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Making apprenticeships accessible for all

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Lauren Bennett, Senior Researcher

Context: where are we now?

- Government target of **3 million apprenticeships by 2020** (broadly on track).
- But risk of hitting the target and missing the point?
- Government commitment to reducing **disability employment gap** – apprenticeships can play key role.

Context: where are we now?

- There is **under-representation** in apprenticeships across a range of characteristics, including ethnicity, gender, household income & caring responsibilities.
- C.one in six working age people have a long-term health problem or disability. This compares with c. one in ten apprentices with a disability or learning difficulty.

What is being done?

Maynard Taskforce:

- Set up to **identify the issues and barriers** that affect people with LDD in accessing and completing an apprenticeship, **identify solutions** that could help overcome these barriers and **make recommendations** on which options to pursue.
- Presented a range of recommendations for providers, employers and government.
- This included raising awareness of the support available and good practice as well as adjusting the minimum standard of English and maths required for a defined group of apprentices with LDD.

What is being done?

- Flexibilities to **English and Maths requirements** to allow more people to access apprenticeships.
- Target for a **20% increase** in the number of apprentices with LDD by 2020.
- **Pacesetters** to test what it takes in practice to achieve a 20% increase.
- Better support for apprentices with a mental health condition through **Supporting Apprentices**.



The poster features a blue background with three white thought bubbles containing the words 'Stress', 'Anxiety', and 'Depression' in purple. Below this, a dark purple banner reads 'Supporting Apprentices' in white, with 'Free personal support and advice' underneath. A lighter purple section contains the text 'Remploy can help you cope with your apprenticeship.' in yellow, followed by the phone number '0300 456 8210' in white and the website 'www.remploy.co.uk/supportingapprentices' in white. At the bottom, there are logos for 'Jobcentreplus Department for Work and Pensions' and 'Remploy in partnership with MAXIMUS'.

Stress

Anxiety

Depression

Supporting Apprentices
Free personal support and advice

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What is Learning & Work doing?

- Identified good practice case studies of support for apprentices with LDD.
- Scoping research on non-traditional recruitment for people with LDD.
- Supporting and evaluating the Pacesetter work.
- Wider work around Inclusive Apprenticeships: ethnicity, gender, caring responsibilities.

Learning from practice

Kent CC: Assisted Apprenticeships Programme

Bespoke approach using supported employment model

- Vocational profiling - understanding barriers, and most importantly, skills and strengths
- Professional careers guidance - informed decision making
- Action planning - empowering clients
- Travel training- promoting independence

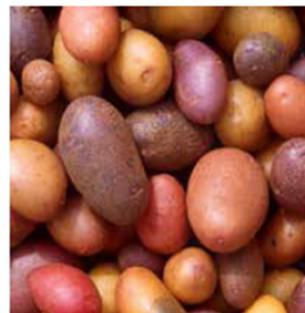


Non-traditional recruitment practices

- Strengths-based recruitment
- Pipeline activities
- Video CVs
- Supported model
- Pictorial personal introduction

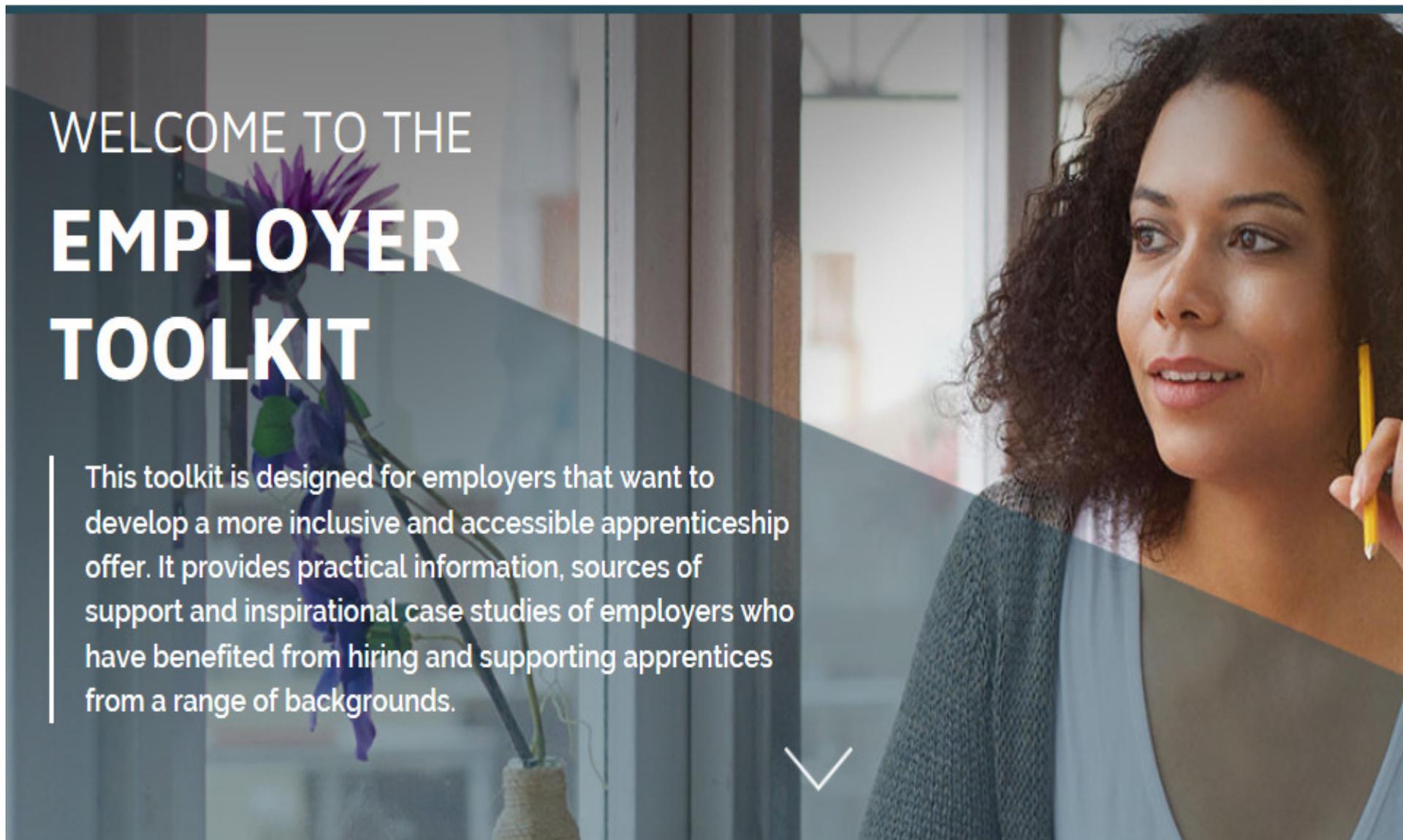
Kent County Council – Pictorial personal introduction

What's with all the squares?



WELCOME TO THE **EMPLOYER TOOLKIT**

This toolkit is designed for employers that want to develop a more inclusive and accessible apprenticeship offer. It provides practical information, sources of support and inspirational case studies of employers who have benefited from hiring and supporting apprentices from a range of backgrounds.



www.employer-toolkit.org.uk

- Hints and tips for recruiting and supporting apprentices
- Employer case studies: gender, disability, ethnicity, age
- Sources of further information and support



Pacesetters

- Organisations that are seen to be leading the way in LDD employment and local partnership working
- Four priority labour market sectors: construction, health, hospitality, retail & commercial enterprise.
- Identifying steps needed to scale up and sustain LDD apprenticeships
- Sharing learning, challenges and goals

Pacesetters

- Testing different pathways into apprenticeships (e.g. work experience, supported internships, traineeships).
- Exploring how people with LDD can be supported appropriately to enter and sustain apprenticeships.
- Exploring how to effectively engage employers and training providers in the agenda

Pacesetters

L&W are undertaking a theory of change approach to:

- help Pacesetters map out how their chosen activities will lead to outcomes;
- identify key enablers and barriers when supporting people with LDD into employment, and;
- consider how impact can be measured.

Inclusive Apprenticeships





Promoting Inclusive Apprenticeships

- Pacesetter site
 - Promoting LDD and inclusive apprenticeships with Shropshire training provider consortium
 - Development work with school SENCOS to promote supported internships and inclusive apprenticeships
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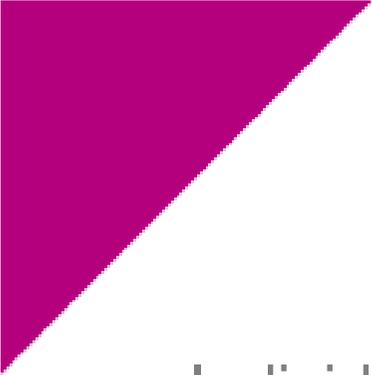




Promoting Inclusive Apprenticeships

- Linking with Parent and Carers Groups to increase awareness
 - Discussing apprenticeship as a pathway following a supported internship with employers
 - Focus group set up involving young people with SEND
 - Working in partnership with children and adult services to ensure smooth transition and support
- 





Delivery Model

- Individually focused
 - Help to consider career options
 - Support with CVs, job applications and interview preparation
 - Support at interview/ work trials/ working Interviews
 - Travel training
 - One to one job coaching Inter agency working
 - Continuous monitoring and support
- 





Delivery Model

- Working with Adult Social Care to integrate supported internships and inclusive apprenticeships with independent living and social activities to offer an alternative option to residential college
 - Engaging with employers to secure supportive internship and apprenticeship opportunities for young people with disabilities
 - Negotiating with Adult Social Care HR to ring-fence a number of potential internship placements which would lead to a paid apprenticeship
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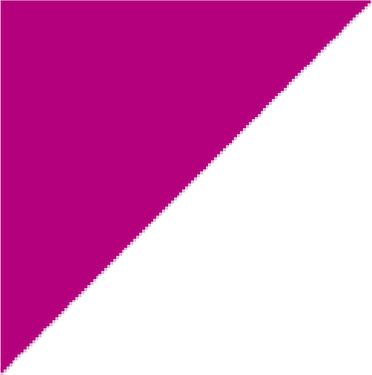


Client Success Story: Luke

Luke completed a supported internship last year and was supported by Enable to secure an inclusive apprenticeship with Edinburgh Woollen Mill

Enable liaised with the college, sensory inclusion team, the employer and training provider to ensure the right support was in place for him.





01743 276900

www.enable.services.co.uk



For discussion

Identified challenges

System design

Cultural
barriers

Limited
resources

Lack of
communication
/ information

Labour market

In your organisations and contexts...

- Can the approaches discussed work in your local context?
- Are apprenticeships suitable for the people that you support?
- Do the challenges discussed reflect issues you would expect to face?
- What additional support is still needed?

THANK YOU

Lauren.Bennett@learningandwork.org.uk