

Access all areas



Opening up apprenticeships and the world of work to people with a learning disability

What is an apprentice?



An **apprentice** is someone who is learning to do a job.



Apprentices learn while they do the job.



Apprentices get paid to learn.



Apprentices work and learn for several years.



This is called doing an **apprenticeship**.



To pass an **apprenticeship**, the **apprentice** has to take a test at the end.



What is this report about?



This report is about **apprentices** with a learning disability.



We have found out there are not many apprentices with a learning disability.



We spoke to people with a learning disability, teachers, employers, and people who train apprentices to find out more.



People with a learning disability told us that they would like the chance to become an apprentice.



People who support apprentices, teachers, and employers told us what they think needs to change.



Learning about a job while you do it can be a very good way for people with a learning disability to learn.



Mencap thinks that being an apprentice is a good way to get a job.



This report tells you about our ideas to help more people with a learning disability become apprentices.



What are the problems?



Most people we spoke to told us about things that made it hard for people with a learning disability become an apprentice.



1. Getting the right support



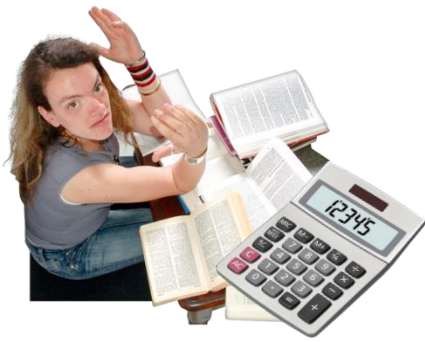
We found out that many employers and people who train apprentices do not give people with a learning disability all the support they need to be good at maths and English.



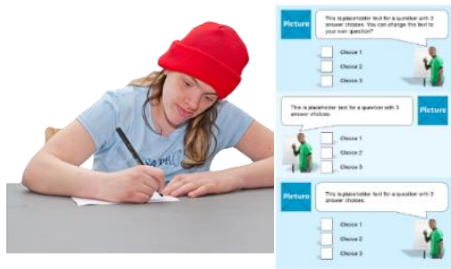
This is often because they do not know how to support people with a learning disability.



Also, it can be hard for them to find the money they need to give people the right support to learn.



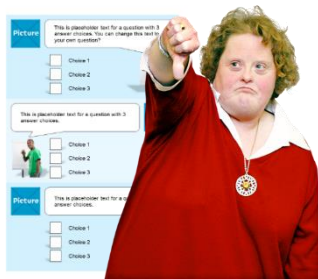
This means that many people with a learning disability find it hard to learn maths and english.



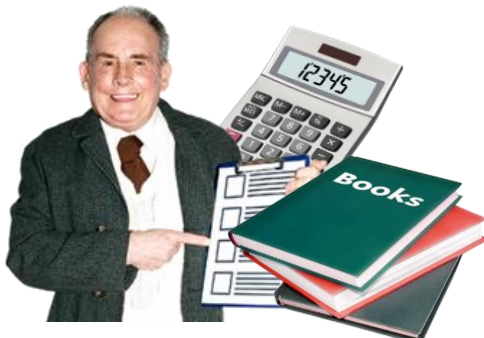
2. The tests



An **apprentice** has to pass a test in maths and english at the end.



Many people with a learning disability find that these tests are too hard for them.



There are easier tests in maths and english.



But only people with an **Education, Health and Care Plan** can take the easier tests.



An **Education, Health and Care Plan** says what support a child or young person who has special educational needs must get.



It is good that that people with an **Education, Health and Care Plan** get extra help to pass their tests.



But people with a learning disability who do not have an **Education, Health and Care Plan** still find these tests too difficult.



3. People with a learning disability and employers do not know what support people with a learning disability can get.



We found out that many people with a learning disability do not know about the easier test for people with Education, Health and Care Plans and the support they can get.



We found out that employers and the people who train apprentices do not always know about the easier tests either.



4. How employers treat disabled people at work



Most People said that it is important that employers show that they want to support people with a learning disability to become an apprentice.



They told us that many employers do not do that at the moment.



5. Other problems



People we spoke to also said that people like teachers and employers do not think that people with a learning disability can work.



People we spoke to also said that people with a learning disability sometimes find it hard to get the proof that they need support.



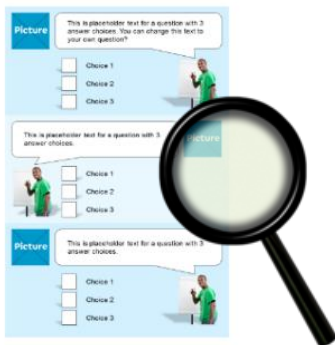
What we want to happen now



1. Mencap wants more people with a learning disability to be able to do tests that are at the right level for them.



We think this will help more people with a learning disability become an apprentice.



Mencap thinks that there should be a way to check if people need to do the easier test.



We think the check should happen when someone becomes an apprentice.



2. Mencap wants government to give more information to employers and those training people with a learning disability.



This should be information about how to support people with a learning disability better.



3. Mencap wants the government to give more information to people with a learning disability about how to become an apprentice.



Mencap thinks this will mean that more people with a learning disability think that being an apprentice is something they can do.



4. Mencap wants the government to make sure that people who train apprentices can get the right money to support people with a learning disability better.



Mencap thinks this will help people who train apprentices to support people with a learning disability to learn better.



Mencap thinks this will mean more people with a learning disability can pass their tests to finish their apprenticeship.



5. Mencap wants government to make sure there are more people with a learning disability becoming an apprentice.



Mencap wants government to check every year how many people with a learning disability have become apprentices in that year.



6. Mencap wants government to get better at collecting information about how many people with a learning disability need more support with being an apprentice.



Mencap wants government to share that information.



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