

FINDING AN INCLUSIVE EMPLOYER

What to look for when researching apprenticeships

Many employers recognise the benefits of a diverse and inclusive workforce and invite applications from all candidates. This short guide highlights some of the methods companies use to demonstrate that they welcome applications from candidates with a disability, learning difference or health condition.

'Disability Confident' employers

Employers displaying the Disability Confident logo are part of a government scheme aiming to help employers to increase their understanding of disability and to challenge negative attitudes.

There are 3 levels of accreditation. Being part of the scheme is a good indication that an employer is committed to inclusion and diversity in the workplace.



To find Disability Confident apprenticeships, visit the website: www.findapprenticeship.service.gov.uk/apprenticeshipsearch and select the Disability Confident box.

Only show



Disability Confident

Disability Employment Advisers

Companies can advertise their vacancies via the local Jobcentre Plus. Disability Employment Advisers based at Jobcentres can also advise candidates about local disability-friendly opportunities.

jobcentreplus

Disability Employment Advisers can also advise on job seeking, training, new skills, and government schemes. Find a local Jobcentre Plus at: <https://find-your-nearest-jobcentre.dwp.gov.uk>

Awards and recognition

There are a number of awards which recognise diversity and inclusion across workforces. Looking out for nominees and winners of awards is a great way to find employers who are leading the way in improving opportunities for a diverse range of candidates.



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Adjustments to recruitment processes

Look for indications that an employer is open to doing things differently throughout the recruitment process.

A job advert may ask about any need for reasonable adjustments, for example.

Employee network groups

Many companies have employee network groups and you may find examples of these on the company's website.

Having an employee network group dedicated to disability can be an indication that the employer is inclusive.

Job sites aimed at disabled people

There are a number of job sites aimed at candidates with a disability or health condition. By advertising vacancies on these sites employers give a clear indication that they are inclusive.

A selection of useful websites

Find an apprenticeship

Visit the government website

www.findapprenticeship.service.gov.uk/apprenticeshipsearch and tick the Disability Confident box.

Careers with Disabilities

www.careerswithdisabilities.com



Disabled Workers Co-operative

www.disabledworkers.org.uk/Careers/default.asp



Employability

www.employ-ability.org.uk/students-and-universities/internships

EmployAbility

Evenbreak

www.evenbreak.co.uk



Jobs4Disability

<https://jobs4disability.com>



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Recognition of neurodiverse strengths

Companies increasingly recognise the benefits of having employees who approach problems in different ways. Some industries find that the particular skills neurodiverse employees can bring to their roles are a great asset.



Companies should ensure that adjustments are made throughout the recruitment and employment process to ensure that neurodiverse candidates can perform at their best. For example, this could include providing the interview questions in advance.

In order for this to happen candidates should make the employer aware in advance of any reasonable adjustments that they require and in order to do that they may need to contact the company in advance to find out more about what the recruitment process will involve.

Language in adverts

Many companies indicate in their job adverts that they welcome all applicants. They may also mention benefits that demonstrate their commitment to inclusion.

Look out for phrases that indicate an employer recognises the benefits of a diverse workforce.

Website or social media representation

The pictures on a company's website or social media may show a diverse range of employees. They may include case studies of colleagues sharing their stories.

How a company chooses to represent itself in this way is a strong indication of their ethos.

