

## **FULLER WORKING LIVES PROJECT – BRIEFING NOTES**

As the UK workforce ages and fewer young people enter the labour market, employers will increasingly need to rely on the skills and experience of older workers if they are to remain competitive, increase productivity and growth, and avoid skills shortages in the future.

CXK has been successful in bidding for funding from the ESFA to deliver the Fuller Working Lives project. The main objective of this is to support individuals aged 50+ to remain in, and/or return to the labour market, and to tackle the barriers that inhibit their ability to do this. The funding is available until the end of March this year, but the aim is for the project to be sustainable until at least September. We will be working with the SELEP and DWP to achieve the project goals.

Through the National Careers Service, CXK will:

- Offer employers an on-site visit to discuss how the National Careers Service can help manage and skill an ageing workforce.
- Offer participating employees in-depth information, advice and guidance sessions on a variety of subjects, including:
  - Skills health check
  - Mid-life career review to explore options
  - Information about short courses/units
  - Information about Apprenticeships, including Higher Apprenticeships
  - Digital literacy training
- Help for businesses and older workers to explore flexible working approaches and practices that encourage retention, in-work progression, improved work-life balance and improved productivity. This could include:
  - Mid Life Career Review
  - Skills Gap Analysis
  - Training Needs Analysis.
  - Workforce Planning Support
  - ACAS Age Audit Tool
- Raise awareness amongst JCP Work Coaches of the advantages of employing older workers, to enable them to help build the confidence and motivation of 50+ customers to make decisions about their future.

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