

Reporting period	1 April 2020 – 31 March 2021
Organisation Name	Historic England

<b>Number of employees who work in England</b>	
Number of employees who were working in England on 31 March 2020	993
Number of employees who were working in England on 31 March 2021	990
Number of new employees who started working for you in England between 1 April 2020 to 31 March 2021	108
<b>Number of apprentices who work in England</b>	
Number of apprentices who were working in England on 31 March 2020	36
Number of apprentices who were working in England on 31 March 2021	34
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)	20

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?	<p>Internally within Historic England the reporting period saw the organisation utilise apprenticeship standards to upskill existing staff, offering Team Leader / Supervisor Level 3 and Operations/ Department Manager Level 5 apprenticeships across all groups and functions. A cohort of twelve apprentices represent a cross function group. Historic England also saw its first Level 6 Data Scientist upskilling apprentice.</p> <p>Historic England has continued its role as Trailblazer Lead for the Historic Environment Trailblazer Group. It has led on the delivery to approval of seven new apprenticeship standards for the historic environment at levels 3 – 7. New members have joined the Trailblazer from a range of organisations with a heritage construction and craft focus; alongside existing Trailblazer members. The Historic Environment Trailblazer has formed a new working group to focus on the development of a new level 5 apprenticeship standard tentatively called a Heritage Construction Specialist. This working group are currently developing an initial application to the Institute for Apprenticeships and Technical Education.</p>

<p>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?</p>	<p>The reporting period and its outcomes were impacted by the Covid 19 Pandemic. On 5 July 2020, the Secretary of State for the Department for Digital, Culture, Media and Sport announced a £1.57 billion Culture Recovery Fund rescue package for cultural organisations to help the sector survive, and when possible, reopen. The Heritage Stimulus Fund saw Historic England distributing over £52 million through the first round launched in the summer of 2020, for major construction projects at some of the country's wonderful heritage sites. Workstreams across the organisation were shifted in response to this, and a shorter one-year spending review announced, impacting recruitment of new apprentices. Historic England continued its work as Trailblazer Lead and offered internal staff development opportunities through upskilling apprenticeships. We also continued to support our Historic Environment Advice Assistant apprentices; the first ever cohort of its kind; and ensured their apprenticeship programme continued as the pandemic started.</p>
<p>How are you planning to meet the target in future? What will you continue to do or do differently?</p>	<p>Historic England will continue to ensure that the standards delivered by the Trailblazer are being taken up by training providers and organisations, working closely with them where necessary.</p> <p>The organisation will continue to participate in several other Trailblazer groups to develop standards relevant to the sector e.g. Geospatial Survey; Libraries, Archives and Information Management; and the Landscape &amp; Horticulture Trailblazers.</p> <p>Historic England will continue to offer upskilling apprenticeships for existing staff across all functions. In the summer of 2021, Historic England launched The Hamish Ogston Foundation Heritage Building Skills Programme, a major five year in-work training and apprenticeships programme in the North of England, running from 2021-2026. It is generously funded by a £4.3m grant from The Hamish Ogston Foundation. The programme aims to:</p> <ul style="list-style-type: none"> <li>*Reduce shortages in heritage craft skills</li> <li>*Improve the condition of Heritage at Risk (HAR) sites</li> <li>*Create viable career opportunities for young people from less-advantaged backgrounds</li> </ul> <p>Through the programme apprenticeships are to be offered with heritage construction companies, which will allow students to complete a mainstream construction apprenticeship qualification. Apprentices will be employed by Historic England and seconded to heritage construction firms. In its first round, eight new apprentices were recruited by Historic England into Bricklaying, Carpentry &amp; Joinery, Stonemasonry, Plastering and Roofing standards.</p>

	Historic England will continue to seek opportunities for new apprentices to join the organisation / sector, insuring a future career pathway and successful outcome.
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**Reporting percentages** (calculated by the system)

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	18.52%
Percentage of total headcount that were apprentices on 31 March 2021	3.43%
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 2021	2.01%