Skilling and Employment in the Digital Economy

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(from Atos)
The #Include Program
What did we do?
What does #include Program mean?

How Iberia makes inclusion real?

• **#Include** is an employability Program created together with GoodJob Foundation, whose goal is to facilitate the job placement for people with disabilities.
  • Employment Law in Spain involves penalties to large companies when the *disability quota* is not reached
  • Atos designs *#Include* to demonstrate that investing in *disability inclusion* reverts into *benefits* to the company

• Atos has designed with its partners a comprehensive training in Cybersecurity (circa 3 months), aimed to a group of students *without technical background*, that doesn’t bear any costs to the participants.

• After the training, a *recruitment process* is held among the students, to be onboarded in Atos projects and its partners'.
#Include Project

Atos as an #includer company

Purpose

Job Placement of People with Disabilities in the Cybersecurity sector.

GoodJob Foundation + National Cybersecurity Institute (INCIBE) + RootedCon and other collaborators.

How?

3 months training

Collaborative contract with the foundation and work kick off (9/10 months)

Hire in Atos

Results

12 people with disability hired
# Include Outcomes

What was the Outcome?

- **#Include** first statements are fulfilled:
  We have been able to hire a group of diverse students with disabilities reverting benefits to the company and the society

  After 3 months of training, students are engaged in Atos billable projects; with the government fundings (hiring grants, social security bonus and tax deductions), we have a balance of +186K€ in 21 months (+17K€ in 3Q of 2021 and +169K€ in FY2022)

- **#Denarius**: following the good results in Cybersecurity, SAP practice onboarded the initiative. Currently another group of students are on training phase.

- Recognition for the inclusive practice as an employer:
  - Include Award – from GoodJob Foundation for the contribution done on disabled job placement
  - Intrama Certification as TOP40 Diversity Company
The Accessibility Apprenticeship Standard
Value & Rational

Find out more about the Digital Accessibility Specialist Apprenticeship Standard
Why an Apprenticeship?

Why

• Difficulty recruiting experienced talent in accessibility within the UK&I.

• Expand the accessibility talent pool.

• Invest in future talent and offer career progression.

• Ensure we can provide services to meet evolving client needs.

• The apprenticeship framework enables accessibility to be recognised as an occupation by government.
Why an Apprenticeship?

The Value

• Match the skills of employees to the skills employers need.

• Raise staff morale & reduce staff turnover.

• Upskill existing staff.

• Create a talent pipeline.

• Transferability & Networking.

• Earn & Learn.

• Learn Job Specific Skills.
Accessibility Apprenticeship Standard

**The Goal**

- The Accessibility Apprenticeship Standard combines:
  - Online tutoring
  - Classroom tutoring
  - On-the-job experience

- Develop advanced skills in Accessibility on a variety of topics, with the aim to create a country wide talent pool.

- Form a national baseline for Accessibility Apprenticeships.
Accessibility Apprenticeship Standard

Who's Involved?

- Trailblazer Group
- Training Providers
- End-Point Assessment Organisations (EPAO)
- Institute for Apprenticeship (Relationship Manager)
Accessibility Apprenticeship Standard

The Process

1. Forming a Trailblazer Group
2. Developing an Occupation Proposal
3. Developing an Occupational Standard
4. Developing an End-Point Assessment
5. Publication & Approvals
Thank you