

Accessible Apprenticeships - What Makes These Different?

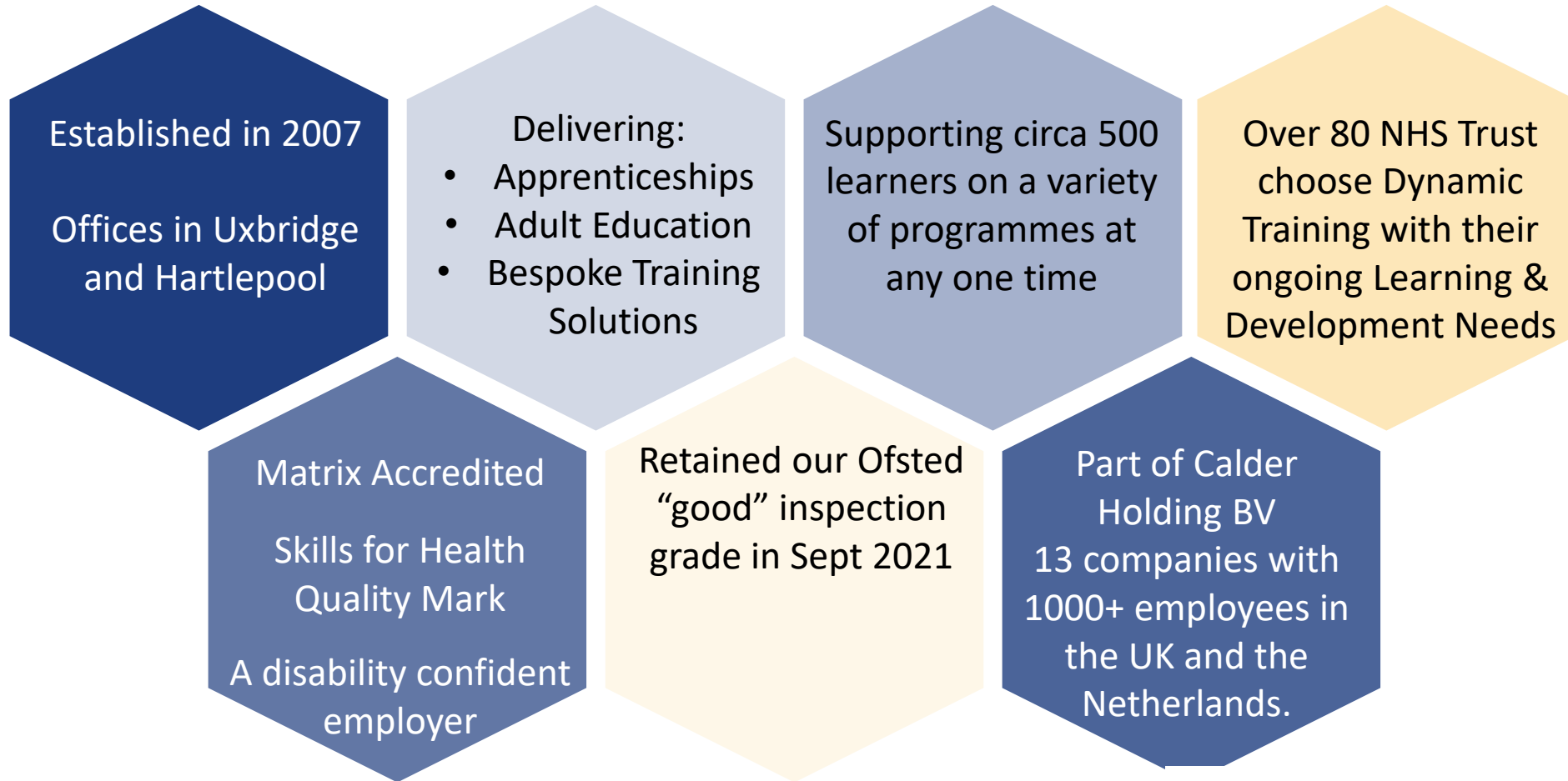
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A P P R E N T I C E S H I P S



Who are Dynamic Training?



What our mission is..

- Learning to be instinctively inclusive –How?
- We recognise the social model of disability – people are not disabled; our environments are what disables us.
- Delivering the Oliver McGowan Mandatory training co designed and co delivered with individuals who have a learning disability and autistic individuals.
- Funded by the Education and Training Foundation to raise awareness and aspirations to employers/training providers on how apprenticeships can be made accessible.
- Part of the Department of Education pilot –trailing functional skills flexibilities for individuals with learning disabilities/difficulties and/or autism.
- Part of the Department of Education pilot – offering mentoring development to support apprentices with learning disabilities, difficulties and/or Autism in the workplace.
- Member of the British association for supported employment and we partner with supported employment services.

Learning disability

Everyone is unique, individual and by asking, listening and doing, making reasonable adjustments we can ensure everyone has opportunities.

Individuals who have learning disabilities:

1. **Impaired intelligence:** a significantly reduced ability to understand new or complex information, to learn new skills in addition to...
2. **Impaired social functioning:** a reduced ability to cope independently both which...
3. **Started before adulthood** with a lasting effect on development.

Valuing People (2001) White Paper on the health and social care of people with learning disabilities included this definition of learning disabilities.

But what is intelligence?

"The true sign of intelligence is not knowledge but imagination." Einstein

"I know that I am intelligent, because I know that I know nothing." Socrates

"Uncovering the neural networks involved in intelligence has proved difficult because, unlike memory or emotions, there isn't even a consensus as to what constitutes intelligence in the first place." Big Think online, (2019)

"There is no agreed definition or model of intelligence." Neel Burton (2019),
Psychology Today

Learning difficulties, neurodiverse

There are many different types of learning difficulty, some of the more well known are dyslexia, attention deficit-hyperactivity disorder (ADHD), dyspraxia and dyscalculia. A person can have one, or a combination.

“Neurodiversity” is a popular term that’s used to describe differences in the way people’s brains work. The idea is that there’s no “correct” way for the brain to work. Instead, there is a wide range of ways that people perceive and respond to the world, and these differences are to be embraced and encouraged.

Neurodiversity was coined in the 1990s to fight stigma associated with autism, as well as ADHD and other learning difficulties.

Mencap

<https://childmind.org/article/what-is-neurodiversity/>

Benefits

Untapped talent pool of individuals.

Unique ways of thinking – innovation! Inclusion!

Promoting an inclusive workplace culture - Hiring people with a disability enhances diversity in your workforce. It can help increase staff morale, motivation, and commitment by demonstrating a workplace culture that values all staff.

Access specialist knowledge and skills - Staff with a disability may bring in specialist knowledge and skills such as understanding the needs of disabled customers, creative problem solving, and having particular attention to detail. Workers with disabilities possess skills and experiences that can offer employers a competitive edge.

Benefits

Minimise staff turnover People with disabilities tend to seek stable and reliable work when looking for a job and so tend to stay in their posts longer, helping to reduce staff turnover. This minimises recruitment and training costs incurred to take on new staff. You will also retain staff with years of experience and know-how.

Attract new customers Having a diverse workforce, including employing people with disabilities, can help you attract disabled customers and potentially a large revenue stream. Employees with a disability can help you look at things from a fresh perspective, develop empathy for customers' needs, and gain a better understanding of what they value in a business or brand. When your business and its products and services are accessible, you can appeal to a much larger and much more diverse audience and customer base.

Benefits



Procurement opportunities: By employing people with a disability, you will be able to meet any social responsibility recruitment clauses that may apply to access particular tender opportunities and public procurement exercises.

Enhance your corporate image: Being an equal employer makes you look good. Consumers prefer to give their business to organisations that show a strong sense of corporate responsibility including employing a diverse workforce.

Benefits

Low-cost reasonable adjustments: There can be a stigma to employing someone with a disability. Some employers may unfairly think that reasonable adjustments will be costly and take a lot of time to implement. However, most reasonable adjustments in the workplace can be simple, free, or low cost and there can be government help towards any costs that are incurred.

Encouraging accessibility best practice: Employing people with a disability will help you see things from their perspective. It can encourage the adoption of best practices to create accessible environments using adaptive technologies that are useful to people with and without disabilities.

Why use the term supported/ accessible/ inclusive apprenticeship ?



- Used for explanation purposes only – all apprenticeships should be accessible.
- For the purpose of this presentation – accessible apprenticeships means providing apprenticeships to -individuals with special educational needs and disabilities – in adulthood referred as individuals with learning difficulties or disabilities and/or Autism.

Why an apprenticeship?

- Practical “learning on the job” suits most learning styles.
- Opportunity to fully understand and have knowledge/skills and the required behaviours of the job role.
- Opportunity to encourage progression.
- Reasonable adjustments and flexibilities can be applied.
- Additional funding can be accessed to support.
- Opportunity for work colleagues to develop skills and become mentors.

Apprenticeships that are accessible.



May be part time.

May require a job coach to support in the workplace.

May take longer to onboard.

May require adaptations to the working practices/environment.

Reasonable adjustments to learning and assessment



Reasonable adjustments can be made for example:

- Extra time allowance
- Reader / scribe
- Assistive technology
- Alternative assessment methods
- British sign language interpreter
- Timed rest breaks
- 121 support
- Increased support.

Accessible apprenticeship model



Current Apprenticeship funding rules



Individuals with learning disabilities/difficulties and/or Autism who have an education health care plan (EHCP)

Can achieve entry level 3 functional skills in Math's and English as part of their apprenticeship, rather than the traditional level 1 and level 2 functional skills in math's and English.

Department of Education Pilot



Providers including Dynamic Training have been selected to pilot onboarding learners **who do not** have an EHCP but do have learning disabilities/difficulties and/or Autism to undertake an apprenticeship and access the flexibility of Entry 3 functional skills in math's and/or English rather than the traditional level 1 and/or level 2 functional skills requirement.

How inclusive is your company?

- Is your website accessible?
- Do you offer easy read information?
- Do your job advertisements encourage individuals with learning disabilities and/or neurodiversity to apply?
- How accessible is the application form?
- Does your recruitment process offer reasonable adjustments?
- Do you offer work trails or work experience?
- Do you partner with supported employment services?
- Does your culture embrace and promote inclusion? Actively celebrate diversity?
- Do you offer different environments – quiet spaces?
- Do managers create a reasonable adjustment plan for individuals?
- Do you encourage staff to share their own lived experience with colleagues?
- Do your managers “ask, Listen, do”?

Steps (depending on where you are in your journey)



- Partner with your local support employment service.
- Talk to your training providers, about accessible apprenticeships.
- Join Business disability forum, keep up to date and share best practice.
- Create an implementation group.
- Openly make a commitment to “learning to be instinctively inclusive”
- Start with your existing workforce?
- Ask your team/s “we would like to be an inclusive service; how do we do this?”
- Create a strategy.

Any questions?

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Thank you.

