

## **Rapid Response to Redundancy – Working Together for Wales**

Encouraging growth in the economy, following the downturn and the most difficult financial settlement the Welsh public services have seen, is crucial.

With around 25% of Welsh jobs coming from the public sector, any substantial reduction in public spending is likely to impact on staff numbers and the wider economy.

We are minimising this impact through innovative action to improve efficiency, such as the introduction of Xchangewales, a groundbreaking on-line procurement tool, and the rationalisation of the public sector estate.

We also recognise that public sector workers have much to offer other sectors but may need help with re-skilling to ensure that they have the best chance of securing, and retaining, alternative employment.

Launched in 2000 with the help of the European Social Fund, the Welsh Government's ReAct programme was used to great effect in reducing the impact of the recession by helping displaced workers train for new careers. Coupled with a wage subsidy to encourage employment growth and an 80% success rate, ReAct was hailed as an exemplar model for success by countries right across Europe. We are now using the ReAct model as the basis for a new programme called Adapt to help displaced public sector workers return to work or start their own business.

Adapt builds upon the success of ReAct by adding a contact centre providing advice and support to public sector employers with a presence in Wales and their staff. It will ensure that displaced public sector workers are aware of where to go to receive information on the support network that is available. Furthermore, Welsh Ministers have allocated £5m to Adapt in 2011-12 with funding for future years being determined at a later date. This funding includes a £1,500 training subsidy for individuals.

The contact centre and Adapt are part of a Wales-wide support network that builds upon the successful "rapid response to redundancy service" delivered jointly by the Welsh Government, Jobcentre Plus, Careers Wales and Wales TUC.

Bernard Galton, Director General and Lead HR Professional for the Welsh Government said:

*"Adapt typifies the Welsh approach about working together and valuing people in the Welsh workforce. Not to do so stifles the trust, innovation and creativity we will need."*

You can contact Adapt on 0800 100 900 or by clicking [here](#).

Find out more [here](#).