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Experts in Age
& Employment



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Keith Frost

50+ Matters: Working Effectively With Older Workers

ESF 2007/13 : National Technical Assistance Project

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50+ Matters: Working Effectively With Older Workers

Today's Programme:

Introductions

Putting Older Workers In Context:

- **Keith Frost, TAEN** : Demographics; the labour market and impact of the recession on older workers.... Q&As

Understanding and Attracting Older Clients:

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

Working Effectively With Older Clients:

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

What Would Help You Work More Effectively With 50+s?

Peter Clarke, Management Orient Ltd: 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.
- *Making Age Work for London & A Wealth Of Experience – Valuing London’s Older Workers* reports.

ESF 07/13 Regional Equality Targets

Participants Aged 50+

	EM	East	Lon	Mers	NW	NE	SE	SW	SY	WM	YH	GIB	Total
Priority 1													
% 50+	18%	18%	18%	18%	18%	18%	18%	18%	18%	18%	18%	20%	
No. 50+ '000s	13.7	12.3	28.5	10.4	18	13.2	12.6	8	10	20.5	11.9	0.2	159
Priority 2													
% 50+	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	
No. 50+ '000s	14.1	14	25.3	11.7	19.9	13.6	13.1	8.2	10.3	21.2	12.3	0.2	163.9
Total Nos.	27.8	26.2	53.9	22.1	37.9	26.8	25.7	16.2	20.3	41.8	24.1	0.4	323.7

ESF 'Age Management' TA Project

TAEN's TA Project : Purpose

To deliver technical assistance in relation to good practice in 'age management' at a national level in support of the operational programme's Priority 1 (& 4) and Priority 2 (& 5) activities. To:-

- **Regional Committees and Regional Skills Partnerships** - in order to influence the strategic planning and phases regionally.
- **Procurement / Contract Management** for ESF CFOs regionally (and nationally).
- **Project providers** working with individuals and employers

50+ Matters: Employment Quiz

- 1. In 2006 the population of London was circa 7.5 million. What is it expected to be by 2026 ?**
A) 8.2m B) 8.4m C) 8.6m D) 8.8m
- 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 London are economically inactive ?**
A) 21% B) 23% C) 25% D) 27%

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 London are self-employed ?

A) 12% B) 14% C) 16% D) 18%

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

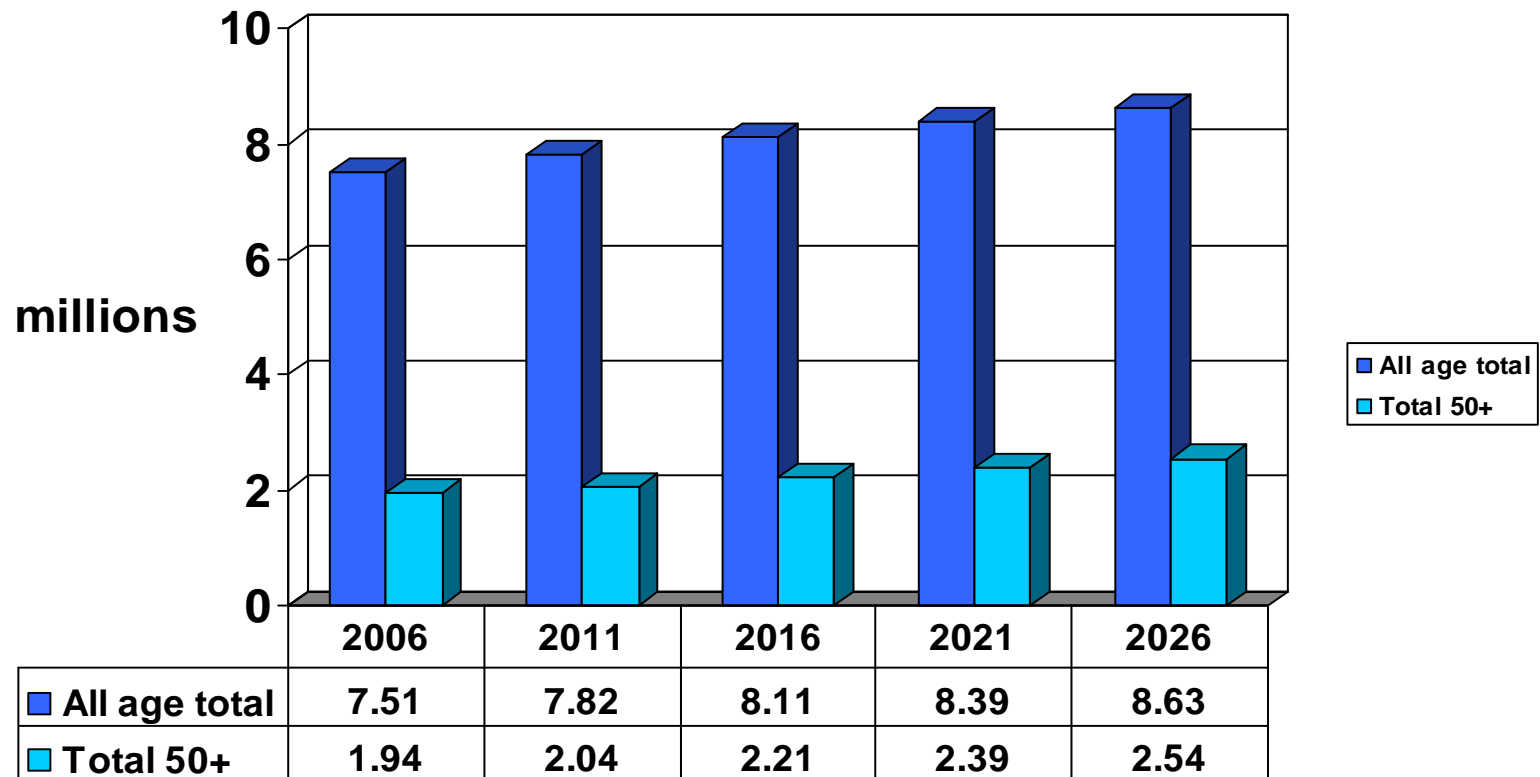
A) 41% B) 51% C) 61% D) 71%

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.

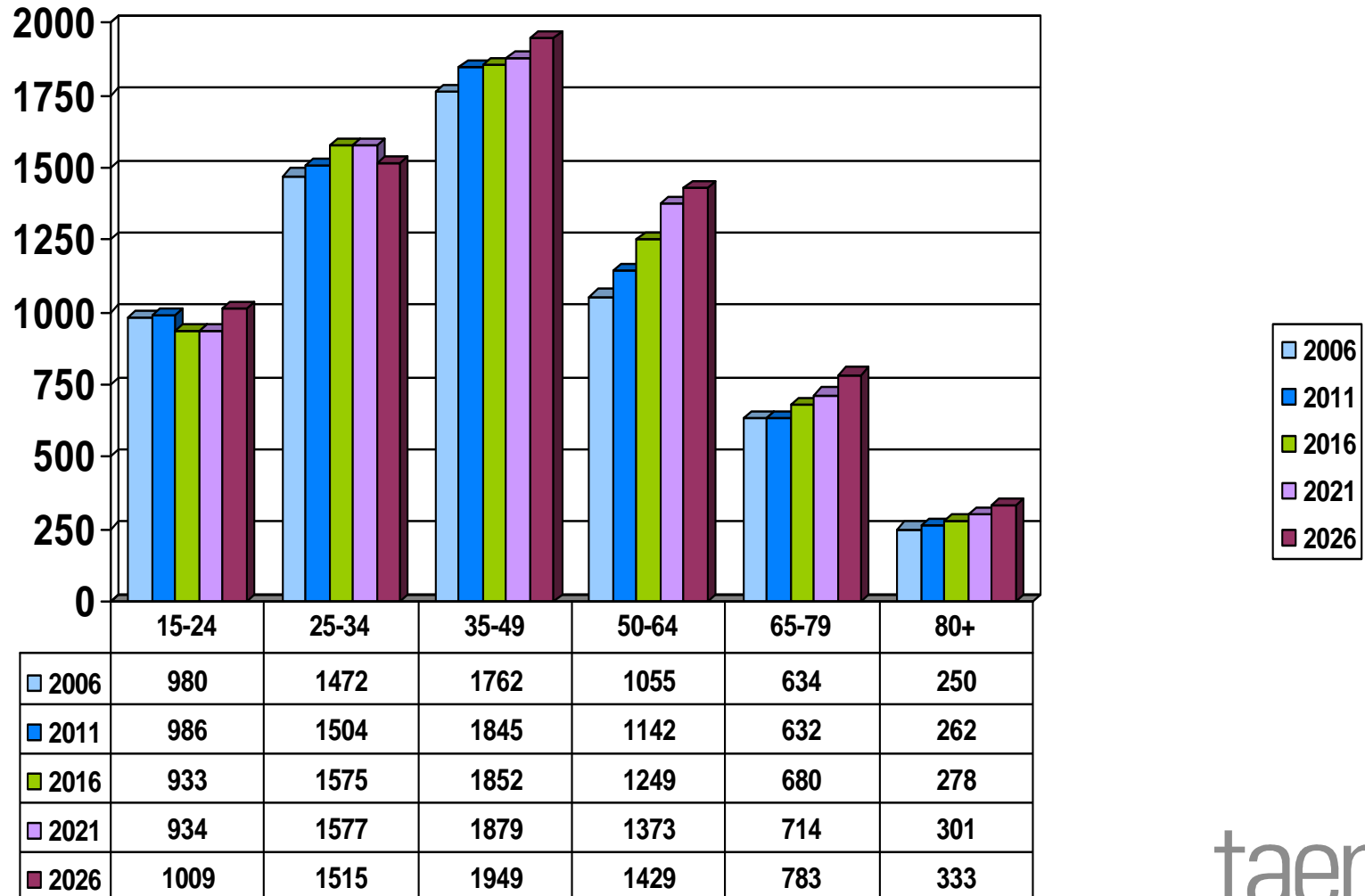
London's Changing Demographics

Projected Population Trends 2006 -2026



London's Changing Demographics

Projected Population Trends: 2006 -2026: Thousands : Source: ONS



London's Employment Rates

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

Working Age (16-SPA)* : 68.7% (3.56M: -77k*)

- Change over same period in 2008.

Labour Force Survey: Oct-Dec 09: not seasonally adjusted

Age Group	ER % - All	ER - % Men	ER - % Women
16-17	14.1%	15%	13.2%
18 – 24	46.5%	48.1%	45%
25 – 34	77.1%	86.7%	67.4%
35 – 49	76.4%	84.4%	68%
50-59/64	67.6%	69.1%	65.6%
SPA+	14.3%	12.2%	15.5%

London's Labour Market: Unemployment, Claimant Count & Inactivity

Source: ONS : Labour Force Survey : Feb 2010

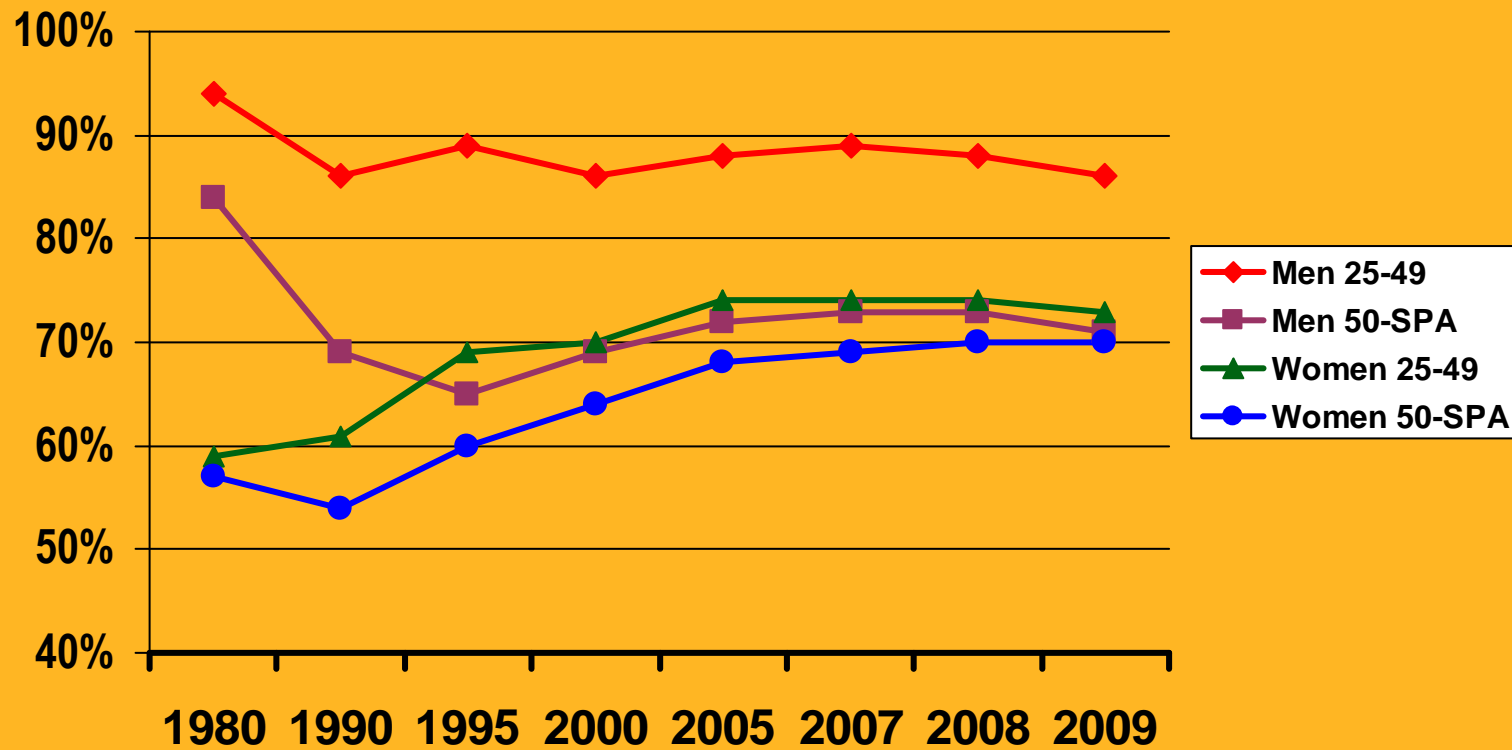
Unemployment (16+)	000s	Rate
Oct-Dec 09	373k	9.1%
Vs Previous Year	+76k	+1.8%
Claimant Count (18+)		
Jan 2010	230k	4.7%
Vs Jan 2009	+59k	+1.2%
Economic Inactivity 16-SPA		
Oct-Dec 09	1.25m	24.2%
Vs Previous Year	+88k	+7.6%

Impact of the Recession On Ethnic Minorities

Source: EHRC and Government Equalities Office: Dec 2009

Ethnicity	Period	Employment Rate (%)	Unemployment rate (%)	Inactivity Rate (%)
White	Q1 2008	76.5	4.8	19.6
	Q3 2009	74.8	7.6	19.0
Mixed	Q1 2008	61.7	10.9	30.8
	Q3 2009	60	16.6	28.1
Asian	Q1 2008	59.1	10.9	33.8
	Q3 2009	59.3	12.6	32.2
Black	Q1 2008	63.2	13.2	27.2
	Q3 2009	57.8	20.1	27.7

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.

Common myths & stereotypes based on age

Older workers :-

- Happy to retire
- Cost more
- Are less flexible
- Are less productive
- Take more sick leave
- Don't want to learn
- Won't provide a pay-back on training

In general these don't stand up to close examination.

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 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.

50+ Matters

Wrap-up Session – and finally.....

- Has today's session been useful?
- What happens next from your point of view?
- Any other comments?

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