

APPRENTICESHIP

DIVERSITY

CHAMPIONS

NETWORK

**Membership Information Pack
and Mission Statement**



Apprenticeships

Diversity Champions Network

About the Apprenticeship Diversity Champions Network (ADCN)

Who We Are

The Apprenticeship Diversity Champions Network (ADCN) is an employer-led network drawn from a range of sectors and different sizes of organisation. Members come together because they recognise the benefits of growing a more diverse workforce, both for their organisation and their employees – including their apprentices.

The network aims to:

- Champion increased diversity through apprenticeships.
- Improve apprenticeship uptake by people from diverse backgrounds and broaden representation in sectors where particular groups are under-represented.
- Support apprentices to progress and achieve so that they transition into sustained employment.
- Support apprentices and businesses to realise the full benefits of apprenticeships.

Our Mission Statement

As members of the ADCN, we are committed to taking action to widen participation in apprenticeships, champion diversity and support greater social mobility. We commit to driving the development of a diverse and inclusive workforce within our organisations and to highlight and share effective practice so that other organisations can follow where we lead.

What we do

- Share best practice in improving apprenticeships diversity.
- Act as a critical friend to DfE, bringing an employer perspective to the development of apprenticeship policy.
- Support the hosting and facilitation of events and official visits.
- Support with the preparation for National Apprenticeships Week

Membership Benefits and Commitments

Developing a diverse and inclusive apprenticeship programme can give you significant economic and business advantage. By joining the ADCN, you become part of a growing movement of employers who recognise the benefits and are committed to improving diversity and equality. It will also provide you with the opportunity to grow your personal and professional network benefiting yourself and your organization.

By joining the network, you are committing to supporting its mission by:

- Establishing an Equality Diversity and Inclusion Strategy for your organisation
- Attending quarterly network meetings. **If you cannot attend, you must nominate a deputy to attend***
- Contributing to meetings, workshops, events, and other activities as required
- Develop products and resources that are useful for other employers in supporting their journey to realise the benefits of increased diversity in their workforces.

Membership of the network is free but requires members to be proactive in engaging with network activities. Applications are welcome from any organisations with a commitment to diversity and inclusion, regardless of company size, sector, or how long you have been offering apprenticeships.

The network is employer-led but is also open to training providers and trade members/representative organisations with an excellent track record in supporting diversity or a desire to learn and improve their practice.

Information to read before applying to become a member of the ADCN

Employers

Membership of the ADCN is open to all employers whatever their size or sector. While many of our current members are large employers, we equally welcome applications from small and medium-sized employers (SMEs). We know from our data, that SMEs are more likely to recruit young people, people from disadvantaged backgrounds, and people from ethnic minorities, and by doing so, make a vital contribution to increasing diversity in apprenticeships.

The membership application form asks for details on the size of your workforce so we can understand the context of your organisation. We also ask you to set out what activity you have undertaken/would be willing to undertake to improve diversity within your apprenticeships programme so that we can get a better understanding of where you are on your journey to embed diversity and what you would like to gain from your membership.

Membership for Training Providers and Representative Organisations, including Trade Bodies

We recognise that many training providers, and membership and representative organisations have apprentices in their workforce or the ability to engage and influence with apprentice employers. We therefore welcome applications from these organisations. The membership application form asks appropriate questions so we can understand more about your organization and the role you play in the delivery of apprenticeships.

Confidentiality

A key role of the ADCN network is to act as a critical friend for the DfE in the development of apprenticeship policy. As such, the network is sometimes used by officials as a forum to test ideas and gain employer insight into policy development.

You may be privy to sensitive information/policy that is not in the public domain. By joining, you agree that you will maintain confidentiality and will not share information outside of the network unless advised by the secretariat and/or chair it appropriate to do so.