Climbing the career ladder: developing talent with disabilities

10th global annual conference

Carrie Chow
Accessibility Evangelist
Atos

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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

<table>
<thead>
<tr>
<th>Occupational Standard</th>
<th>Activity Specialisms</th>
<th>Population Specialisms</th>
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</thead>
<tbody>
<tr>
<td>Minimum standards for common job roles</td>
<td>Technical activities or workplace specific skills, knowledge, and understanding.</td>
<td>Knowledge, skills and behaviours for working in specific contexts.</td>
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</tbody>
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Accessibility Matters – The Contributors (3/3)
Chairing the creation of the UK accreditation baseline for accessibility apprenticeship

<table>
<thead>
<tr>
<th>UK Government bodies</th>
<th>Trailblazers</th>
<th>Training Providers</th>
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</thead>
<tbody>
<tr>
<td>• Department for Education</td>
<td>• AbilityNet</td>
<td>• British Computer Society (BCS) – the End-Point Assessment Organization (EPAO)</td>
</tr>
<tr>
<td>• Institute for Apprenticeships &amp; Technical Education</td>
<td>• Atos - Chair of the initiative</td>
<td>• Purple Beard</td>
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<td></td>
<td>• Barclays</td>
<td>• University of East London (UEL)</td>
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<td>• HEX Productions</td>
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<td></td>
<td>• International Association of Accessibility Professionals (IAAP)</td>
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<td>• Microsoft</td>
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<td>• Royal National Institute for Blind People (RNIB)</td>
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<td>• Shell</td>
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Advancing Accessibility – The Ascent

Be the CEO of your career

The Possibilities
(Professional aspirations)
• Accessibility is a growing industry
• Experience across business lines
• Internal transfers

The Potential
(Personal development)
• Continuous learning
• Community & talent programs
• Mentoring
Thank you!

For more information please contact:
T+ 41 58 702 22 22
Carrie.Chow@atos.net
atos.net