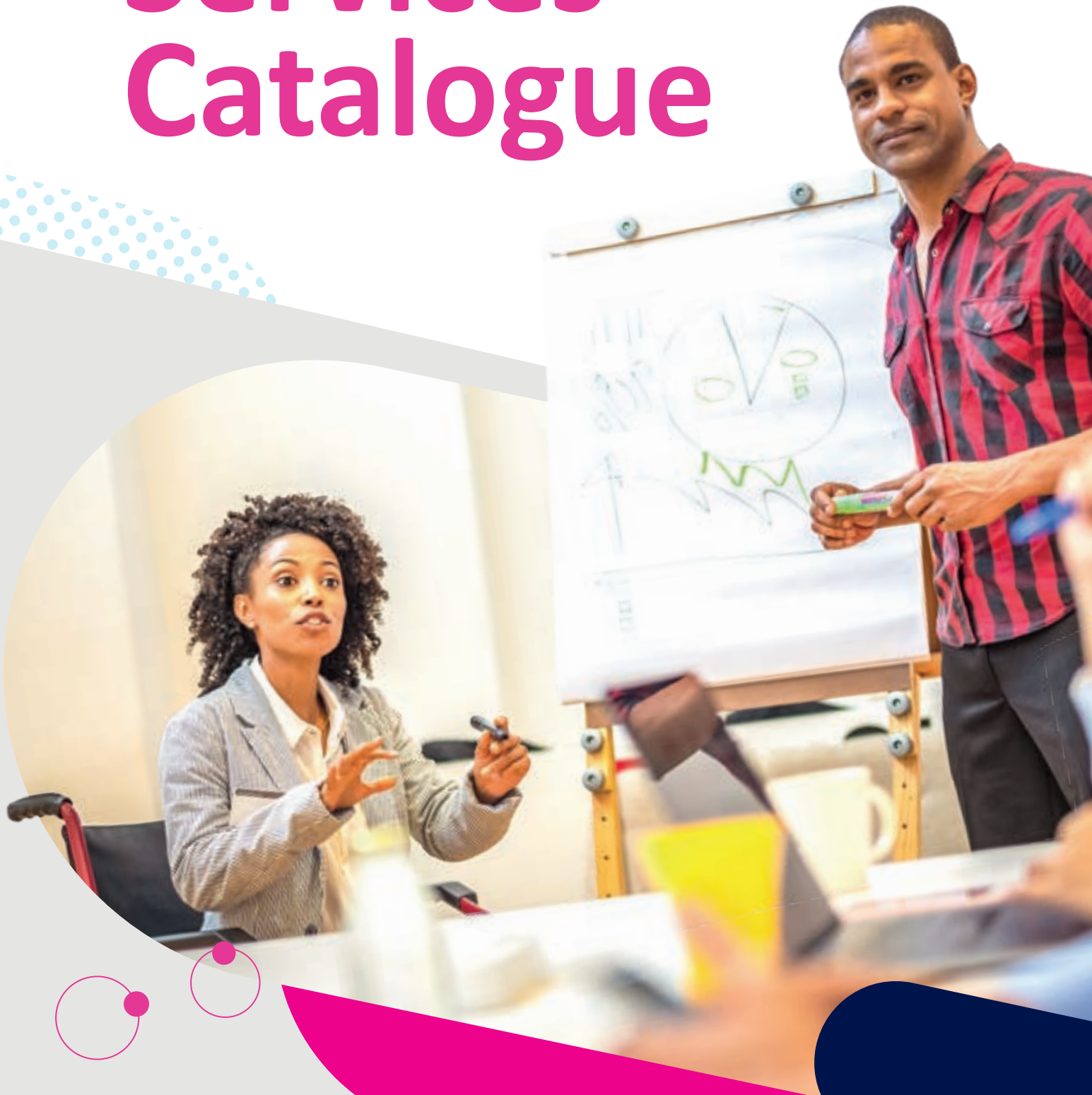# Training and Services Catalogue

Introduction

Following your initial assessment, the next stage of working with Apt is to agree your Action Plan before being matched with Apt's delivery partners.

This is a collaborative process and we want you to be involved in every stage of planning and delivery. By using this Catalogue of Services, and guided by your bespoke Action Plan, you can choose which services best fit your organisation.

Apt's services and training courses are delivered by our partners, along with members of our Experience Network, who all have specialist skills and knowledge to deliver these services. In this catalogue you will find a directory of our delivery partners, which gives you the opportunity to learn more about who you may be working with.

It is important to note that while we aim to provide you with as much flexibility and options as possible, in certain circumstances working with your first choice may not be achievable. However, we are continually developing partnerships and links with organisations to increase the range of services on offer.

Training and Services

Accessible Communications

Title	Description	Format	Course Code(s)
Website Accessibility	Understand the accessibility of design & best practice online. This session covers the user experience, fonts, colours, page structure, and online forms. Explore simple ways to make websites more accessible for disabled people.	*3 hours Online*	CA-001 EN-013
Website Accessibility: Public Sector	An introduction to manually testing websites and applications for accessibility and writing government compliant accessibility statements for public sector bodies. Real life experience of making testing work in large, devolved organisations – so includes information on how to do this pragmatically as well as ensuring doing what public sector bodies are required to do.	*3 hours Online*	EU-001
Digital Accessibility and Cyber Security	This session will focus on common cyber security issues you may encounter in your work, and how you can resolve these easily and accessibly, without compromising security. We'll take a practical, accessible look at password creation and management, staying safe with emails, and some of the other potential dangers and weaknesses you are likely to come up against in your work.	*Online*	LS-001
Accessible Communication	This session offers employers the chance to see why having accessible documents makes all that difference to people with learning disabilities and autism.	*3 hours Online*	VS-001
Digital Recruitment Review	Recruitment today is often digital, however a significant portion of employer sites, recruitment boards and online tools are not fully accessible to disabled people. We work with our Experience Network and web developers to test your recruitment processes, providing you with a full, bespoke report and key recommendations to improve the accessibility of your digital recruitment process.	*Testing will be undertaken at an agreed time.*	CA-002

Autism Confident Employers

Title	Description	Format	Course Code(s)
Autism Awareness	The session looks at the Social Model of Disability and reinforces a positive language and narrative around autism and neurodiversity. It provides attendees with a list of very practical actions that can be taken to remove environmental, cultural, and organisational barriers. This session includes advice on how to make these positive changes, increasing the level of confidence employers need when recruiting, onboarding, and supporting autistic employees in the workplace.	*2 hours Online or in-person*	EN-002 VS-002 GT-001
	Opportunity to extend to Advanced Autism Awareness Training for managers.	*2 sessions*	GT-002
Neurodiversity in the Workplace	This course covers the different types of neurodivergence and neurodiversity as it relates to the workplace, while understanding some of the common workplace challenges and key opportunities associated with neurodivergent conditions.	*3 hours Online*	DS-001

Title	Description	Format	Course Code(s)
Autism Works!	This course equips employers to understand the diverse capabilities and skill-sets autistic individuals can bring to their workforce, and to build confidence in recruiting, retaining and promoting autistic staff. It focuses on practical measures employers can take to create an inclusive work environment. The course is aimed primarily at managers and HR professionals but is suitable for anyone with an interest in inclusive work environments and practices.	*Either full course or Bitesize session Full course: 3 online sessions or 2 half day in-person sessions*	IW-001
		Bitesize session: 2 hours Online or in-person	IW-003
Supporting Successful Work Placements	A session aimed at understanding how to create an effective work experience programme, mutually beneficial to the individuals on placement as well as your organisation. There is a focus on understanding how to support these opportunities, particularly for trainees with additional support needs.	*2 hours Online or in-person*	EN-010 IW-002

Assistive Technology, Access to Work and Funding

Title	Description	Format	Course Code(s)
Assistive Technology	This session explores what technology is available to support disabled people to fully live their lives. There is a focus on Assistive Technology in the workplace and funding which can be accessed to put this in place.	*2 hours Online or in-person*	EN-001
Access to Work	This session focuses on the DWP Access to Work initiative and how this can support both employers and disabled employees. It looks at the term reasonable adjustments and what this means whilst detailing the different ways Access to Work can provide support.	*3 hours Online or in-person*	YU-001
Funding	During this session we will look at what funding is currently available and how it can be used, the application process and reporting requirements.	*3 hours Online or in-person*	VS-003

Disability and Learning Disability Awareness

Title	Description	Format	Course Code(s)
Disability and Employment – How Disability Confident are you?	This session will provide you with knowledge and understanding about the Disability Confident scheme. We will explore what this means for employers, how to create a Disability Confident culture in the workplace and the next steps for your organisations to become Disability Confident.	*2 hours Online or in-person*	FC-001
Disability Awareness	This focuses on broadening knowledge of disability awareness by looking at the historical perceptions and present-day perceptions of disability. Disability legislation is also discussed. This course also offers the opportunity to build knowledge and skills around supporting people with a range of disabilities.	*3 hours or 6 hours Online or in-person*	YU-002 YU-003
Disability Awareness Interactive Session	This session provides participants with awareness raising elements and practical advice. The course also includes activities, case studies, group discussions and videos. At the end of the session, attendees will be sent resource packs, including a Reasonable Adjustments and Access to Work guide, and a guide on appropriate language.	*2 hours Online or in-person*	EN-005

Title	Description	Format	Course Code(s)
Disability at Work	This training session will give learners an understanding of disability and work inclusively with disabled colleagues. The session is suitable for all employees at any level. After this course employees should be able to identify barriers that can exist in the workplace and recognise how to work in an inclusive way with disabled colleagues.	*2 hours Online or in-person*	LC-001
Disability at Work – Managers Guide	This session provides the learning line managers need to recruit and retain disabled employees. We will give managers the knowledge, skills and confidence to make adjustments for disabled employees and applicants.	*3.5 hours online or in-person*	LC-002
Learning Disability Awareness	This session will provide an introduction to learning disability and different conditions and how these may present differently from person-to-person.	*3 hours Online*	SC-001
	We will look at reasonable adjustments and how to implement these, as well as strategies to support people with a learning disability in the workplace, including recruitment and onboarding.	*2 hours Online*	EN-007

Diversity and Inclusion

Title	Description	Format	Course Code(s)
The Benefits of Diversity and Inclusion	This session provides an understanding of what diversity and inclusion means and why having an inclusive workplace should be a priority for all employers. There is a focus on understanding company culture, what unconscious bias is and how it can impact our decision making.	*2 hours Online or in-person*	EN-011
Equality	This course focuses on equality and human rights legislation as well self–directed support legislation and what this means for disabled people and other groups within society. It will enhance your knowledge of the Equality Act 2010 and how it should be implemented. There is a focus on both customers and employees in this session.	*3 hours Online or in-person*	YU-004
		6 hours Online or in-person	YU-005
Inclusive Management	This training session is designed to give managers an introduction to disability in the workplace and removing barriers for disabled employees. This introductory session is suitable for any manager with line management responsibility in any role across an organisation.	*2 hours Online or in-person*	LC-004

Flexible Working

Title	Description	Format	Course Code(s)
Creating a Flexible Working Environment	This training aims to consider alternative ways of working. The session highlights how to approach the conversation around flexi work with employees, and what options can be offered based on support needs, individual situations and interests, and organisational needs – making sure that work-life balance remains a priority even in the post-covid era.	*2 hours Online or in-person*	EN-003
Hybrid Working	This course aims to provide learners with an overview of the model of hybrid working. Learners will explore how to initiate the conversation around hybrid working, address anxieties, and prepare for an achievable hybrid working schedule. The pros and cons of hybrid working are highlighted. This course uses Scottish Government official documentation for planning and preparation tips.	*1.5 hours Online*	SH-001

Managing Long-term Health Conditions in the Workplace

Title	Description	Format	Course Code(s)
Managing Arthritis and MSK in the Workplace	This session will increase your knowledge of incidence and impact of arthritis and musculoskeletal conditions (MSK) within work. We will provide you with an understanding and application of rights, reasonable adjustments, good practice in supporting staff living with arthritis or MSK, workplace solutions. principles of Self-management, promoting good MSK health and related information resources. This session will help employers support their employees to work well with their condition.	*1 hour online or 2 hours in-person.*	VA-001

Mental Health in the Workplace

Title	Description	Format	Course Code(s)
An Introduction to Mental Health	This short info session will look at how our mental health influences our thoughts, feeling and emotions and our reaction to them; what is stress and how can we handle it; and the recovery message – how can people recover from poor mental wellbeing	*1 hour Online*	LH-003
Mental Health and Wellbeing in the Workplace	This course aims to provide managers with the skills to support and manage positive mental health in the workplace. We will look at the definitions of mental health, common conditions and factors impacting on mental health. As well as practical strategies, reasonable adjustments and how to have supportive conversations.	*2/3 hours Online or in-person*	FC-002 SH-004 GT-003 EN-004
		6 hours In-person	SH-005
Looking after your Wellbeing	This course aims to provide learners with an overview of maintaining their own wellbeing and building their own resilience. The course outlines the definition of mental health and wellbeing and how this shapes our understanding of creating a mentally health workplace. Learners will also explore stress and how this can affect individuals, as well as exploring external supporting organisations and the importance of looking after ourselves. There is a particular focus on resilience and how we can build this into our everyday lives.	*1.5 hours Online*	SH-003
Wellbeing Champions	This course is specifically designed for those who wish to support their organisations at a strategic level with the introduction of organisational wellbeing initiatives and supporting all staff to identify wellbeing needs within their roles/teams. Before attending this course there must be an organisational commitment towards supporting the Wellbeing Champion and designated time to the continuous development of this role. A Wellbeing Champion Job Description will be available on request.	*3 hours, split over 2 sessions Online*	SH-008
		6 hours In-person	SH-009

Title	Description	Format	Course Code(s)
Mental Health: Supporting Others	This course aims to provide learners with an overview of how to support those around us with their mental health and wellbeing. The course outlines the definition of mental health and wellbeing and the stigma that exists around mental health in Scotland. You will also learn about the most commonly diagnosed mental health problems, as well as exploring external supporting organisations and the importance of looking after ourselves.	*2 hours Online*	SH-006
		6 hours In-person	SH-007
First Aid for Mental Health	These sessions examine the principles of first aid for mental health and how to recognise mental ill health. We will look at how to support and promote mental wellness culture in the workplace. The importance of resilience and protection for first aiders for mental health.	*2 sessions Online or In-person*	GT-004 LH-002 (certified course)
Scottish Mental Health First Aid	**This is a certificated course and is a recognised qualification.** All courses are delivered by qualified Scottish Mental Health First Aid Trainers who are registered with Public Health Scotland. This course offers general information about mental health problems. The course outline includes: • Guidance of being a mental health first aider • Attitudes to mental health issues & equalities • The recovery message • The impact of alcohol and drugs on mental health • Introduction to suicide prevention Understanding mental health conditions – depression, anxiety, self-harm, psychosis, eating disorders	*12 hours delivered over 2 days, 4 half days or 6 x 2 hour sessions.* *All in-person sessions must be attended to receive the qualification*	LH-001 SH-010
Introduction to Suicide Prevention	This course aims to provide learners with a brief introduction to suicide prevention. It is not designed for crisis support. The course explores the latest statistics in relation to suicide in Scotland and the stigma that exists around this topic. Learners will also explore how to contribute to breaking down this stigma and develop the confidence to support someone who is having thoughts of suicide and getting the appropriate support.	*1.5 hours Online*	SH-002

Recruitment, Training and Policies

Title	Description	Format	Course Code(s)
HR Recruitment and Responsibilities	This course will look at the legal responsibilities under the Equality Act 2010 and explore ways of making reasonable adjustments and other responsibilities, with particular focus on those in under-represented groups. This session aims to improve your knowledge of inclusive recruitment practices and policy, helping to understand the needs of people from under-represented groups in relation to HR practices.	*3 hours Online or in-person*	VS-004
Rethinking Recruitment	This training will consider how to make your recruitment process more inclusive to disabled candidates, with practical examples and advice on inclusive advertising and selection processes. There is a focus on how to make reasonable adjustments throughout the recruitment process to ensure equality.	*2 hours Online or in-person*	EN-008 LC-003
Supporting and Developing Employees	This session examines how to support disabled and neurodivergent employees at work. We will look at removing environmental, cultural, and organisational barriers, whilst creating an increasingly inclusive environment for people to safely ask for support and develop their skills in the workplace. Resources include a Disability Disclosure Support Guide.	*2 hours Online or in-person*	EN-009

Sensory Impairment Awareness

Title	Description	Format	Course Code(s)
Sensory Awareness Training	This session is split into two parts: blind awareness and D/deaf awareness. We will cover the common causes of sensory loss, common misconceptions, and communication. Learners will take part in practical activities such as lipreading, BSL finger spelling and simulation of eye conditions, as well as sighted guiding.	*3 hours In-person*	FV-001
Visual Impairment Awareness	This training is aimed at understanding visual impairments and how best to provide day to day support, with a focus on ensuring inclusion in the workplace.	*2 hours Online or in-person*	EN-012
Deaf Awareness	This training will develop your awareness of deafness and hearing loss and improve your communication skills and confidence when speaking to colleagues and customers who are deaf or have hearing loss. There will be a lipreading exercise, BSL and finger spelling activities.	*2 hours Online*	RD-001
Deafblind Awareness	This session aims to equip attendees with a better understanding of the definition and impacts of dual sensory loss/deafblindness. Participants will learn about the needs of deafblind people and how deafblind people communicate. You will be introduced to basic deafblind manual skills and how workplace barriers can be removed to make it easier for deafblind people. **In the longer sessions, participants will:** • Understand how to use residual sight and hearing • Use communication skills with deafblind people • Be aware of resources and equipment for deafblind people • Gain awareness of what it is like to be deaf, blind and deafblind using simulation spectacles • Learn deafblind manual alphabet with deafblind people.	*3 options: 1.5 hours 2.5 hours 7 hours*	DB-001

Services

Title	Description	Format	Course Code(s)
Policy Review	A policy review would include an introductory meeting to understand the needs of each employer, the policies they currently have in place and any gaps in their current policies. Advice would be given on new policies required, assisting with writing these if required and producing Easy Read formats of policies as required. You would receive a report of the policy review which would include recommendations. The policy review would be concluded with a meeting to discuss the findings and any follow up work required.	*Working directly with you, this will likely take up to 5 days but is dependent on your needs and requirements.*	YU-006
Workplace and Job Role Assessments	This service will assess the likely suitability of a work environment and role for neurodivergent candidates. Challenges will be identified and advise will be given on practical measures to make the work environment and/or job role more inclusive. This assessment is suitable for employers preparing to offer work placement opportunities to neurodivergent candidates or those who would like to check or improve the inclusiveness of work environments and/or specific job roles. The assessor will consider relevant written policies and procedures and will provide a short written summary of their findings and recommended actions, as well as an opportunity to discuss possible measures and ask questions.	*Up to 6 hours with a site visit and discussion with key managers.*	IW-004

Title	Description	Format	Course Code(s)
Neurodiversity 'Deep dive'	**An in-depth look at <u>one</u> of the following topics per session** • **Attracting and recruiting neurodivergent staff**, including: messaging, job adverts and descriptions, interviews, assessments, site visits, work trials, work placements • **Recruitment via work placements**, including: Benefits for employers and placement candidates, good practice in the context of your work environment, useful tools and templates, supported placements • **Inclusive induction for neurodivergent staff**, including: Information format, introductions, team integration, goal-setting, norms and expectations • **Accommodations and adjustments for neurodivergent staff**, including: Access to Work scheme, flexible working, sensory needs, written information, accessing entitlements, disclosure and good team relations • **Inclusive management and communication for neurodivergent staff,** including: Meetings and information sharing, work planning and instructions, supervision and feedback, managing change, progression and development • **Inclusive sensory environment for neurodivergent staff**, including: Hypo and hyper sensitivities – sound, visual stimuli, odours, touch; inclusive practices and design features. We recommend learners first complete Autism or Neurodiversity training as having a basic understanding of how neurodivergence is experienced in work environments will enable participants to get the most out of the session.	*A bespoke 2-hour session for up to 15 participants taking an in-depth look at one of the topics listed. There will be a 1-hour pre-session meeting.*	IW-005

Title	Description	Format	Course Code(s)
Bespoke Neurodiversity Toolkit	This service will provide you with a bespoke reference resource / toolkit for managers, neurodivergent staff and their colleagues. **For example, this may include:** • What is neurodiversity, neurodivergence? • Brief overview of common neurodivergences • Neurodivergent perspectives • Appropriate language • Common myths busted • Equality Act and reasonable adjustments • Social disability mindset • Examples of helpful adjustments • Access to Work – how to access support • Best practice pointers • Accessible job adverts – do's and don'ts list • Tips for inclusive interviews • Tips for induction • Tips for managing changes • Checklists and templates to use • Further information and support links for managers and neurodivergent staff.	*Text and infographics produced in consultation with key employer representatives, including any staff disability peer group. Dependent on resources required, this may take 3-8 weeks.*	IW-006

Transitions

Employer engagement is crucial for young people to be exposed to the world of work, so they can start to form career aspirations from a younger age. It is one of the ways young people build understandings and begin to make informed decisions about their future.

Early opportunities to experience the world of work is important for any young person and particularly for disabled young people who may have faced additional barriers to accessing these opportunities, i.e., having low expectations put on them.

Most students won't have had the opportunity to take part in a work experience during the last two years because of the Covid-19 pandemic. Many are transitioning into this step with little-to-no practical, hands-on experience. The Transitions Guide covers how to creative a meaningful work experience for a young person with additional support needs.

It looks are success criteria and provides checklists to plan a successful inclusive work placement. Examples of this include Health and Safety requirements, Reasonable Adjustments and Reviews. There is a Work Placement Agreement Tool which helps to understand and manage the young person and employer's expectations of the work placement opportunity.

Directory of Apt's Partners

Cole AD

Purposeful design, advertising & marketing services from Glasgow creative agency, Cole AD.

We are specialists in branding, graphic design, marketing, media buy & website design, and work with businesses like yours to bring your brand to life.

Our team design, build and manage websites and are passionate about online accessibility for everyone.

Deafblind Scotland

We are Scotland's leading charity focused solely on dual sensory loss and our vision is: "A society in which deafblind people have the permanent support and recognition necessary to be equal citizens"

Deafblind Scotland works with public services, employers, community groups and Governments to ensure that deafblind people can have an equal chance to thrive and that their rights to good quality support that enables them to lead the lives of their choosing are upheld. We have a long history of using training as a tool to raise awareness, challenge stereotypes and promote equality for deafblind people amongst the public and services that encounter deafblind people. We offer a range of training courses to individuals, organisations and professionals to give them the confidence to take action to identify and engage with deafblind people.

Diversity Scotland

Diversity Scotland is a leading consultancy business established to support organisations and businesses to hire, engage and develop diverse talent.

Our business works with people leaders, HR teams and internal recruitment functions to provide access to the latest thinking and industry leading expertise in order to foster inclusion and create a sense of belonging in the workplace.

ENABLE Scotland and ENABLE Works

ENABLE Scotland is the largest charity in Scotland dedicated to creating an equal society for every single person who has a learning disability. We were founded in 1954 by five groups of parents of children who had a learning disability who believed that their children had the same rights as everyone else.

ENABLE Works, part of the ENABLE Group, was established over 30 years ago and is the largest specialist provider of employability, skills, and training services in Scotland.

We support people with learning disabilities and other barriers to employment, to obtain and sustain high quality and rewarding careers.

We work with 2,000 employers across Scotland each year to understand disability issues, adopt inclusive workplace practices and increase the diversity of Scotland's workforce.

Fedcap Scotland

Fedcap Scotland is a not-for-profit business dedicated to improving the social, health and economic wellbeing of disadvantaged people within our communities.

We work predominantly for the Scottish Government to deliver employability schemes to support people back into sustainable work. We are also growing our services across a range of sectors to improve people's wellbeing and tackle inequality.

As part of the Fedcap Group, which consists of 22 companies across North America, Canada and the UK, we remain true to our heritage as a charity founded more than 85 years ago to support the most vulnerable in society.

Fedcap reinvests all its profits into its businesses, services and communities, ensuring it promotes social value and fairness. We're committed to working with a wide range of partners across many sectors to improve the lives of people and communities.

GTS Solutions CIC

GTS is a non-profit community interest company. We have aimed to support people with disability or disadvantaged backgrounds in work since 2012.

Our approach is about helping people and focusing on no one left behind. We have identified their individual and specific barriers to education and employment. Over the years, GTS has become a 100% disability organisation supporting people with ADHD, Autism, PTSD, MS, and other disabilities into work. In 2021 GTS Solutions became a Disability Leader with the DWP, and in 2022, GTS Solutions gained the inclusive workplace award with SUSE.

Into Work

Into Work is a Third Sector non-profit organisation. We have 25 years' experience of helping disabled people and those with long-term health conditions in Edinburgh and the Lothians to achieve their employment goals.

We have a high proportion of people with lived experience of disability and long-term conditions on our staff team, and work closely with lived experience advisory groups.

Into Work strives for a world where disabled people and those with long-term health conditions have equal opportunities to access employment and receive fair treatment.

We support employers to recruit and retain talented disabled people, and to create inclusive work environments that allow everyone to fulfil their potential. We provide a growing range of specialist and bespoke training and support services to employers across Scotland.

LAMH

Lanarkshire Association for Mental health is a Mental Health charity based in Lanarkshire and West Lothian. We deliver a wide range of services throughout the community.

The Organisation has been able to offer a major contribution to the development of services in our communities. We provide a range of community based, person centres services to people living in North & South Lanarkshire Council & West Lothian Council. We partner NHS Lanarkshire and NHS Lothian to deliver a range of mental health interventions to people living with mental ill health.

Lead Scotland

Lead Scotland is a charity supporting disabled people and carers by providing personalised learning, befriending, advice and information services.

We have projects across Scotland and a national helpline and information service. Our local services are community and home based, one to one or in small groups so that people have the right support to learn and participate. We support people to build a bridge to reach their ambitions of personal development, learning, volunteering and work. At a national level, we provide information and advice on the full range of post-school learning and training opportunities, as well as influencing and informing policy.

SAMH

SAMH is Scotland's national mental health charity. SAMH's mission is to lead by example, to be innovative, purposeful and challenging in all that we do. We aim to promote mental health and wellbeing in community and corporate life.

We know from experience that creating a mentally healthy workplace is good for both employees and employers; and, every year, 1 in 4 of us in Scotland will experience a mental health problem. This means that almost all employers will have staff that experience mental health problems.

A mentally healthy workplace is more productive, has lower staff turnover and lower absences. Promoting mental health can also help with staff morale, working relationships and corporate image.

SAMH Workplace Team harnesses our mental health and wellbeing expertise and resources to offer our partners a suite of products to support the creation of mentally healthy workplaces.

Scottish Commission for People with Learning Disabilities (SCLD)

SCLD is an independent charitable organisation, human rights defender and partner to the Scottish Government in the delivery of Scotland's learning disability strategy, The Keys to Life and the Towards Transformation delivery plan.

SCLD is committed to creating an environment in Scotland in which systems and culture are changed to ensure people with learning disabilities have opportunities and are empowered to live the life they want in line with existing human rights conventions.

Values into Action Scotland (VIAS)

VIAS offers a comprehensive training, evaluation and consultancy service. We believe in empowering individuals with learning disabilities and autistic people to have the same opportunities as others.

We employ individuals with disabilities as consultants and trainers to ensure that their voices are heard and their valuable insights shared.

Our organisation is dedicated to helping individuals achieve their goals, whether that be in work, living where they want, or having relationships.

Our range of services will support you to provide the best possible environment for your existing and new staff.

Versus Arthritis

Versus Arthritis supports people living with arthritis and related conditions to access to the best information, advice and support they need, whenever and wherever they need it.

Too many people accept the daily pain, fatigue, and isolation that arthritis causes. Too many dismiss it as 'just a bit of arthritis'. But we don't accept it.

We are constantly campaigning to challenge the misconceptions around arthritis and to ensure that arthritis is recognised as priority in the UK.

As well as researching better treatments, raising awareness about arthritis and campaigning on the issues that impact people with arthritis the most, we know that the services, support and information available in local areas is critical to supporting people with arthritis to live well.

Your Options Understood (Y.O.U)

Y.O.U is a non-profit community interest company, who offer a range of flexible person-centred services that can be developed and/or adjusted to meet the needs of our customers. We offer face to face and online training sessions.

We work with individuals and families who live with a variety of disabilities. We also work with a range of organisations including Schools, Health and Social Care providers and Public Sector organisations across various Local Authorities in Scotland enabling them to broaden their knowledge and awareness of disability and how best to provide their services.

We work collaboratively with a range of partners, those who have a similar goal of being part of changing the narrative for disabled people. Y.O.U consists of a Board of Directors and volunteers, all of whom have a range of skills, knowledge and experience that benefit Y.O.U as an organisation.

In Apt's first 2 years...

230
Employers Engaged

220
Sessions Delivered

47
Partner Organisations

1200 Employees Trained

96%

of employers we worked with are more confident and knowledgeable about employing disabled people and are interested to receive more support from Apt in the future

88%

of organisations we worked with are now better equipped to employ disabled people and have already implemented some learning into their workplace

5 out of every 8 employers witnessed change in employee confidence around employing disabled people

1 out of every 2 employers witnessed change in organisation practice around employing disabled people

4 out of every 7 employers witnessed change in employee perceptions around employing disabled people

1 out of every 3 employers witnessed change in organisation polices around employing disabled people

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