Speaking From Experience:
Getting it Right for Disabled Apprentices

February 2023
Introduction

Apprenticeships are a mix of training and paid employment. For example, going to work 4 days a week, and college 1 day a week.

A person who is doing an apprenticeship is called an apprentice.

14 in every 100 apprentices have a learning difficulty or disability.

The Government wants more Disabled people to do apprenticeships.

In 2022, Disability Rights UK wrote a report: Getting it Right for Disabled Apprentices.

This update is about what needs to be done to make things better.

We listened to people’s experiences of:
- training providers
- employers
- getting support
Disabled Apprentice Network

- This is a **network** of Disabled people who are doing an apprenticeship or have finished one.

- Their apprenticeships are in a range of different subjects. For example; **media, business, and youth work.**

Things we found out

More Disabled young people could **benefit** from apprenticeships.

Many things **stop** people doing apprenticeships. For example:

- Worries about sharing information about a disability or health condition

- The requirement for English and maths

- Low wages
Finding out about apprenticeships

- Tell **parents** about the benefits of apprenticeships.
- Use **social media** to reach more young people.
- Give people clear information about **support** for Disabled apprentices.
- Make information **simpler**, and in formats like **Easy Read** and **large print**.
- Don’t use **jargon**.
- Websites and software programmes need to be **easier** to use.
Careers advice

- Give all young Disabled people good careers advice.
- Make sure that schools have qualified and experienced careers advisors.

Applying for an apprenticeship

- Advertise all apprenticeships on the national website.
- Make it simpler to apply for an apprenticeship.
- Offer part-time apprenticeships. They can be good for Disabled people with health conditions.
Things that make apprenticeships work well

Work experience

- Work experience helps people to get ready for an apprenticeship.

- Schools should offer work experience to all Disabled young people.

Networking and mentoring

- Meeting new people is an important part of an apprenticeship.

- Give apprentices a mentor to support them.
Learning providers

- **Support** people with exams, training, and *reasonable adjustments*.

- Find out how to get *more support* for Disabled apprentices.

- Be prepared to make changes to the *things people learn* on their course.

  Some Disabled apprentices will need these changes in order to take part.

Off-the-job training

- Make sure that the quality off-the-job training is *always good*.

- **Online** learning works well for some people. Other people prefer *face-to-face* learning.

- Change things *less often*. For example, assessments, staff and support.
Employers

- **Recognise** what Disabled people can do for your business.

- Make **reasonable adjustments**: you must do this by law. They also need to happen more quickly.

  A reasonable adjustment is a change that makes it possible for a Disabled person to do their job. For example, instructions in braille, an interpreter, or a ramp into a building.

Access to Work

- Make the Access to Work scheme quicker and easier to use, so that apprentices get the support they need.
Conclusions

- Apprenticeships **transform** young Disabled people’s lives.

The Government wants **more Disabled young people** to get jobs. Apprenticeships are an important part of making this happen.

- Disabled apprentices bring **energy, ideas and innovation**. Organisations should use that talent.

- The Government, employers, training providers, schools and colleges can all do more to **improve Disabled people’s experiences** of apprenticeships.
Contact Us

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