



Getting it Right for Disabled Apprentices report:

An Easy Read Summary



This report is about the experiences of young Disabled people who have used **apprenticeship** schemes.



Apprenticeships are a mix of training and paid employment.

For example, you may work 4 days a week and go to college 1 day a week.



The government wants more disabled people to do apprenticeships.



This report is about:

- training providers
- employers
- support, including the Access to Work scheme



The Disabled Apprentice Network

Young people from the Disabled Apprentice Network helped with this report.



The network is run by Disability Rights UK. Its members are Disabled people who are doing, or have finished, an apprenticeship.



They have experience of a wide range of apprenticeships: media, business, working with young people, and more.

What Disabled apprentices told us

Choosing an apprenticeship

There are many reasons why people choose apprenticeships:

- advice from mentors or colleagues
- to become more confident
- to get a qualification and earn money at the same time





Language and terminology

Apprentices were concerned about how they are described as Disabled people.

They have strong views but didn't agree on which words to use.



Employers should ask each apprentice about the language they prefer.



Talking about disability

It is important for the person to be in control of conversations about their disability.

Employers should ask people how they want to be supported.

Reasonable adjustments

These are things that help Disabled employees to do their job well.



For example:

- adapted furniture
- wheelchair access
- help with paperwork



Some people didn't know they could get support, or that employers must give reasonable adjustments by law.

Most people have good support.



Some people are worried about talking to their employer about the support they need.



Some apprentices like the idea of a 'workplace adjustment' document. This would be about the support a person needs and gets at work.



Being inclusive

Apprentices said that employers and training providers should:

- talk about disability often
- be inclusive
- provide disability equality training
- offer mentoring



Access to Work

Access to Work is a government scheme. It helps Disabled people to do their jobs. It can pay for some reasonable adjustments and support.

Most apprentices knew about the Access to Work scheme.

Many people said they had to wait a long time for equipment to arrive.

Some people said that young Disabled people should be told about the scheme much earlier. This would help them to talk to future employers.





Ideas for change

Employers and training providers need to:

- find ways to make Disabled people feel welcome
- ask people about what language to use
- make sure that conversations about disability, health conditions and impairments are led by Disabled people themselves
- talk with apprentices about reasonable adjustments: early and often
- have a clear process for making reasonable adjustments
- know about the Access to Work scheme

