



Associative project

2016-2020

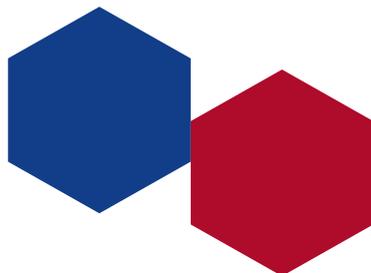


*Live
together,
equal
and different*



www.ladapt.net

French association law 1901,
recognized for its public utility





For 87 years, **LADAPT** committed to develop its missions with a global and multidisciplinary approach, to serve the support of people with disabilities. This is based on three words: co-construction, collaboration and co-operation.

In 2015, this participatory democracy and our openness to a wider audience, were, more than ever, at the heart of our action.

Our associative project 2011-2015 *“live together, equal and different”* has come to its end. Which resulted in the emergence of a new project for 2016-2020 period. Result of a year of collaborative work, it has mobilized more than 1,700 participants.

People welcomed, employees, administrators, volunteers and members, all participated in the construction of this new project, which, while within the continuity of the history of **LADAPT**, opens new perspectives. The 2016-2020 associative project is the result of this collective intelligence: balance sheet of the previous project realized for the first time by consulting all stakeholders of the association, organization of ten open forums throughout the territory, conjuncture notes, working days, web consultation, seminars... All stakeholders of our association have brought their stone to the building.

The new 2016-2020 associative project will allow **LADAPT** to continue to work for the affirmation of the rights of persons with disabilities in society, in accordance with what is stated in the United Nations’ Convention on the Rights of Persons with Disabilities (UNCRPD).



Emmanuel CONSTANS, President of **LADAPT**,
association law 1901 recognized for its public utility.

History of LADAPT

LADAPT the association for the social and vocational integration of people with disabilities, is a French association law 1901 recognized for its public utility. With nearly **100 institutions and services of guidance, training, insertion, schooling or care**, LADAPT accompanied each year in France **more than 16,000 people**.

Since 1997, it organizes the Disability Employment Week (DEW – SEPH), which had a growing success each year and has evolved, in 2015, into the **European Disability Employment Week (EDEW – SEEPH)**.

In 2014, **LADAPT** creates **Ouverture de Champ**, the festival that treats disability outside the box, through metaphors and humor. Each year events occur in French cinemas to change attitudes and promote the civil debate.

At the end of 2015, **LADAPT** launches its first general public awareness campaign. Called **#KillLaBetise**, it adopts a deliberately ironic tone and tackles prejudices, misconceptions, stereotypes about people with disabilities.

Thanks to the 350 volunteers from its Network of Success (Réseau des Réussites), **LADAPT** offers real civil support to disabled people in their job search. Under the guidelines of its associative project, **LADAPT** intends to propose innovative responses to the needs of persons with disabilities to **facilitate their social and professional integration at every stage of life**. **LADAPT** remains faithful to its mission started 87 years ago: support the disabled person in his daily, everyday life battle, so that we can **“live together, equal and different”**.



#KillLaBetise

Milestones for LADAPT

- 1929** Creation of the association
- 1991** Customization of the support
- 1994** First international actions
- 1996** Implementation of a quality approach
- 1997** Launch of the Disability Employment Week (DEW – SEPH)
- 1998** Creation of the first beyond the walls “ESAT”
- 2000** Creation of the Network of Success (Réseau des Réussites)
- 2002** Act No. 2002-2 of January 2nd, 2002 renewing social and medico-social action
- 2003** Organization of the General Assembly of the Citizenship of persons with disabilities
- 2005** Law of February 11th, 2005 on equal rights and opportunities, the participation and citizenship of disabled persons
- 2006** **LADAPT**'s 2006 - 2010 associative project – “to live with and like others”
- 2009** Development of the device “To learn outside-the-walls”
- 2010** France ratifies the United Nations’ Convention on the Rights of Persons with Disabilities (UNCRPD)
- 2011** Adoption of the associative project “*Living together, equal and different*”
- 2011** Territorialization of the association’s organization
- 2013** Organization of the first European Network meeting of committed partners
- 2014** Organization of the first UNCRPD day
- 2014** Launch of the “Ouverture de Champ” operation
- 2015** The 19th Disability Employment Week becomes European (EDEW – SEEPH)
- 2015** Launch of the first national awareness campaign for the general public #KillLaBetise
- 2016** Launch of the new 2016-2020 associative project
- 2016** 20th edition of the now European Disability Employment Week
- 2016** Regionalization of the association’s organization

LADAPT in 2015

16 338
people supported
2 433
employees, 10,62% of
them are disabled workers

What We Do

- Support
- Education
- Training
- Care
- Inclusion
- Designing new responses
to the needs of people.

The Network of Success

The Network of Success is the network of volunteers that supports job seekers in their search.

- 36 Committees Successes,
350 volunteer sponsors,
500 sponsored persons.

1 468
members
24 administrator
positions



EDEW

In 2015, **LADAPT** organized the 19th edition of the DEW (SEPH), which became the European Disability Employment Week (EDEW – SEEPH). It has been impacted by the dramatic attacks of November 13th.

Handicafés[®], Jobdatings[®], employment/disability forums, business/candidates meetings, conferences, Success Cafés, doors open days organized on this occasion, have gathered **928** recruiters and **4,610** candidates and mobilized almost **742** companies, partners of **LADAPT**.

#KillLaBetise

LADAPT continues its action towards the general public by launching, on December 3rd (International Day of Persons with Disabilities as proclaimed in 1992 by the United Nations), its first questioning campaign: **#KillLaBetise**.

Spanned over three years, **#KillLaBetise** takes place every six months (each December 3rd and June 3rd).

After more than 87 years of fighting and efforts, one observation: nothing can and will happen if civil society is not mobilized alongside us.

#KillLaBetise was born to remind everyone that people with disabilities are full citizens. It is our duty to act on attitudes, to influence behaviors, in order to promote integration and access to economic, social and political life for people with disabilities.

OUVERTURE DE CHAMP

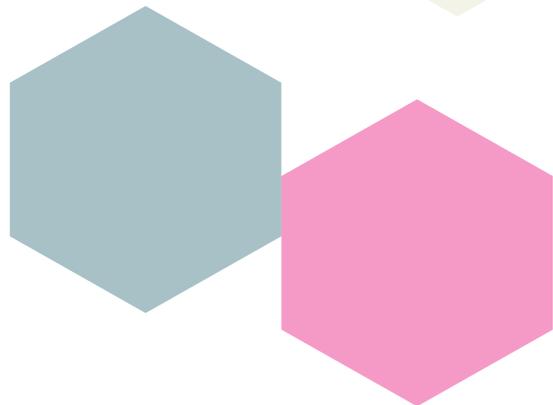


LADAPT decided to create an event mirroring the EDEW, every first semester of the year: **Ouverture de Champ** (field aperture). Because the support implemented by the association, in a logic of inclusion and citizen participation, also translates into a willingness to open the cultural and artistic fields to persons with disabilities.

Since 2014, **Ouverture de Champ** is the meeting of metaphor, humor and disability. During that evening, the chosen bias is to **have fun and laugh**. The event combines movie projections, advertisements, short programs, one - man show. After 4 nights in 2015, 10 evenings in 10 different French cities in 2016 have allowed **LADAPT** to raise awareness differently.



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The 2011-2015 project, “Living together, equal and different”, has helped to consolidate the associative nature and the ambition of **LADAPT**, while evolving its organization. This project was subjected to a review carried out for the first time by consulting all stakeholders of the association, through Web questionnaires and interviews.

This approach was designed to establish a state of play concerning the degree of knowledge and adherence to the values and axes of the 2011-2015 project. This review highlights a strong sense of belonging to **LADAPT** and a widely shared understanding of the values of the association: the full citizenship, active solidarity, responsible autonomy and, finally, innovation and freedom of action. It also shows that these values are often, or even always perceived as present in the actions of **LADAPT** on a daily basis.

The review also shows a good knowledge of its four axes: treat the person as a whole, prepare for the future of young people with young people, secure each course, and finally, innovate on all forms of support. These axes are widely regarded as representative of the image and the work done by **LADAPT**.



The information gathered during the development of the 2011-2015 review also helped to analyze the trajectory of **LADAPT** during this period of time. In regard to its managerial activities, the association continued to develop its capacity to exercise its missions: training, inclusion, education, support and care.

At the same time, the plea activity of **LADAPT** has materialized through numerous actions aimed at encouraging politics to focus on concrete commitments.



It also resulted, among other things, in the organization of events and international conferences, particularly during the 2012 presidential campaign, the municipal and European elections in 2014, the departmental and municipal elections in 2015, or even in the European Parliament of Strasbourg in 2013, in the Brussels European Parliament in 2014 and 2015 and in the Organization for Economic Co-operation and Development (OECD) in 2014 and 2015.

The review of the 2011-2015 project also highlights the importance of the new paths of development and innovation. A joint commission, "Innovation" was set up to improve the performance of the devices of inclusion and support for the people the farthest away from employment. Innovation was also present, of course, in the daily activities of institutions, with this everlasting desire to challenge, to constantly improve support to persons with disabilities.

Specifically, the joint commission "Prendre Soins" (Take Care) was at the start of a thorough reflection on the evolution of the supported people's ability to decide and act.

In the same logic, the commission "Citizenship and Associative Actions" considered the dynamics that make disabled people actors, as illustrated by the National Day of the Chairs of the Social life's Boards, which elected two representatives of disabled people to the Board of Directors.

Concerning the Organization of **LADAPT**, the review of the 2011-2015 project focused on the territorialization, implemented in 2012, and strengthened since.

The geographic breakdown into 11 territories has translated into greater proximity, co-operation development and getting closer to other associations.

From this review, expectations have been expressed for the 2016-2020 associative project; they focus on complementarity and cohesion of the stakeholders, the organization of a more participatory governance, and the strengthening of the "support in institution and service" and "plea" dimensions, the continuation and amplification of actions on development and, finally, the deepening of the territorial organization.



Values

The humanistic values that run the action of **LADAPT** constitute in an intangible way the common foundation shared by all the actors involved in the association.

LADAPT acts permanently for:

- the freedom and equality of all human beings,
- the recognition of the persons' dignity,
- respect for all rights,
- respect for personal and cultural diversity,
- the valorization of the emancipatory role of education.

Full citizenship:

LADAPT will be particularly vigilant with regard to the implementation of the commitments contained in the UNCRPD. People must be able to access their social and human rights equally and exercise their civic rights.

To achieve this, society must promote the inclusion of people with disabilities, by removing all barriers that may limit a person in the performance of daily activities and developing non-discrimination. Children and adults, in their efforts for social, academic and professional inclusion, must be able to build on all means of compensation or set-offs for the realization of their life project.

Active solidarity

LADAPT acts in favor of the emergence of a society that values diversity and the acceptance of differences. It campaigns for the opening, interest, recognition and support of the citizens and political, economic

and institutional leaders.

Social ties are to develop so that everyone finds his place in the city for treatment, education, training work... To flourish... and live! The transmission, by the peers, of the ways they found to live independently must be fostered.

Sovereignty

LADAPT considers the person as free, unique and sovereign. He/she must have a right of thought and action, free will on his/her life and what he/she wants to do, and must remain master of his/her choices.

Following this logic, the steps of active listening and welfare as well as the equalization of opportunities by disability compensation, should be encouraged in each person's environment. Conditions favorable to initiative taking and optimal autonomy are to be developed so that the persons become actors of their lives and the first driving force behind the change.

Freedom in action up to innovation:

LADAPT considers that a continuous and dynamic effort is to be deployed to meet the needs of the people and continuously search for new modalities of care and support, closer to the reality of life chosen by the person. The associations have a responsibility to free themselves from the dominant common thought in order to make the greatest room for creativity.

Conditions favorable to the mobilization of all resources and the expression of all talents are to be developed to create new systems and tools with innovative approaches.

The missions of LADAPT are:

- ◆ **To assert the rights of persons with disabilities:** improving societal compensation to disability and equalizing opportunities, from the rights of the people.
- ◆ **To care, in rehabilitation medicine and readaptation, for people of all ages** (children, adults) in situation or risk of disability: rebuilding a life project and accessing well-being (with or without disease) taking into account all aspects of reintegration, be it family, social or professional, directly from the hospitalization.
- ◆ **To support disabled persons, prevent and reduce disability in real life situations:** to offer the supported person resources to realize his/her desire to move forward, to change his/her situation, according to the path he/she has chosen, and collaborate with him/her, contribute to the restoration of his/her power to act on his/her situation.
- ◆ **To educate adults and children in health, independence and knowledge:** education is central, it is therapeutic or citizen. Allow each child to attend school, with priority school in his neighborhood, adapting to each situation. Opening Doors graduate, general or vocational, to all young people to strengthen their skills and their future access to employment.
- ◆ **To train:** to allow people to train throughout life, to gain the social and professional skills needed to find their place in employment in all its forms (telework, independent, entrepreneur...). Ensure refresher trainings for the acquisition of the initial knowledge level needed to progress.
- ◆ **To include:** to help the employability and social inclusion in general in all its aspects (housing, business, culture, sports, social participation).
- ◆ **To design new responses to the needs of people:** to take action globally by promoting the interinstitutional partnership.

Missions

LADAPT develops its missions in a comprehensive and multidisciplinary approach to the support of the courses, which relies on the cooperation of all health, medical and social professionals, volunteers and supported persons. Its missions are based on the following principles:

- ◆ **RIGHT TO FREE AND INFORMED CONSENT:** The recognition of forms of specific expertise of the person and the need to associate the latter with decisions affecting him/herself first and foremost, are the principles on which all players of the association rely to implement their missions.
- ◆ **THE CO-DEVELOPMENT WITH THE PERSON CONCERNED:** His/her customized project is the basis for the action of the institutions and services' professionals. The respect for the right of the person to change project to enable it to his/her own experience is the cornerstone of LADAPT's interventions, to avoid breakings in life courses.

In accordance with the principles of the United Nations' Convention on the Rights of Persons with disabilities (UNCRPD), LADAPT acts for the emergence of an inclusive society, driven by the ambition of "Living together, equal and different". The pursuit of this objective takes place today in a context marked by profound changes, among which: the evolution of the concept of disability, in particular because of the outbreak of chronic disabling diseases, the transformation of the welfare system, the emergence of new actors, etc.



In this environment, the 2016-2020 project respects the continuity of the history of LADAPT, without creating a break but by drawing new perspectives. Representing the culmination of a collective reflection conducted in 2015 through the organization of 10 open forums and an Internet consultation, this new project stresses the need to secure lifelong routes and empowerment, which allows to assert oneself as a citizen. It calls for a mobilization of all actors of civil society, as well as the reinvention and development of cooperation and partnerships. It also promotes the openness to other populations and other modalities of action, in order to respond to the needs of the people in terms of social participation, housing, suitable habitat, work and getting out of insecurity.

As validated by the Administration Board of LADAPT in April 2016, the 2016-2020 associative project is based on **three strategic orientations** and **four priorities**. These actions and priorities were deployed in the form of a plan consisting of **nine actions**, which will be launched in September 2016.



The three strategic orientations



Getting out of the categories established for people with disabilities and stakeholders is a necessary condition for the transition from a disability approach centered on the individual to an approach based on the evolution towards an inclusive society. Through its action, **LADAPT** committed the actors of civil society to mobilize and to take responsibility, to take this step. By removing the barriers to all forms of accessibility, it will become possible to satisfy everyone's needs and to develop the ability for individuals to exercise control over their life projects.

Thinking the action collectively, involving stakeholders at the earliest stages of any reflexion is essential to meet a growing demand for support through each stage of life. In a difficult economic environment, in particular for people with disabilities, this expectation cannot be met without the cooperation and empowerment of all actors. In this perspective, **LADAPT** has positioned itself as an active partner for the evolution of organizations, so that all restrictions concerning housing, citizenship, personal development and social involvement, are lifted.

Contributing to the 'taking care' of the disabled person by making him/her active in his/her choices means to give prominence to health and citizenship education. **LADAPT** is committed to pursue care while listening to the person with the utmost respect. Taking care is also learning to fade away when the supported persons reach autonomy within their project, and coming back when they need it.



The four priorities

The development of actions involving local stakeholders is the basis for the implementation of the priorities of **LADAPT** for 2016-2020. It will be achieved through a commitment to cooperation, not only with the actors of the disability field, but also more broadly with all the common law stakeholders that can allow the person to participate in the life of the city.

Successful professional integration with supported employment and training remains a priority for **LADAPT**, which will continue its actions to promote mainstream education, dual education for the young, and finally, vocational training for adults. The association also sets the objective of strengthening the existing devices concerning support towards and inside work. Its commitment in this process will result in 'support services' development, the strengthening of partnerships with businesses and the involvement of the Network of Success.



Developing the autonomy and social inclusion in all of its components is one of the cornerstones of the strategy implemented by **LADAPT** so that vulnerable people can participate without restriction in the life of the city. In this perspective, the association's priority is to develop new modalities of inclusion on: housing, in partnership with local stakeholders, access to care, particularly in terms of mobility issues, participation in cultural life, an essential component of citizenship, sport, powerful vector of social ties, or even emotional, love, sexual life, and parenting.

The development of autonomy and social inclusion also relies on the sharing of experiences among people with disabilities. This is an essential point of **LADAPT's** project, which needs to go through the definition of a common process for all stakeholders of the association.





Generalizing personalized support at all stages of life highlights the need to ensure the continuity of the life courses, with a particular focus on two key periods: the passage from adolescence to adulthood and the support to older people with disabilities. In this perspective of securing, LADAPT's action will be based on the co-construction of the course with the person and the collaboration of the stakeholders, particularly within mobile services. This answer will materialize through the development of "platforms" and gateways, the strengthening of partnerships with specialized local networks and the extension of the Network of Success.



Associating all stakeholders in the development and management of the association's projects is an approach to which LADAPT is resolutely committed, as proves the implementation of "joint commissions" combining professionals, administrators and volunteers, whose function is to capitalize on, and disseminate, good practices, or even to support the innovations brought by the association. The organization of open forums as part of the development of the 2016-2020 associative project also supports this approach. In its will to promote the development of the social participation of supported people, LADAPT also made the choice to develop practices of co-production projects and training to the culture of partnership.

ACTION 1

Foster the person's ability to decide and to act

◆ **The stakes**

The action is designed to develop capacities of decision-making and action in the person, in order to allow him/her to exist fully, becoming author and actor of his projects.

◆ **The steps**

The approach implemented by LADAPT is intended to engage the person in a process of empowerment, developing his/her power to act. The deployment of this approach goes through an evolution of perspectives and practices, a support for the transformation of the modus operandi of institutions and services and, finally, the definition of a common process for all stakeholders of the association.

◆ **The objectives**

LADAPT offers support for the person by putting resources at his/her disposal and working with him/her to contribute to the restoration of his/her power to act. It also proposes an action with the person on his/her environment, tackling barriers to inclusion. In this perspective, the association's objectives are to develop different forms of accompaniment, support and emulation, using, for example, the transmission of experience among people with disabilities ("peer emulation"), to train the stakeholders to help change perspectives and posture, or even to take action to raise awareness among supported people.

ACTION
2

Developing the participation of all stakeholders in the conduct of **LADAPT's** projects

◆ The stakes

The action is intended to amplify one of the foundations of the intervention of **LADAPT**: the association of all stakeholders - professionals, volunteers, members, donors and supported people - in the development and management of the projects of the association.

◆ The steps

Networking and partnerships appear today as essential factors to the quality of the interventions implemented in the health and social care fields. Given the complexity of the situations of the people accompanied by the facilities and services of **LADAPT**, or by the Network of Success, the mobilization of actors from different horizons around projects and implementation of courses is often necessary.

◆ The objectives

Based on the commitment of all, the implementation of this approach requires the acquisition of skills necessary for the development of practices, requiring to experiment different work modes involving people with disabilities, professionals, external partners, highlighting the successful experiences. In this perspective, the 2016-2020 associative project aims to:

- professionalize all the actors of **LADAPT** to the culture of partnership, to investigate new networks,
- to associate supported people to **LADAPT's** project development or projects in which they are involved and, finally,
- to gain useful skills for project management.

ACTION
3

Allowing and facilitating access to care, optimizing the care pathways

◆ The stakes

The action is part of a known context of inequality concerning access to healthcare for people with disabilities compared to the general population. **LADAPT** wants to seize the matter, both from the standpoint of access to care and the optimization of care pathways.

◆ The steps

Issues regarding accessibility, resources, training of health professionals... Many barriers must be lifted so that people with disabilities can enjoy the best health possible, **without inequality in relation to disability**.

For **LADAPT**, this necessary evolution goes through the implementation of an approach based on: the development of training for healthcare professionals, the enrichment of the health and social sectors' cooperation and, finally, taking into account complex situations of people's exclusion and isolation.

◆ The objectives

LADAPT's project identifies several improvement axes:

- improving and supporting access to preventive, curative, rehabilitation and palliative care,
- mattering the prevention field,
- acculturating and mobilizing the health, hospital and city stakeholders,
- ensuring the continuity of health monitoring during the passage to adulthood and after and, finally,
- fighting against breaks in care pathways.

ACTION
4Long term supporting in the workplace
of the vulnerable or disabled person

◆ The stakes

The action promotes the development of supported employment, defined as a method of support allowing people with disabilities and/or vulnerabilities to get and keep jobs in the labor market.

◆ The steps

Implemented in several European countries, supported employment is seldom used in France. **LADAPT** intends to act with the public authorities to create favorable conditions for the development of this practice, aiming to securing career paths. The association also highlights, in its 2016-2020 associative project, its intention to contribute to the definition of **an identified organizational and economic model**, in partnership with the actors involved in this process.

◆ The objectives

Beyond the actions of advocacy, **LADAPT** aims to familiarize its employees with the concept of supported employment and to identify the conditions needed to the deployment of this practice from within, through experiments. It is also a question of participating in the evolution of vocational rehabilitation centers, medical-educative and professional institutes and all new innovative forms of training. It is also about raising awareness and associating the business world, training professional companions, or even defending work-linked training as an important vector of solutions to employment of people with disabilities.

ACTION
5Facilitating access to housing and
fostering development in the habitat

◆ The stakes

The action is intended not only to facilitate access to housing, but also to foster the development in the habitat. It is essential, in view of the ambition of **LADAPT**, to amplify the inclusion of the most vulnerable people in the city.

◆ The steps

The association is looking for solutions to develop social inclusion and autonomy through housing. It moreover began to experiment with access to housing with roommates and other innovative devices, designed to mutualize human aid and set up a continuous medical and social monitoring. It is essential for **LADAPT to diversify the terms of housing / habitat, emphasizing access to greater autonomy and respecting the choices of life of the people.**

◆ The objectives

In addition to the implementation of joint habitat and experimentations, the 2016-2020 associative project also promotes the preparation of the transition and access to habitat. It also urges the deployment of partnerships with housing and habitat stakeholders, potential sources of new responses. Finally, it advocates the development of a housing solution aimed towards autonomy and social life, particularly through home automation.

ACTION
6Developing access and participation
to cultural life

◆ The stakes

The action has the ambition to continue and amplify the initiatives deployed **to develop access and participation of all to cultural life**, essential component of citizenship and social inclusion.

◆ The steps

The initiatives led by **LADAPT**, both at the local and regional levels, show that access to art, culture and cultural practices offers people with disabilities a point of contact, a discovery of otherness and community. It is also at the origin of unsuspected cultural demands, that people want to be able to develop both inside and outside the institutions and services.

◆ The objectives

The 2016-2020 associative project aims to enhance the creations of the people, to participate in the development of places of cultural practices, to promote the realization of events, or to sensitize culture professionals to support. It has the purpose, among other things, to identify good practices that have been developed in-house, in a perspective of enrichment, as well as creating partnerships with organizations in the cultural community.

ACTION
7Promoting the development of the person
in his/her emotional, love, sexual life and
through parenthood

◆ The stakes

The action expresses the need to bring society to positively and proactively consider the theme of the life of people with disabilities concerning emotional, love, sexual life and parenthood.

◆ The steps

LADAPT promotes an approach to the person in all aspects of his/her life as a human being. **Respect for the people with disabilities' aspirations to a blossoming emotional, love, sex and parental life** is an essential part of this commitment. Along with associations that have been established for about 10 years and people themselves, **LADAPT** implements an approach to facilitate the dissemination of information and help supported people, families and caregivers to react in an appropriate way to daily life situations.

◆ The objectives

The intentions of the action taken by the 2016-2020 associative project are to assist all stakeholders, to allow supported people to really exercise their rights as citizens and to protect the most vulnerable. It is also about giving professionals the ability to share points of reference, to be able to better understand the situations, and, if needed, to respond to these situations in a way that is satisfying to all stakeholders.

ACTION
8

Promoting sporting activities

◆ The stakes

The action highlights the benefits of sporting activities for people with disabilities. Crucial component of well-being and health, sport is a powerful vector of social bonds, self-esteem and self-transcendence.

◆ The steps

There are many reasons why **LADAPT** considers that it is essential to foster the involvement of people in situation of disability or weakness in the field of sport. Sport makes it possible to adopt a way of life that is healthier and more stable, to regain confidence and legitimacy, or to set challenges and to give oneself new desires. The association therefore encourages this practice by placing **a special emphasis on the practice of sport with valid people**, particularly conducive to the development of solidarity, mutual assistance, socialization and integration.

◆ The objectives

Beyond the valorization of sporting activities with people with disabilities and/or vulnerabilities, **LADAPT's** goals, as part of its 2016-2020 associative project, is to participate in the development of events shared with able-bodied people and to promote sporting activities, both high-level and leisure (common law or adapted).

ACTION
9

Supporting life transitions

◆ The stakes

The action responds to the need to strengthen, through support, the fluidity of lifelong courses, particularly in the key moments like the passage from adolescence to adulthood and old age.

◆ The steps

LADAPT's experience reinforces the idea that to ensure the fluidity of life courses, it is necessary to act simultaneously on the person, so he/she gains autonomy, and on professional and volunteer stakeholders, so that they come up with new proposals. In this perspective, the association pays special attention to the issues raised by the passage from adolescence to adulthood, which removes the possibility to access certain measures, and by the support of older people with disabilities, still to be invented.

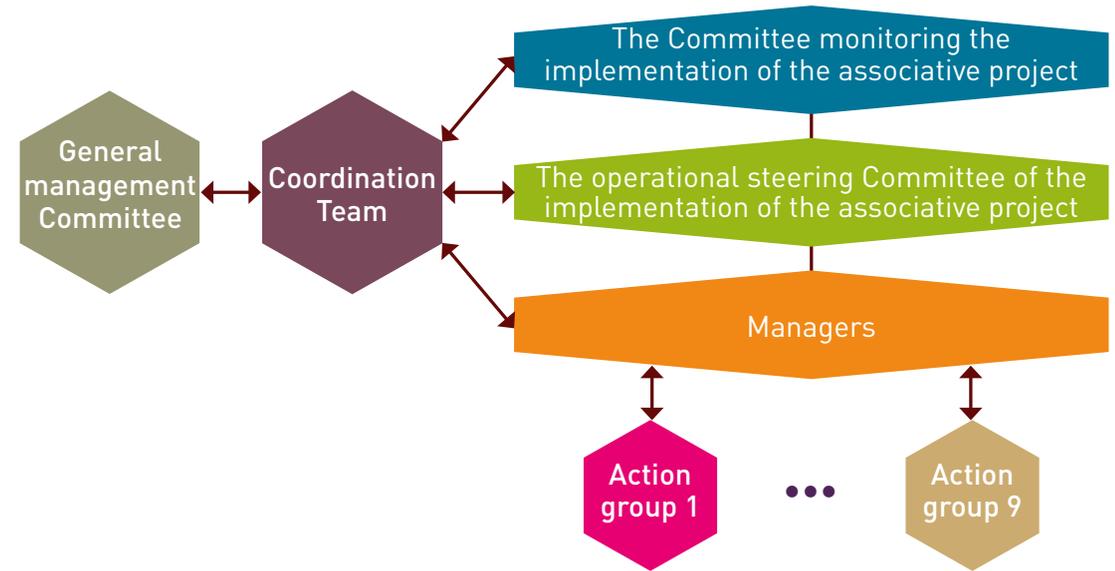
◆ The objectives

Securing life course requires **to systematically anticipate upcoming transitions throughout support**, in order to avoid the risk of discontinuity and breaks. With this in mind, **LADAPT's** objectives are:

- to develop "platforms",
- to strengthen partnerships with local networks,
- to involve the Network of Success,
- to continue the development of the modalities of care and possibly mobile assistance,
- to rely more on the use of digital tools, or
- to help users stay in touch with the association.

Through its renewed concern to follow up on the associative project's implementation as to ensure its success and efficiency, LADAPT will rely on the following stakeholders:

- The Committee monitoring the implementation of the associative project**, presided by the president of the association. It meets once a year. It consists of four administrators, two general management committee representatives, two regional directors, a facility manager, two representatives of the coordinating committee of the Network of Success, an employee representative, and two representatives of the presidents of the councils of social life. This follow-up committee takes note of the annual report made by the operational steering committee and makes adjustments, if necessary, both for content and work schedule. The steering committee presents the annual report to associative bodies such as the board of directors and its bureau.
- The operational steering Committee of the implementation of the associative project** is led by the General Director and accompanied by representatives of joint commissions "Citizenship and associative actions", "Taking Care" and "Innovation". This committee has an operational function for the implementation of the action plan.
- The 9 actions' managers:** for each action, a worksheet has been developed and one manager is appointed (an employee, a director, a volunteer, a welcomed person, for example) who has a desire to carry the theme of the action.
- Action groups:** at first the manager of each action forms an action group of experts or referents spread out on the national territory to have a precise overview of LADAPT's practices. Administrators and members of the Network of Success are associated as much as necessary. This team is organized to dialogue easily, especially through digital means. From this team will emerge people who get involved on the theme of the action, specifically when it comes to drive or to deploy operations.
- The General Management Committee's** mission is to create optimal conditions for the deployment of the associative project. In fact, each regional director has the responsibility to ensure that, on its territory, stakeholders are mobilized to contribute to the set of operations that have been incurred in each action.
- A coordination team** will be set up to facilitate communication between the various committees and stakeholders.



The 10 regions of LADAPT

Conclusion

"Living together, equal and different"

This is what makes the strength of our association on a daily basis and motivates us, every day, to work together for the emergence of a truly inclusive society.





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