

Dadansoddi ar gyfer Polisi



Analysis for Policy



Llywodraeth Cymru
Welsh Government

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ProAct & ReAct

Programme design, delivery, and evaluation

Kim Wigley & Eleri Lewis



Programmes

Eleri Lewis

Head of Programme Delivery

Welsh Government

Aims & Activities

- Started as a ‘one-off’ response to large redundancy situation (high local economic impact)
- Value of ‘off the shelf’ response identified; replicated across Wales; responsive
- Main aim of ReAct is to equip those impacted by redundancy with the skills sought by recruiting employers – vocational training grant
- Value of impartial information, advice and guidance, and robust LMI from Careers Wales
- Flexible: grant programme, not procured training
- Wage subsidy for recruiting employers – accounts for 10% of participants



Evaluations

Kim Wigley

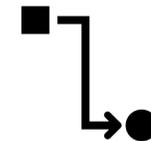
Senior Research Officer – EU Monitoring

Welsh Government

- ReAct I 2005 Interim Evaluation
- ReAct I 2008 Final Evaluation
- ProAct 2011 Final Evaluation
- ReAct II 2011 Formative Evaluation
- ReAct II 2016 Summative evaluation
- ReAct III 2021 Final Evaluation

Aims and methods

Process, outcomes, and impact evaluations





Analysis for Policy

Partnership working

- Effectively co-ordinated and joined up system of provision (2008)
- Team Wales partners rose admirably to the challenges of the 2008-09 recession (2011)
- The partnership of the ReAct team, JCP, CW and training providers is successful and highly effective (2016)
- CW's IAG role is crucial in terms of the ability of ReAct, via the training that it subsequently funds, to deliver positive outcomes (2021)
- The structure that is in place to respond to redundancies in Wales is now so well established that it can respond very quickly and very effectively, as was the case when Quinn Radiators closed its doors with no prior warning (2021 case study).



Gyrfa Cymru
Careers Wales

jobcentreplus



Department
for Work &
Pensions

Outcomes and additionality

- Individuals - employment, qualifications, soft-skills
 - But – ReAct **supports** the outcome, rather than being the cause
 - Employers - positive experience
 - More likely to invest in training
 - Deadweight – varies – generally high
- Hard to measure impact and additionality robustly
 - Matching
 - Benchmarking

Targeting

- ReAct played a positive role – especially where individuals have lower qualifications
- Outcomes are likely to be better for those with higher level qualifications
- BUT ReAct plays a less important role in driving the outcome than for those with lower qualifications, for whom ReAct is more valuable
- AND those with lower level qualifications are under-represented on the ReAct programme
- So – why not target ReAct to those with lower level qualifications?
- Desire for redundancy support to be available to *all* affected employees – mixed workforce
- Demand-led programme: targeting would be tantamount to exclusion of redundant workers
- For YPG commitment – giving an uplift to 18 – 24 year olds who are recruited via the wage subsidy (targeting in support available, not eligibility).

Administration

- High administrative burden
- Barrier to effectiveness, but necessary
- Recommendations
 - enhance internal monitoring and evaluation processes
 - improve MI to allow more robust analysis
- For the ReAct+ programme, a new data solution has been developed
- Web-based application has been developed allowing online applications and claims
- MI gathering built in to the development of the new app and will be using Power BI to generate data reports
- Destination surveys generated by the system – so that we will get more responses



Further information

[Statistics and research | GOV.WALES](#)

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