

Inclusive Apprenticeships - Employer Guide

Employers that take disability inclusion seriously will be the real winners of the future economy

STEP 1 - Why I am I recruiting?

- Creating a diverse and talented workforce
- Social Values (CSV)
- Community inclusion
- Consider becoming Disability Confident



STEP 2 - Inclusive Job Description

- Improve job advert inclusivity
- Consider language, format and simplicity
- Know your target audience

Step 03 - Find a Provider

- Speak to an Essex Training Provider to discuss your apprenticeship requirements - www.amazingapprenticeships.com/partners



Step 04 - Align your Job Description

- Match job description with your Apprenticeship Standard (e.g. L2 Property Maintenance)
- Consider knowledge, skills and behaviours required - www.instituteforapprenticeships.org/apprenticeship-standards

Step 05 - A bespoke opportunity

- Targeted Employment guidance available
- Work with your Training Provider to agree on hours and duration of the apprenticeship
- Talent pools widened due to maths and English entry flexibilities



Step 06 - Employer Support

- Covid recovery financial incentives available
- Access to Work can help with job coaching, equipment in the workplace, transport and mental health support

If you are an employer and would like to know more about this pathway, please email: targetedemployment@essex.gov.uk