

## **PROJECT IDEA: SKILLS MATCH**

### **DESCRIPTION OF THE PROJECT:**

This project would provide less formal, one-to-one, tailored guidance and encouragement to people over 50 who are looking to find new employment. It would help people understand their existing skills, learn new skills and explore new opportunities before committing to a new career to see if it is a good fit for them. It builds on the model used with younger people in the Greater Manchester Talent Match programme and with roles such as apprenticeships.



### **WHY IS THE PROJECT NEEDED?**

Many people over 50 find themselves out of work with lack of tailored support to help them get back into work. They might not have the skills required for a more modern type of job (e.g. using technology) so feel that the vacancies available do not match their skills set. Others might have additional requirements due to changes in their circumstances, such as changes in their health, mobility issues or caring responsibilities, meaning that more flexible and adaptable employers are sought. Others may want to change career but might feel unable to at the moment.

### **HOW WOULD WE KNOW IF IT'S BEEN SUCCESSFUL?**

People gaining employment  
People sustaining employment  
Improved well-being  
Employer feedback

### **WHO IS IT TARGETED AT?**

People over 50 who are returning to work after a break away  
People over 50 who want to change career  
People over 50 who are leaving obsolete jobs  
Employers that would like to employ more older staff

### **WHAT MAKES THIS PROJECT AGE-FRIENDLY?**

It enables people to contribute to the economy for longer  
It provides tailored employment support for people who are aged over 50  
Helps people to gain 'good' employment  
People feel more valued  
People develop new skills

### **CAN AMBITION FOR AGEING INVEST IN THIS PROJECT?**

Yes. It meets many of the AfA project idea selection criteria. In particular: the project has the potential to take place across GM; could potentially be repeated again with alternative funding; could contribute towards making GM more age-friendly; and could help to reduce social isolation by preventing one of the causes — being out of work whilst still able to work.