



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

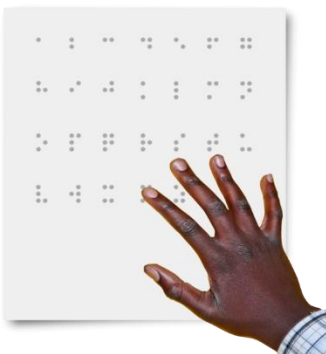


- Make sure that the quality off-the-job training is **always good**.
- **Online** learning works well for some people. Other people prefer **face-to-face** learning.
- Change things **less often**. For example, assessments, staff and support.

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



Contact **Disability Rights UK** for more information about Disabled people and apprenticeships.



Phone:
0330 995 0414



Email:
students@disabilityrightsuk.org