

Enterprise and Business Committee

Meeting Venue:

Committee Room 3 – Senedd

Meeting date:

25 February 2015

Meeting time:

09.15

Cynulliad
Cenedlaethol
Cymru

National
Assembly for
Wales



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Agenda

Pre-meeting (in private) (09.15–09.30)

1 Introductions, apologies and substitutions

2 Employment opportunities for people over 50 – CollegesWales and WEA Cymru (09.30–10.15) (Pages 1 – 35)

Dr Greg Walker, Chief Executive, CollegesWales

Maggi Dawson MBE, Chief Executive, WEA Cymru

Attached Documents:

Research Brief

Research Brief – Statistics

EBC(4)–05–15 (p.1) CollegesWales

3 Employment opportunities for people over 50 – National Training Federation Wales (10.15–11.00) (Pages 36 – 42)

Jeff Protheroe, Operations Manager, National Training Federation Wales

Attached Documents:

EBC(4)-05-15 (p.2) National Training Federation Wales

Break (11.00-11.10)

4 Employment opportunities for people over 50 (11.10-12.10)

(Pages 43 - 51)

Julie James, Deputy Minister for Skills and Technology

Huw Morris, Group Director, SHELL

Nick Lee, Head of Policy & Intelligence

Attached Documents:

EBC(4)-05-15 (p.3) Deputy Minister for Skills and Technology

5 Papers to note

Attached Documents:

Contents - Papers to Note

Letter from the Minister for ES&T to the Chair regarding Enterprise Zones and City Regions

Attached Documents:

EBC(4)-05-15 (p.4) Letter from the Minister for Economy, Science and Transport

Additional information from the Minister for Finance and Government Business to the Chair regarding EU follow-up scrutiny

Attached Documents:

EBC(4)-05-15 (p.5) Letter from the Minister for Finance and Government Business

EBC(4)-05-15 (p.6) Letter from Cecilia Malmström to Lord Livingston regarding TTIP and the NHS

Additional Information from Jobcentre Plus and the Office of the Older People's Commissioner

Attached Documents:

EBC(4)-05-15 (p.7) Jobcentre Plus – Claimant count

EBC(4)-05-15 (p.8) Jobcentre Plus – Claimant off-flows

EBC(4)-05-15 (p.9) Jobcentre Plus – Claimants aged 50 and over, claiming for over 6 months

EBC(4)-05-15 (p.10) Jobcentre Plus – Employment and Support Allowance

EBC(4)-05-15 (p.11) Jobcentre Plus – Sanctions summary

EBC(4)-05-15 (p.12) Jobcentre Plus – Additional information – voluntary closure of a failing business

EBC(4)-05-15 (p.13) Jobcentre Plus – Good Practice Guide

EBC(4)-05-15 (p.14) Older People's Commissioner – additional information

Additional information from the Minister for Economy, Science and Transport regarding integrated ticketing, compliance with PRM-TSI and rolling stock

Attached Documents:

EBC(4)-05-15 (p.15) Letter from the Minister for Economy, Science and Transport

EBC(4)-05-15 (p.16) Further information provided by the Minister for Economy, Science and Transport

Heathrow Airport Presentation

Attached Documents:

EBC(4)-05-15 (p.17) Heathrow Airport Presentation

6 Motion under Standing Order 17.42 to resolve to exclude the public from the remainder of the meeting.

De-brief in private (12.10–12.20)

7 Draft Report on Assisting Young People into Work (12.20–12.30) (Pages 52 – 117)

Attached Documents:

EBC(4)-05-15 (p.18) Draft report on Assisting Young People into Work

Agenda Item 2

Document is Restricted

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Employment Opportunities for people over 50

A submission to the Enterprise and Business Committee

February 2015

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Introduction

1. ColegauCymru welcomes the opportunity to contribute to the National Assembly Enterprise and Business Committee's Inquiry into Employment Opportunities for People over 50. ColegauCymru represents the 15¹ further education (FE) colleges and FE institutions in Wales.² In 2012/13, there were 174,925 individual students attending college and 184,110 enrolments undertaking a total of 656,285 learning activities.³ We are happy for our paper to be placed in the public domain.
2. Colleges are major providers of general education provision in Wales, helping to produce some of the best learner outcomes. Colleges are the predominant providers of funded vocational and technical education in Wales, providing about 85% of the total provision. Colleges and FE Institutions work with people of all ages to ensure that their needs as students and learners are addressed. They are the key providers of education and skills training for people over 50, helping people gain employment and to advance their careers.
3. ColegauCymru believes that education investment priorities should include funding for education and skills for adults, including for those over 50. Such investment reaps both social and economic benefits for our country. This is a critical time for the lifelong learning agenda in Wales as key investment decisions will be made in the coming period which will affect learning and skills opportunities for the over 50s. This, in turn, will affect the ability of this age group to take up employment opportunities.
4. Despite the effect of the UK austerity agenda on public investment levels in Wales, we would ask that the National Assembly for Wales uses its annual budget to sustain investment in education and skills opportunities for adults of all ages.

Colleges' role in upskilling and educating people over 50

5. Helping people over 50 access employment opportunities is a key role of colleges through the education and training they conduct with people in this age group. Further Education providers are the main deliverers in Wales of educational opportunities for this age range. Colleges and FE Institutions do this through a mix of part-time and full-time learning, through their significant Work-Based Learning operations⁴ as well as via Welsh for Adults courses.

¹ The 15 include 10 FE corporations including St David's Catholic College; the two FE institutions - WEA Cymru and YMCA Community College; and The College Merthyr Tydfil, Coleg Sir Gâr and Coleg Ceredigion which are part of university groupings.

² In this paper the terms 'FE college' and 'college' are used to cover FE colleges and FE institutions.

³ [Further Education, Work-based Learning and Community Learning in Wales Statistics 2012/13](#), Welsh Government (June 2014).

⁴ Data has been provided to the committee by NTfW in this regard.

6. Colleges deliver these courses as part of mainstream funded provision, or through specifically funded projects (such as *Bridges into Work* involving colleges and councils in the South Wales Valleys, or the *Engagement Gateway* project run by Pembrokeshire College in conjunction with the WCVA). These projects often have a European Social Fund element to them. These successful reengagement programmes are important in ensuring that those affected by long-term unemployment can re-enter the labour market.
7. The continued availability of non-apprenticeship based education and training for this age group is important as apprenticeship provision is generally full-time (when the employment and learning element of the apprenticeship programme is taken into account). Full-time programmes may not be suitable for people over 50 who may have childcare or elder care responsibilities. Some people over 50 with disabilities may also not wish to access full-time apprenticeship programmes.
8. The courses offered to the over 50s include everything from full level 3 programmes of learning in vocational areas to important life skills such as interview techniques and CV writing techniques. They include vocational or technical courses that can help individuals start their own business in the craft, tourism or hospitality sectors. These skills are particularly important for people who may have been made redundant, or who wish to change the direction of their careers.
9. Adult learning is, however, not only instrumentally valuable in the sense of gaining employment, important though this is. Lifelong learning has clear wider benefits in terms of social and personal development, both for the individuals concerned and for their communities. The evidence suggests that better educated people whatever their age are generally happier, healthier and more socially engaged than those with fewer skills or lower levels of education.⁵
10. The volume of work delivered by Further Education colleges and institutions with people over 50 is highly significant. Around **27,000 learners** are enrolled in colleges, most of who study part-time. This is represented in the table below.

⁵ See the Department for Business, Innovation and Skills publication: 'The economic and social benefits associated with Further Education and Skills: Learning for those not in employment' https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/231006/13-1135-economic-and-social-benefits-associated-with-further-education-and-skills-learning-for-those-not-in-employment.pdf

Table 1: Number of enrolled FE learners over 50 by age, sex and mode of study (2013/14)

		Male	Female	Total
Full-time	50 - 59	140	215	355
	60 - 64	25	30	55
	65 and over	20	10	30
Part-time	50 - 59	5,925	8,765	14,690
	60 - 64	1,715	2,905	4,625
	65 and over	2,545	4,590	7,135

Source: StatsWales

11. The amount of part-time study in recent years in FE has consistently declined in recent years, mainly as a result of funding changes. Overall, part-time learning in FE has dropped by over 40% since 2005/06.

Challenges for the Future – retaining the lifelong learning agenda

12. The lifelong learning agenda that animated much of the Welsh Government's education policy during the first decade of its life now seems to be weakened. No doubt, this relates in part to the tighter constraints on public spending that have come to pass since 2010. The perceived underperformance in some aspects of pre-16 education has also meant that funding for adult learning has not been prioritised. It would, however, be deeply regrettable if a strategic focus on improving pre-16 education meant a *de facto* end to the lifelong learning agenda that was such a strong government emphasis not so long ago.

13. Wales has a proud past (and present) track record on community learning and adult learning. Cycles of social deprivation mean that many children and young people, for a variety of reasons, are unable to make the most of the education they receive before they become adults. Educational inequalities cannot only be addressed by delivering learning for those 18 and under. Opportunities to resume education or improve skills in adult life - including beyond the age of 50 - are crucial for Wales' prosperity and social inclusion.

14. Without a properly funded infrastructure for adult learning, including in FE, there is a danger that education may become a 'once-for-all' opportunity for the young. This would have consequences for those without the means to pay for their own learning privately later in life, or for those who cannot study on a full-time basis because of caring or other commitments. Once the infrastructure surrounding adult learning is gone, it would be very difficult and expensive to re-establish.

15. Investment decisions being taken in the next few months by the Welsh Government will determine if a learning and skills infrastructure will continue to be in place for people over 50 and adults generally. We may look back and say that decisions made in 2015 had clear consequences for lifelong learning opportunities in our communities over an extended period of time.

Agenda Item 3



Developing the Network to Deliver Excellence in Vocational Skills
Datblygu'r Rhwydwaith i Gyflawni Rhagoriaeth mewn Sgiliau Galwedigaethol

Submission to the Enterprise and Business Committee's Inquiry into Employment Opportunities for People over 50

Jeff Protheroe
Operations Manager
30 January 2015

Introduction

1. The National Training Federation for Wales (NTfW) is a membership organisation of over one hundred organisations involved in the delivery of learning in the workplace. It is a Wales wide representative body for all those organisations or individuals involved in the training industry. Members range from small specialist training providers to national and international organisations, as well as local authorities, further education institutions and third sector organisations.
2. The NTfW represents the interests of learners, employers and learning providers across Wales and aims to inform them about all aspects of the education and training agenda.
3. Members work across Wales in rural, urban, bilingual and Welsh medium settings, and have strong links with over 35,000 employers across Wales ranging from small enterprises through medium sized companies to large multi-nationals and public sector organisations.
4. The NTfW maintains close working relationships with Welsh Government Ministers, Welsh Assembly Members, the Department for Education and Skills, Careers Wales, Jobcentre Plus and Sector Skills Councils.

Aim

5. The aim of this Submission Paper is to provide evidence to the Enterprise and Business Committee ahead of a planned meeting which will take place at the Senedd on Wednesday 25 February 2015.

Background

6. All providers who are commissioned by the Welsh Government to deliver work-based learning programmes in Wales are Members of the NTfW. Within the context of this submission the term 'work-based learning' covers the Welsh Government's Work Ready and Apprenticeships Programmes.
7. All elements of the work-based learning provision in Wales are part funded by the European Social Fund, through the Welsh Government.

Work-based learning Programmes in Wales

8. It is worth noting that during 2012/13 some 4,310 individuals aged 50 and over undertook a work-based learning programme (representing 7% of the overall figure) in Wales. Of these learners, some 3,570 (83%) undertook an Apprenticeship programme. The remainder of the provision centres on Welsh Government's 'adult provision' most notably the Steps to Employment Programme. It is widely recognised the work-based learning offers an excellent return on investment for all involved, and this is supported by the fact that over the same period, 72% of leavers went into new or continued current employment.

9. There are two main work-based learning programmes delivered in Wales, within which many individuals aged 50 and over have access, these being:

Work Ready

10. Work Ready is to support individuals' progress from non-employment into employment. The provision consists of two elements (i.e. Learning for Work and Routeways). Entry to the most appropriate programme to meet each learner's need(s) will be determined through the Provider's own assessment process. For the period 1 April 2014 to 31 March 2015 an additional element of the Learning for Work strand will operate to focus on Essential Skills delivery for learners who are mandated into provision through a formal Jobcentre Plus assessment and referral process. This will be referred to as Learning for Work (Skills Conditionality). Individuals who are 18 years of age or over, have left full time education and are ordinarily resident in Wales, are eligible for entry into this programmes (subject to additional eligibility criteria).

Apprenticeships

11. Foundation Apprenticeship and Apprenticeship are employment based learning programmes for employed learners at QCF levels 2 and 3 which follow a framework developed by the relevant industry Sector Skills Council. Each framework specifies the learning activities including qualifications covering occupational competencies and the relevant technical knowledge, Essential Skills Wales and Employment Rights and Responsibilities (ERR).

12. Higher Apprenticeship is an employment based programme for employed learners, at QCF level 4 - 6, and follows a framework developed by the relevant Sector Skills Council. Each framework specifies learning activities, including qualifications covering occupational competencies and the relevant technical knowledge, Essential Skills Wales and Employment Rights and Responsibilities (ERR).

- The age profile of individuals aged 50 and over undertaking an Apprenticeship programme in 2012/13 was:

	Foundation Apprenticeship	Apprenticeship	Higher Apprenticeship	Totals
50-59	1,765 (90%)	1,190 (93%)	305 (94%)	3,260 (91%)
60-64	170 (9%)	85 (6%)	20 (6%)	275 (8%)
65+	25 (1%)	10 (1%)	-	35 (1%)
Total	1,960 (55%)	1,285 (36%)	325 (9%)	3,570

- The gender profile of individuals aged 50 and over undertaking an Apprenticeship programme in 2012/13 was:

	Foundation Apprenticeship	Apprenticeship	Higher Apprenticeship	Totals
Female	1,295 (66%)	980 (76%)	240 (74%)	2,515 (70%)
Male	665 (34%)	305 (24%)	85 (25%)	1,055 (30%)
Total	1,960 (55%)	1,285 (36%)	325 (9%)	3,570

* Adjusted for rounding

13. The tables above shows that of those individuals aged 50 and over undertaking an Apprenticeship, 70% are female, who are, in the main, following a level 2 or level 3 Apprenticeship. Although we are unable to produce evidence at this stage, it is highly likely that these individuals are employed within the Health and Social Care sector, where there are a greater proportion of older females working within the workforce.

14. However, it is a stark fact that as we move forward within an era of continued budgetary restraint, and as Welsh Government attempts to focus its limited budget towards young (16-24) people to tackle the important issue of youth unemployment, individuals that fall outside of this priority area will find it increasingly difficult to access funding to develop their skills, especially at levels 2 and 3.

The barriers that face people over 50 trying to re-enter the labour market

15. The main barriers faced by people 50 and over trying to (re-) enter the labour market are lack of confidence and relevant employability skills, including digital literacy, lack of employment opportunities, and a relatively complex system for them to navigate to identify the most appropriate route to employment.

Whether there are any disadvantages to people over 50 re-entering the labour market

16. NTfW does not see any disadvantages with people 50 or over (re-) entering the labour market.

The effectiveness of the Welsh Government's Strategy for Older People in Wales 2013-23 in assisting people over 50 into work

17. One of the key outcomes in the Welsh Government's Strategy is that "*older people who want to work are able to do so and can access help with re-skilling and re-training*" It is intended that this outcome is achieved by providing "*access to appropriate job and skills (re-) training*", and "*appropriate support programmes to help people over 50 into work or to find new roles*" However, due to current budgetary constraints, work-based learning Programmes in Wales focus the vast majority of funding towards those in the 16-24 year old age bracket.

18. The Welsh Government's Strategy for Older people in Wales states that "*workers aged 50-65 make up over a quarter of the workforce*" However, as the figures above indicate, only 7% of people accessing work-based learning programmes in Wales are aged 50 or over.

19. Furthermore, the NTfW welcomes the commitment made as part of the Ageing Well in Wales Programme whereby the theme of increasing employment opportunities for people aged 50 or over recognises that "*providing people who*

are 50+ with the same chances as anyone else to gain employment and retrain will be vital is Wales is to remain competitive. By adopting more widespread practices for positive healthy ageing, people will have better prospects for remaining in work, giving employers a competitive advantage.”

The support that is most effective for people over 50 trying to re-enter the labour market (particularly programmes and projects).

20. The latest set of verified statistics on work-based learning programmes in Wales (2012/13) indicates that on a learner basis (taking only the final programme of the year) 72% of leavers who were aged 50 or over went into new or continued current employment.

21. NTfW believes that the key to the continued success of work-based learning programmes in Wales is that they are designed and delivered in a complimentary way that allows an individual ‘a ladder of progression’ through to, and on from, a ‘gold standard’ Apprenticeship.

22. NTfW is concerned about the issue of duplication between ‘backbone programmes’ such as the Welsh Government’s Work Ready and Apprenticeships Programmes, and the range of programmes commissioned and delivered by DWP (predominately developed by UK Government) which only serve to offer a layer of duplication.

23. NTfW strongly feels that having one coherent ‘skills offer’ for any individual looking to enter the workforce, regardless of point of entry and identified need, would go a long way to assisting people aged 50 and over into work. We would urge the Committee to make further investigations into this area, with a view to making a recommendation to the Welsh Government that they should call for the continued devolution of DWP ‘skills’ programmes to Wales.

24. Alongside Jobcentre Plus, NTfW would see an increased role for CareersWales, through the recently launched Skills Gateway for Adults, in becoming a significant key player in offering information, advice and guidance to those individuals aged 50 or over looking to (re-) enter the workforce.

The availability and suitability of local job opportunities

25. NTfW is unable to access specific information to quantify the issue of the availability of local job opportunities, and the success of individuals aged 50 and over accessing them. There is a perception amongst providers that these individuals find it difficult in accessing the workforce, unless there is local demand for specific skills sets.

The need for relevant support and skills training

26. Based on all the evidence provided so far, NTfW feels that there is the need for relevant (to the 50 and over age group) support and skills training. The

Work-based Learning sector in Wales is adept at providing skills based training to individuals of all ages, and with its approach to 'learning on the job' and meaningful 'in work support' this type of learning can be a little less daunting to those lacking confidence than other traditional forms of learning.

27. The Welsh Government already has a range of programmes aimed at supporting individuals into work, which provide all of the following:

- Short sharp support on confidence building and motivation
- Delivery of essential skills (inc. digital literacy) contextualised to the workplace
- Work experience and/or volunteering opportunities
- Ongoing and regular workplace support from mentors

Transport difficulties, including availability and cost (especially in rural areas)

28. It is recognised that for some, lack of financial resource does have a direct impact on an individual's ability to secure work when there are significant distances to cover.

Lack of confidence (for example, following redundancy)

29. As outlined previously, we do recognise that a lack of confidence (either following redundancy or long periods of unemployment) does impact on an individual's ability to secure employment. However, through work-based learning there are plenty of opportunities for this to be overcome, either through direct intervention or through periods of work placements or volunteering opportunities.

Assisting and supporting people with additional challenges (for example, those with a disability)

30. It is not felt that discrimination is an issue within work-based learning, however, it is recognised that more could be done to encourage the take up of work-based learning programmes amongst groups with 'protected characteristics' NTfW (and its Members) will be looking to work hard with and in support of Welsh Government officials and other stakeholders to ensure that work-based learning in Wales is seen as a viable and inclusive offer.

The role of people over 50 in mentoring younger workers and passing on their skills and knowledge

31. NTfW recognises that people aged 50 and over who are still in the workforce offer a significant amount towards developing the Welsh economy as they assist in the coaching and mentoring of the 'the next generation.' The role of people aged 50 and over in mentoring younger workers is invaluable.

Summary

32. Due to our scope and remit, NTfW feels suitably placed to offer evidence in regards to how best to assist people aged 50 and over into work. During 2012/13, NTfW Members delivered work-based learning programmes (inc. Work Ready and Apprenticeships) to some 4,310 distinct individuals aged 50 and over. The latest set of verified statistics on work-based learning programmes in Wales (2012/13) indicates that on a learner basis (taking only the final programme of the year) 72% of leavers aged 50 and over went into new or continued current employment.

33. In an era of restricted budgets within the post-16 education and training sector, and the increased (and important) focus on tackling youth unemployment, it is difficult to see what more the work-based learning sector could do to assist people aged 50 and over into work if we continue to operate in Wales as we are currently. However, the Welsh Government has already got a range of programmes that they could use (inc. Jobs Growth Wales) should they wish to address the growing issue of unemployment for individuals aged 50 and over.

34. Taken as a whole, and with the above data in mind, NTfW believes that work-based learning programmes are (and could continue to be) a very effective way of assisting people aged 50 and over into work.

Agenda Item 4

Evidence Paper for Enterprise and Business Committee: Employment Opportunities for Older People (those aged 50+)

Department for Education and Skills

Background

1. By 2020 a third of UK workers are expected to be aged over 50¹ and within 20 years nearly a quarter of the UK workforce will be aged 65 or over.² Average retirement dates have steadily increased over the past decade and, in 2011, were 64.5 years for men and 62 years for women. Additionally, people are enjoying 7 years more retirement than in the 1970s. For many people, working extra years will become an economic necessity. Recent UK legislation ensures that employers cannot dismiss older workers on the grounds of age and aims to encourage workers to remain longer in the labour market.
2. Although around 60 per cent of older workers remain fit, healthy and keen to work, the major causes of economic inactivity in the 50+ age group are ill-health or disability, primarily among men and low earners.

Policy Statement on Skills and Skills Implementation Plan

3. In January 2014, the policy statement on skills set out the Welsh Government's long-term ambition for employment and skills policy in Wales. The statement outlined the major challenges facing our nation over the coming decade and the actions which could be taken to develop a competitive and sustainable skills system for the future.
4. The Welsh Government committed within the statement to produce a Skills Implementation Plan setting out the key policy actions and their timeline in order to deliver the ambitious goals for Wales.
5. The plan, launched on 15 July, focuses on policy actions up until 2016 working with employers, unions and delivery partners. These actions are part of the longer-term reform required to secure a resilient and sustainable skills system for Wales.
6. The Welsh Government ensures that the development of all employability policies and programmes specifically consider the particular challenges facing older people and encourages the same across the public and private sectors.
7. Providers delivering learning programmes on behalf of the Welsh Government must not discriminate on the grounds of age; race; faith or belief; sexual orientation; gender; pregnancy or maternity; being married or in a civil partnership; being a disabled person; being transgender.
8. Increasing employment opportunities for young people and adults remains a key priority for the Welsh Government. That is why, as referenced in our

¹ ONS Labour market projections 2006-2020.

² ONS, statistical Bulletin 2010.

Programme for Government, we operate employability programmes: Traineeships for young people aged 16-18; and Work Ready for adults aged 18 plus. These employability programmes support young people and adults to gain confidence, motivation, improve their skills and gain work experience to enable them to enter sustained employment.

9. As a result of an ageing population there is a growing number of people in the 50 plus age group. This trend is occurring at the same time that many older people face reduced or delayed incomes from pension payments. This has compelled many to stay in work for longer than anticipated in order to make ends meet. The trend for people to stay in work for longer is now expected to continue and grow into the future.
10. It should also be noted that many employers consider their older workers to be a valuable asset: positive aspects attributed to them include a strong work ethic, reliability, loyalty, business experience, institutional memory and specialised skills.
11. Against this backdrop and at a time of reducing public finances, the Policy Statement on Skills identified the need to rebalance the responsibility for skills investment and to develop a policy for co-investment working with employers and individuals. The Welsh Government reiterated the commitment to taking action on co-investment as part of the Skills Implementation Plan published in July.
12. To support the development of a co-investment policy, aimed at those aged 19 plus and in employment, a public consultation was published in February 2014 seeking input from stakeholders on how to address the challenge of securing a financially sustainable skills system. A focus of the consultation was on how Wales can narrow the gap with the rest of the UK in terms of the level of employer investment in skills as well as the need to challenge those employers who are not currently investing in the skills of their workforce.
13. The Framework for co-investment in skills was published on 20 November 2014. The Framework recognises the varied and wider range of investments being made in skills and thus focuses action on three areas:

Influence – detailing the action that government can take, working with employers, providers, unions and other stakeholders, to influence the investment decisions being made by employers.

Investment – defining the collective responsibility for skills investment (co-investment) and the investment principles which will drive areas of government and employer intervention.

Impact – evaluating investment decisions using the Skills Performance Measures published by the Welsh Government in September 2014 and ensuring that there is appropriate performance accountability factored within relevant areas of policy and programme delivery.

14. The co-investment framework aims to provide a strong foundation for shifting the emphasis from a government-led approach to skills investment to a system influenced and led by employers. In terms of government-led

investments, these centre on the need to continue to support apprenticeships for those aged 25 and under, the development of higher level apprenticeships for all ages, Essential Skills for adults and ongoing support for Welsh for adults.

European Funding

15. Skills are essential to enter and maintain employment. Therefore, we have focused a large share of European funding on supporting individuals to improve their skills and helping people into work.
16. Having learnt lessons from the last round of European funding we are currently working on an effective transition into the 2014-2020 Structural Fund Programmes. Our aim will be to create a more flexible system of support that clearly identifies and responds to the needs of both businesses and individuals. As part of this the DfES Footprint for ESF Delivery has been developed. The DfES Footprint for ESF Delivery document outlines the Department's approach to ESF and provides a map of youth and adult employment and skills provision across Wales, highlighting relevant links with the 2014-2020 ESF Programmes.

The objectives of the document are to:

- guide project development activity;
- encourage collaborative working;
- reduce duplication and competition;
- identify gaps in provision;
- encourage the use of Labour Market Intelligence (LMI) in the design and development of projects.

17. The original Footprint document was published in May 2014 in partnership with the Wales European Funding Office (WEFO) and can be viewed on the Welsh Government website at [DfES Footprint for ESF Delivery 2014-2020](#).
18. The Footprint document is a live document that is updated on a quarterly basis to capture and present up-to-date project information. The first update was published in September 2014 and is available at the link above. The document and update reports do not replace guidance documents published by WEFO but are intended to add value to the project development process for organisations seeking to access ESF.
19. The table below identifies the number of participants aged 50 and over that started ESF Welsh Government-funded skills programmes from 1 January 2013 to 30 November 2014. The total participant number for this period was 19,995.

Project Name	Number of Participants
Essential Skills in the Workplace Competitiveness	62
Essential Skills in the Workplace Convergence	151
Essential Skills in the Workplace Non ESF	1
Leadership & Management - Competitiveness	144
Leadership & Management - Convergence	188
ReAct II Competitiveness	613
ReAct II Convergence	1138
Sector Priorities Fund Pilot - Convergence	15
Sector Priorities Fund Pilot - Non-Convergence	13
Skills Growth Wales Competitiveness	909
Skills Growth Wales Convergence	1569
Total	4803
Percentage of 19,995 total	24.1%

Employment and Skills Support

20. The new Skills Gateway, launched in January 2015, will offer a single engagement, assessment and referral system that will provide a seamless service for individuals of all ages and businesses seeking skills support.

21. The Government considers it essential that future employment and skills support is accessible to people of all ages and abilities and is in line with the Strategy for Older People in Wales.

Strategy for Older People (Health and Social Services)

22. The importance of employment and lifelong learning for older people has been a focus for Welsh Government since the first Strategy for Older People was published in 2003. The Strategy for Older People Phase 3, launched in May 2013, identifies that employment is protective against poverty and poor health and aids well being for older people.

23. The Commissioner for Older People hosts an 'Ageing Well in Wales' programme that is being taken forward as a partnership between the public and third sector in Wales. A key theme of this programme is also focussed on Employment and Skills for older people.

Assisting and supporting people with additional challenges (for example, those with a disability) (Local Government and Communities)

24. When developing the Framework for Action on Independent Living, disabled people told us about the barriers they face to getting and keeping a job, for example:
- Disproportionately low skill and qualification levels. This can be for all sorts of reasons, from absence from school during childhood, barriers to access to mainstream education, lack of specialist support, and low expectations – sometimes of parents or staff, and sometimes of disabled people themselves;
 - Physical barriers, such as access to buildings and transport to work;
 - Negative attitudes of employers or other staff; and
 - Lack of awareness of the support that is available to help support people into education and skills training, and into employment.
25. We are aiming to address lower skills and qualifications levels amongst disabled people by ensuring that all Welsh Government education and training policies are fully inclusive so that disabled people have the same opportunities as their non-disabled peers.
26. Other priorities in the Framework for Action on Independent Living include accessibility of public transport and access to buildings; making progress in these areas will also help create an enabling society that provides the all-round support needed to help disabled people to get and keep good jobs.
27. The Equality Act 2010 also supports disabled people in the workplace by placing a duty on employers to make reasonable adjustments. The duty to make reasonable adjustments aims to make sure that, as far as is reasonable, a disabled worker has the same access to everything that is involved in doing and keeping a job as a non-disabled person.

Relevant Statistics

28. Official figures reveal that, for the first time, there are now over one million³ workers aged over 65 years of age across Britain.
29. Research by investment bank, Citi, shows that all of the net gain in employment in the last decade can be accounted for by the over 50s age group.⁴
30. Employers who promote generational diversity and develop a multi-generational workforce are more successful and better able to retain the skills of older workers, whilst developing a younger workforce for the future.⁵

³ ONS quoted in <http://www.dailymail.co.uk/news/article-2340119/Number-65s-work-doubles-decades-1million-time.html>

⁴ <http://www.dailymail.co.uk/news/article-2272756/Greying-workforce-squeezing-younger-generation-jobs-50s-90-rise-employment.html>

⁵ Research by CIPD <http://www.cipd.co.uk/NR/rdonlyres/25DA52DE-F120-4579-AFE3-564C8801425D/0/genuphowfourgenerationswork.pdf>

31. Learning is a lifelong activity and some 40,055 people over the age of 50 were enrolled in 2012/13 at further education, work-based learning or community learning providers in Wales.⁶ 26,625 of these were learners pursuing part-time learning at Further Education colleges, most of the others in this age range having enrolled with local authority community learning providers.
32. 24.2 per cent of all learners enrolled on part-time courses in Further Education are aged 50 or over.⁷ Some 6.5 per cent are aged over 65 years.
33. Although around 60 per cent of older workers remain fit, healthy and keen to work, the major causes of economic inactivity in the 50 plus age group are ill-health or disability, primarily among men and low earners.
34. Age UK claim that older workers are at more risk from redundancy and find it harder to get another job than their younger counterparts.⁸ Age UK undertook an analysis of official data which shows that, for the last quarter of 2012, 6.6 people aged over 50 were laid off for every thousand in work in the previous three months. This compares with 5.1 workers aged 35-49 and 5.2 aged between 25 and 34. Workers aged 16-24 year olds were slightly more at risk, with 7 people made redundant for every thousand workers, but they were more likely to find work again quickly.⁹

⁶ Source: LLWR

⁷ *ibid*

⁸ <http://www.ageuk.org.uk/latest-press/archive/older-workers-at-high-redundancy-risk/>

⁹ <http://www.ageuk.org.uk/latest-press/archive/older-workers-at-high-redundancy-risk/>

Annex 1 - Impact and Value for Money of European Funding (Finance and Government Business)

Introduction

1. The purpose of this paper is to set out written evidence on the impact and value for money of European funding.
2. Firstly, the paper presents a brief analysis of the implications of an aging population and the barriers faced by older people. This analysis has fed into the design of the 2014-2020 European Programmes. Secondly, the paper describes the planned support for older people in the 2014-2020 Programmes. Finally, the paper presents some results for older people from the 2007-2013 European Social Fund (ESF) Programmes.

Analysis of implications of an aging population and barriers faced by older people

3. The ONS projections indicate that the number of people aged 65 years and more will increase by 50% (more than 290,000 people) in Wales between 2012 and 2037. This projected demographic change has implications across a range of socio-economic domains including health, poverty, employment and transport. For example, older people typically require more health care than younger people; they are less likely to be in employment and tend to have fewer options at their disposal to access services.
4. An ageing population makes it increasingly likely that more people will be taking on the role of help and support for older people this will particularly impact on women who remain the primary carers. The challenge is to allow carers to balance work and family life so that they can work to their full potential.
5. The effects of disabilities and/or a work limiting health condition, may also be a barrier to maintaining sustained employment and health issues may become more common in the workplace as people are required to work longer. Action will be required, with both employers and individuals to address these issues to prevent them becoming a driver to worklessness or a barrier to progression.
6. The following evidence was identified in the Equality Impact Assessments for the Programmes in Wales:
 - People over 50 find it more difficult to find work when unemployed due to a number of barriers. For example, older people may find it more difficult to use the internet for employment searching / applications.
 - Withdrawal from the labour market for people between the ages of 50 and 70 can partly be put down to caring for family members, particularly for women and health problems.
 - Older workers are much less likely to be offered to participate in employer provided training than younger workers.
 - Age and a lack of technology-related skills are large obstacles in terms of looking for jobs for adults over the age of 50.

- Women's pension entitlement is often lower than men's and their risk of poverty in later life is greater.

Support for older people in the 2014-2020 ESF Programmes

7. The 2014 – 2020 ESF programmes in Wales will place an emphasis on the need to support the employment of older people or people with a disability, including a work limiting health condition. This will be as part of a package of targeted support, based on clear labour market evidence and employer demand to achieve sustainable economic and social outcomes for the longer term. In addition, economically inactive people aged 55 and over are identified as a specific target group of the Programmes.
8. The ESF programme proposals reinforce the Welsh Government expectation that integrated action will be taken to promote social inclusion and combat poverty, contributing simultaneously to the Europe 2020 targets and the Welsh Governments Tackling Poverty Action Plan.
9. Individuals over the age of 50 who are not in employment often face some of the most complex barriers in returning to sustainable employment, including skills and qualifications, transport, care responsibilities, financial and emotional barriers as well as attitudes to work and welfare dependence.
10. Periods of recession and labour market uncertainty present additional challenges for these individuals when competing for the opportunities available. Actions within the ESF programmes will support individuals to address these multiple and complex barriers and will be complemented by support for older workers, and those with health issues, to remain in work and continue to learn new skills which aid adaptability.

Results of the 2007-2013 ESF Programmes

11. Latest monitoring data show that over 30,000 people aged over 55 have been supported or are currently receiving support from the 2007-2013 ESF Programmes.
12. Of those people aged over 50 who have completed an ESF project aimed at helping them find employment just over 15% were in employment after finishing their project. Just over a quarter gained a qualification whilst 6% went on to undertake further learning.
13. Of those people aged over 50 who have completed an ESF project aimed at improving progression in employment almost 40% have gained a qualification.
14. Although we do not currently have other data broken down by age, evidence from independent surveys of people who have left an ESF project suggests that a high percentage of participants have gained job-related skills from an ESF project. For example, nearly 70% of people who left an ESF project during 2012 said that they had gained job-specific skills related to a specific occupation. An analysis of these findings by age group will be available soon.

Agenda Item 7

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