

What is a supported apprenticeship?



A 'Supported Apprenticeship' is an apprenticeship where reasonable adjustments are applied so that individuals with a learning difficulty or disability can achieve the apprenticeship.

For example:

- Additional time to complete the apprenticeship
- Support with recruitment
- Support with adaptations/reasonable adjustments
- Education support
- Reduced working hours

English and Math's Exemptions

Some apprentices with learning difficulties and disabilities may be able to meet the occupational standard of an apprenticeship but may struggle to achieve the English or math's qualifications.

Apprentices in this category who meet **all of the conditions** specified below are **exempt** from the regular English and math's minimum requirements and are instead required to achieve an adjusted **minimum requirement of Entry Level 3** Functional Skills in these subjects.

- The apprentice has either an existing or previously issued EHC Plan, SEN or a LDA;
- The provider holds or has conducted an evidenced assessment demonstrating that even with support, reasonable adjustments and stepping stone qualifications the apprentice is not able to achieve English or math's to the minimum level as a result of their learning difficulty or disability;
- The employer and provider must reasonably expect that the apprentice will be able to successfully achieve all other aspects of the apprenticeship requirements, become occupationally competent and achieve Entry Level 3 Functional Skills in the adjusted subject(s) before the end of their apprenticeship; and
- There are no industry specific minimum entry requirements.

British Sign Language (BSL) has also been introduced as an alternative to English Functional Skills for those who have BSL as their first language.

The Benefits of recruiting apprentices with disabilities, autism or LDD

- address the disparity between NHS apprentices declaring a disability/learning disability and those across all sectors
- build a workforce that is reflective of the local community it serves
- improve patient care, satisfaction, and engagement
- access a currently untapped talent pool of around 4.6 million disabled people who are currently unemployed, addressing the workforce supply challenges facing the NHS.

NHS Employers have developed a suite of resources to help you recruit and support disabled people and people with learning disabilities/difficulties into apprenticeships in your organisation – [here](#)