

***'Just challenges, not barriers'* – a solutions based approach from Doncaster Group Training Association**



Doncaster Group Training Association (DGTA) primarily serves the following industry sectors;

- retail motor
- transport and logistics
- business administration
- business management
- health and safety

They offer courses of varying duration and skills ranging from school taster courses, apprenticeships, short technical courses, lorry driving, fork lift driving, instructional techniques in all competencies to managerial and career development (CPD).

In 2008 Stephanie, aged 24, was referred to DGTA by the Department of Work and Pensions (DWP). She had aspirations of following in her father's footsteps and becoming a lorry driver. Stephanie was Deaf and presented unique challenges to DGTA who were determined that they were *'just challenges, not barriers'* to Stephanie achieving her dream.

Stephanie was already a driver so the team contacted the DVLA to check out the legal aspect of a Deaf person working and driving as a lorry driver. Her tutor Paul was able to use the information passed to him via the DVLA to develop a series of signs for use in Stephanie's 5 day training programme. He also attended an RNID workshop prior to Stephanie commencing her programme to ensure he was Deaf Aware.

Have you considered?

- What local specialist organisations you can call on for support?
- How anticipatory your organisation is in relation to supporting deaf learners?
- How you can support staff in becoming Deaf Aware?