

ILO Global Business Disability Network

# Climbing the career ladder: developing talent with disabilities

10th global annual conference

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**Atos**

# Advancing What Matters – The Foundation

Forming a learning culture



## Quality

- Accessible learning content
- Available & current



## Guidance

- Clear structure & strong support
- Assistance throughout the learning journey



## Engagement

- Platform for growth
- Environment for collaboration



## Recognition

- Celebrate achievements
- Acknowledge lessons learned

# Advancing What Matters – The Action

Fostering the learning culture



## People - spark enthusiasm

- Build diverse teams
- Learn from inspiring speakers
- Experiment and fail fast
- Empathize and make a difference
- Explore cutting edge technologies

## Process - exchange insights

- Diversify knowledge sharing mediums
- Ensure quality training
  - Relevant & engaging
  - Structured & bitesize

## Platform - embrace curiosity

- Together we know better
- Continuous learning from experts
- Engage with communities
- Attend events & network
- Adopt & innovate

# Accessibility Matters – The Talents

Developing people through apprenticeship



## Key business values

- Align skills and upskilling
- Boost morale & retention
- Attract talent

## Key employee values

- Earn & Learn
- Certification
- Transferability & networking

# Accessibility Matters – The Approach (1/3)

Climbing the ladder



## The Training Approach

- Online & classroom tutoring
- On-the-job experience
- Develop advanced skills in Accessibility on various topics

## The Process

1. Form a Trailblazer Group
2. Develop an Occupation Proposal
3. Develop an Occupational Standard
4. Develop an End-Point Assessment
5. Publication & approvals

# Accessibility Matters – The Accessibility Apprenticeship Standard (2/3)

## The Occupational Standard



### **Occupational Standard**

Minimum standards for common job roles

### **Activity Specialisms**

Technical activities or workplace specific skills, knowledge, and understanding.

### **Population Specialisms**

Knowledge, skills and behaviours for working in specific contexts.

# Accessibility Matters – The Contributors (3/3)

Chairing the creation of the UK accreditation baseline for accessibility apprenticeship



## UK Government bodies

- Department for Education
- Institute for Apprenticeships & Technical Education

## Trailblazers

- AbilityNet
- **Atos - Chair of the initiative**
- Barclays
- HEX Productions
- International Association of Accessibility Professionals (IAAP)
- Microsoft
- Royal National Institute for Blind People (RNIB)
- Shell

## Training Providers

- **British Computer Society (BCS) – the End-Point Assessment Organization (EPAO)**
- Purple Beard
- University of East London (UEL)

# Advancing Accessibility – The Ascent

Be the CEO of your career



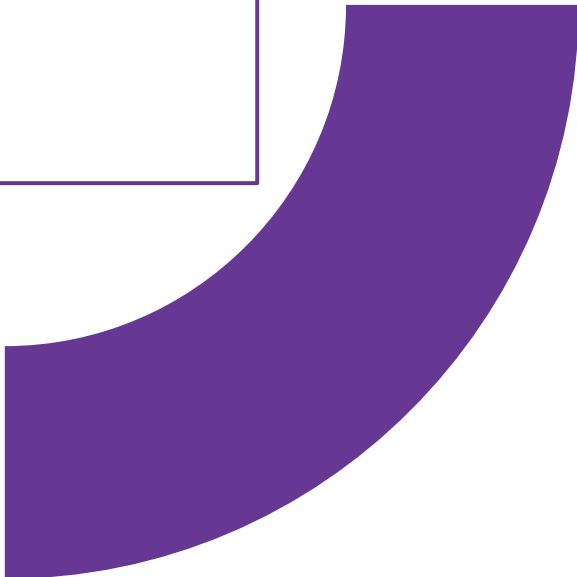
## The Potential

(Personal development)

- Continuous learning
- Community & talent programs
- Mentoring

## The Possibilities

(Professional aspirations)

- Accessibility is a growing industry
  - Experience across business lines
  - Internal transfers
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# Thank you!

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