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**Experts in Age
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Chris Ball

50+ Matters : Working Effectively With Older Workers

ESF 07/13 National Technical Assistance 'Age Management' Project

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50+ Matters: Working Effectively With Older Workers

Today's Programme:

Putting Older Workers In Context:

- **Chris Ball, TAEN** : Demographics; the labour market and impact of the recession on older workers, Age management.... Q&As

Understanding and Attracting Older Clients:

- **Barbara Watkins, TAEN**: Who are they and how do you reach them – what works in practice?.... Discussion

Working Effectively With Them:

- **Peter Pearson, Acumen Partnership** : What are the barriers; what works in practice...Discussion

Skills Assessment With And For Older Workers:

- **Liz Bavidge, Bavidge Consulting**: What works in practice....?.... Discussion

TAEN – Experts on Age and Employment

Committed to promoting an effective job market which works for people in mid and later life, for employers and for the economy.

- Formerly known as the Third Age Employment Network.
- 200+ member organisations.
- Communicating expertise.
- Creating contacts & networks.
- Influencing and advancing public policy.
- Championing ‘age management’ approach.
- Information Line for jobseekers.
- Equality & Diversity Forum Co-Founder.
- Coming of Age Partnership in W. Midlands.

50+ Matters: Employment Quiz

1. In 2006 the population of the West Midlands was circa 5.4 million. What is it expected to be by 2026 ?

A) 5.7m B) 5.85m C) 6m D) 6.15m

2. In 2006-08, average life expectancy at 65 in England for females was 20.2 yrs. What was it for males ?

A) 17.5 yrs B) 18.5yrs C) 19.5 yrs D) 20.5 yrs

3. Approx what % of people aged 50-SPA in the WM are economically inactive ?

A) 21% B) 26% C) 31% D) 36%

50+ Matters: Employment Quiz

4. According to the FSB what % of SMEs place their job vacancies with JC+ ?

A) 20% B) 30% C) 40% D) 50%

5. What proportion of the people working in the WM are self-employed ?

A) 9% B) 12% C) 15% D) 18%

6. In a survey recently published by the CIPD, what % of people aged 55+ wanted to work on past SPA ?

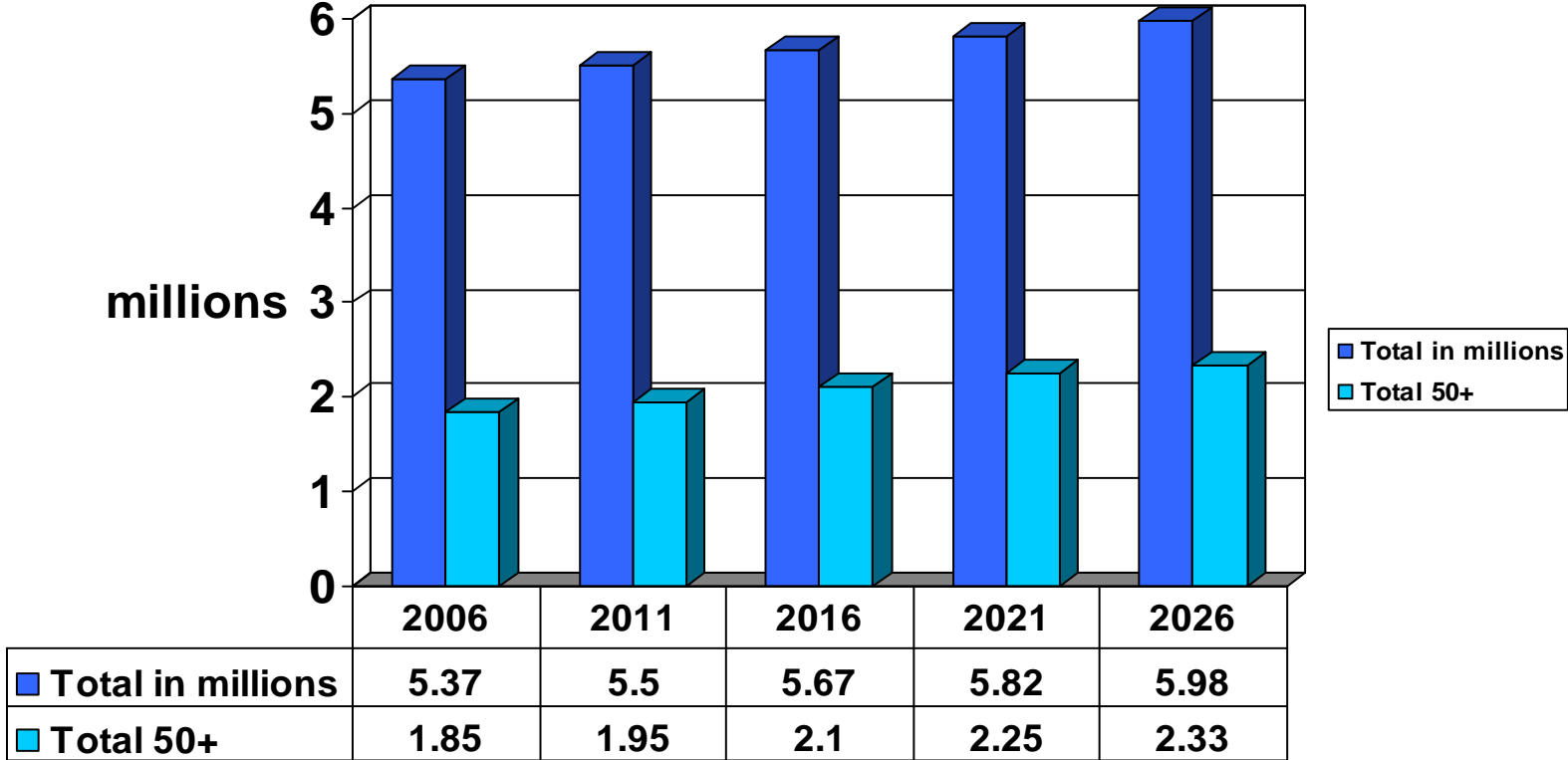
A) 41% B) 51% C) 61% D) 71%

Cross Cutting Themes

- **Equal Opportunities**
 - Equal access to employment opportunities
 - Equal access to training opportunities
- **Sustainability**
 - Social – personal development & skills
 - Economic – up-skilling the workforce
 - Environmental – responding to climate change

WM Changing Demographics

Projected Population Trends 2006 -2031



Changing Labour Market Dynamics

- Economy crawling out of the recession.
- Unemployment expected to rise further.
- Predominantly Blue Collar, male recession.
- ‘Knowledge Economy’ jobs still being lost.
- Labour demand: Vacancies increasing.
- Labour supply: Still increasing.
- Labour and skill shortages declining.
- Fewer EU migrant workers arriving.
- *“Rockpools’ of Joblessness”*.
- Knock-on effects for ESF Priority 1 & 2 programmes.

WM Employment Rates

Source: Office For National Statistics : Labour Market Statistics : Jan: 2010

Working Age (16-SPA)* : 70.5% (2.3M: -39k*)

- Change over same period in 2008.

Labour Force Survey: Jul-Sept 09: not seasonally adjusted

Age Group	ER % - All	ER - % Men	ER - % Women
16-17	23.3%	22.5%	24.1%
18 – 24	54.8%	53.1%	56.6%
25 – 34	74.6%	80.3%	68.8%
35 – 49	80.9%	85.0%	76.9%
50-59/64	69.3%	69.9%	68.6%
SPA+	11.6%	9.9%	12.7%

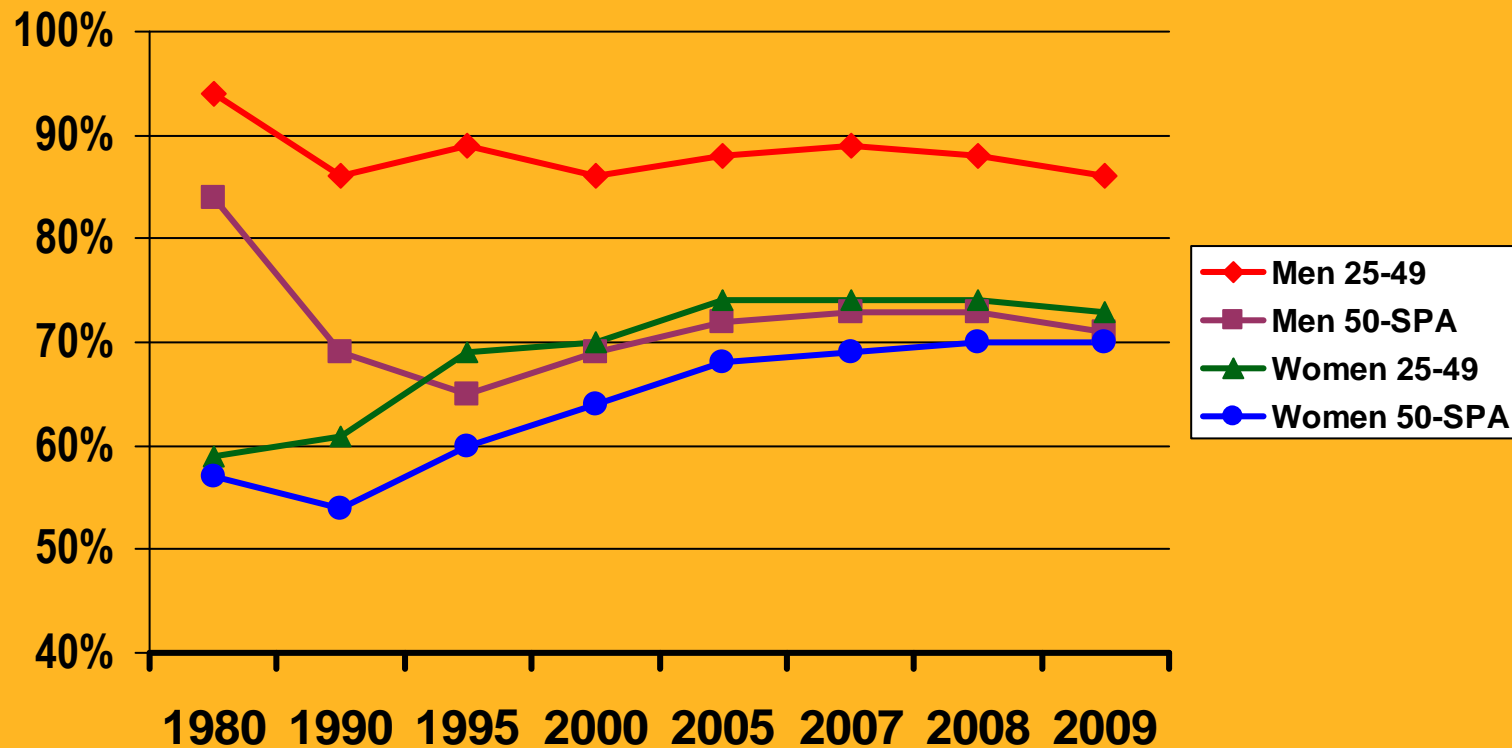
WM Labour Market:

Unemployment, Claimant Count & Inactivity

Source: ONS : Labour Force Survey : Jan 2010

Unemployment (16+)	000s	Rate
Sep-Nov 09	259k	9.6%
Vs Previous Year	+65k	+2.3%
Claimant Count (16+)		
Dec 2009	180k	6.5%
Vs Dec 2008	+45k	+1.6%
Economic Inactivity 16-SPA		
Sep-Nov 09	953k	22.6%
Vs Previous Year	+1k	+0.0%

Employment Rates Of Younger & Older Adult Workers: 1980-2009



Re-employment Rates By Age

% of those made redundant in previous 3 months

	% All Age 16+	% 16-24	% 25-34	% 35-49	% 50-SPA
Total re-employed Q4 2007	47%	*	54%	58%	31%
Total re-employed Q3 2009	31%	30%	42%	35%	19%

Barriers Reported By Older Jobseekers

Source: Survey of Jobseekers Aged 50+: TAEN : July09

Seen as too old by employers	72%
Seen as too experienced or over-qualified	48%
Skills not matching those required	24%
Experience not matching that required	21%
Qualifications not matching those required	18%
Need to work part time or flexibly	10%
An aspect of health	7%
Other	18%
Numbers responding	395

Barriers to the employment of older workers*

- Employer attitudes / myths & stereotypes
- Health condition or disability
- Lack of qualifications
- Lack of work experience
- Low basic skills
- Jobseeker attitudes
- Lack of confidence
- Caring responsibilities
- Financial

'Welfare to Work: Tackling the Barriers to the Employment of Older Workers' National Audit Office : Sept 2004.

Age & Absence of Formal Qualifications

Source: ONS Labour Force Survey Q2 2008.

	16 - 24		25 - 49		50 -	SPA
	M	F	M	F	M	F
Total Population (000s)	3,609	3,465	10,242	10,431	5,266	3,656
% with no qualifications	13%	12.4%	8.9%	9.8%	16.9%	21.2%

Age & Qualifications.....2

GB Workforce By Educational Attainment (By Age & Gender)

Source: ONS Labour Force Survey: Q2 2008

		16-24		25-49		50-SPA			
	All	M	F	All	M	F	All	M	F
All in Work 000s = 100%	4,000	2,081	1,919	16,930	9,080	7,850	6,457	3,785	2,583
Split By Attainment:									
% with NVQ L5 or equiv.	12.6	11.0	14.4	27.9	26.8	29.1	20.2	20.9	19.0
% with L4 or equiv	4.5	3.7	5.4	10.0	8.8	11.3	11.6	9.8	14.2
% with L3 or equiv	34.6	33.4	35.8	21.8	24.9	18.2	24.0	30.6	14.1
% with L2 or equiv	32	32.3	31.8	22.2	18.5	26.3	17.0	11.9	24.6
% Other Quals	10.2	12.2	7.9	12.3	14.3	10.0	14.1	14.1	14.1
% No Qualifications	6.1	7.4	4.7	5.9	6.7	5.1	13.2	12.7	14.0

New Measures To Help Unemployed 50+s

From April 2010

- Additional time and training for JC+ Advisers
- New specialist back-to-work help.
- Widening access to work trials
- Fast tracking to back-to-work help.
- Additional funding for unemployed professionals.
- Guidance initiative to help create job opportunities for 60-64 year olds.

Plus access to: *Better Off in Work* Credit; tax free self-employment credit; support for carers; access to FND support; national network of mental health coordinators in JC+ and travel and childcare costs to take up training.



Age Management: Facilitating longer working lives

A definition:

- Those measures which combat age barriers or promote age diversity.
- Aimed at individual, the labour market or the organisation.
- Help individual to achieve potential without being disadvantaged by age.
- Good age management practice may be promoted by public policy, the law as well as at the level of the organisation.

Dimensions of Age Management



Age Management , In summary...

- Integrated, holistic
- Interventions inevitably long term
- Life course approach
- Sustained business case
- Building capacity, winning friends
- Rome wasn't built in a day!

50+ Matters

Wrap-up Session – and finally.....

- What issues has this session raised in terms of how you work with and support older jobseekers?
- Are there particular tools, guides that might help you be more effective?
- What else would you have liked us to cover ?
- What happens next from your point of view?
- Has today's session been useful?

- Any other comments?

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