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Case Study:

ADaPT

Advanced Digital and Professional Training

ADaPT is a work-integrated learning (WIL) program that seeks to solve the problem of people without jobs, jobs without people. It does this by bridging the gap between employer needs and graduate skills through 70+ hours of intensive, no-cost training on in-demand skills for job seekers, delivered through professional and digital skills workshops.

BY THE NUMBERS

ADaPT Advanced Digital and Professional Training

994

ADaPT Participants

19

Cohorts

3

Regions

89%

Job Placement Rate

About ADaPT

Since 2014, over 900 ADaPT participants have received training in digital and professional skills at workshops in Toronto, Calgary, and Halifax.

Approximately 90 per cent of participants who complete the ADaPT program go on to find paid, meaningful work placements.

ADaPT explores new approaches to defining digital competencies and creates new pathway opportunities for current students and graduates across any discipline. By combining practical digital and technical skills with professional skills, as well as career coaching and placement, the program creates opportunities for people facing barriers to employment. ADaPT focuses on upskilling to help meet the talent needs of employers.

The Goal

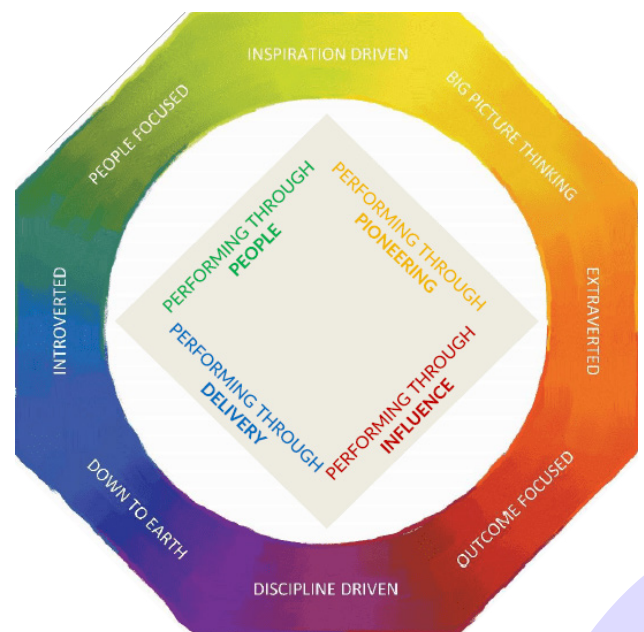
"Part of ADaPT's mission is to help members of equity-seeking groups navigate alternative and more accessible pathways to employment," says Joanna Diorio, Program Manager, Training and Entrepreneurship, at the Ted Rogers School of Management's Diversity Institute. "We research and develop innovative ways to support our participants. One of the ways we've done that is our partnership with Magnet and use of the ALiGN tool."

Magnet Solution:

An innovative online tool for personality assessments and career insights

Since 2020, as part of ADaPT's onboarding process, program participants have used Magnet's ALiGN tool to complete a Lumina Spark personality assessment. The Lumina Spark assessment captures a user's personality characteristics, workstyle preferences, and competencies. The results can also be matched to existing benchmarks for in-demand roles.

The Lumina Spark assessment is a valuable career insight tool that helps participants better understand how to apply individual strengths and preferences to their career, and how to communicate those skills and qualities to employers.



The Results

Diorio says ADaPT participants routinely praise the ALiGN component and the Lumina Spark assessment in program surveys.

"For a lot of them, it's the first time they've done any kind of formal self-evaluation," Diorio says. "Magnet and ALiGN allow our participants to use the skills they're learning in our program and apply them in a way that works for them."

Magnet Project Manager Viviana Zea talks to every group of ADaPT participants after they complete the assessment, helping them to understand their results. It's always a positive, enthusiastic audience.

"I speak about ALiGN as an opportunity for professional development and self-knowledge," she says. "They like the idea of using assessment to get to know themselves. They're inspired and empowered by understanding what they can bring to the table professionally, what their strengths are. It's extremely useful to them in their professional development and eventual job search."

““

I really appreciate the opportunity to be part of the ADaPT program. Through ADaPT I have gained a lot of new skills regarding digital training, am more prepared and confident in my professional abilities, and further expanded my network through networking and mentorship opportunities.

Gigi

ADaPT Core 14



Introduction to ALiGN

[ALiGN](#) is an innovative, personality-based approach to employment connections developed by the Ontario Tourism Education Corporation (OTEC) and powered by Magnet. Using a personality assessment, ALiGN guides job seekers to opportunities based on personality attributes rather than skills and experience. The ALiGN tool helps job seekers better understand how they can apply individual strengths and preferences to their career, and communicate those skills and qualities to potential employers.

ADaPT Advanced Digital and Professional Training

TED ROGERS
SCHOOL
OF MANAGEMENT

DIVERSITY
INSTITUTE

TECHNATION^{CA}

Future Skills
Centre

Canada

Introduction to ADaPT

[ADaPT](#) is facilitated by [Ryerson University's TRSM Diversity Institute](#) and [TECHNATION](#) and funded by the Government of Canada's [Future Skills Centre](#).