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# WHAT'S NEXT? A DISCUSSION FOLLOWING THE RECOMMENDATIONS FROM THE MAYNARD REVIEW

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# About the taskforce

Taskforce aims and objectives:

- Reach an understanding of the issues and barriers that affect people with learning disabilities in accessing and completing an apprenticeship.
- Identify solutions that could help overcome these barriers and raise participation levels.
- Make recommendations to both Ministers on which options to pursue.

# TASKFORCE RECOMMENDATIONS

1. Joint BIS/DWP communications strategy to promote awareness and positive business benefits of taking on someone with LDD.
  - All guidance including the NIACE toolkit should be reviewed to ensure they are up to date and fit for purpose.
2. English and maths requirements relaxed to entry level 3 for defined group of apprentices with LDD.
3. BIS investigates potential changes to methods of assessment for English and maths for some people with LDD.
4. DWP updates Access to Work eligibility letter to better 'sell' the available support and emphasise support is available for those requiring more than reasonable adjustments. Case study examples to be developed and included with the letter.
5. DWP to use the Disability Confident campaign to encourage employers to drive demand and increase supply. This may include signposting to good practice and navigating the system.
6. BIS to conduct audit to ensure ILR data is robust and up to date.
7. BIS and DWP to consider 'what good looks like' for specific groups and age brackets to set appropriate targets for increasing the number of apprentices with LDD (taking into account existing departmental or cross-governmental targets).

# TASKFORCE RECOMMENDATIONS

8. BIS and DWP to consider joining up funding streams e.g. Additional Learning Support and Access to Work to reduce hurdles and ensure seamless application process.
9. A pilot should be conducted exploring how the funding model introduced with the apprenticeship levy might be flexed to incentivise employers to recruit apprentices with learning disabilities.
10. BIS and DWP should lead by example to encourage wider Civil Service and public sector commitment to apprenticeships for those with LDD.
11. BIS and DWP to investigate and raise awareness of the range of non-traditional recruitment practices for apprenticeship applicants with LDD.
12. BIS to revisit Little report recommendations and provide a response to his update with a view to making further progress in delivering against them.
13. DWP and BIS to undertake work to ensure the system of reasonable adjustments and the availability of support are understood and consistently applied by providers.
14. BIS and DWP to consider the use of technology to support user-led strategies for apprentices with LDD e.g. the Brain in Hand app.

# Progress on recommendations 1&11

- All guidance including the NIACE toolkit should be reviewed to ensure they are up to date and fit for purpose (<http://www.employer-toolkit.org.uk/>).
  - Update work currently in progress.
  - Best practice case studies being sought.
- BIS and DWP to investigate and raise awareness of the range of non-traditional recruitment practices for apprenticeship applicants with LDD (including working interviews, job carving roles, electronic portfolios and other digital options).
  - L&W commissioned to trial and evaluate identified approaches with employers, learning providers and potential apprentices and evaluate applicants' outcomes.
  - Currently identifying possible trial partners.
  - Findings will be used to raise awareness of good practice approaches, including practical guidance on how approaches can be implemented.

# Questions for group discussion

- What barriers do those with LDD face when applying and being considered for apprenticeships?
- To what extent are these barriers specific to the apprenticeships sector?
- How might these barriers be overcome?
- What non-traditional recruitment practices are you aware of that are being used for apprenticeships or do you think could be tested?
- What good practice are you aware of that is already happening to support those with LDD face when applying and being considered for apprenticeships?

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# THANK YOU

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