

Third Age Foundation

Impact Report 2012

...eighteen years on

V I S I O N

Third Age Foundation's vision is for a society where older people have the equal opportunity to maximise their potential in financial security.

We are realising this vision through our five core activity areas:

- **Learning and Skills**
- **Employment**
- **Research**
- **Information and Services**
- **Awareness raising and functions**

We provide opportunities for those who are 40+ - those approaching or part of the Third Age - and in work or out of work by developing their working potential.

Through these five core activities we provide guidance, personal development, positive mental attitudes and computer literacy training courses through a holistic and integrated method. We help older people, bridge the 'digital divide' as well as tackle age discrimination, poverty and social exclusion.

Of course working with many organisations, statutory bodies and stakeholders lies at the heart of our success. In ten years we have:

- ◆ Established Third Age Foundation (TAF) as a unique Centre of Excellence - training and learning for the over forties in London
- ◆ Developed and delivered over 120 training and upskilling programmes for clients from boroughs across London
- ◆ Exceeded our targets for training and delivery
- ◆ Created new training and implementation models - looking at the whole person and their needs - that link Personal Development and ICT Training to support in basic, key and life skills.
- ◆ Raised awareness of the problems of age and disadvantage and encouraged change amongst key statutory bodies and initiatives.
- ◆ Held over 20 functions with business, political and the arts environs.

INTRODUCTION

Third Age Foundation is delighted to introduce its first Impact Report. These reports will be on a yearly basis, but this one is special as it covers TAF's work, since its inception - in the early 1990s. The last ten years have seen TAF grow from being an inspiration to a pan-London Specialist Centre of Excellence able to deliver successful holistic and integrated programmes helping older people 40+ and trying hard to eliminate ageism, poverty and social exclusion.

Over the past decade, TAF has raised over £1 million from over twenty-five different sources including ESF, SRB, and Local Authority monies, which includes capital grants for our IT learning suites. But the funding landscape has changed with the introduction of the Learning and Skills Council. Nevertheless, TAF remains financially sound and have been actively attracting support. But this is secondary to the impact it makes.

European proposals for anti-ageism legislation started in 2002. These potential changes – both in policy and law – seeking to enforce rights and prevent discrimination on grounds of age rather than simply trying to improve services, prompted TAF to ask some questions of its role and the people using TAF's services. How easily are people able to exercise their rights and freedoms and does TAF support people to understand and take advantage of the opportunities that these changes bring? Some of the information in this report provides an answer to this question.

The key drivers for success have been the focus and determination of our whole organisation, its patrons, the management committee, and - of course - the commitment and enthusiasm of the staff and volunteers, as well as continuous feedback and involvement from clients and their needs.

And we have had a great deal of success. Take five of our achievements, which will affect the lives of many in London:

- ◆ Trained over 5000 individuals through our specialist holistic model
- ◆ Attracted over £3 million of funds from 25 different sources
- ◆ Completed two research initiatives and launched two others
- ◆ Raised awareness through seminars and conferences and supported many other organisations
- ◆ Held over 20 functions, including 2 at the House of Commons and 2 at the House of Lords

However, none of what TAF has made possible would have happened without the support received from so many individuals, businesses, community organisations, statutory bodies and funders ... and to all the people, who support Third Age Foundation and its pioneering work, a big thank you.

LEARNING AND SKILLS

A i m s

- ◆ Improve standards of education for older people
- ◆ Create more learning and skills opportunities for older people
- ◆ Improve learning and training facilities for older people
- ◆ Look at individuals in a holistic manner to support their needs
- ◆ Act as Agent for Change

“the trainers are patient and encouraging and attending the course gives me a meaningful structure to the week”

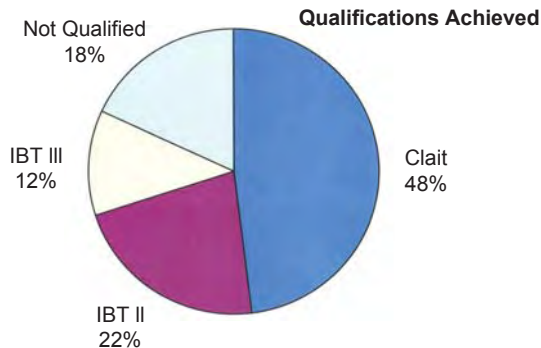
Male, 53, recently dismissed

A c h i e v e m e n t s

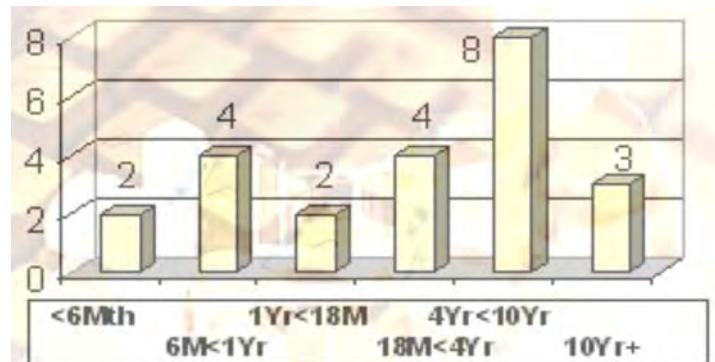
- ◆ Received liP recognition and quality standard mark for developing and delivering training
- ◆ Received GAB kitemark for delivery of Information, Advice and Guidance
- ◆ Delivered UK On-line programme helping 251 students of which 80 percent achieved qualifications
- ◆ Support delivery of learndirect programme
- ◆ Re-furnished learning suites increasing substantially the number of students who can now benefit from training
- ◆ Community outreach service with 5 laptops
- ◆ Delivered over 1000 OCR/RSA qualifications in ICT Basic Skills to IBT III

T h i s Y e a r [2 0 0 2 / 2 0 0 3]

- ◆ Continue planning to extend learning and skills to older people provided by TAF across London.
- ◆ Deliver learning courses under new learning regimes such as LSC and LDA.
- ◆ Develop and launch learning and skills information portal and



Length of Time Unemployed



EMPLOYMENT

A i m s

- ◆ Support older people to re-skill for target employment sectors
- ◆ Help employers end discrimination in the workplace
- ◆ Work with statutory organisations and employer bodies to raise awareness
- ◆ Act as Agent for Change

“making the decision to approach the organisation and take up the offer of training was the best thing I’ve done in a long time”

Female, 53, unemployed

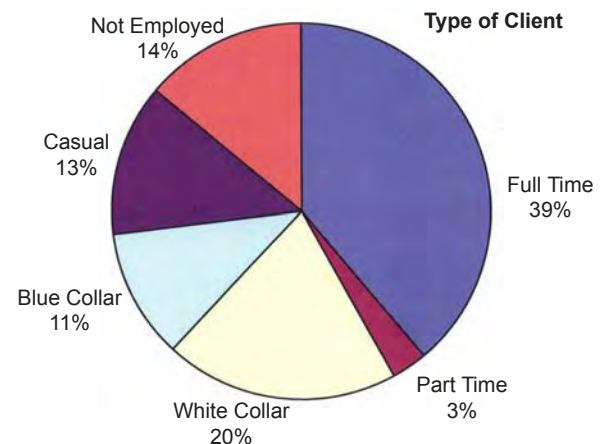
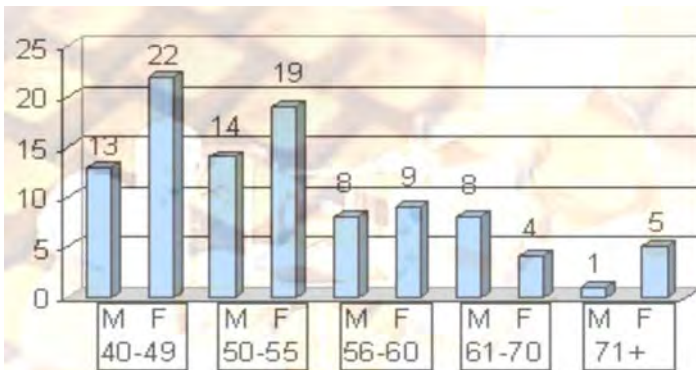
A c h i e v e m e n t s

- ◆ Involved in sub-regional skills and employment groups including the CBI, IOD, Chambers of Commerce, LSC and TUC
- ◆ Worked with over 50 employers in establishing links to older people in their locality
- ◆ More than 1000 people supported with job search and employment related skills
- ◆ Published comprehensive assessment of employers needs on skills and learning

T h i s Y e a r [2 0 0 2 / 2 0 0 3]

- ◆ Run age awareness training for employers across London
- ◆ Increase the employment skills of staff by working with local stakeholders and partners to forge synergies and combine resources
- ◆ Offer individual casework support for employers and sectors in London

Age & Gender



RESEARCH

Aims

- ◆ Increase awareness of rights under new anti-ageism legislation
- ◆ Understand links between age and skills in the labour market
- ◆ Lead the way in exploring problems of funding pensions and overcoming disadvantage for older people in London

Achievements

- ◆ Secured funds from ESF to undertake action research looking at links between age, skills and employment holistically
- ◆ Worked with the LSC to develop and facilitate skills and age workshops
- ◆ Worked with the IAG to develop and facilitate skills and age workshops
- ◆ Participated in UK CAP Commission on 'Poverty, Participation and Power' culminating in the 'Listen Hear' report funded by Joseph Rowntree
- ◆ Participated in the Findings and Evaluation of the Commission on 'Poverty, Participation and Power' looking into the new ways of participatory working with 50/50 grassroots and public life commissioners funded by Joseph Rowntree.

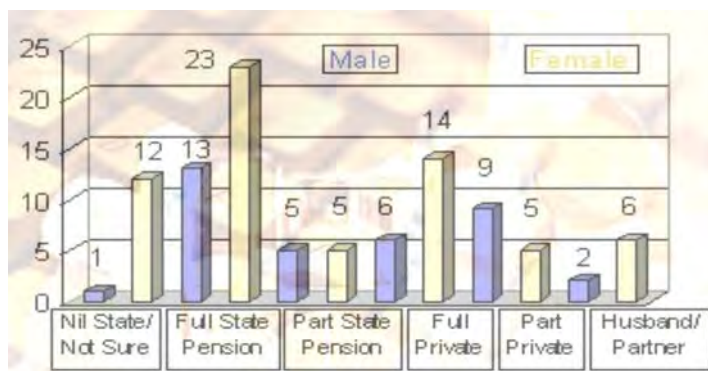
“*the holistic approach to helping older people to re-learn is a wonderful idea*”

Male, 60, recently taken early retirement

This Year [2002/2003]

- ◆ Developing a research proposal to explore links between poverty and pensions in the UK
- ◆ Undertake research for the LSC examining the links between key industrial sectors, age and skills
- ◆ Work with other organisations to develop a joint research strategy for skills and learning across London
- ◆ Work with the EC Commission and other European organisations
- ◆ Develop web-site and information portal to include a research resource centre

Pension Provision



AWARENESS RAISING, INFORMATION AND SERVICES

A i m s

- ◆ Create more positive attitudes and knowledge about age and skills across London
- ◆ Tackle discrimination through age awareness training for employers, other organisations and individuals
- ◆ Provide information to more than 100 people about employment, learning and training opportunities
- ◆ Act as Agent for Change

“ *the structured, yet relaxed learning environment encourages older people to re-learn how to learn – a vital element frequently over looked* ”

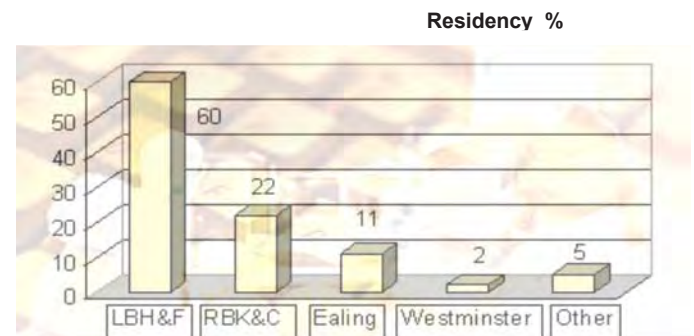
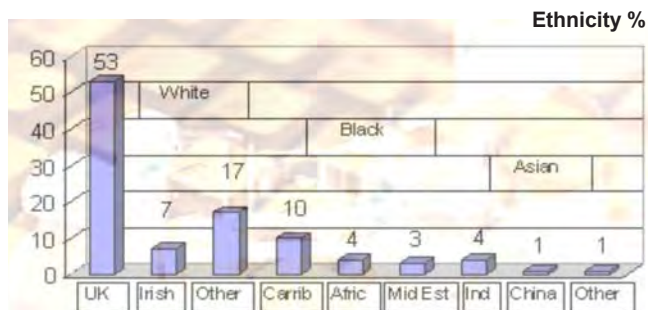
A c h i e v e m e n t s

- ◆ Lobbied successfully to ensure that older people are included in local training programmes, such as New Deal and Neighbourhood Renewal
- ◆ Develop further plans to create a Centre of Excellence for learning and skills for older people 40+
- ◆ Establish strategic links with local advice and guidance provision to offer targeted support to people over 40.

Female, 51, long-term unemployed

T h i s Y e a r [2 0 0 2 / 2 0 0 3]

- ◆ Publish and promote guidelines for employers on the implications of new anti-ageism legislation
- ◆ Promote further improvements in older people rights legislation to ensure that discrimination against older people is eliminated
- ◆ Offer communication support, benefits advice, counselling and other services in order for older people to live



PARTICIPATORY WORKING

TAF has worked with other organisations in the community, voluntary groups, statutory bodies, and businesses to achieve its aim over the last few years. We would like to thank them all and in particular:

- ◆ Age Concern/Help the Aged/Better Government for Older People/Employers Federation on Age
- ◆ APPG on “Poverty”/Hansard Society/LSE
- ◆ Barclays Bank plc/Bank of England
- ◆ CIPD – Third Age Special Interest Group/Third Age Network (Guildford)
- ◆ European Social Fund/GOL/GLA/LDA
- ◆ IAG
- ◆ UK CAP/Voices for Change/Joseph Rowntree Foundation
- ◆ CVS’s in H&F/Ealing/Hillingdon/Hounslow/LVSTC/LVSC/NCVO
- ◆ London Borough of Hammersmith and Fulham/Ealing/Hillingdon/Hounslow/Westminster
- ◆ Royal Borough of Kensington & Chelsea
- ◆ London Central Learning and Skills Council/Focus Tec
- ◆ London West Learning and Skills Council/West London Tec
- ◆ Dr Edwards and Bishop Kings/Daisy Trust/Henry Smiths Charity
- ◆ Peabody Community Trust/New Islington & Hackney Housing Assn/Shepherds Bush Housing Assn/Womens Pioneer
- ◆ Regensis/Action Acton
- ◆ Ealing, Hammersmith and West London College/Thames Valley University/Uxbridge College/West Thames College
- ◆ H&F, LCCI, West London Chamber of Commerce

And thanks to the many others not listed

WHO'S WHO



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SPONSORS



FINANCIAL SUMMARY

Full accounts (year end 31 December 2007, 2008, 2009, 2010, 2011 & 2012) from which these figures are extracted and on which the auditors have issued an unqualified report is available.

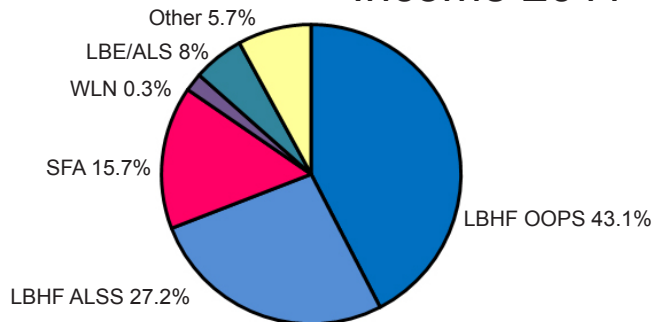
	2007	2008	2009	2010	2011	2012
Incoming Resources	£	£	£	£	£	£
Grants & Donations*	423,068	372,714	178,964	71,252	65,576	92,337
Other Income	11,636	13,976	10,917	6,068	3,955	2,133
Total	434,704	386,684	189,881	77,320	69,531	94,470

*including committed pre-payment

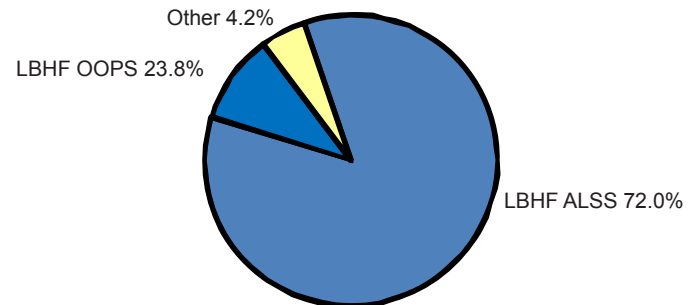
Resources Expended

Direct	356,058	296,191	242,549	178,914	120,882	79,885
Publicity/Fundraising	7,965	11,991	13,168	12,526	2,545	
Mgt, admin & other costs	5,437	12,452	7,750	11,491	5,336	6,013
Total	379,460	320,634	263,467	202,931	129,763	85,898

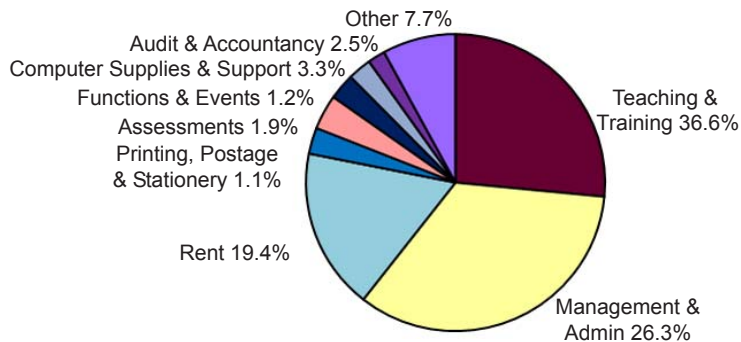
Income 2011



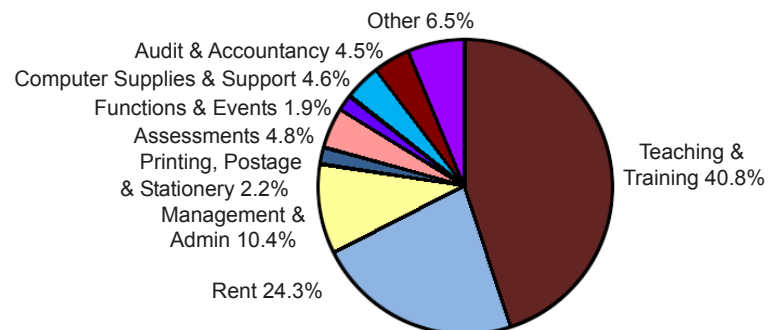
Income 2012



Expenditure 2011



Expenditure 2012



GOOD NEWS STORIES

- feedback from clients

Our aims and ambitions are clear. And the way we work and our working relationships point to our seemingly successful methodology. But of course the acid test for TAF is the success for our clients. Here is a snapshot of what our clients think of us:

“*The opportunity to keep my skills up to date, which the organisation offers, boosts my self esteem, because it is something to achieve. The teaching is excellent and the organisations sensitive to the needs of older people*”

FEMALE, 67, RECENTLY RETIRED

“*I was out of touch with today's world and needed to know how to use a computer. The training is brilliant, the teacher helpful and doesn't make me feel stupid if I don't understand*”

FEMALE, 45, LONG TERM UNEMPLOYED

“*What the organisation offers should be offered to everyone. The quality of the training is excellent. I get out and meet older people who want to learn rather than moan. The teachers know how to teach and treat you like a joined-up person with a future*”

MALE, 63, EARLY RETIRED ACCOUNTANT

“*I have been suffering from Depression for years and my medication makes me feel out of sorts, but coming here is the best thing I've done for ages. The group has gelled and people support each other. I've made friends and my concentration is improving*”

FEMALE, 50, INCAPACITY BENEFIT

“*I had never been much good at school and Dyslexia hadn't helped, but I enjoyed the course because I could get on at my own pace, and didn't feel stupid or embarrassed if I didn't understand and needed lots of help*”

FEMALE, 40, OUT OF WORK

“*I was 56 when I was made redundant. My life revolved around work ... I'll have a pension when I reach retirement age, but it's the getting by until then that's the worry*”

FEMALE, 56, MADE REDUNDANT

**successfully empowering older
people 40+ and working to
eliminate age discrimination,
poverty and social exclusion.**

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