Scottish Union of Supported Employment

Annual Report

October 2025

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www.suse.org.uk

Introduction and Contents

Our vision is to ensure that all disabled people in Scotland have access to quality jobs with good support to achieve success.

We work with employers to create inclusive workplaces for everyone and bring organisations and people together to campaign, network, and improve the quality and impact of Supported Employment and employability services.

Our 30th year has been filled with exciting projects, new partnerships, enhanced stakeholder engagement and expansion of services. We aim to give an overview of our work in this year's Annual Report.

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SUSE

Celebrating 30 years

#SupportedEmploymentWorks

Reducing the Disability Employment Gap isn't about quick fixes. It's about long-term employment success. Supported Employment is the specialist employability service that can deliver cost-effective, long-term outcomes.

Through the #SupportedEmploymentWorks campaign we aim to raise awareness about Supported Employment and promote it as the specialist employability service of choice for policy makers, individuals and for business.

Get Involved

Invite your local MSP/Councillors to visit your Supported Employment service and find out more about your work and the people you support.

Request campaign Postcards from SUSE and lets get as many out across Scotland in 2026.

Take over social media with your examples and case studies to show that

#SupportedEmploymentWorks

Supported Employment is a proven and effective method to assist disabled people to secure meaningful paid employment.

It follows a 5-stage programme to provide high-quality support to both job seekers and employers.





We're asking you to champion Supported Employment

SUSE Strategy 2025-2028



We have worked with our members to develop the new SUSE strategy to take us through to 2028. It is now well underway and we've given some detail on the workplan for 2025-26 below.

We've revised the SUSE Vision, Mission and Values...

VISION

All disabled people in Scotland have access to quality jobs with good support to achieve success.

MISSION

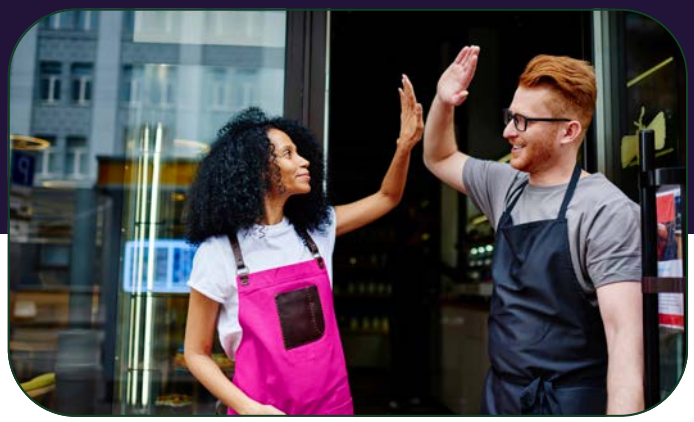
To be the national representative body for quality Supported Employment and the go to place for advice and support for providers and employers. We will:

- promote the Supported Employment Model to providers and practitioners so they achieve employment outcomes
- build the capacity of providers and practitioners and grow the sector
- support our members to engage with disabled people to assist them to develop pathways to employment
- assess and assure the quality of Supported Employment services against the Supported Employment Model
- support employers to make workplaces accessible for disabled people
- reduce the Disability Employment Gap.

VALUES

- Inclusive and collaborative
- Always learning
- Committed to excellence
- Ambassadors for the Supported Employment model

SUSE Strategy



The new strategy builds on our recent achievements:

We delivered the Apt Disability Employment Gap Public Social Partnership	We established the annual Inclusive Workplaces Week Scotland and the SUSE Annual Report	We delivered Apt employer projects in several local authorities and started the EASE App project
We've grown our membership - including 19 local authorities	We developed a training offer for our sector and employers, with 12 high quality courses	We piloted the Quality Standard in Supported Employment for Scotland
We're a credible voice for our sector with policy makers and government at all levels	We re-established SUSE as a campaigning organisation with the Sensory Campaign and #SupportedEmploymentWorks	We improved our communication with stakeholders via social media and our website

Our ambitions for 2025-28

Grow our training suite for members and recruit more delivery partners	Develop opportunities for accreditation for Supported Employment practitioners	Build stronger relationships with our members
Deliver high quality annual events and regularly review their effectiveness	Establish strategic partnerships with 6 employers' organisations	Expand and develop the SUSE Experience Network
Demonstrate and promote high quality Supported Employment opportunities	Grow our membership to 75	Launch the EASE App
Establish the Apt 30 initiative for employers	Establish the Apt Centre of Excellence as a self-sustaining enterprise	Engage people with lived experience in the routine work of SUSE

SUSE 30th Anniversary

SUSE was established in 1995 as a membership organisation representing Supported Employment providers across Scotland. Over the years the role and influence of SUSE has evolved and with the support of member organisations, continues to be a credible voice for Supported Employment in Scotland.

"I am proud to be part of an organisation that champions inclusive employment. As the future of work continues to evolve, there's a wealth of exciting directions ahead and SUSE's role is likely to expand, bringing even more innovation into play."

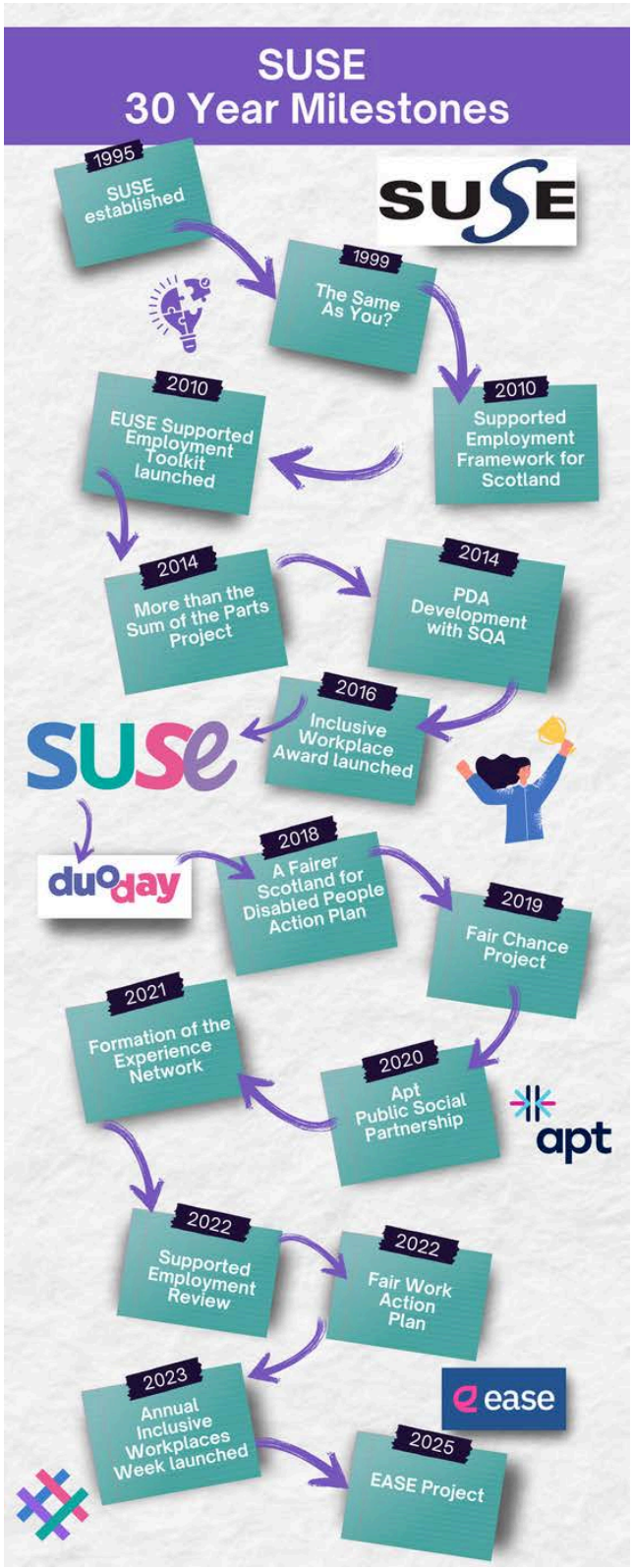
Ian Bruce, Vice Chair of the SUSE Board.

"As Supported Employment moved towards an economic rather than altruistic direction, SUSE was strongly influencing standards in delivery. There is now an opportunity for SUSE to establish standards and competencies for Supported Employment professionals."

Angela Hamilton, SUSE Trustee

"From instigating the first formal qualification for Supported Employment and driving change in commissioning of services, to influencing policy and programmes that still have positive implications today - I am really proud of the SUSE team having established the organisation at the heart of policy making nationally. I think the future of SUSE is bright."

Jamie Rutherford, former Chair of the SUSE Board 2017-2021



Apt 30



adapt

We are an apt recognised workplace
raising standards in inclusive employment

Raising standards in inclusive employment

As part of our 30th Anniversary we have launched Apt 30 to recognise the 30 leading inclusive employers in Scotland.

We invited organisations who have demonstrated their commitment to creating workplaces that work for everyone.

These organisations have agreed to key principles that promote inclusive employment.

Together we aim to demonstrate great practice - opening recruitment opportunities for disabled job seekers and encouraging sustained paid employment for disabled workers.

Ultimately, setting the standard for Scotland's employers.

Find out more on our new Apt website:
www.apt.suse.org.uk

SUSE Projects

Some of what SUSE have been working on in 2024/25

EASE App



In 2024, the SUSE team secured funding for the development of the EASE App. This phone application will empower individuals to assess their wellbeing, request support if needed, and overcome employment challenges.

Its purpose is to facilitate Early Action to Sustain Employment (EASE).

Information from the app will also help us learn how to provide better employment support for disabled people in work and be more responsive to people's needs.

ease
Promoting Wellbeing for Job Success

To make sure your services are included send links to info@susescotland.scot

To be one of the first users and help test the app, scan the QR code to register or visit www.suse.org.uk

DuoDay

Our annual job shadowing day which will take place on Thursday 20th November 2025.

It is a unique initiative as it offers multiple benefits to job seekers, employers and Supported Employment services.

Last year we worked with 9 SUSE Member organisations to deliver 44 placements with 31 different employers across Scotland – a fantastic number which we plan to grow this year!



Annual Conference Report

This year's Conference focused on driving quality in specialist employability support services. We have produced a Conference Report which provides an overview of key themes, discussion and learning. The report is available to view at www.suse.org.uk

Apt Projects

Apt has been successfully working with Scottish Government and Local Authorities to deliver crucial training and consultancy for employers to improve how they attract, recruit and retain disabled workers and those with long-term health conditions.

Since August 2024 Apt has supported 43 employers and over 140 employees through various training courses and consultancy sessions, across three Apt projects: **Apt Glasgow**, **Apt Renfrewshire** and **Apt Making It Work**.

Through Apt Glasgow we have already demonstrated a clear improvement in employers' Confidence, Awareness and Ability to support their colleagues.

As always, our Digital Recruitment Reviews have been highly popular with our employers. In March and April, we completed 8 Reviews with employers. Each one has been able to demonstrate implementing positive changes based on the reports generated by our Experience Network testers.

Our current Apt projects will run until March 2026, by which time we will have supported more than 80 employers and close to 300 employees through various training courses and consultancy sessions including, Policy Reviews, Accessibility Audits, and effective In Work Support.

93%

of employers told us the training helped improve their practice

"Clarified great ways to implement inclusive practice at little or no cost"

Funded Workplace Support

Boost your employee satisfaction, productivity and reputation.

GET STARTED



SUSE Services

We offer a dynamic range of training programmes designed to build inclusive workplaces and enhance the skills of professionals supporting disabled people.

Supported Employment Training

Our Supported Employment Training suite is tailored for organisations and practitioners delivering Supported Employment, employability and IPS services.



Courses include:

- Introduction to Supported Employment: Building Foundations for Success
- Understanding Supported Employment: A 2-Day Course
- Vocational Profiling: Tailoring Success for Job Seekers and Learners
- Communication for All

Inclusive Workplace Training

For employers, our Inclusive Workplace Training provides everything needed to foster disability-inclusive environments.

From understanding workplace accessibility to implementing inclusive practices, our expert trainers offer practical, impactful guidance.

- A wide range of topics all in one place for ease of booking
- All sessions offer practical workplace solutions
- Quality assured trainers and lived experience insights
- Helping you to affect lasting culture change

Whether you're enhancing your service delivery or reshaping your workplace culture, we're here to support you. Ready to take the next step? **Visit www.suse.org.uk**

Digital Recruitment Review

disability audit

Find out more about our other services which offer a solutions led approach to removing barriers and creating accessible workplaces. **www.suse.org.uk**

SUSE Accounts

The SUSE Annual Accounts for 2024/25 are available for review by SUSE members.
In this section we have provided some headline information.

The board of SUSE agreed a budget for 2024/25 which anticipated a significant deficit. We knew that this would be a transition year for SUSE; with the end of the PSP and the need to bring in new projects that advance our agenda and sustain the charity.

A number of new projects have now been secured and these are underway. In the year ahead the board have agreed a budget that anticipates that the charity will have a break-even position in 2025-26 and we will maintain our reserves position of a minimum of 3 months of operating costs at all times.

During the year the charity incurred a deficit of £62,119 (2024: deficit of £10,130).

On 31 March 2025 reserves stood at £51,016 (2024: £113,135), with £44,692 of these being unrestricted (2024: £103,093).

Join us for Inclusive Workplaces Week Scotland

Free webinars with top tips to help employers recruit and retain disabled talent.
Every November brought to you by SUSE.



SUSE Membership

We would like to welcome all our new members that joined SUSE this year:

Aberdeen City Council, Argyll and Bute Council, Bipolar Scotland, East Dunbartonshire Council, Highland Blindcraft, Highland Council, Inverclyde Community Development Trust, South Ayrshire Council, The Usual Place, Visibility Scotland and West Lothian Council.

24% increase in membership in 2025



Our members have joined us for 4 free events this year:

- Building Org. Capacity
- Vicarious Trauma and Building Resilience
- Profitability and Positive Social Impact
- Reducing Gambling and Gaming Harm in Young People (a City & Guilds certified course).

Representing our Members' Voice

We also held two consultation meetings with members this year.
The UK Government held a consultation on "disability pay gap reporting" during the summer. We brought members together to help draft our response. In August, the Scottish Government asked for views on the "Disability Confident Scheme" and members contributed to the response we submitted.

Contact Us

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Discover more about SUSE membership at www.suse.org.uk

SUSE
Scottish Union of Supported Employment