

Introduction

Disability Management and compliance fall primarily within the scope of the Employment Equity Act of 1998. Because the purpose of the Act is to achieve equity in the workplace, people with disabilities are considered a designated group that needs to be represented across diverse occupational categories and levels.

Not only do organisations have to comply with the regulations of the EE Act and the submission of EE Plans and Reports, but they can also gain BBEE points towards the BBEE scorecard and meet their EE targets by implementing a well-planned Disability Management programme.

A DM Programme gives an organisation a structured procedure to understanding, employing, and developing people with disabilities so that the workplace becomes more equitable, cooperative, inclusive, and productive.

Our Solutions

- Delegate Recruitment for Learnership Programmes, matching suitable disabled candidates to your organisation.
- Proof of Diagnosis Verification, ensuring proof of disability validity and authenticity.
- Diagnosis Specific Functional Assessments, with a team of dedicated Occupational Therapists.
- Reasonable Accommodation Reporting, ensuring a workplace environment accessible for people with disabilities.
- Sensitisation Workshops, creating a culture of inclusion and acceptance among employees.
- Developing proactive Disability Management Strategies for organisations, aligned to the Employment Equity Strategy.



DISABILITY
MANAGEMENT



EMPLOYMENT
EQUITY



SKILLS
DEVELOPMENT



TRAINING &
ASSESSMENT



B-BBEE
SPECIALISTS

Consulting

Disability Management Solutions

Inclusivity Done Right

Our Approach

Siyaya Skills Institute offers a holistic, customised and people-centred approach to Disability Management.

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

Not only do we focus on supporting our delegates, but we assist employers with understanding the challenges of managing disabilities in the workplace.

We provide an end-to-end solution that positively addresses learning and employment opportunities for persons with disabilities, within a mainstream South African business environment. Our unique approach supports both the client and the learner.

It is our aim to recognise that persons with disabilities enjoy the same rights as abled individuals. We endeavour to promote quality of life through our disability management team and offered learnerships.

Our dedicated team of Occupation Therapists have extensive knowledge and practical understanding on how to support employers and persons with disabilities.



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Disability Management during a Learnership

FOR THE LEARNER

Our goals for our learners with disabilities are to:

- Ensure they are able to reach their full potential.
- Provide ongoing support in terms of any difficulties arising during the learnership as a result of the learner's impairment.
- Ensure they exit our learnership programme with the skills and confidence to enter the labour market.

Support of our disabled learners during our 12 month learnership includes:

- Assessment by our in-house occupational therapists to determine individual needs in terms of reasonable accommodations.
- The World of Work soft skills work programme focusing on teaching the basic skills required to be an effective, successful employee.
- On-going support during challenges experienced at the host site or in the classroom and where applicable, referred to appropriate health care professionals to managing any emerging health conditions or difficult social circumstance.
- A career guidance day seminar that includes how to write a CV, interview skills and how to apply for a job.

FOR THE HOST SITE WHERE LEARNERS WORK

Our goal is to facilitate a seamless transition from the classroom to work placement at the host site.

Support includes training of staff and management on challenges that may arise due to a person's disability.

We endeavour to offer practical solutions and to destigmatise disabilities.



Untapped BBEE Points

Compliance, in some shape or form, with The Department of Trade and Industries Broad-Based Black Economic Empowerment scorecard has become a vital part of doing business in South Africa.

Bearing this in mind, every point within the seven elements on which companies are measured, is important. Previously, the targets pertaining to business engagement with disabilities were thought to be unachievable. However, through Siyaya Skills Institute solutions, companies are being recognised for their investment.

The Importance of Disability Management

More than half a million persons with disabilities are employed in South Africa but this still only constitutes 1% of the population. 68% of working-age South Africans with disabilities have never attempted to seek employment.

Existing employees are reluctant to disclose their reason for sick-leave for fear of stigmatisation and a fear of losing their jobs.

It is estimated that more than 40% of all work-related illness are due to work-related stress, major depression, burnout and anxiety disorders.

Common causes of stress include high workload, long working hours, difficulties with managers, conflict with colleagues, office politics, work-life balance and traffic/long commutes to work.

Stress results when the demands placed on individuals outweighs the perceived resources to cope.

“ **Undiagnosed and untreated mental health conditions directly impact a workplace through increased absenteeism and presenteeism (attending work while unwell), reduced productivity and increased costs. Most employers tend to completely underestimate the financial impact of mental illness on their bottom line.** ”

Dr Renata Schoeman, Psychiatrist and leadership lecturer at the University of Stellenbosch



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**NOT ALL
DISABILITIES
ARE VISIBLE**

80%
ARE HIDDEN
IMPAIRMENTS