

## Supplementary paper to the Enterprise and Business Committee

### Engagement of those aged 50 and above with major Welsh Government employment and skills services

This paper provides an analysis of the engagement of individuals aged 50 and above with major Welsh Government services which support their skills development and/ or employability.

#### Introductory comments

The following points should be highlighted when considering the analysis put forward in this paper:

- the analysis provides an interpretation of data available from the Welsh Government either via StatsWales or data gathered in relation to specific programmes or policy areas;
- data used relates to those individuals aged 50 and above given that this age grouping is generally used when compiling data as opposed to the term over 50s;
- for some services it has not been possible to provide a full analysis of the support available to those aged 50 and above for various reasons, be that how programmes record participant information or the length of time for which programmes have been active; and,
- conclusions in relation to the impact on those individuals aged 50 and above have been made by comparing the situation in relation to all participants.

#### Redundancy Action Plan (ReAct)

Year	Total participants	Participants aged 50 and above	Proportion of participants aged 50 and above (%)
2014	2,985	1,026	34.4%
2013	3,769	1,284	34.1%
2012	3,703	1,356	36.6%
<b>Total 2012-14</b>	<b>10,457</b>	<b>3,666</b>	<b>35.1%</b>

Notes:

1. Source: Welsh Government Department for Education and Skills
2. Year: A year is a full calendar year running 1<sup>st</sup> January – 31<sup>st</sup> December.
3. Percentages are calculated from rounded figures.

#### Summary points:

- In 2014, approximately one third of participants supported via ReAct were aged 50 years and above. This figure has remained relatively consistent when reviewing data from the last three years of the programme.
- Where the total participants in ReAct decreased (between 2013 and 2014), the proportion of over 50s accessing support remained consistent.
- Between 2012 and 2014 actual participants aged 50 and above decreased by 330 individuals (or a percentage change of -24.3%). Over the same period total participants fell by 718 (or a percentage change of -19.4%).

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### Impact considerations:

- ReAct is an all-age and demand-led programme with participation reflecting the scale and type of redundancy taking place across Wales.
- ReAct is not impacted by the Welsh Government policy of co-investment in skills.

### **Essential Skills in the Workplace (ESIW)**

<b>Year</b>	<b>Total participants</b>	<b>Participants aged 50 and above</b>	<b>Proportion of participants aged 50 and above (as %)</b>
2014	4,957	1,431	28.9%
2013	8,658	2,759	31.9%
2012	4,140	1,275	30.8%
<b>Total 2012-14</b>	<b>17,755</b>	<b>5,465</b>	<b>30.8%</b>

#### Notes:

1. Source: Welsh Government Department for Education and Skills
2. Year: A year is a full calendar year running 1<sup>st</sup> January – 31<sup>st</sup> December.
3. Percentages are calculated from rounded figures.

### Summary points:

- In 2014, just under one third of participants supported via ESIW were aged 50 years and above. This figure has remained relatively consistent over the past three years albeit showing a slight decrease from 2013 to 2014.

### Impact considerations:

- ESIW was an all-age programme open to employers seeking to up-skill their workforce. As ESIW is demand-led, participation reflects the workforce associated with those employers accessing support.
- Essential Skills is not impacted by any prioritisation of funding linked to the co-investment policy given the commitment to continue an all-age provision for Essential Skills.

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### Further Education

Year	Total participants	Participants aged 50 and above	Proportion of participants aged 50 and above (as %)
2013/14*	182,460	29,035	15.9%
2012/13	191,040	29,835	15.6%
2011/12	191,185	31,115	16.3%
2010/11	199,130	33,195	16.7%
2009/10	196,925	33,365	16.9%

#### Notes:

1. Source: Welsh Government National Statistics, Learning programme numbers by provision type, age group and mode
2. The figures do not include the higher education provision delivered via Further Education institutions.
3. Year: A year represents a full academic year running August to July.
4. FE learners at Merthyr Tydfil College are excluded from the 2009/10, 2010/11 and 2011/12 academic years following the merger of the college into the University of Glamorgan. However, data for the college are once again included from 2012/13 onwards.
5. Provisional data has been used for 2013/14\*
6. Participant figures are rounded to the nearest 5. Percentages are calculated from rounded figures.

#### Summary points:

- In 2013/14, just under 16% of the participants within FE were aged 50 and above.
- The proportion of participants aged 50 and above has reduced slightly over the past 5 years. The actual reduction in participants aged 50 and above from 2009/10 to 2013/14 was 4,330 (or a percentage decrease of -13.0%). This figure is more than the percentage change of all participants between 2009/10 and 2013/14 of -7.4% (or a reduction of 14,465 total participants).
- Of the 14,465 reduction in total FE participation between 2009/10 and 2013/14, 30% was due to reductions in the 50 years and above age group.

#### Impact considerations:

- Given that fewer than 1 in 6 participants in FE are aged 50 and above, any prioritisation of funding will have less impact on this age group compared to those individuals aged under 50.
- The data suggests that, as total participation in FE decreases, so too does the participation of those individuals aged 50 and above. Moreover given that the percentage change for those individuals aged 50 and above is higher than for all participants within FE, it could be argued that any decreases in overall participation will result in a faster rate of decrease for those individuals aged 50 and above.

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### Community Learning

Year	Total participants	Participants aged 50 and above	Proportion of participants aged 50 and above (as %)
2013/14*	32,190	15,235	47.3%
2012/13	37,310	17,785	47.7%
2011/12	41,915	19,675	46.9%
2010/11	45,460	20,625	45.4%
2009/10	46,735	22,065	47.2%

#### Notes:

1. Source: Welsh Government National Statistics, Learning programme numbers by provision type, age group and mode
2. The figures do not include the higher education provision delivered via Further Education institutions.
3. Year: A year represents a full academic year running August to July.
4. Community Learning is a broad definition that can encompass, for instance, English for Speakers of Other Languages (ESOL). This table only covers Local Authority community learning provision.
5. Provisional data has been used for 2013/14\*.
6. Participant figures are rounded to the nearest 5. Percentages are calculated from rounded figures.

#### Summary points:

- In 2013/14 just under half of participants in Community Learning were aged 50 years and above.
- Participation by individuals aged 50 years and above has remained relatively consistent over the past 5 academic years at between 45% and 48%.
- The actual number of those individuals aged 50 years participating in Community Learning reduced by 6,830 between 2009/10 and 2013/14 with total participation having reduced by 14,545.
- The percentage change in participation in Community Learning between 2009/10 and 2013/14 by those individuals aged 50 years and above was - 31 %. This is the same as the percentage change for all participants also at -31%.

#### Impact considerations:

- Given that individuals aged 50 and above represent less than half of the participation in Community Learning, and that the percentage change in participation for those aged 50 and above was the same for this age group between 2009/10 and 2013/14 as it was for all participants, it could be concluded that older workers are no more impacted by any further reduction in, or prioritisation of, budgets associated with Community Learning than any other participant.

**Work-based Learning**

<b>Year</b>	<b>Total participants</b>	<b>Participants aged 50 and above</b>	<b>Proportion of participants aged 50 and above (as %)</b>
2013/14	73,040	4,880	6.7%
2012/13	68,210	4,465	6.6%
2011/12	59,665	3,555	6.0%
2010/11	64,980	4,060	6.3%
2009/10	63,140	3,910	6.2%

Notes:

1. Source: Welsh Government National Statistics, Number of work-based learning programmes by age group, gender and programme.
2. Year: A year represents a full academic year running August to July.
3. Provisional data has been used for 2013/14\*.
4. Participant figures are rounded to the nearest 5. Percentages are calculated from rounded figures.

Summary points:

- Excluding figures for 2011/12, the proportion of those aged 50 and above accessing Work-Based Learning has increased since 2009/10.
- Participation in Work-Based Learning by those aged 50 and above has increased by 970 between 2009/10 and 2013/14 (or +24.8%). During the same period, total participants to Work-Based Learning increased by 9,990 or +15.7%.

Impact considerations:

- Over the past 5 academic years, participation in Work-Based Learning by those individuals aged 50 and above has shown a greater increase compared with total participants (+24.8% versus +15.7%), albeit from a lower base, suggesting that those aged 50 have benefited more from Work-Based Learning as total participation has increased.
- The prioritisation of apprenticeship provision for those aged under 25 will impact on any age grouping above the age of 25. Therefore those aged 50 and above are expected to be affected alongside other age groups.
- Prioritisation also needs to be viewed in the context that just under 7% of participation in Work-Based Learning is connected with those individuals aged 50 and above.
- The commitment to support Higher Apprenticeships at all ages could mitigate the impact on those individuals aged 50 and above (see below).

### Higher Apprenticeships

Year	Total participants	Participants aged 50 and above	Proportion of participants aged 50 and above (as %)
2012/13	2,730	320	11.7%
2011/12	1,345	165	12.3%
2010/11	2,115	270	12.8%
2009/10	2,155	270	12.5%
2008/09	2,075	275	13.3%

#### Notes:

1. Source: Welsh Government National Statistics, Number of work-based learning programmes by age group, gender and programme.
2. Year: A year represents a full academic year running August to July.
3. Provisional data has been used for 2013/14\*.
4. Participant figures are rounded to the nearest 5. Percentages are calculated from rounded figures.

#### Summary points:

- The proportion of adults aged 50 and above accessing Higher Apprenticeships is consistently higher than figures for Work-Based Learning as a whole.
- There appears to be no consistent trend in the proportion of adults aged 50 and above accessing Higher Apprenticeships between 2008/09 and 2012/13; however the actual number of participants has increased since 2008/09 by some 45 participants (or an increase of +16.4%). However, the overall increase is 31.6% (655 participants).

#### Impact considerations:

- Individuals aged 50 and above will benefit from the commitment to support Higher Apprenticeships at all ages as will any other age group.
- Given that a higher proportion of those individuals aged 50 and above access Higher Apprenticeships compared to all Work-Based Learning provision, it is likely that the availability of all-age support for Higher Apprenticeships will be more beneficial to this age group than would be the case if prioritisation had been given to other apprenticeship levels (Apprenticeships and Foundation Apprenticeships) where the proportion of those individuals aged 50 and above is lower.

### Lift Programme

The Welsh Government requests that suppliers involved in the Lift Programme record participant data. However, in terms of the age of participants, a record is only made of the number of individuals aged 16-24 and the number of individuals aged 25 and older.

The Lift Programme supports people of all ages aged 16 upwards living in workless households to access training and employment opportunities. The nine Lift area teams across Wales have people with a wide range of ages on their caseloads, including many aged 50 and over.

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### Higher Education

Please see tables in next section.

#### Summary points:

- In 2012/13 there were 7,530 enrolments made by Welsh domiciled students aged 50 and above. Of these students, 94% were enrolled on part-time courses and 18% were enrolled at the Open University. Students aged 50 and above made up 7.4% of the total enrolments made by Welsh domiciled students.
- Since 2010/11, student enrolment numbers in the aged 50 and over category have decreased by 90 from 7,620 in 2010/11 to 7,530 in 2012/13. However, despite this slight reduction in the actual numbers of participants, the proportion of individuals aged 50 and above enrolling in Higher Education has remained consistent between 2010/11 and 2012/13 at 7.4%.

#### Impact considerations:

- In November 2013 a wide ranging Review of Higher Education Funding and Student Finance Arrangements in Wales was announced, led by Professor Sir Ian Diamond. The review will focus on a range of issues including the promotion of social mobility and widening access to higher education and will report in 2016.

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### Number<sup>1</sup> of enrolments made by Welsh domiciled students of age 50 and over by level and mode of study, 2012/13

	Postgraduate			Undergraduate			Grand Total		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
<b>50 and over</b>	<b>170</b>	<b>1,395</b>	<b>1,570</b>	<b>295</b>	<b>5,665</b>	<b>5,965</b>	<b>470</b>	<b>7,065</b>	<b>7,530</b>
<i>Open University</i>	.	90	90	.	1,255	1,255	.	1,345	1,345
<i>UK HEI's (Excluding the Open University)</i>	170	1,305	1,480	295	4,415	4,710	470	5,720	6,190
<b>Total Enrolments<sup>2</sup></b>	<b>6,295</b>	<b>10,050</b>	<b>16,345</b>	<b>54,515</b>	<b>30,405</b>	<b>84,925</b>	<b>60,810</b>	<b>40,455</b>	<b>101,270</b>
<i>Open University</i>	*	410	410	.	8,325	8,325	*	8,735	8,735
<i>UK HEI's (Excluding the Open University)</i>	6,290	9,640	15,935	54,515	22,080	76,600	60,810	31,720	92,530

1. Figures are rounded to the nearest five.

Data Source: HESA

2. Enrolments made by Welsh domiciled students

### Number<sup>1</sup> of enrolments made by Welsh domiciled students of age 50 and over by level and mode of study, 2011/12

	Postgraduate			Undergraduate			Grand Total		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
<b>50 and over</b>	<b>170</b>	<b>1,350</b>	<b>1,520</b>	<b>340</b>	<b>5,705</b>	<b>6,050</b>	<b>510</b>	<b>7,055</b>	<b>7,565</b>
<i>Open University</i>	.	95	95	.	1,265	1,265	.	1,360	1,360
<i>UK HEI's (Excluding the Open University)</i>	170	1,255	1,425	340	4,440	4,785	510	5,695	6,210

1. Figures are rounded to the nearest five.

Data Source: HESA

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Number<sup>1</sup> of enrolments made by Welsh domiciled students of age 50 and over by level and mode of study, 2010/11

	Postgraduate			Undergraduate			Grand Total		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
<b>50 and over</b>	<b>150</b>	<b>1,380</b>	<b>1,530</b>	<b>365</b>	<b>5,725</b>	<b>6,090</b>	<b>515</b>	<b>7,105</b>	<b>7,620</b>
<i>Open University</i>	.	90	90	.	1,315	1,315	.	1,405	1,405
<i>UK HEI's (Excluding the Open University)</i>	150	1,290	1,440	365	4,410	4,775	515	5,700	6,220

1. Figures are rounded to the nearest five.

Data Source: HESA

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### Careers Wales

<b>2013-14</b>
<ul style="list-style-type: none"><li>• 139,026 face-to-face interviews or telephone interventions with clients of all ages.</li><li>• Of the 139,026 interventions, 20,456 were with adult clients (defined as those aged over 25). This represents 14.7% of the total interventions.</li><li>• 5,761 interventions were with those individuals over the age of 50 equivalent to 28.1% of the interventions with adults (aged over 25), and 4.1% of total interventions (all participants).</li></ul>
<b>2012-13</b>
<ul style="list-style-type: none"><li>• 127,270 face-to-face or telephone interventions with clients of all ages.</li><li>• Of the 127,270 interventions, 35,528 were with adult clients (defined as those aged over 25). This represents 27.9% of the total interventions.</li><li>• 7,486 interventions were with those individuals over the age of 50 equivalent to 21.1% of the interventions with adults (aged over 25), and 5.9% of total interventions</li></ul>

#### Notes:

1. In 2012-13 there was an ESF funded project for additional support to adults that was still running at this stage.
2. Percentages are calculated from rounded figures.

#### Summary points:

- Careers Wales is the all age, impartial, bilingual national careers information, advice and guidance service.
- Careers Wales became a wholly owned subsidiary of the Welsh Government from 1st April 2013.
- Welsh Ministers issued a revised remit requiring the company to increase the focus of their support and services on young people, supporting Welsh Government strategies and, in particular, a reduction in the number of young people not in education, employment or training (NEET).

#### Impact considerations:

- An Equality Impact Assessment was carried out by Welsh Government in the lead up to Careers Wales becoming a wholly owned subsidiary of the Welsh Government. It was recognised that the revised remit for Careers Wales could have a potentially medium impact in the area of age due to the change in service to over 25 year olds but this was permissible given that other Welsh Government and UK Government services were available to this age group and the Ministerial priority for Careers Wales was those under 25.
- Careers Wales also has its own equalities policy and monitoring systems in place and works to address any imbalance in the services on offer.
- Careers Wales offers a universal service with the majority of clients of any age “self serving”, using the web site, Careers Wales Connect Freephone telephone helpline, web chat, e-mail services and presenting themselves at the network of high street centres.
- A more tailored service built around face to face guidance interviews is offered to clients in the priority groups identified in the annual remit letter

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i.e. young people with SEN and young people in contact with the youth justice system.

- The only adult priority client groups for the current financial year are individuals under notice of redundancy or recently (within the last 6 months) made redundant – supported by React.
- For 2015-16 a new adult priority group is added – those requiring support by the Individual Skills Gateway Programme i.e. unemployed adults aged 25 plus.