

# Disability Management Inclusivity Services

Siyaya Skills Institute can help your organisation become a more cooperative, inclusive, and productive place to work. Through our holistic and client-centred approach, we specialise in assisting employers and employees in Disability Management.

Our team of Occupational Therapists have extensive knowledge and practical understanding of how to support employers and persons with disabilities in the workplace.

## **We offer three broad services:**

- Learnership Support Services
- Disability Inclusivity Services
- Higher Education Disability Support Services.

## For Human Resource and Line Managers we offer:

- **Proof of Diagnosis Verification:** we ensure that your employees' proof of disability documentation is valid and authentic.
- **Functional Assessment:** we use diagnosis-specific functional assessment tools to ensure your employee meets all the criteria stipulated in the legislation.
- **Thriving in the World of Work (WoW):** we equip employees with the skills to thrive in an ever-changing world. The three-part series consists of: Adaptability and Change, Soft Skills at Work, and Thriving at Work.
- **Inclusivity Site Audits:** we assess your work environment by evaluating its accessibility, usability, and disability inclusivity potential, and we advise on simple cost-effective adjustments to improve the site.

## For Human Resource and Line Managers we offer:

- **Sensitisation:** we deliver appropriate sensitisation workshops to create a culture of inclusion and acceptance in organisations and among employees.
- **HR and Management training:** we guide organisations on the legislative requirements around employing persons with disabilities and managing employees who become disabled. Through workshops, sensitisation and developing proactive strategies, we equip HR and management with skills to manage persons with disabilities. We have programmes for employers and employees.

# Why Disability Management Services

- All our OT processes are aligned to relevant and current legislation
- We have a team of highly experienced and dedicated OT professionals
- You can gain B<sup>3</sup>E<sup>2</sup> points towards The Department of Trade and Industries Broad-Based Black Economic Empowerment scorecard

We are committed to providing employment opportunities, to improving disability understanding, and to eliminating barriers in the workplace, so that all individuals have access to a productive, healthy, safe, and equitable workplace.

## CONTACT US

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