

What is an Accessible Apprenticeship?



Accessible Apprenticeships are paid jobs that combine on-the-job training and learning. They provide a pathway to gain practical skills, earn a wage, and achieve recognised qualifications



Essex County Council



What are the benefits?

- Learn by doing real work in your chosen industry
- Receive a salary while training
- Gain industry-recognised qualifications
- Apprenticeships can lead to permanent roles or higher-level apprenticeships.
- Build relationships and explore future industry opportunities



Requirements

- Age: 16+ years
- Eligibility: You must have a current or historic EHCP plan and have achieved at least Functional Skills Entry Level 3 in maths and English
- Commitment: Be sure about the industry you would like to work in
- Employer: Find an employer willing to hire you as an apprentice. We can provide you with information to help you find one.
- Duration: Apprenticeships can last from 1-4 years



Interested?

- Complete the Expression of Interest form provided by ECC's Targeted Employment team



- Your form will be checked to make sure you are suitable for an apprenticeship



Next Steps

- If you haven't already found an employer, Targeted Employment can provide you with information on how to find one
- All apprenticeships require you to have an interview. We can support you with this process and with any adjustments you may need.
- If you are successful, a date can then be agreed for you apprenticeship to start

Essex County Council are proud to work in partnership with employers, education providers and supported employment to help and support the growth and development of accessible apprenticeships across the county for young people with learning disabilities and/or disabilities who want to get a paid job.

You can contact fill out an Expression of Interest Form with this link:
<https://forms.office.com/e/kHrsvc3RRf>



What makes an apprenticeship “accessible”?

- Changes can be made to working hours (minimum 20 hours per week) and the length of the apprenticeship
- Support is available through the training provider
- Adjustments, such as extra time can be made to the End Point Assessment
- For Level 2 apprenticeships, maths and English can be lowered to Functional Skills Entry Level 3
- Job Coaching support may be available through [Get Set UK](#)



Becoming work ready

- Visit the [National Careers service](#) website or speak to your SEND Careers Advisor
- Create a CV and make sure it is up to date
- Write a [Support Profile/Profile for work](#) which will help employers understand any help you may need
- Use [Employer tool kits](#) such Beyond Autism and Ambitious about Autism (on p7 of our pathways guide)
- Visit the [Essex Opportunities](#) hub for top tips such as writing a cover letter or interview skills



What do our apprentices say?

“This has been an incredible experience. My teammates were incredibly supportive of me throughout my apprenticeship, focusing on my strengths, building on the the things I wasn’t so good at and always letting me know my experiences and skill set are valuable” Sam, employed as a Community Support Worker

“My organisation are very flexible within my role. I can work from home and in the office which suits me and my disabilities. I like being able to help people and see the good that we do.It’s very rewarding and makes you feel warm inside. It’s lovely” Daisy, employed as a Fundraiser



Other pathways to consider

- [Supported Internships](#) - for young people aged 16 to 24 with a [current](#) EHCP (p13)
- Paid or [Supported Employment](#) (p19)
- [Adult Community Learning](#) to learn new skills and boost career opportunities
- [Volunteering](#) opportunities to build skills and confidence

To watch videos of some of our accessible apprentices journeys, go to:
<https://amazingapprenticeships.com/resource/this-is-my-story-film-with-bsl/>



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