What is an Inclusive Apprenticeship and why do we need them?

An Inclusive Apprenticeship is a flexible, personalised "earn while you learn" programme for people with a learning difficulty or disability

Why have an Inclusive Apprenticeship?

- **Make sure your workforce is diverse**
- **Access to talents within your local community**
- **Make sure your business has a positive influence on those around you**

Statistics

19% of working age adults in the UK (7 million people) said they were disabled

Reference: Gov.uk: People with disabilities in employment, 2020

Who is involved?

- A jobseeker aged over 16
- Training provider
- Disability Confident Employer
- Job Coach

Suitability

- Current or past Educational Health and Care Plan, Learning Difficulty Assessment or Statement of Education Needs
- Gained at least Entry 3 in maths and English for L2 apprenticeships
- Gained at least Level 2 in maths and English for L3 apprenticeships
- Can work at least 15 hours a week and knows what they want to do

Additional support if needed

- Access to Work (Job Coach and reasonable adjustments)
- Learning support for maths and English through training provider
- Essex County Council Targeted Employment guidance

Financial benefits to employers

- £2,000 for 16 to 24 year olds (up to 31/03/2021)
- £1,500 for people over 24 years old (up to 31/03/2021)
- £1,000 for learners with an Educational Health and Care Plan up to the age of 24

Examples of current National Apprenticeship wage based on age and a 2 year amended Inclusive Apprenticeship

- 16 to 18 year old - £4.15 per hour years 1 and 2
- 18 to 20 year old - year 1 £4.15 per hour and year 2 £6.45 per hour
- 21 to 24 year old - year 1 £4.15 per hour and year 2 £8.20 per hour
- 25+ year olds - year 1 £4.15 per hour and year 2 £8.72 per hour

Some companies pay more than this as they feel higher wages makes employees happier, healthier and work better

Results

- Low cost to employer (from £33.40 a week)
- Loyal, skilled and hardworking staff

Essex County Council