


# Organisational Health Indicators – 6 monthly update

\*compared to the previous year

Last updated: 14-Oct-2022

Description	2020/21 Outturn	2021/22 Outturn	2022/23 Outturn	Direction of Travel*	Reporting Cycle	Target (2021/22)	Benchmark	Benchmark Sources
The percentage leavers from Sandwell Council <i>(aligned to WME definition from 2021/22 onwards)</i> .	6.6%	9.0%	5.7% (Apr-Sep)	Not Applicable	6 Monthly	TBC	7.9% (8.7 All WM Authorities)	Infinistats 2020/21 Median for West Midland MET Authorities (4 out of 7)
The percentage new starters to Sandwell Council <i>(amended to include apprentices)</i>	5.6%	6.2%	5.6% (Apr-Sep)	Not Applicable	6 Monthly	TBC	N/A	Benchmark data not available
Number of apprentices as at year end <i>(see note 3)</i>	71	69	48		6 Monthly	TBC	N/A	Benchmark data not available
The number of graduates on the Sandwell Management Graduate Programme as at year end <i>(see note 4)</i>	8	1	Recruitment to the Trainee Management Graduate Programme has been on hold since the start of the Coronavirus Pandemic		6 Monthly	TBC	N/A	

**Note 3** - This metric is mainly limited to entry level apprenticeships recruited externally as a possible future talent pipeline. Higher level Apprentices (Level 4-7) who are internal employees are excluded.

**Note 4** - Recruitment to the Trainee Management Graduate Programme has been on hold since the start of the Coronavirus Pandemic. Funding of graduate salaries will be required from individual Directorates budgets to move this initiative forward in the future. There may be technical / specialist graduates across the Council that have been recruited and are managed within individual service areas.

