

ADAPT – The concept

Introduction

In view of the Government's plan to get Britain working, and its fundamental reforms to help people get into and on in work, it is felt that the concept of Alternative Direction and Prospective Training (ADAPT) could enable a cost-effective approach to supporting people on their journey from welfare to work.

ADAPT is both sophisticated and simple in its design. The content is sophisticated, unique and fit for purpose while the delivery mechanism is a quite simplistic process that empowers individuals in addressing local, regional and national issues. Thereby becoming a one stop shop with its own monitoring system for output related funding purposes.

ADAPT is both a cost-effective and output related concept that could address many of the proposals within the policy framework of the *Getting Britain Working* white paper.

What is ADAPT?

ADAPT (Alternative Direction and Prospective Training) is a unique programme. It is:

- A programme that emphasises the importance of the individual and develops empowerment through the introduction of a voucher/credit system.
- A cost-effective way of reducing unemployment, improving training provision and developing a lifelong learning culture.
- A programme with its own unique tracking system that ensures total manageability, accountability and programme evaluation.

The ADAPT Mission Statement

- To benefit individuals, companies and organisations alike in providing a better quality of life for communities.
- To achieve the best possible outcomes in the shortest possible time.
- To enable local partners to progress by supporting whole communities in finding direction towards economic regeneration.

The Objectives of ADAPT

- To combine the best practice of Employment Service Programmes, Adult/Youth Training and Community Based Projects.
- To further develop partnerships between Employment Service, National Career Service, Training Providers, Local Authorities, Employers and Local Communities.

How does ADAPT work in practice?

- Individuals are issued with a voucher by an Employment Service Claimant Advisor which covers payment of the first and second parts of the ADAPT programme.
- The Provision is available to all individuals who meet the Employment Service eligibility criteria.
- A community-based facilitation unit will undertake the delivery of the first modules which are mandatory.
- The modules are delivered by competent training staff one half day per week over a four-week period.

- Individuals who do not progress directly into employment or long-term training must then undertake part two of the ADAPT programme as mandatory.
- Part two of the programme caters for Taster Training, Accreditation of Prior Learning, Psychometric Tests, and a Jobsearch Resource Facility as appropriate.
- Individuals who successfully complete Parts one and two of the ADAPT programme will be given access to long term training and assessment via a three-unit voucher system.
- This voucher would be policed by a licensed TDLB Assessor who would guide and assess the individual towards their NVQ whilst on work placement.
- Employers who are able to effectively deliver NVQ's on their own premises can undertake candidate assessment and access available funds via the Voucher system.
- The Assessors would receive output related payment for achievement of NVQ units, by the candidates that they are charged with assessing.
- There are four quantified routes for voucher encashment they are as follows:
 - Job together with Assessment.
 - Job Placement together with Assessment.
 - Self-Employment together with Assessment.
 - Further Education together with Assessment.

All routes must lead to NVQ II or NVQ III

What are the benefits of ADAPT?

- Cost effective and efficient way of addressing the needs of the employment market.
- Comes complete with a tracking system for complete accountability.
- Develops workable partnerships amongst key players, i.e. NGO's and Statutory Bodies.
- Provides greater empowerment for individuals to enable them to take greater ownership and responsibility for their development.
- Consistency of approach to delivery, i.e. National Programme delivered by Licensed Facilitation Units and Assessors.
- Totally output related in its funding.

Half a dozen reasons why ADAPT is a winner!

- Provides greater empowerment for individuals.
- Consistency.
- Develops workable partnerships.
- Totally output related funding.
- Own tracking system.
- One stop shop.