



Llywodraeth Cymru  
Welsh Government

**APPRENTICESHIPS.**

**A GENIUS DECISION.**

**Recruit a disabled apprentice**



**Prentisiaethau  
Apprenticeships**



UNDEB EWROPEAIDD  
EUROPEAN UNION



Llywodraeth Cymru  
Welsh Government

**Conrfa Gymdeithasol Ewrop  
European Social Fund**

Apprenticeships are designed around the needs of employers and can help transform your business, offering a route to find fresh new talent. Currently, just 1.5% of apprenticeships in Wales are taken up by disabled people. This means that employers are missing out on a valuable skills base. But that's not the only reason to employ a disabled apprentice. Here are 10 more ...

- 1. INCREASED PRODUCTIVITY**  
Employing a diverse workforce can create better solutions to business challenges, helping you boost productivity.
- 2. LOYALTY AND COMMITMENT**  
Disabled employees are more likely to stay in a job for longer and have less sickness absence.
- 3. IMPROVED SERVICES**  
Having an inclusive workforce can bring additional skills and knowledge to your business, helping you provide a better service for disabled customers.
- 4. ACCESS TO A WIDER TALENT POOL**  
Promoting your disabled-friendly policies as part of your recruitment process could help you attract more high-quality candidates.
- 5. BOOSTING STAFF MORALE**  
Existing staff and prospective staff can see that the organisation cares about its workforce.
- 6. STRENGTHENED WORK TEAMS**  
Non-disabled workers will become aware of how to make the workplace more inclusive by working alongside disabled colleagues.
- 7. INNOVATIVE SOLUTIONS**  
Disabled workers are more likely to approach problems creatively and accomplish different tasks in new and innovative ways.
- 8. REDUCED TRAINING AND RECRUITMENT COSTS**  
Retaining employees who have become disabled during their working life and upskilling them through an apprenticeship saves on recruitment and training costs.
- 9. IMPROVED BRAND IMAGE**  
Creating a workforce that accurately reflects the diverse range of customers as well as the community fosters your image as a fair and inclusive employer.
- 10. CORPORATE SOCIAL RESPONSIBILITY**  
It is the right thing to do!

For further information, visit: [businesswales.gov.wales/skillsgateway/skills-and-training-programmes/apprenticeships](https://businesswales.gov.wales/skillsgateway/skills-and-training-programmes/apprenticeships) or call **03000 6 03000**.