



## Developing work-based qualifications for, and driving employer sensitivity towards prospective employees with support needs

Glasgow Kelvin College (Scotland)

# Creating employment pathways for people with additional support needs

This project sought to address a recognised lack of sustainable employment and training opportunities for people with additional support needs and to unlock pathways between beneficiaries, enablers and pockets of expertise and global best practice in this area.

## Objectives

**Focused on the hospitality sector**, the project set out to introduce new work-based learning qualifications for people with disabilities in Scotland as well as in India. It also looked at engaging with employers to sensitise and change mindsets regarding training and long-term employment opportunities for potential employees with additional support needs.

## Outcomes

**Training material and qualification packs were developed** to enable employers to train persons with disability, of which five were specifically designed to enable the hospitality sector to skill persons with intellectual disability.

**MOUs were signed** with 102 employers from hospitality, jewellery and textile industries from India and the UK.

**An ecosystem for skill training was created** by training 31 Master Trainers, who further trained 355 trainers and 354 assessors for persons with disability. These trainers further skilled 1500 disabled learners under the Pradhan Mantri Kaushal Vikas Yojna, and 250 learners with disability under other schemes from the Ministry of Social Justice and Empowerment and other reputed NGOs.

While some of the anticipated outcomes could not be achieved due to COVID, there remains a very **high visibility of the India-Scotland partnership**, and new

partnerships are still forming as a direct result of the UKIERI programme.

## Future Plans

Despite the temporary hiatus in the programme, the **India-Scotland partnership has endured** and there is confidence that the programme can recommence once economic circumstances allow.

**A dialogue is underway** with Hero Cycles in India and Scottish partners to set up a partnership to evaluate opportunities around sustainable transport and electric vehicle technology.

**The college is also working** with the Tamil Nadu government and Apex healthcare on a new knowledge sharing initiative around healthcare.

## Broader impact

Creating employment pathways for persons with additional support needs in the hospitality sector will build a template to enable other sectors as well as geographies to generate sustainable employment and training opportunities for persons with disabilities.