

Barriers to Employment and Training: What prevents training providers in Scotland from recruiting and supporting young disabled people?



Today's Aims:

- Background to the Masters research
- Understanding apprenticeships
- Literature review and research findings
- Discussion exercises
- What action is already underway

Background to the research (1)

- Personal and professional interest:
 - Kirsteen Allison is a disabled person
 - Over 20 years experience with disabled people
 - Qualified careers adviser (PgD in careers guidance, 15 years post qualification experience)
 - Currently employed as an equality executive, previously disability lead at Skills Development Scotland

Background to the research (2)

recommendations set out in:

The Commission for Developing Scotland's Young Workforce report,
Scottish Government's Developing the Young Workforce: Scotland's Youth
Employment Strategy

Legal obligations under the Equalities Act 2010

Modern Apprenticeship Equality Action Plan published 2015, with annual reports.

SDS focusing on – **minority ethnic, disabled people, gender imbalance and care experienced** – and their under representation in modern apprenticeships.

Discussion Exercise

- What is “the apprenticeship family”?
- How does the delivery of apprenticeships differ in Scotland than e.g. England?
- What does a Modern Apprenticeship involve?
- [Video](#)



Review of Literature

- Prior research on barriers covered all age groups and entire UK
- No research looking at the viewpoint of apprenticeship providers
- Lack of independent / unbiased research
- Lack of awareness of Access to Work funding
- Negativity of employers towards recruiting disabled people
- Disabled people placed barriers upon themselves
- Lack of promotion of apprenticeship opportunities to disabled young people

Discussion exercise

- What is your own experience of discussing post school or college opportunities with young disabled people?
- What is the response / viewpoint of parents, teachers, and young disabled people themselves?
- Would you feel confident discussing apprenticeship opportunities with a young disabled person? What could help you with this discussion?

Research Methodology

Quantitative research approach

- Online Survey Monkey
- Limited time scale
- Geographical spread of training providers
- Anonymous
- Research method maximised responses
- 98 responses, 78 fully completed



Findings (1)

Confidence with disability groups varied

- Training providers were least confident supporting Modern Apprentices who were visually impaired
- Most confident supporting Modern Apprentices who had a learning difficulty or a mental health difficulty
- Nearly 40% of providers had recruited / supported less than 5, or no disabled MAs in the last 3 years

Findings (2)

Most challenging issue when recruiting/supporting young disabled people

- The employer recruits
- Lack of disclosure
- Health and Safety risks
 - This perception was applied to all disability groups
- The nature of the work is unsuitable
 - This perception was applied to all disability groups

Findings (3)

Access to Work

- Majority of providers reported that MAs had neither used it nor was it being promoted to employers.
- Answers may reflect that the fund is for workplace adjustments rather than training adjustments
- Nevertheless, it was concerning that there still appeared to be a lack of awareness and lack of promotion to their employer networks

Findings (4)

Limited positive action to recruit young disabled people

- 54% providers had accessible premises, 46% had equal opportunities statements etc
- 14% engaged with ASN schools and 7% ran targeted job adverts or campaigns to recruit disabled MAs

Findings (5)

What do providers need and want to help them recruit and support

- More disability awareness training (59%)
 - Particularly in the North of Scotland
- More employer recruitment incentives (60%)
- More funding for adjustments (62%)
 - Not clear if providers were referring to their own need, or employers need or both

What action is already underway to address barriers to employment and training?

- Monthly programme of equality CPD for training providers
- Developing resources for employers:
 - case studies of disabled MAs and of employers who recruit diversely
 - Inclusive recruitment guides on www.apprenticeships.scot
 - Regional ASN guides available at www.sds.co.uk/asn
- Funding
 - Scotland's Employer Recruitment Incentive
 - Supported Apprenticeships
 - ASN Access fund Access to Work
 - Enhanced funding – goes to the provider – extends MA eligibility up to age 29 if disabled or care experienced.

Suggestions?

- Things we should be involved in
 - Other partners we should engage/network/present
 - How to engage employers in the MA
 - Role of careers professionals
 - Encouraging disabled people to apply
 - What else?
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