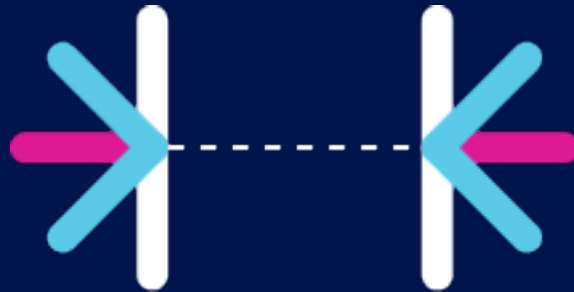




# An Employers Guide to Working with Apt



# What is Apt?



**Apt is a Public Social Partnership (PSP) funded by the Scottish Government, on a mission to reduce the Disability Employment Gap.**

A PSP is a partnership of organisations that have chosen to work together to develop and deliver pilot projects, allowing us to try new ideas and discover if they produce good results, in this case more disabled people getting and retaining jobs.

Apt is the name of our PSP and the Scottish Union of Supported Employment (SUSE) is the lead partner. Our purpose is to reduce the Disability Employment Gap, working with employers in Scotland, such as you, and helping you to be better at attracting, recruiting and retaining disabled people and those with long-term health conditions.

Disabled people and people with long-term health conditions are at the centre of everything we do at Apt. By including people with lived experience in all aspects of the PSP, we inform practice, add credibility and create opportunities. Our lived experience group are consulting on the design and development of pilot projects, delivering training to employers and working with them to test our ideas.



Scottish Government  
Riaghaltas na h-Alba  
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# Why should you get involved?

There are many reasons!



## 01 Support

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You will be supported throughout the process and beyond.

## 02 Retention

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Many people develop a disability or long-term condition during their working life. By supporting your current workforce, you retain the skills and expertise that you already have and improve morale and wellbeing. Making simple adjustments can make a huge difference that benefits all employees.

## 03 Recruitment

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By ensuring that your recruitment processes are accessible and inclusive it opens up a large talent pool that you may have otherwise missed. Employees want to work for organisations whose cultures align with their values.

## 04 Fully Funded

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Apt are offering a bespoke action plan providing the specialist training and consultancy your business requires, all fully funded.

## 05 Government Initiative

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The Scottish Government have set a target of halving the Disability Employment Gap by 2038. You can play your part.

## 06 Development

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This is an opportunity to develop your knowledge and access a network of Equality, Diversity, and Inclusion leaders, where best practice can be shared.

## 07 Corporate Social Responsibility

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By developing and investing in your current workforce you improve your company image and employee engagement, and you also develop your company culture and attract new clients or investors.

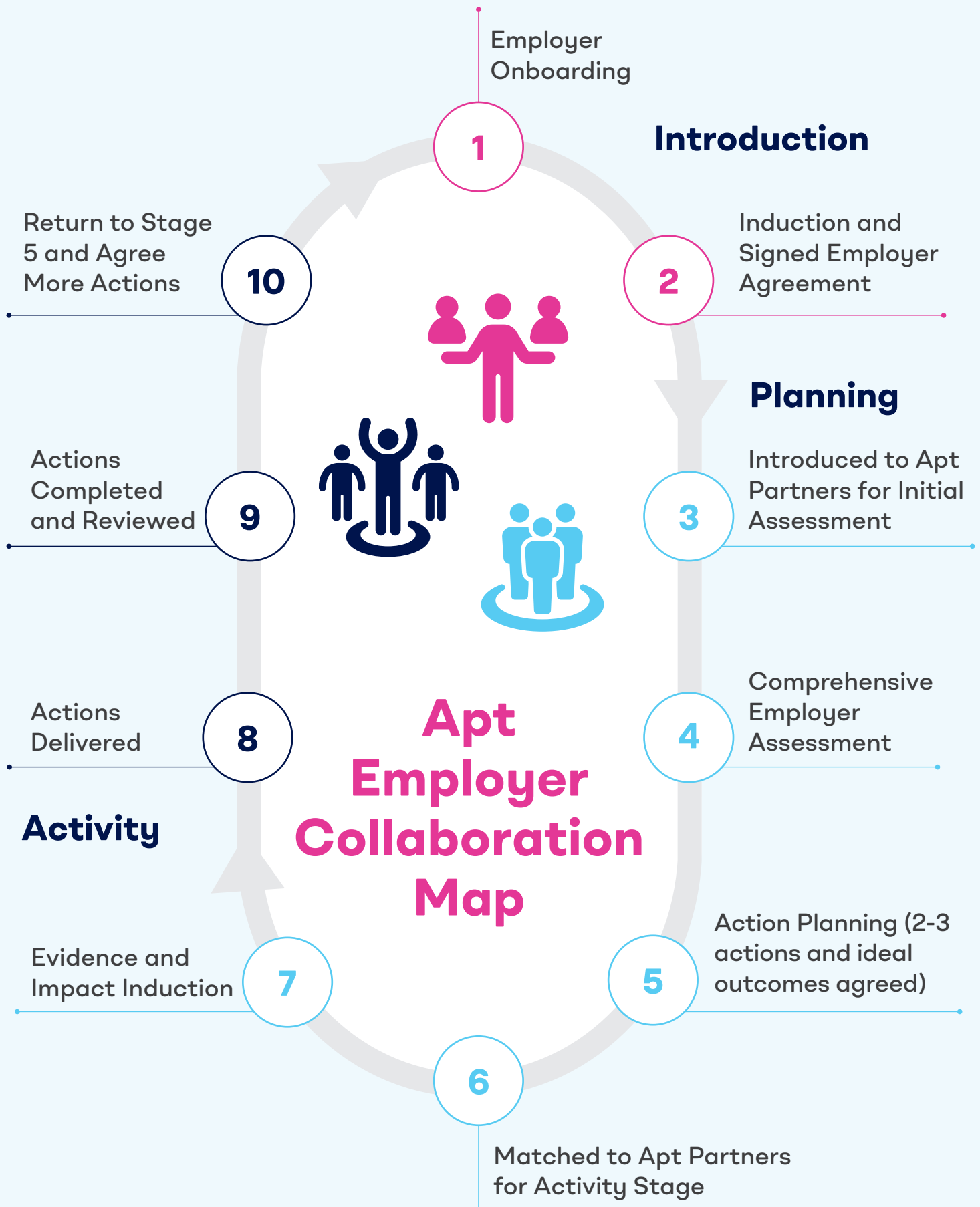
# How do we work together?

**We work with our partners to deliver advice, support and training. Apt's partners have vast experience in providing expert support for employers.**



This is a tailored process and is led by you and what your business requirements are. After a comprehensive assessment, where we work together to identify gaps in knowledge, expertise or processes, we then agree your action plan. You would be able to choose from our catalogue of services to decide what best fits your organisation and which partner you would like to work with.

We then move to the Activity stage, when 2-3 of the agreed actions will be delivered to an agreed timescale. We'll work with you to agree how we will measure, review and evaluate the outcomes of our activities. At the end of that process we can go back to your action plan and agree the next set of actions to deliver if you are ready to do so. This collaborative style of working is designed to be a flexible process, to suit your business requirements.







## What can you expect?

- Fully funded advice, support and training
- Consultation and expert input from people with lived experience
- Collaborative approach with Apt and our partners based on mutual trust, confidentiality and professionalism
- Bespoke action plan and recommendations specific to your business needs
- Guidance and materials to help you address any gaps in knowledge and expertise
- Choice of services and training options
- Recognition for your achievements, e.g. the SUSE Inclusive Workplace Award.

## Examples of Training

- Digital Accessibility and Accessible Communication
- Disability Awareness
- Mental Health in the Workplace - A Guide for Managers
- Neurodiversity Awareness
- Disability Confident
- Reasonable Adjustments
- Hybrid Working
- Rethinking Recruitment

# What is your role?

**Overall, it is a commitment and enthusiasm to take the next step to developing and diversifying your workforce.**

**Provide dedicated staff member(s) who we can work with to lead on Equality, Diversity and Inclusion (EDI)**

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**Fulfil the agreed number of employees taking part in training**

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**Complete evaluations and provide helpful feedback for on-going learning and sustainability**

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**Join an employers' network for EDI support and learning and share best practice**

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**Take part in blogs/vlogs/good news stories for the Apt website and social media**

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**Promote Apt in your workplace and your wider network.**

## **Ongoing Development**

We are continually developing, learning and improving our support and services. We require your feedback, knowledge and expertise to help us to achieve this.

Our ambition at Apt is to develop a Centre of Excellence for Scotland's employers. By working with us you can play a major role in building this

groundbreaking initiative that will transform our workplaces and the opportunities available to disabled people who want to work and play a full role in our community.

## **Time Scale**

We estimate the 10-stage process will take approximately 35 weeks to complete at a pace that works for you and your business.



## What our partners say...

So far, we have worked with 49 partners and 40 employers across Scotland, training over 1200 employees since the creation of Apt.  
Here's what they say about working with us...



**I joined Apt PSP to be part of changing the narrative in relation to employment for disabled people.**

*Your Options Understood*



**We are excited to be part of Apt and have the opportunity to collaborate with employers in Scotland and work together on the shared vision of making sure workplaces are as inclusive as possible for disabled employees.**

*ENABLE Works*



**Joining Apt made absolute sense for us, we are delighted to be able to make a contribution to reducing the disability employment gap.**

*Unity*



**The training session was good, the trainer was fantastic and a lot of content was covered.**

*Glenmorangie*



**The training session was very useful and really well presented. I got a lot from it.**

*RNIB*

## Contact Us

Ask Apt!  
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[www.apt.scot](http://www.apt.scot)



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