

FINDING AN INCLUSIVE EMPLOYER

What to look for when researching apprenticeships

Employers use different methods 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. Being part of the scheme is a good indication that an employer is committed to inclusion and diversity in the workplace.



On Find an apprenticeship, the Government website, you can search for vacancies with Disability Confident employers by selecting the Disability Confident box.



Disability Employment Advisers

Employers can advertise their vacancies via the local Jobcentre Plus.



Disability Employment Advisers based at Jobcentres can also advise candidates about local Disability Confident opportunities, training, new skills and Government schemes. Find your local Jobcentre Plus at the link below.



[Click here to view or scan the QR code](#)



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.

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 reasonable adjustments that are needed, 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.



Linked website

Explore vacancies on Find an apprenticeship (see link below).



[Click here to view or scan the QR code](#)



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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.

Useful websites

Careers with Disabilities
careerswithdisabilities.com



Disabled Workers Co-operative
disabledworkers.org.uk/careers



EmployAbility
employ-ability.org.uk



Evenbreak
evenbreak.co.uk



Jobs4Disability
jobs4disability.com



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.

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.



Linked resource

Find out more about reasonable adjustments in this short guide (see link below).

 [Click here to view or scan the QR code](#)



Website, social media and case study 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.