

- ***Our Vision is an age friendly Wales that supports people of all ages to live and age well.***
- ***We want to create a Wales where everyone looks forward to growing older.***
- ***A Wales where individuals can take responsibility for their own health and well-being whilst feeling confident that support will be available and easily accessible if needed.***
- ***A Wales where ageism does not limit potential or affect the quality of services older people receive.***
- ***Ultimately, we want to be a nation that celebrates age and, in line with the UN Principles for Older Persons, a nation that upholds the independence, participation, care, self-fulfilment and dignity of older people at all times.***

<b><u>Creating an age friendly Wales</u></b>			
<b>We will:</b>			
<ul style="list-style-type: none"> <li>• Support local authorities to work with partners to create age friendly communities</li> </ul>			
<b>How will we achieve this</b>	<b>Delivery sector /organisation</b>	<b>How Welsh Government will measure/ monitor progress</b>	<b>Timescales</b>
<p>Support local authorities to develop or improve mechanisms for engaging with older people and work towards membership of WHO Network of Age Friendly Cities and Communities.</p> <p>In 2021-22 £550k was made available to support this work.</p> <p>In 2022-23, we will make £1.1million available, which is £50k for each local authority.</p>	<p>Welsh Government, local authorities, health boards, community and town councils, older people's groups and forums, third sector</p>	<p>Welsh Government to hold regular meetings with local authority age friendly leads to share good practice and gauge progress.</p> <p>Allocate funding for 2022-23 and support the local authorities in becoming age friendly communities. All local authorities to submit plans to WG in October 2021 and final report at end of financial year.</p>	<p>Ongoing across term of government</p>

		<p>Number of local authority led age friendly partnerships joining the WHO network.</p> <p>Local progress in age friendly improvements to be measured and monitored by local age friendly partnerships against their own plans.</p> <p>Quarterly updates to MAFA from Older People's Commissioner for Wales as WHO network affiliate.</p> <p>Gather stories and video content to be shared across a variety of platforms.</p> <p>Produce quarterly newsletter on good practice. Distribute across all stakeholder.</p>	
--	--	--	--

**Promoting a rights based approach**

**We will:**

- Raise awareness of older people's rights amongst older people and professionals
- Work across government and sectors to address inequality experienced by older people with protected characteristics or who experience intersecting inequalities.

<b>How will we achieve this</b>	<b>Delivery sector /organisation</b>	<b>How Welsh Government will measure/ monitor progress</b>	<b>Timescales</b>
Work in partnership with Age Cymru and others to raise awareness of older people's rights - funding of £100,000	Welsh Government, third and public sector,	Feedback from older people engaged in activities.	Ongoing across term of government

<p>made available in 2021-22 to support this work. This project will run into 2022-23.</p> <p>Continue to identify ways to embed older people's rights across public sector service development and delivery.</p> <p>The Older People's Commissioner for Wales (OPCW) is funded by WG and is an independent voice and champion for older people. Ending ageism and age discrimination is a key priority for the OPCW.</p>	<p>older people's groups and individuals, Social Care Wales, Older People's Commissioner for Wales</p>	<p>Research and reviews by the Older People's Commissioner.</p> <p>New policies and programmes referencing older people's rights.</p>	
<p>Publish An Anti-Racist Wales: Race Equality Action Plan for Wales with goals, actions timelines and tangible outcomes. The plan is built on the values of anti-racism and calls for zero tolerance of racism in all its guises.</p>	<p>Welsh Government and all sectors including health, housing and the economy.</p>	<p>A strong governance and accountability system to deliver on this commitment is fundamental. Once finalised, the Welsh Government will be committed to and held accountable for it.</p>	<p>Publication of plan in 2022</p>
<p>The LGBTQ+ Action Plan seeks to tackle the existing structural inequalities experienced by LGBTQ+ communities, to challenge discrimination and to create a society where LGBTQ+ people are safe to live and love authentically, openly and freely as themselves. The plan will specifically seek to address health inequalities experienced by LGBTQ+ older people through improving the inclusivity of health and care provision and ensure appropriate professional training is in place.</p>	<p>Welsh Government and all sectors including health, housing and the economy.</p>	<p>A strong governance and accountability structure will be in place to ensure commitments within the plan are delivered.</p>	<p>Publication of plan in 2022</p>
<p>Embed feminist principles across Welsh Government policies and programmes via the Advancing Gender Equality in Wales Plan</p>	<p>All sectors</p>	<p>The plan is overseen by a diverse group of internal and external stakeholders via the Strengthening and Advancing Equality and Human Rights Steering Group.</p>	<p>Long term</p>

Deliver Action on Disability: the Right to Independent Living	All sectors	Ongoing monitoring and evaluation of the framework is led by the Disability Equality Forum and Strategic Equality Plan Board.	Long term
---	-------------	---	-----------

### **Aim 1: Enhancing well-being**

How we will achieve this	Delivery sector/ organisation	How Welsh Government will measure/ monitor progress	Timeframe
<b><u>Priority 1 : Improve support for unpaid carers</u></b>			
<b>We will:</b>			
<ul style="list-style-type: none"> <li>• Publish plan to support delivery of Strategy for Unpaid Carers</li> </ul>			
Implementation of delivery plan to support Strategy for Unpaid Carers. Carers Ministerial Advisory Group to oversee implementation.	Welsh Government working in partnership with all sectors	Monitors relating to unpaid carers from Welsh Government <a href="#">Performance and Improvement Framework</a> for social services. Evaluation of the Social Services and Well-being (Wales) Act 2014.	Plan published in November 2021- delivery over term of government.
Promote good practice by acting on learning from Age Cymru, Carers Wales and Carers Trust Wales' Sustainable Social Services Grant funded projects	Welsh Government, Age Cymru, Carers Wales, Carers Trust Wales	Officials to provide regular updates to Ministerial Advisory Forum on progress regarding implementation of the Strategy for Unpaid Carers and supporting delivery plan.	Implementation of Strategy for Unpaid Carers – long term – end of 2024

<p>Raise awareness of carers' rights via campaign and messaging</p>	<p>Welsh Government with local authorities and third sector organisations</p>	<p>Monitored via Delivery Plan published to support implementation of the Strategy for Unpaid Carers.</p>	<p>Short term - carers campaign delivered in 2021 Ongoing via Unpaid Carers Strategy and Delivery Plan</p>
<p><b><u>Priority 2: Improving access to health and social care services</u></b></p> <p><b>We will:</b></p> <ul style="list-style-type: none"> <li>• Continue to support vulnerable people in their own homes, in hospitals, in care homes, in supported accommodation or other settings, building on new ways of working and innovation where appropriate.</li> <li>• Improve early access to allied health professionals (AHPS)<sup>1</sup></li> <li>• Improve access to GP services</li> <li>• Make it easier for people to access Welsh language services and use their Welsh wherever they are on their Welsh language journey</li> <li>• Introduce an all-Wales framework to roll out social prescribing</li> <li>• Reviewing funding available to social care</li> </ul>			
<p>Deliver a new five year Revenue Investment Fund to build on the work and learning of the Integrated Care Fund and Transformation Fund. Welsh Government investment in the fund currently stands at over £144million, but regions are also expected to provide an element of match funding.</p> <p>Continue to deliver the vision set out in A Healthier Wales.</p> <p>Continue to integrate health, social care, community and third sector services.</p>	<p>Welsh Government, Regional Partnership Boards, public and third sectors</p>	<p>Progress reports relating to the new Revenue Investment Fund will be submitted to Welsh Government at the end of quarter 2 and quarter 4. We will also publish annual reports.</p> <p>Monitor in National Survey for Wales (cited in Age Watch Index) <i>Self rated general health of those aged over 60 in Wales.</i></p>	<p>Long term - the new fund will run from April 2022 to March 2027</p>

<sup>\*1</sup> Allied Health Professionals include occupational therapists, dental hygienists, dietitians, physical therapists, speech language therapists and paramedics.

<p>Provide direct, timely access to Allied Health Professionals (AHPs) in communities and integrated health and well-being centres.</p> <p>Provide early intervention to support healthy living.</p>	<p>Health boards, local authorities, third sector</p>	<p>Via delivery of the <a href="#">Allied Health Professional Framework for Wales</a></p>	<p>Long term and ongoing</p>
<p>Recruit more GPs by launching the <a href="#">This is Wales: Train Work Live</a></p>	<p>Welsh Government/ NHS Wales</p>	<p>Increase in number of GPs working in Wales</p>	<p>Medium term – life of campaign</p>
<p>Delivering the <a href="#">Primary Care Model for Wales</a> - priorities for action include prevention, a 24/7 service, the multi professional workforce, data and digital technology, communication and engagement, cluster working.</p>	<p>Welsh Government, NHS Wales</p>	<p>Organisations are expected to monitor and deliver their plans for innovative and integrated models of care.</p>	<p>Medium term</p>
<p>Implement changes to GP contract to improve access to appointments - £12million of investment announced in December 2021.</p> <p>Reform of the national primary care contracts.</p>	<p>Welsh Government, NHS Wales</p>	<p>Monitor in National Survey for Wales (cited in Age Watch Index) <i>How easy or difficult was it to get a GP appointment for people aged over 60 in Wales.</i></p>	<p>Long term</p>
<p>Promotion of active offer and delivery of <a href="#">More than Just Words</a> - the Welsh Government's strategic framework for Welsh language services in health, social services and social care.</p> <p>The third version of the strategic framework is due to be launched in April 2022 to include monitoring arrangements.</p>	<p>Local health boards, local authorities, third sector</p>	<p>National Survey for Wales measures relating to Welsh language</p> <p>Local Health Board and Local Authority annual monitoring reports on Welsh Language Standards. These reports are sent to the Welsh Language Commissioner.</p>	<p>Long term</p>
<p>The Dementia Action Plan published in February 2018 outlines our vision for dementia care and support in Wales. To ensure we considered the impact of the pandemic we published '<a href="#">Strengthening provision in response to Covid 19</a>' in September 2021.</p>	<p>Welsh Government</p>	<p>We have commissioned ORS to undertake an independent evaluation of the implementation of the Dementia Action Plan, the findings from which will inform our successor arrangements.</p>	<p>Work priorities currently focussed on 2022.</p>

When the action plan was published in 2018, it was supported by £9m, from 2021/22 this figure has been increased to £12m.		The Dementia Oversight Implementation and Impact Group (DOIG), informs and monitors progress against the Dementia Action Plan  'How we will report' sections included in <a href="#">Strengthening provision in response to Covid 19</a>	
Embed social prescribing as part of self-management and prevention services, aligned to primary and community services. secure quality, governance and supervision for social prescribers via AHPs services	Local health boards, local authorities, Welsh Government, third sector	Monitors in UK Age Index and National Survey for Wales – health and well-being.  Performance Framework monitors.	Long term
An Expert Group, created as part of Co-operation Agreement with Plaid Cymru has been formed to provide recommendations on practical next steps which can be taken towards the creation of a National Care Service where care is free at the point of need.	Welsh Government and Plaid Cymru Designated Members working with Expert Group	Group will produce a report to Welsh Government and Plaid Cymru Designated Members outlining their recommendations.	Short-term –  Primary aim takes Group up to April 2022
Consider a sustainable way forward for Wales' adult social care charging.	Welsh Government working with social care sector	Development of Welsh solutions that meet the circumstances of people in Wales	Long term – over current term of government

Continue to promote the <a href="#">Armed Forces Covenant: Healthcare Priority for Veterans</a>	Welsh Government working with NHS and third sector	Monitor the numbers of 50+ year old veterans who are recorded as 'veterans' in accordance with the Covenant.	Long term (2021-2026). Over current term of Government
Publication of a national framework for the delivery of bereavement care. Our vision is for a Compassionate Wales where everyone has equitable access to high quality bereavement care and support when they need it.	Welsh Government	The framework is being supported by a £1 million bereavement support grant and will include national standards, examples of existing models of bereavement support and learning from COVID-19.	Long term
<b><u>Priority 3: Improving access to mental health services</u></b>			
<b>We will:</b>			
<ul style="list-style-type: none"> <li>• Deliver and evaluate Together for Mental Health Strategy to inform development of successor plan</li> </ul>			
Our current Together for Mental Health strategy finishes in 2022. We have recently commissioned ORS to undertake an independent evaluation of this strategy to gauge what progress has been made and what needs to be put in place for the successor plans. This includes reviewing the all age approach.	All sectors	Older people's access to mental health services improved. Monitor Wales' status against the Global Age Watch Index with regards to mental and physical health status.	Long term (2021-2026) – over current term of government



## AIM 2: Improving local services and environments

How we will achieve this	Delivery sector/ organisation	How Welsh Government will measure/ monitor progress	Timeframe
<p><b><u>Housing</u></b></p> <p><b>We will:</b></p> <ul style="list-style-type: none"> <li>• Support the growth of new housing models that support people to age well</li> <li>• Co-ordinate housing, health and social care capital programmes</li> <li>• Make sure housing in Wales is of an acceptable standard</li> </ul>			
<p>The new 5 year Regional Integration Fund will build on the successes of the Integrated Care Fund by continuing to enable integrated and collaborative working between social services, health, housing, the third sector and independent sectors.</p> <p>The fund intends to invest in intermediate care settings such as extra care flats and re-enablement 'step down' accommodation to support older people to regain independence and prevent admission to a residential care setting.</p>	<p>Welsh Government, Regional Partnership Boards, local authorities, local health boards, third sector, private sector.</p>	<p>Progress report relating to the new Regional Integration Fund will be submitted to Welsh Government at the end of quarter 2 and quarter 4. We will also publish annual reports.</p>	<p>Long term - the new fund will run from April 2022 to March 2027</p>
<p>Address fuel poverty and energy efficiency by taking measures to support households through the current cost of living and energy crisis.</p> <p>The consultation on the next iteration of the Warm Homes Programme was launched on 22 December 2021.</p>		<p>Monitor via implementation of the cold weather resilience plan, launched on fuel poverty awareness day on 3 December 2021.</p>	<p>Long term</p>

How we will achieve this	Delivery sector/ organisation	How Welsh Government will measure/ monitor progress	Timeframe
<p>Decarbonise more homes through retrofit, delivering quality jobs, training and innovation using local supply chains.</p> <p>The Optimised Retrofit Programme (ORP) has provided funding to 4,500 social homes across Wales to date. By 2024-2025, ORP investment will have contributed to the decarbonisation journey of 148,000 homes.</p> <p>Channelling ORP investment through social landlords supports a ‘testing and learning’ approach to how to effectively and efficiently decarbonise homes. This will provide the springboard to rapidly start the decarbonising homes in other tenures by 2023.</p> <p>The <u>Active Building Centre</u> based at Swansea University has been awarded £36million from the Industrial Challenge Strategy Fund to transform the housing and energy sectors.</p>	<p>WG, Local Authorities, RSLs, Regional Skills Partnerships and sector representative bodies</p>	<p>Monitoring of the wider ORP programme informing ongoing developments</p>	<p>Long term</p>
<p><b><u>Open spaces and buildings</u></b></p> <p><b>We will:</b></p> <ul style="list-style-type: none"> <li>• Ensure our natural and built environment is safe and age friendly</li> <li>• Improve availability of public toilets</li> <li>• Reinvigorate town centres</li> </ul>			
<p>We are pressing on with amending existing legislation so officers can issue fixed penalty notices for vehicles obstructing the footway and</p>	<p>TBC</p>	<p>TBC</p>	<p>TBC</p>

How we will achieve this	Delivery sector/ organisation	How Welsh Government will measure/ monitor progress	Timeframe
looking at introducing legislation for a national default speed limit of 20 mph in residential areas			
Through the age friendly communities programme and our support for older people's groups and forums, we will actively encourage older people to have their voices heard when local authorities are planning key services, such as public toilets.	Local authorities, Welsh Government, third sector, Town and Community Councils, citizens	All local authorities required to publish a public toilet strategy, however accountability for implementation remains with local authorities.	Ongoing
We will reshape and relaunch all existing regeneration capital programmes from 2021 as a single Transforming Towns Fund to create town centres that provide jobs, homes, leisure and services, but that also look great, feel safe and are easily accessible and vibrant whilst also supporting actions on the climate and nature emergency	Welsh Government, local authorities, town and community councils, third and private sector	The Ministerial Town Centre Action Group has convened the following task and finish groups to take forward this proposal:  Planning and community engagement  Simplification of funding to single transforming towns funds.	Currently short term with task and finish groups reporting March 2022.
<b><u>Transport</u></b>			
<p><b>We will:</b></p> <ul style="list-style-type: none"> <li>• Support people to plan journeys door to door</li> <li>• Improve bus services</li> <li>• Develop more demand responsive transport</li> </ul>			
<a href="#">Llwybr Newydd, the Wales Transport Strategy 2021</a> includes four cross-cutting delivery pathways: <ul style="list-style-type: none"> <li>• Decarbonisation Pathway</li> </ul>	Welsh Government, Transport for Wales, local authorities	We will set up a Transport Performance Board to review our overall progress on Llwybr Newydd and will involve stakeholders including	Medium term for working groups to report to Transport

How we will achieve this	Delivery sector/ organisation	How Welsh Government will measure/ monitor progress	Timeframe
<ul style="list-style-type: none"> <li>• Equality Pathway</li> <li>• Integrated journey planning Pathway</li> <li>• Rural Pathway</li> </ul> <p>The integrated journey planning pathway will require a holistic, integrated approach to journey planning, working across different modes and sectors to make it easier for people to travel door-to-door using sustainable transport modes. It will involve a complex range of issues such as timetabling, information provision, and infrastructure planning and policy development.</p> <p>Equality pathway will map our specific legal and policy commitments on the accessibility of infrastructure and services, as well as our commitments on inclusive design, training, policy development and standards.</p>		<p>users, the commercial and third sectors, local authorities and equality groups to support the Board's work.</p> <p>Dedicated working groups take forward work on both pathways and report back to the Transport Performance Board.</p>	<p>Performance Board.</p> <p>Strategy aims to transform transport over the next 20 years.</p>
<p>We have set aside £2.5 million for Bus Network Reform.</p> <p>We are currently developing a 5-year plan, <i>Bws Cymru</i>, setting out our vision for buses and how the Welsh Government will use its powers and levers to help improve bus services in Wales.</p> <p>We will continue to fund improvements to bus infrastructure to ensure more stops and key interchanges are fully accessible to all in the community. We are also looking to put in place strengthened arrangements for the TrawsCymru bus network to provide better quality services and</p>	<p>Welsh Government and Transport for Wales, community and town councils</p>	<p>Progress will be monitored via the 5 year Bws Cymru plan.</p> <p>Transport for Wales will work with local communities via regional forums to learn more about the journeys they make and take appropriate action.</p>	<p>Long term – five year plan in place</p>

<b>How we will achieve this</b>	<b>Delivery sector/ organisation</b>	<b>How Welsh Government will measure/ monitor progress</b>	<b>Timeframe</b>
improved connections with rail and other key bus services at important hubs and interchange points.			
We are working with the Community Transport Association Cymru to develop a five-year Delivery Plan setting out how we will achieve to our vision for community transport. This forms part of the Third Sector Mini Plan in our new Wales Transport Strategy, Llwybr Newydd.	Community Transport Association Cymru/Welsh Government	Via realisation of outcomes set out in delivery plan	Mid term for development of new plan

### **Aim 3: Building and retaining people's own capability**

<b>How we will achieve this</b>	<b>Delivery sector/ organisation</b>	<b>How Welsh Government will measure/ monitor progress</b>	<b>Timeframe</b>
<b><u>Community participation</u></b>			
<p><b>We will:</b></p> <ul style="list-style-type: none"> <li>• Work with partners to ensure the implementation of Connected Communities addresses the needs of older people experiencing, or at risk of loneliness.</li> <li>• Promote volunteering as a way to encourage more people to connect with their communities</li> <li>• Improve access to and availability of places to meet</li> </ul>			
Support the development of Age Friendly communities	Welsh Government, local authorities, Community and Town councils, Older People's	Number of local authorities gaining membership of WHO Network of age friendly cities and communities	Longterm – end of 2024

How we will achieve this	Delivery sector/ organisation	How Welsh Government will measure/ monitor progress	Timeframe
	Commissioner, third sector		
Fund a three year grant scheme to build the capability and sustainability of front line grass roots voluntary and community organisations that bring people together and help them build social connections	Welsh Government	Each local authority and county voluntary council partnership will be required to monitor and evaluate the use of the funding and to share the learning. Using feedback from the partnerships, the Welsh Government will also monitor outcomes and impact and lessons learnt.	Medium term - March 2024
Fund a national programme of Time Credits	Welsh Government	<ul style="list-style-type: none"> <li>• No of Community groups or organisations signed up</li> <li>• Volunteers signed up</li> <li>• Time Credits Earned/Used</li> <li>• Ambassadors Trained</li> <li>• No of recognition partners</li> </ul>	March 2023
Support volunteer programme across Cadw sites involving a range of ages but in particular retired and older people. These programmes involve training, social events and interaction with members of the public.	Welsh Government / Cadw	Record kept of hours undertaken by volunteers and records of training given.  Working towards establishing a volunteer management system.	Ongoing programme.  Monthly reports on progress.
We will continue to promote volunteering via continued investment in the existing County Voluntary Council infrastructure and through grant mechanisms such as the Volunteering Wales Grant and Third Sector Sustainable Social Services Grant. Also via small grants of up to £25,000 and a small number of strategic investments to enable the progress that has been made during the	Welsh Government / WCVA / County Voluntary Councils	Age UK Index measures: <ul style="list-style-type: none"> <li>• % of people volunteering by age and for what cause</li> </ul>	Long term 2022 - 2025

<b>How we will achieve this</b>	<b>Delivery sector/ organisation</b>	<b>How Welsh Government will measure/ monitor progress</b>	<b>Timeframe</b>
<p>pandemic to be further explored and 'hard wired' into ongoing work.</p> <p>Combined Funding of over £4.5m has been committed for the Volunteering Wales Grants over the next 3 financial years (2022-25)</p>			
<p>We will encourage local authorities to work with town and community councils and public sector organisations to make spaces in existing publicly-funded or publicly-supported buildings available for community participation.</p> <p>We will introduce a new model of Community Learning Centres, providing extended services with childcare, parenting support, family learning and community access to facilities built around the school day.</p>	<p>Welsh Government, local authorities, community and town councils, town and community councils</p>	<p>We launched a £15m capital grant for Community Learning Centre pilots across Wales. 21 bids have been supported, including projects to enable community use of school facilities and co-locate services.</p>	<p>Long term</p>
<p>Working closely with the implementation of the Strategy for Loneliness and Isolation, we will encourage all local health boards and local authorities across Wales to establish, embed and grow intergenerational practice.</p> <p>We will also work with the Older People's Commissioner for Wales and Children's Commissioner for Wales, local authorities and older people's groups and forums to map intergenerational activity and explore how to replicate good practice.</p>	<p>Welsh Government, local authorities, community and town councils, local health boards, third sector, Bangor University, citizen groups, Commissioners.</p>	<p>Measure as part of progress in developing Age Friendly Communities.</p> <p>Track against the activities outlined in the AFC action plans.</p>	<p>Mapping phase is ongoing 2022.</p> <p>2022 onwards expect AFC status for LAs across Wales.</p>
<p>We will examine how we can use intergenerational work to help younger people gain or improve Welsh</p>	<p>Welsh Government</p>	<p>The work on analysing how we communicate will start in summer 2022</p>	<p>Summer 2022</p>

<b>How we will achieve this</b>	<b>Delivery sector/ organisation</b>	<b>How Welsh Government will measure/ monitor progress</b>	<b>Timeframe</b>
<p>language skills in line with our national policy on Welsh language transmission and use in families.</p> <p>We will:</p> <p>Analyse how we communicate with families and their extended members (beyond the direct caregivers) about their use of the Welsh language with the aim of maintaining and increasing the transmission of the Welsh language.</p> <p>Analyse other interventions based on behavioural economics /behavioural psychology/science or other suitable methodology to see if there may be lessons to be learned for our Welsh language transfer Programme and its use in families.</p>		<p>Claremont Communications contracted to undertake analysis</p>	<p>March 2022</p>
<p><b>We will:</b></p> <ul style="list-style-type: none"> <li>Continue to work with the Older People’s Commissioner and key partners to publish and implement a national plan to prevent abuse of older people by end 2021.</li> </ul>			
<p>We will ensure that the National Plan to Prevent Abuse of Older People aligns with other Welsh Government strategies such as the Violence Against Women and Domestic Abuse strategy and addresses all forms of abuse.</p> <p>The plan will include reference to neglect and self-neglect as a safeguarding issue.</p>	<p>Welsh Government, third sector, Older People’s Commissioner, Regional Safeguarding Boards, National Independent Safeguarding Board.</p>	<p>Consult on Action Plan Delivery of actions in plan Monitor against adult safeguarding data</p>	<p>Long and medium term - 1 to 3 years to deliver actions.</p>



How we will achieve this	Delivery sector/ organisation	How Welsh Government will measure/ monitor progress	Timeframe
<b><u>Planning for the future</u></b>			
<b>We will:</b>			
<ul style="list-style-type: none"> <li>• Encourage individuals to consider a range of factors when planning for later life</li> <li>• Encouraging employers to deliver mid-life reviews</li> <li>• Encouraging employers to consider their corporate responsibilities by supporting employees to volunteer</li> </ul>			
We will work with the Ministerial Advisory Forum on Ageing to explore how to encourage people to consider the psychosocial factors that can support them to age well.	All sectors	Via UK Age Index to measure levels of well-being	Medium term
<p>Work with Business in the Community Age at Work (BITC) Project</p> <p>Encourage and support businesses to be more age-inclusive in retaining, retraining and recruiting older workers</p> <p>Raise awareness of the impact of an ageing workforce and the need for an age-inclusive agenda in government, business and wider society</p> <p>Support older individuals (aged 50+) to remain in or return to work to continue to earn, stay connected and develop new skills.</p>	BITC, small, medium and large Companies in Wales, Welsh Government	<p>Monitor outcomes of Business Age Audit complied by BITC</p> <p>Numbers of individuals attending seminars.</p> <p>Numbers who have completed an audit, using the toolkit and created an action plan.</p> <p>Collect and share good practice and case studies</p>	<p>Medium term</p> <p>Programme funded until April 2024</p>
Working with Money and Pensions Service to align our work with the implementation of their UK Strategy for Financial Well-being	Money and Pensions Service, Welsh Government	Monitors relating to pensioner poverty in UK Age Watch Index.	Medium term
<b><u>Civic engagement</u></b>			
<b>We will:</b>			
<ul style="list-style-type: none"> <li>• Continue to review of mechanisms for engaging with older people</li> <li>• Delivering our Employability Plan</li> </ul>			

How we will achieve this	Delivery sector/ organisation	How Welsh Government will measure/ monitor progress	Timeframe
<p>Provide funding to each local authority in 2021-22 to develop effective mechanism for engaging with older people</p> <p>We will improve citizen engagement mechanisms on Regional Partnership Boards</p>	<p>Welsh Government, local authorities, third sector, Regional Partnership Boards, Local Health Boards</p>	<p>Local authorities and Regional Partnership Boards to submit progress reports to Welsh Government.</p>	<p>By end financial year 2022 and ongoing subject to budget confirmation</p>
<p><b><u>Older workers</u></b></p> <p><b>We will:</b></p> <ul style="list-style-type: none"> <li>• Promote re skilling of older workers</li> <li>• Promoting and actively encouraging age friendly workplaces</li> <li>• Delivering our Employability Plan</li> </ul>			
<p>We will work with Working Wales and other partners to ensure that older workers are encouraged to think proactively about their career opportunities and skills needs throughout their lifetime.</p> <p>We have committed to deliver a campaign targeting individuals and directing to them 'Working Wales' for January 2022. It is being adapted and up-weighted to target a greater number of older workers as part of the campaign.</p>	<p>Welsh Government, third, private and statutory sectors and employees</p>	<p>Personal Learning Accounts – measure the numbers who have signed up and map the types of courses being undertaken.</p> <p>Age UK Index measures:</p> <ul style="list-style-type: none"> <li>• Employment of older people</li> <li>• Education status of older people</li> </ul>	<p>Ongoing</p>
<p>We will continue our All Age Apprenticeship Programme - in 2019-20 there were over 4000 people age 50+ undertaking an apprenticeship at level 2, 3 and 4.</p>	<p>Welsh Government, third, private and statutory sectors and employees</p>	<p>All age apprenticeships programme – measure the numbers of age 50+ taking part and which levels.</p>	<p>tbc</p>

How we will achieve this	Delivery sector/ organisation	How Welsh Government will measure/ monitor progress	Timeframe
We will work in social partnership to raise awareness of the rights of workers and the legal responsibilities of employers and sign post to sources of advice and support.	Welsh Government, trade unions and employers	We will use campaign and/or webpage statistics and feedback from social partners to assess the reach of this work	Ongoing
We will work in social partnership to promote the principles of fair work and the benefits of an equal and diverse workforce. This supports our ambition for a Fair Work nation where everyone, including older workers, is included and no-one is held back or left behind.	Welsh Government, trade unions and employers	Age UK Index measures: <ul style="list-style-type: none"> <li>• % of adults employed by age</li> </ul>	Ongoing
We will work with employers and their representative bodies to encourage them to provide age friendly workplaces that support the increasing number of older workers and carers in our workforce.	Welsh Government, third sector, trade unions and employers	Age UK Index measures: <ul style="list-style-type: none"> <li>• % of adults employed by age</li> <li>• Whether can choose to work part time, flexible hours or job share.</li> </ul>	Annual monitoring
<p>Our Employability Plan will set out our vision for making Wales a full-employment, high-tech, high-wage economy.</p> <p>Fair Work for All - Employability Strategy</p> <ul style="list-style-type: none"> <li>• <b>Economic equality</b> - creating opportunities for adults struggling to find work to engage and enter employment</li> <li>• <b>Healthy workplaces</b> – supporting people with with long term health conditions and care.</li> <li>• <b>Qualified for life</b> — improving skill and qualification levels, and mobility of people in and out of work, which includes <b>Mid Life Career Reviews</b>.</li> </ul>	Welsh Government, third, private and statutory sectors and employees	Age UK Index measures: <ul style="list-style-type: none"> <li>• % of adults employed by age</li> <li>• Levels of job satisfaction</li> <li>• Reasons for not working due to health problems</li> </ul>	Long term

How we will achieve this	Delivery sector/ organisation	How Welsh Government will measure/ monitor progress	Timeframe
<b><u>Lifelong learning</u></b>			
<b>We will:</b>			
<ul style="list-style-type: none"> <li>• Supporting informal learning</li> <li>• Support citizens to become digitally confident</li> </ul>			
We aim to support the provision of social engagement courses through clubs and self-directed learning groups which will support people to continue to learn in an informal way to benefit their health and well-being.	Welsh Government, education and third sectors	Levels of participation in adult learning.	
Support citizens to become digitally confident	Welsh Government and all sectors	To support this policy through the newly established national indicator, 'status of digital inclusion', which aligns to the Well-being of Future Generations (Wales) Act 2015.	Long term
<p>The <a href="#">Digital Strategy for Wales</a> (March 2021) makes clear we will equip people with the motivation, access, basic digital skills and confidence to engage with an increasingly digital world, based on their needs. Below are several key pieces of work which will support this commitment:</p> <ul style="list-style-type: none"> <li>➤ Work with the Centre for Digital Public Services (CDPS) to undertake a mapping of digital inclusion activities The map will be made publically available and provide citizens and organisations with a clear outline of where they can go for support to become digitally confident.</li> </ul>	<p>Welsh Government</p> <p>Welsh Government / CDPS</p>	<p>National Survey for Wales</p> <ul style="list-style-type: none"> <li>- personal use of the internet by age</li> </ul>	<p>Ongoing</p> <p>April 2022</p>

How we will achieve this	Delivery sector/ organisation	How Welsh Government will measure/ monitor progress	Timeframe
<ul style="list-style-type: none"> <li>➤ To explore a minimum digital living standard for Wales which includes a recognised baseline for what it means to be digitally included e.g. connectivity speed, device and basic digital skills. Early engagement with organisations and representatives of older people will be critical.</li> <li>➤ Ensure appropriate interventions are in place to support citizens to gain the digital confidence to engage with digital and know where to go for help. In addition, ensure front line staff and volunteers are able to access training to become digitally confident.</li> </ul>	<p>Welsh Government / University of Liverpool</p> <p>Welsh Government / Digital Communities Wales</p>		<p>November 2022* (clause for second phase)</p> <p>Long term (June 2025)</p>

#### **Aim 4: Tackling age related poverty**

How we will achieve this	Delivery sector/organisation	How Welsh Government will measure/ monitor progress	Timeframe
<b><u>Commencing the socio-economic duty</u></b>			
The Socio-economic Duty, which came into force in Wales on 31 March 2021, will encourage better decision making and ultimately deliver better outcomes for those who are socio-economically disadvantaged.	Public bodies	In the summer 2021, Welsh Government published a <a href="#">progress tracker</a> tool to support planning processes. A review of evidence on socio-economic disadvantage and inequalities of outcome was published in October 2021.	Ongoing

How we will achieve this	Delivery sector/organisation	How Welsh Government will measure/ monitor progress	Timeframe
		The Equality and Human Rights Commissions plans to undertake future research into the impact of the Duty, it is our understanding that this is intended to take place no earlier than late 2022, giving relevant public bodies the time and space to embed the Duty.	
<b><u>Increasing take up of pension credit</u></b>			
<b>We will:</b>			
<ul style="list-style-type: none"> <li>Work with stakeholders to devise the Charter that will be at the heart of a Welsh benefits system, which works for everyone in Wales.</li> </ul>			
<p>We have funded awareness raising sessions with support workers working with people with disabilities and are launching a tender to do another training programme.</p> <p>Under our Income Maximisation Programme, we have established a series of working groups. Group 3 is considering how to increase take up of pension credit.</p> <p>We will explore how local and national 50+ groups and forums can help to combat stigma of claiming benefits.</p>	<p>Welsh Government, third sector, local authorities, community and town councils,</p>	<p>Rate of pension credit take up.</p>	<p>Medium term</p>
<b><u>Investing in Wales' foundational economy</u></b>			
<b>We will:</b>			
<ul style="list-style-type: none"> <li>Re invigorate our town centres (Make our cities, towns and villages even better places in which to live and work)</li> </ul>			
<p>We will reshape and relaunch all existing regeneration capital programmes from 2022 as a</p>	<p>Welsh Government, local authorities.</p>	<p>The Ministerial Town Centre Action Group includes membership has convened the</p>	<p>Currently short term</p>

How we will achieve this	Delivery sector/organisation	How Welsh Government will measure/monitor progress	Timeframe
<p>single Transforming Towns Fund to create town centres that provide jobs, homes, leisure and services, but that also look great, feel safe and are easily accessible and vibrant whilst also supporting actions on the climate and nature emergency.</p> <p>The sustainable regeneration of our towns is linked to investments we make across Government particularly in transport, housing, health and the economy.</p>		<p>following Task and Finish sub-groups to take forward proposals:</p> <ul style="list-style-type: none"> <li>- Financial Incentives; and</li> <li>- Planning and community engagement.</li> </ul> <p>The Ministerial Town Centre Action Group provides challenge and scrutiny on progress.</p>	<p>with Task and Finish sub-groups reporting in March 2022.</p> <p>Long term commitment to create sustainable town centres for future generations.</p>
<p>We will build on our Foundational Economy approach and establish a Backing Local Firms Fund with a specific focus on Social Care; Decarbonisation of homes and buses; Food; and Public Procurement.</p> <p>In addition, the Foundational economy unit will perform a bridging role to assist Welsh Government departments to embed Foundational Economy in policy strategy and delivery plan. Embedding Foundational Economy thinking across Welsh Government will support development of approaches that improve age friendly access to vital goods and services.</p>	<p>Welsh Government and public sector partners</p>	<p>Baseline data and indicators of progress are in the process of being developed and these may be reviewed in the Autumn of 2022 to assess their impact on the Age Friendly Wales Strategy Delivery Plan</p>	<p>Review Autumn 2022</p>