

# Study Programmes for SEND learners

Increasing access to apprenticeships and  
other forms of work-based learning for  
learners with SEND

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## Workshop Programme

- Brief overview of policy and legal context
- BIS project study findings March 2017
- Examples effective practice related to project findings



Welcome



Introductions



# Supported Internships

Structured study programme based primarily at an employer

- Young people with a EHCP
- Unpaid, minimum of six months
- Equip with skills need for work to achieve sustainable paid employment
- Includes the chance to study for relevant qualifications, if appropriate, and English and maths.

# Supported Employment Model

Evidenced based model underpins the Supported Internships programme:

- vocational profile: aspirations, skills, experience and job interests
- “place and train” approach
- job analysis and job matching
- in work support from trained Job Coach college staff or college work with supported employment organisation job coaches

# Traineeships

- Education and training programme with work experience
- Skills and experience to secure an apprenticeship or sustainable job
- Young people 16-24 not in work and with limited work experience
- Qualified below L3.
- Ready to progress to employment after 6 months



# Apprenticeships

- Paid employment with on the job training and min 20% off the job training plus English and Maths
- New Apprenticeship standards
- End point assessment by independent assessor

## Other work-based learning?

- Project Search
- work experience placements as part of preparing for work course...

## Equality Act 2010

Duty on employers to make reasonable adjustments to remove barriers for disabled people by:

- changing workplace practice
- making changes physical environment
- providing specialist equipment, auxiliary aids or services.

## Quick Quiz

1. What is the % difference between employment rates of non-disabled and disabled people?
2. Where are the highest and lowest disability employment rates in the country?
3. Proportion of total number of apprentices declared a learning difficulty and/or disability 2015/16?
4. Which group has the lowest employment rate of different disability groups?
5. Top 3 barriers to employment according to a survey working-age disabled benefit claimants?

## Green Paper: Improving Lives

1. Disability employment rate gap of 32.2%
2. SE and SW have the highest disability employment rates (around 55%), lowest NW (43%) and NE (41%).
3. 9.9% of total number of apprentices declared a learning difficulty and/or disability 2015/16
4. Learning disability employment rates 6.8%, lowest, only 16% adults with autism in employment
5. Top three barriers to employment were: 1<sup>st</sup> lack of job opportunities; 2<sup>nd</sup> transport difficulties; 3<sup>rd</sup> attitudes of employers



## Building on the *Creating Inclusive Apprenticeship Offer* report and Action plan (2012)

Focus on improving access to apprenticeships for people with learning difficulties and/or disabilities:

- Understand issues and barriers
- Identify solutions
- Make recommendations

# Maynard Review 2016

## Maynard some key recommendations

- Adjust minimum standard of English and maths required (to entry level 3) and potential changes to the method of English and maths assessments
- Joining up funding - Additional Learning Support and Access to Work
- Explore how apprenticeship levy might be flexed to incentivise employers to recruit apprentices with learning disabilities
- Raise awareness of the range of non-traditional recruitment practices
- Case studies of good practice revised on [Employer Toolkit](#)

## Work in pairs

- Which of these recommendations are most important to your work in this area?
- How are you addressing these issues currently?

# BIS Project: Access to Apprenticeships 2017

## Case studies for Employer Toolkit

- Supported Employment (SE) model - high quality employment support
- Employer engagement and effective recruitment practices
- Better quality information needed to bust myths about apprenticeships and benefits entitlements
- Early engagement at school e.g. school staff trained in (SE)
- Raise awareness of learning and employment support available to employers, schools, colleges and employers
- tailoring practice or reasonable adjustments to suit the individual in their particular situation

# Inclusive Apprenticeships

- One year supported internship – good progress
- Employer offered apprenticeship
- Job Coach support – college staff trained in SE
- College provide training for employer on disability awareness
- Employee ran session on autism and good support in the workplace



## Employer Engagement

### Employers need to know:

- what support they'll get
- "That they are part of the solution... the job coach will work with the young person and they're not going to be just dropped in there."

### Learning providers need to:

- build relationships using people who know employers
- engage with employers where there is a real chance of employment at the end, not traditional placements

# Non-traditional recruitment practices

Most common:

- work trials: time limited placements in real jobs
- working interviews: as an alternative to a formal assessment process, can last 1 day to couple of weeks
- job carving: swap job duties to make the most of individual skills customising job duties and can be used in different circumstances
- Resource: pictorial introduction tool for clients to use at interview prompts the individual to speak about themselves, their interests and their abilities

# BIS Project: Access to Apprenticeships 2017

## English and Maths Assessment:

- develop good relationship with employers is key
- Job coach attend with learner to assessment
- Tailoring the requirement and assessment, linking it to the job role
- Functional Skills, altering assessments accordingly.



## Useful Resources

- **Education and Training Foundation** Mental Health and apprenticeships, three case studies
- Equality, Diversity and Inclusion in Apprenticeships - Free online learning course (webinar) 5-26 June 2017.
- **Disability Rights UK:** Into Apprenticeships: The Guide for Disabled People

## Useful Resources

- <http://www.employer-toolkit.org.uk/>
- SENSE - Realising aspirations for all: Improving access to employment for people who are deafblind  
<https://www.sense.org.uk/content/employment>
- **Department for Education and Education and Training Foundation** <http://futureapprentices> information and courses for Leaders, Managers, Practitioners and Trainers including report Reviewing effective practice for ensuring appropriate Equality and Diversity in apprenticeship delivery.