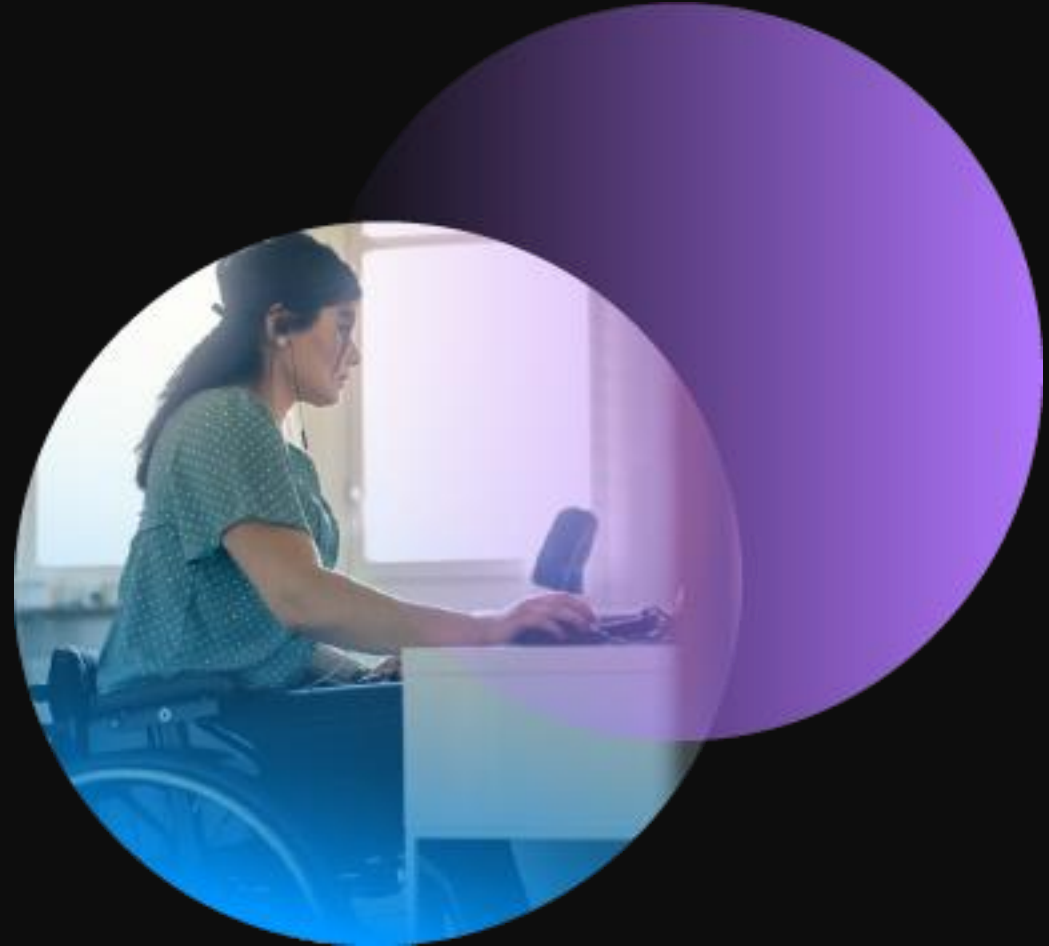


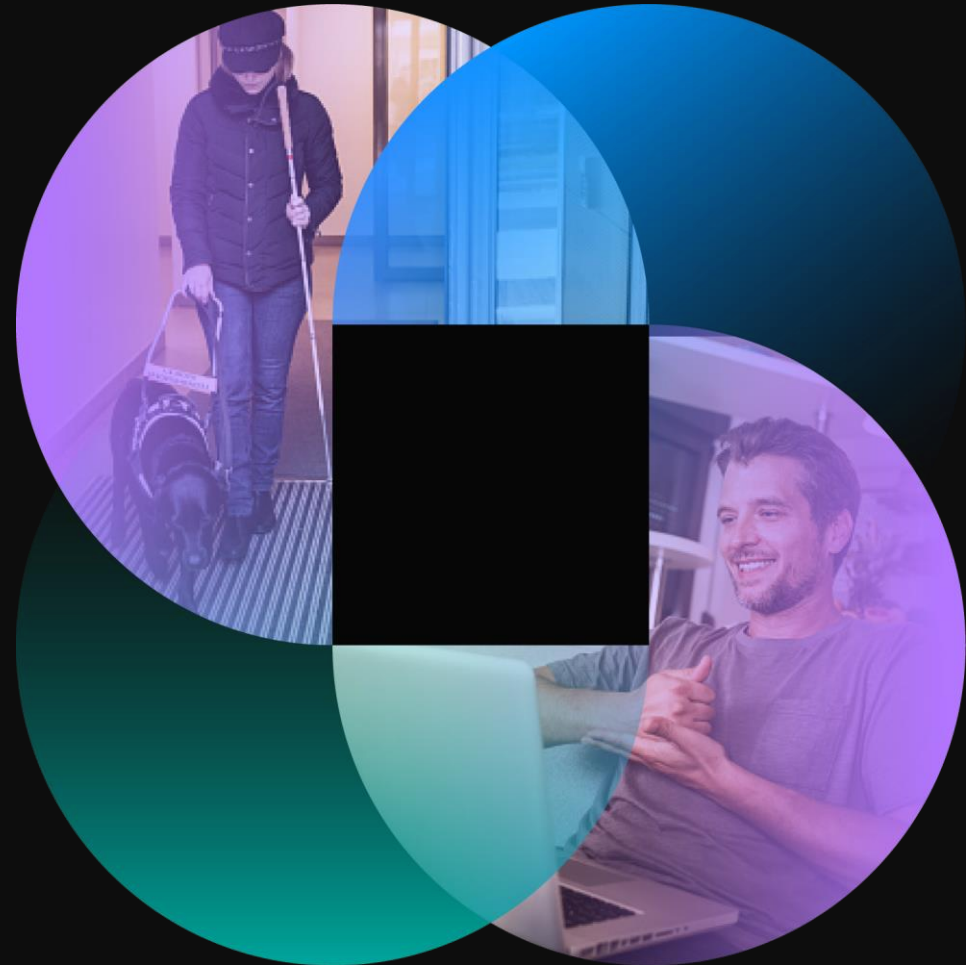
# Skilling and Employment in the Digital Economy

*Presented by Mark Wilcock & Susana Azores  
(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*

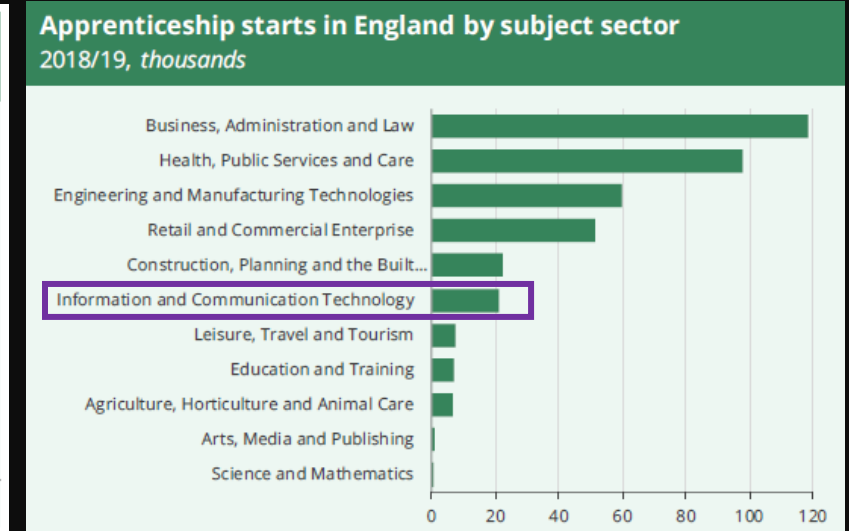
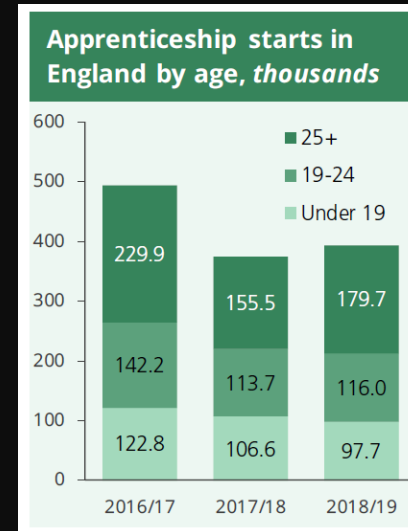
- Difficulty recruiting experienced talent in accessibility within the UK&I.
- Expand the accessibility talent pool.
- Invest in future talent and offer career progression.
- Ensure we can provide services to meet evolving client needs.
- The apprenticeship framework enables accessibility to be recognised 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.



**WORK + STUDY = Apprenticeships**

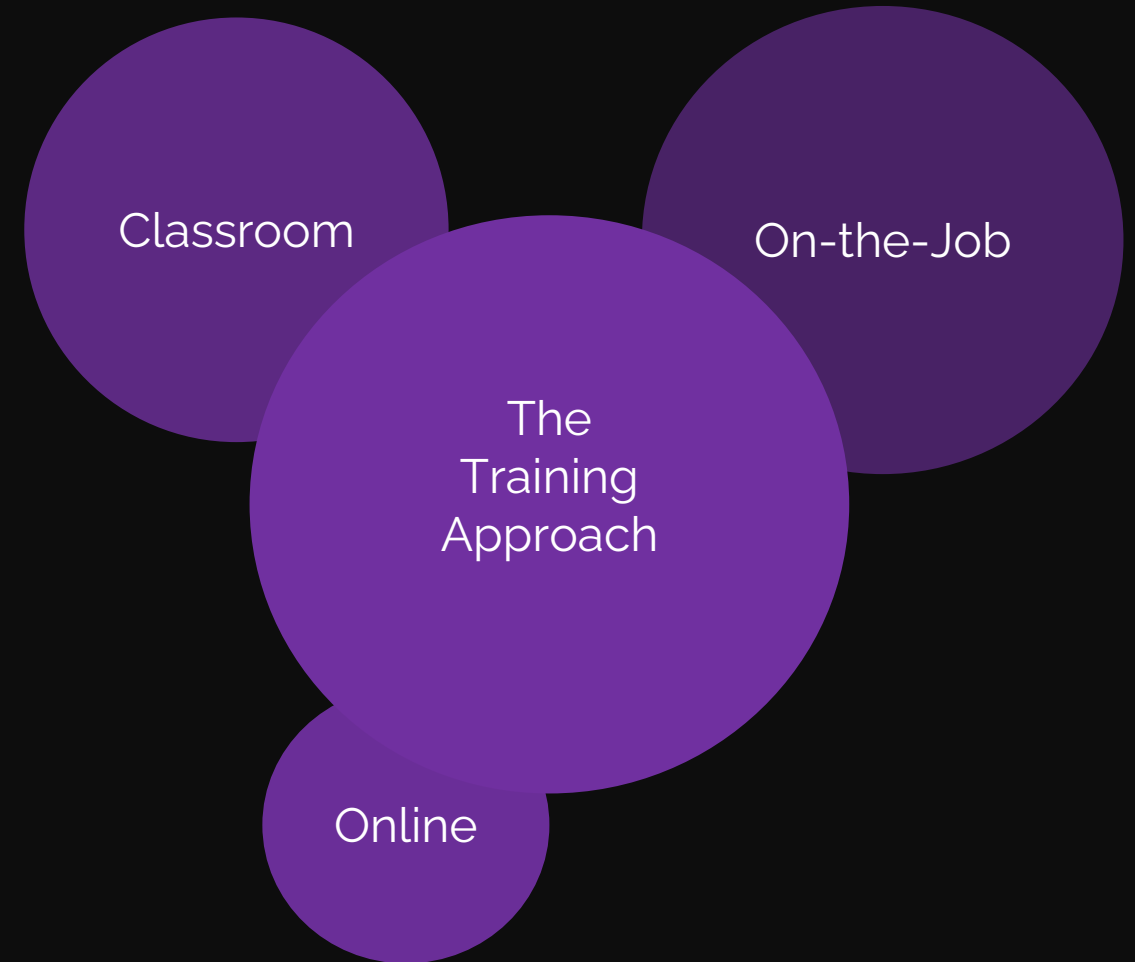
**Apprenticeships Change Lives**



# 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*



# Thank you



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