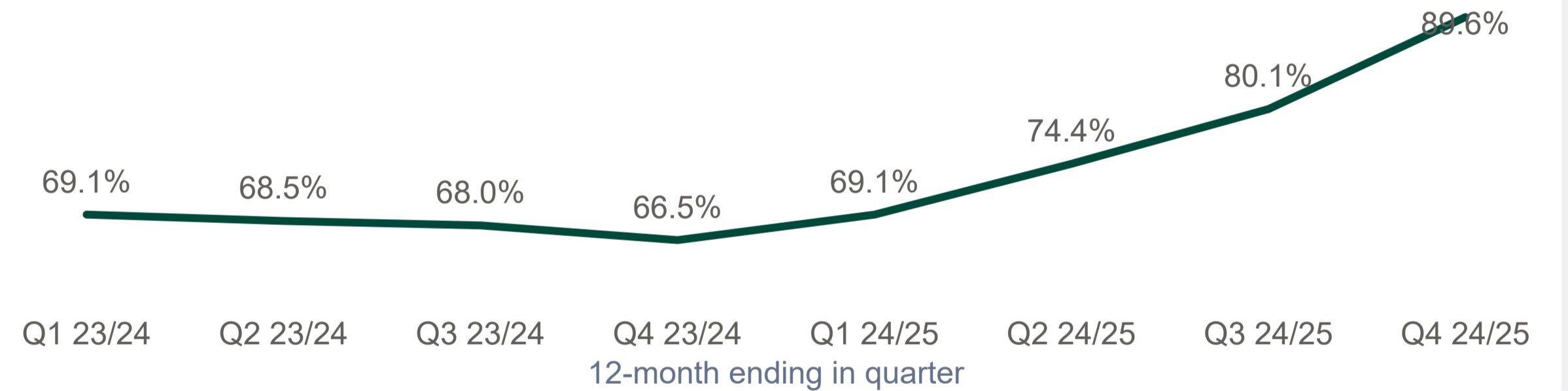
All

Service Area	Actual Spend
	686
Adult Social Services	64,653
Children's Services	74,229
Economy & Place	40,898
Environment & Highways	6,984
Finance & Commercial Services	24,435
Fire Officer & Community Safety	33,864
HR & Cultural Change	4,340
<b>Total</b>	<b>362,067</b>

Annual Apprenticeship Levy Spend



Rolling 12-Mths % of Levy Spend



Fiscal Period	18/19	19/20	20/21	21/22	22/23	23/24	24/25
<b>Apr - Jun</b>	23,227	101,047	140,790	161,227	228,644	249,120	298,849
<b>Jul - Sep</b>	21,624	76,496	199,025	173,053	207,915	215,743	307,578
<b>Oct - Dec</b>	79,659	164,318	121,630	210,498	250,352	260,545	362,067
<b>Jan - Mar</b>	93,340	132,589	151,836	225,711	227,260	223,225	369,093
<b>Total</b>	<b>217,851</b>	<b>474,450</b>	<b>613,281</b>	<b>770,489</b>	<b>914,171</b>	<b>948,633</b>	<b>1,337,587</b>



# Forecast Spend for the 12 Months

**£1,161,960**

Levy Cost Forecast

**£332,596**

Completion Payments Forecast

Service Area	Completion Payments 12 months Forecast	Monthly Payments 12 months forecast	Total 12 months Forecast
Adult Social Services	£59,463	£214,565	£274,028
Children's Services	£59,202	£256,342	£315,544
Economy & Place	£38,688	£60,731	£99,419
Environment & Highways	£6,600	£51,386	£57,986
Finance & Commercial Services	£25,577	£42,363	£67,940
Fire Officer & Community Safety	£30,693	£174,244	£204,937
HR & Cultural Change	£5,258	£23,217	£28,475
IT Operations	£21,872	£28,977	£50,849
Law & Governance	£19,535	£78,328	£97,862
Property & Assets	£7,000	£19,744	£26,744
Public Affairs, Policy & Partnerships	£2,400	£0	£2,400
Public Health & communities	£0	£11,364	£11,364
Schools	£43,405	£163,642	£207,046
Transformation Digital & CS	£12,903	£37,058	£49,961
<b>Total</b>	<b>£332,596</b>	<b>£1,161,960</b>	<b>£1,494,556</b>

## Standard

- Accountancy or taxation professional
- Accounting technician
- Accounts Assistant
- Accounts or Finance Assistant
- Adult Care Worker
- Artificial Intelligence (AI) Data Specialist
- Assessor coach
- Assistant Accountant
- Associate Project Manager
- Business Administrator
- Business Analyst
- Chartered Manager
- Chartered Town Planner
- Children and Young Peoples workforce
- Children Young Peoples workforce
- Children, Young People & Families Manager
- Children, Young People & Families Practitioner
- Children, Young People and Families Manager

Apprenticeship training course	ActualSpend
Accountancy or taxation professional	10,999.45
Adult care worker	3,705.98
Artificial intelligence (AI) data specialist	12,131.73
Assistant accountant	6,911.08
Associate project manager	6,666.67
Business administrator	50,288.10
Business analyst	7,118.80
Chartered manager (degree)	7,342.92
Chartered town planner (degree)	16,738.54
Children, young people and families manager	28,827.52
Children, young people and families practitioner	33,121.55
Civil engineer (degree)	15,430.57
Coaching professional	18,774.39
Commercial procurement and supply (formerly Public sector commercial professional)	12,003.18
Corporate responsibility and sustainability practitioner	4,839.10
Counter fraud investigator	4,500.00
Cultural learning and participation officer	4,465.83
Customer service practitioner	3,697.44
Cyber security technologist (2021)	9,307.47
Data analyst	134,284.80
Data scientist (integrated degree)	1,477.69
Data technician	124,575.14
Digital and technology solutions professional	8,250.00
Digital and technology solutions specialist (integrated degree)	20,950.98
Early years educator	13,281.59
Early years lead practitioner	8,711.11
Early years practitioner	7,003.85
Facilities management supervisor	7,602.61
Facilities services operative	3,120.00
HR support	1,380.00
Improvement practitioner	38,914.29
Information communications technician	7,333.33
Internal audit practitioner	5,398.20
<b>Total</b>	<b>1,191,718.69</b>

### Apprenticeship training course

- (Blank)
- Accountancy or taxation professional
- Adult care worker
- Artificial intelligence (AI) data specialist
- Assistant accountant
- Associate project manager
- Business administrator
- Business analyst

### Service Area

- (Blank)
- Adult Social Services
- Children's Services
- Economy & Place
- Environment & Highways

### Year

- 2025
- 2024
- 2023
- 2022
- 2021

## Number of new apprentices by quarter

Fiscal Period	17/18	18/19	19/20	20/21	21/22	22/23	23/24	24/25
Apr - Jun		6	43	5	41	29	28	25
Jul - Sep	16	46	33	36	58	33	35	73
Oct - Dec	6	44	17	28	29	38	27	46
Jan - Mar	11	15	25	23	36	53	63	41
<b>Total</b>	<b>33</b>	<b>111</b>	<b>118</b>	<b>92</b>	<b>164</b>	<b>152</b>	<b>153</b>	<b>184</b>

## Committed spend on new apprentices by quarter

Fiscal Year	17/18	18/19	19/20	20/21	21/22	22/23	23/24
Apr - Jun		17,500	214,600	31,000	237,486	189,279	177,220
Jul - Sep	106,000	472,100	344,500	430,851	540,786	291,845	404,705
Oct - Dec	14,000	222,916	72,427	309,885	215,000	308,969	280,044
Jan - Mar	25,000	69,500	142,000	172,454	350,618	401,784	616,383
<b>Total</b>	<b>145,000</b>	<b>782,016</b>	<b>773,527</b>	<b>944,190</b>	<b>1,343,890</b>	<b>1,191,877</b>	<b>1,478,352</b>

### Apprenticeship Type

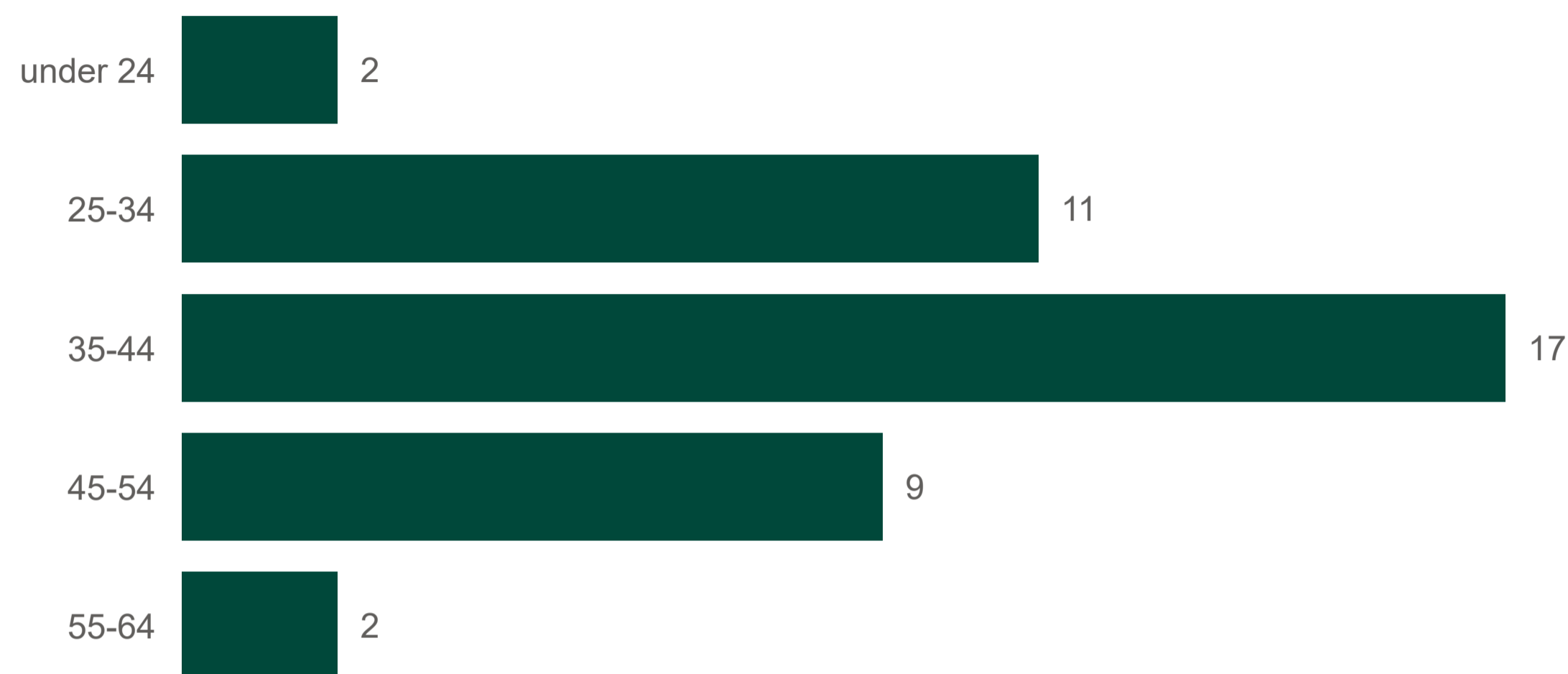
- Apprentice
- Permanent (Cpd)

### Service Area

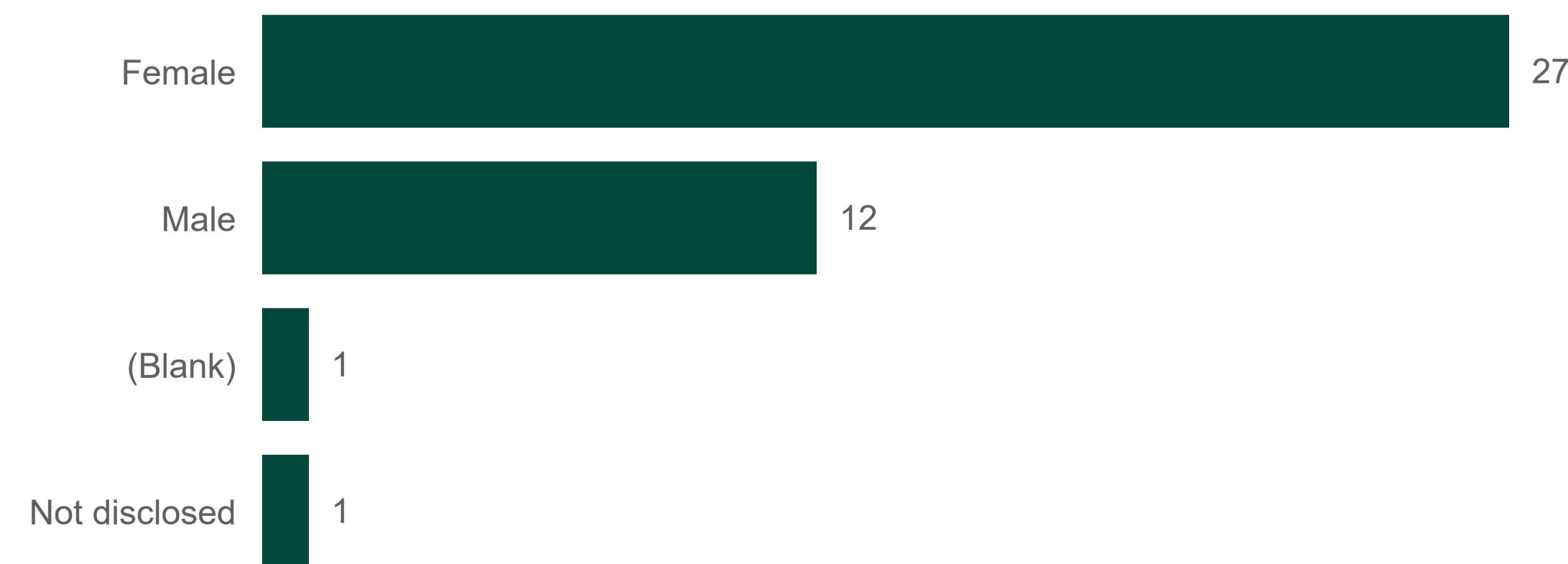
- Adult Social Services
- Children's Services
- Economy & Place
- Environment & Highways
- Finance & Commercial Servi...
- Fire Officer & Community Saf..
- HR & Cultural Change
- IT Operations
- Law & Governance
- Property & Assets
- Public Affairs, Policy & Partn...
- Public Health & communities
- Schools
- Transformation Digital & CS



## Number of new apprentices by Age Group



## Number of new apprentices by Gender



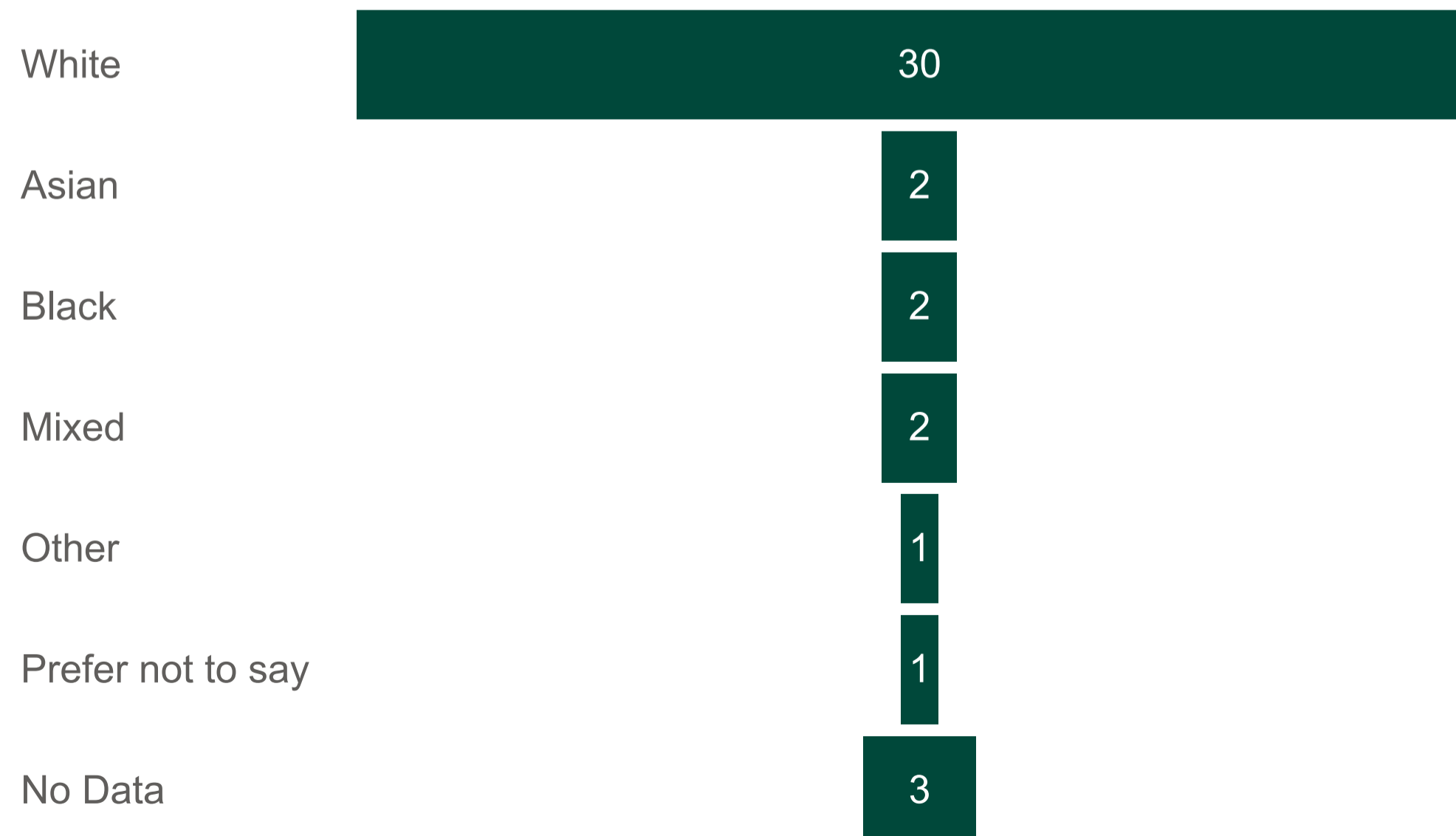
## Number of new apprentices under 19 years old in selected quarter(s)

1

## Number of new apprentices declared with a disability

3

## Number of new apprentices by Ethnicity Group



### Quarter Year

- Q1 25/26
- Q4 24/25
- Q3 24/25
- Q2 24/25
- Q1 24/25
- Q4 23/24
- Q3 23/24
- Q2 23/24
- Q1 23/24
- Q4 22/23
- Q3 22/23
- Q2 22/23
- Q1 22/23
- Q4 21/22
- Q3 21/22
- Q2 21/22
- Q1 21/22
- Q4 20/21
- Q3 20/21
- Q2 20/21



## Number of completions in selected quarter(s)

16



## Number of withdrawals in selected quarter(s)

4



### Apprenticeship Type

- Apprentice
- Permanent (Cpd)

### Service Area

- Adult Social Services
- Children's Services
- Economy & Place
- Environment & Highways
- Finance & Commercial S...
- Fire Officer & Communit...
- HR & Cultural Change
- IT Operations
- Law & Governance
- Property & Assets

### Quarter Year

- Q1 25/26
- Q4 24/25
- Q3 24/25
- Q2 24/25
- Q1 24/25
- Q4 23/24
- Q3 23/24
- Q2 23/24
- Q1 23/24
- Q4 22/23
- Q3 22/23
- Q2 22/23
- Q1 22/23
- Q4 21/22
- Q3 21/22
- Q2 21/22
- Q1 21/22
- Q4 20/21
- Q3 20/21
- Q2 20/21





# Total on programme by apprentice standard

Framework/Standard	Adult Social Services	Children's Services	Economy & Place	Environment & Highways	Finance & Commerce
Accountancy or taxation professional					4
Accounts or Finance Assistant					
Adult Care Worker	4				
Artificial Intelligence (AI) Data Specialist			1		
Assistant Accountant					2
Associate Project Manager	2				
Business Administrator	3	10			
Business Analyst			1		
Chartered Manager					
Chartered Town Planner			4		
Children, Young People & Families Manager		21			
Children, Young People & Families Practitioner		14			
Children, Young People and Families Manager		1			
Children, young people and families practitioner		1			
Civil Engineering Degree Apprenticeship			1		
Construction Professional					
<b>Total</b>	<b>56</b>	<b>79</b>	<b>30</b>	<b>11</b>	<b>17</b>

## Status

- Completed
- Live
- Paused
- Waiting To Start
- Withdrawn

## Year

- 17/18
- 18/19
- 19/20
- 20/21
- 21/22
- 22/23

## Period

- Apr - Jun
- Jul - Sep
- Oct - Dec
- Jan - Mar



Status

Completed
  Live
  Paused
  Waiting To Start
  Withdrawn

Quarter Year

Q4 24/25

Service Area

All

Service Area	Apprentice	Permanent (Cpd)	Total
Adult Social Services	14	42	56
Children's Services	24	55	79
Economy & Place	1	29	30
Environment & Highways		11	11
Finance & Commercial Services	3	14	17
Fire Officer & Community Safety	1	40	41
HR & Cultural Change	3	2	5
IT Operations	4	4	8
Law & Governance	8	9	17
Property & Assets	2	5	7
Public Affairs, Policy & Partnerships		1	1
Public Health & communities	1		1
Schools	17	39	56
Transformation Digital & CS	2	10	12
<b>Total</b>	<b>80</b>	<b>260</b>	<b>340</b>

## Total on Programme

