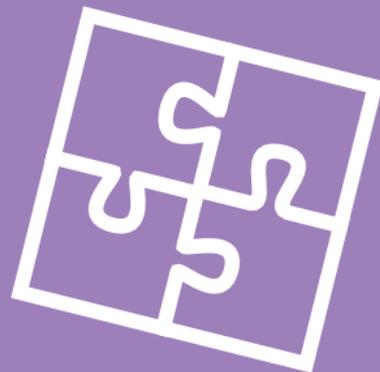


Challenge #9

“We’re a small, family-run business. We want to be more inclusive but we don’t have the time, expertise or resources.”



Employers

can take simple, often free steps to raise their profile as an inclusive employer, such as adding a clear statement of commitment to equality and diversity on recruitment material and speaking to equality organisations, who may be able to offer free training and advice.

Training Providers

can speak directly with Skills Development Scotland to identify resources to suit their specific needs and consult with organisations that offer training on unconscious bias for those involved in recruitment.

For more information on how to **improve equality of opportunity** in Apprenticeships, visit ourskillsforce.co.uk/diversity

Challenge #10

“I am worried that I may say the wrong thing. Laws and correct terminology change so quickly.”



Employers

can sign up to newsletters from equality organisations to keep up to date with legislation and developments. Networking with equality organisations can also be a source of information, advice and guidance.

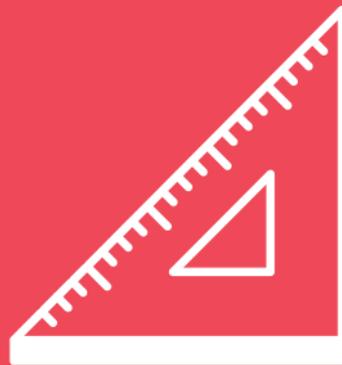
Training Providers

can use the easy access Skills Development Scotland Equality Toolkit for training providers and employers to find up-to-date information and practical advice.

For more information on how to **improve equality of opportunity** in Apprenticeships, visit **ourskillsforce.co.uk/diversity**

Challenge #11

“How can we encourage girls and boys to pick the school subjects they need to work in our sector?”



Employers

can influence young people's subject choices by offering hands-on taster days in the workplace, and bring along male and female role models to schools to talk about their careers.

Training Providers

can achieve a better gender balance in their own workforce through positive action in recruitment processes to show their sector welcomes male and female trainees.

For more information on how to **improve gender equality** in Apprenticeships, visit **[ourskillsforce.co.uk/diversity](https://www.ourskillsforce.co.uk/diversity)**

Challenge #12

“Making reasonable adjustments for one person disadvantages others. We can’t sacrifice quality for equality.”



Employers

can contact Access to Work* who can advise on reasonable adjustments to enable disabled staff to do a job on an equal level with other employees, whilst maintaining professional and quality standards. The 'Access to Work guide for employers' is available from Jobcentre Plus.

Training Providers

can consult with Skills Development Scotland Staff on equality support for National Training Programme participants.

* Access to Work is a publicly funded employment support programme that supports reasonable adjustments for disabled people in the workplace

For more information on how to **improve participation by disabled people** in Apprenticeships, visit **[ourskillsforce.co.uk/diversity](https://www.ourskillsforce.co.uk/diversity)**

Challenge #13

“We are worried there may be health and safety risks when employing a disabled person.”



Employers

can refer to the Health and Safety Executive's guidance 'Health and Safety for disabled workers and people who work with them', to ensure disabled and other workers are safe at work. Costs for adjustments can be covered by Access to Work*.

Training Providers

can publish a disability policy statement, information on who their main contact is for supporting disabled trainees and highlight the kind of support (equipment and facilities) they have offered and can offer.

* Access to Work is a publicly funded employment support programme that supports reasonable adjustments for disabled people in the workplace

For more information on how to **improve participation by disabled people** in Apprenticeships, visit [ourskillsforce.co.uk/diversity](https://www.gov.uk/our-skills-force)

Challenge #14

“We get very few applications from ethnic minority groups.”



Employers

can hold a pre-recruitment open day specifically for individuals from ethnic minority groups. This could be delivered in partnership with a community group and include a clear statement in vacancy advertisements welcoming application from under-represented ethnic minority groups.

Training Providers

can use social media targeted towards ethnic minority organisations or meet with community groups to spread the word about apprenticeship opportunities, and use these to promote case studies of career pathways.

For more information on how to **improve participation by ethnic minority groups** in Apprenticeships, visit ourskillsforce.co.uk/diversity

Challenge #15

“Young people from a care experienced background may not be reliable due to problems outside of work.”



Employers

can engage with organisations that advocate for and support care experienced young people to organise work trials, work placements and consider how to ensure their workplace offers the right support for the individual.

Training Providers

can engage with care experienced young people that have shown their ability to sustain and progress, to learn more about the kind of support that future trainees might benefit from.

For more information on how to **improve participation by care experienced young people** in Apprenticeships, visit ourskillsforce.co.uk/diversity

Challenge #16

“Young people from ethnic minority groups tend to prefer an academic route, choosing college and university over apprenticeships.”



Employers

can highlight apprenticeship career pathways in their company or sector and promote how the qualifications apprentices achieve have equivalency to further and higher education qualifications on the SCQF framework.

Training Providers

can highlight qualifications and career pathways to parents and young people through local ethnic minority community groups and take an employer or apprentice along to speak from experience.

For more information on how to **improve participation by ethnic minority groups** in Apprenticeships, visit **ourskillsforce.co.uk/diversity**