



## Concept Northern with L&G Learning

### Promoting inclusion on Employability Programmes

#### About L&G Learning:

L&g learning is an ethically driven company working with a range of partners and stakeholders to promote Employability; Modern Apprentice in creative and digital media; develop skills, knowledge and professional practice in the Social Services and Learning and Development sectors.

In addition we work with employers and employees to develop Leadership and Management skills to improve productivity, motivate staff and develop your business.

01355 573 173

[info@conceptnorthern.co.uk](mailto:info@conceptnorthern.co.uk)

[www.conceptnorthern.co.uk](http://www.conceptnorthern.co.uk)

## Executive Summary

L&G Learning are a leading provider of Employability and Modern Apprentice programmes in Scotland and over the last few years notices an increase in the number of candidates with additional support needs (ASN).

L&G Learning promotes an inclusive approach to the delivery of all programmes but recognised the need to access additional resources to support the candidate to achieve their goals.

By utilising Skills Development Scotland's ASN Access Fund, Concept Northern and L&G Learning implemented a number of solutions with considerable success including:

- Assistive Technology on three PCs in L&G Learning's Training Suite.
- Dyslexia Training for candidates and Disability Awareness Training for staff
- In-Work Support via Access to Work and Open Doors Consortium.



## Challenges

Delivering engaging training programmes to candidates with dyslexia can pose challenges such as; meeting milestones, ensuring comprehension, inaccessible training materials and timescales to name a few.

Before Concept Northern provided support, L&G Learning met these challenges with hard work, perseverance and utilising a knowledgeable and experienced bank of tutors and assessors, with limited assistive technology and disability training.

## Concept Northern's Solutions

With over twenty years experience supporting young persons with dyslexia, our solutions include Assistive Technology, Candidate Support and Centre Training.

**Texthelp Read and Write GOLD** is literacy support software designed for computer users with dyslexia and provides features such as interactive dictionaries, Text-to-Speech and proof reading tools.

**MindView** is mind mapping software designed to help dyslexic learners organise workload, structure documents and manage their time effectively.

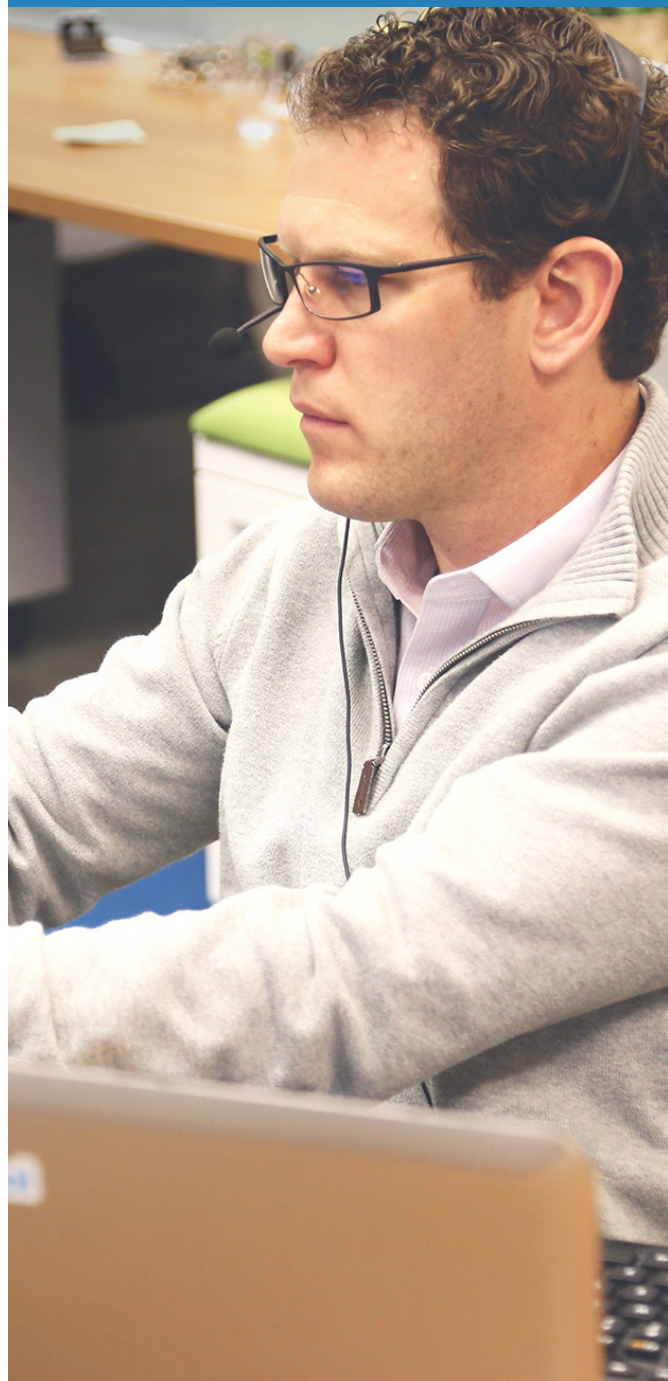
**LiveScribe** is an audio recording and note taking device which records audio as you write, supporting effective note taking in training sessions or assessor visits.

**Candidate Support:** We provided full technology and dyslexia training to candidates ensuring they are able to utilise features which will support them now and in the future.

**Centre Training:** We provided Disability Awareness training to staff to help support future candidates and quickly identify and resolve barriers.

## Aims at a glance

- Promote inclusion within Employability Programs
- Support Learners with ASN
- Support progression to Sustained Employment
- Upskill Training Providers
- Work Toward inclusive learning environments





## Funding used:

- **ASN Access Fund:**  
Provides funding to support Employability Fund learners and Training Providers, via needs assessments, technology and training.
- **Access to Work:**  
Provides funding to support employees, Modern Apprentices and Employers, via needs assessments, technology and training.



## Results, ROI and Future Plans

There are three results to be considered here: Candidate success, an upskilled pool of assessors and centre staff and a more inclusive training suite.

**Candidates:** On an individual level candidates with dyslexia are achieving better outcomes due to utilising their technology and training. The skills we train are transferable and will support each candidate for the rest of their career.

**Assessors and Centre Staff:** Our tailored training revolved around the technology we implemented, training styles and best practice to support dyslexic candidates and identifying barriers quickly. As a result all staff are better equipped and confident to enrol and support young persons with ASN.

**Training Suite:** Utilising Assistive Technology is imperative when supporting a learner with dyslexia. Not only does it increase engagement and success rates, but it provides core skills the candidate will require when employed.

Having an accessible training suite also goes a long way to promoting inclusion within training programmes. L&G can now be confident enrolling a young person with dyslexia, knowing they have the technology on hand to support their candidates.

These solutions were fully funded by Skills Development Scotland's ASN Access Fund as part of a national effort to increase inclusion within training programmes.

L&G Learning are more confident in their ability to provide a more person-centred and inclusive delivery model supporting candidates to achieve their goals and potential.

Their candidates are progressing well, their staff are upskilled and their centre is equipped to support more learners with ASN.