

## Challenge #1

**“If we had more female applicants for our Apprenticeships we’d take them, but they don’t apply.”**



# Employers

can review recruitment advertising to ensure it demonstrates that female applicants are welcome.

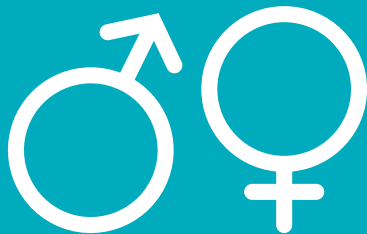
# Training Providers

can offer female-only courses to encourage women and girls to take the first steps into a male-dominated sector.

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

## Challenge #2

**“People still believe some jobs are for boys or for girls. It’s really hard to attract Apprentices from the under-represented gender.”**



# Employers

can develop in-work mentoring schemes and have role models present at recruitment events.

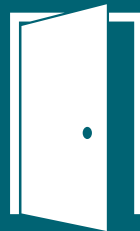
# Training Providers

can offer training taster days to single-sex groups of school pupils.

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

## Challenge #3

**“It’s only after they leave  
that we find out people  
had a disability.”**



# Employers

can sign up to the Two Ticks scheme so job applicants are aware that if they disclose a disability and meet the minimum criteria, they will be guaranteed an interview.

# Training Providers

can create an environment that encourages self disclosure, for example by having reasonable adjustments already in place and training staff on disability awareness.

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

## Challenge #4

**“We are worried it might be expensive to make adjustments for disabled people.”**



# Employers

can make “no-cost” adjustments and use Access to Work, which offers support to make reasonable adjustments to fully support disabled employees.

# Training Providers

can raise awareness of Access to Work and forge links with disability organisations.

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



## Challenge #5

**“We would like to  
recruit more young  
people from ethnic  
minority communities.”**



# Employers

can broaden recruitment by promoting opportunities via a range of targeted methods: social media, attending recruitment fairs, engaging with schools and advertising in ethnic minority publications.

# Training Providers

can work with ethnic minority support organisations to encourage applications, run events and take positive action to encourage applications from more diverse backgrounds.

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

## Challenge #6

**“We want to ensure ethnic minority groups view us as an inclusive organisation.”**

**WELCOME**

# Employers

can ensure recruitment processes are fully inclusive and that staff involved have had unconscious bias training.

# Training Providers

can review materials, media resources and website to ensure photographs show a diverse representation of ethnic minority individuals amongst current trainees.

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

## Challenge #7

**“We want to ensure we are able to offer care leavers the right kind of support to apply.”**



# Employers

can engage with care leaver support organisations to better understand how to access workplace support.

# Training Providers

can work with partner organisations to ensure the needs of the individual are met, leading to a positive transition into work and sustainable employment.

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

## Challenge #8

**“There is so much  
legislation it’s hard  
to know where to start.”**



# Employers

can engage with specialist organisations who can provide support and training on how to apply the Equality Act in the workplace.

# Training Providers

can access the Skills Development Scotland Equality Toolkit, an easy access reference guide that includes practical examples of training scenarios.

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