

taen



**Experts in Age
& Employment**



European Union
European Social Fund
Investing in jobs and skills



European Union
European Social Fund
Investing in jobs and skills

Keith Frost

50+ Matters : Working Effectively With Older Workers

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

Jan 2010

© TAEN 2010

50+ Matters: Working Effectively With Older Workers

Today's Programme:

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 Them:

- **Peter Pearson, Acumen Partnership & Maria Fox and Sam Holdstock, The Social 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.

50+ Matters: Employment Quiz

- 1. In 2006 the population of the North West was circa 6.8 million. What is it expected to be by 2026 ?**
A) 7m B) 7.25m C) 7.5m D) 7.75m
- 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 NW 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 NW are self-employed ?

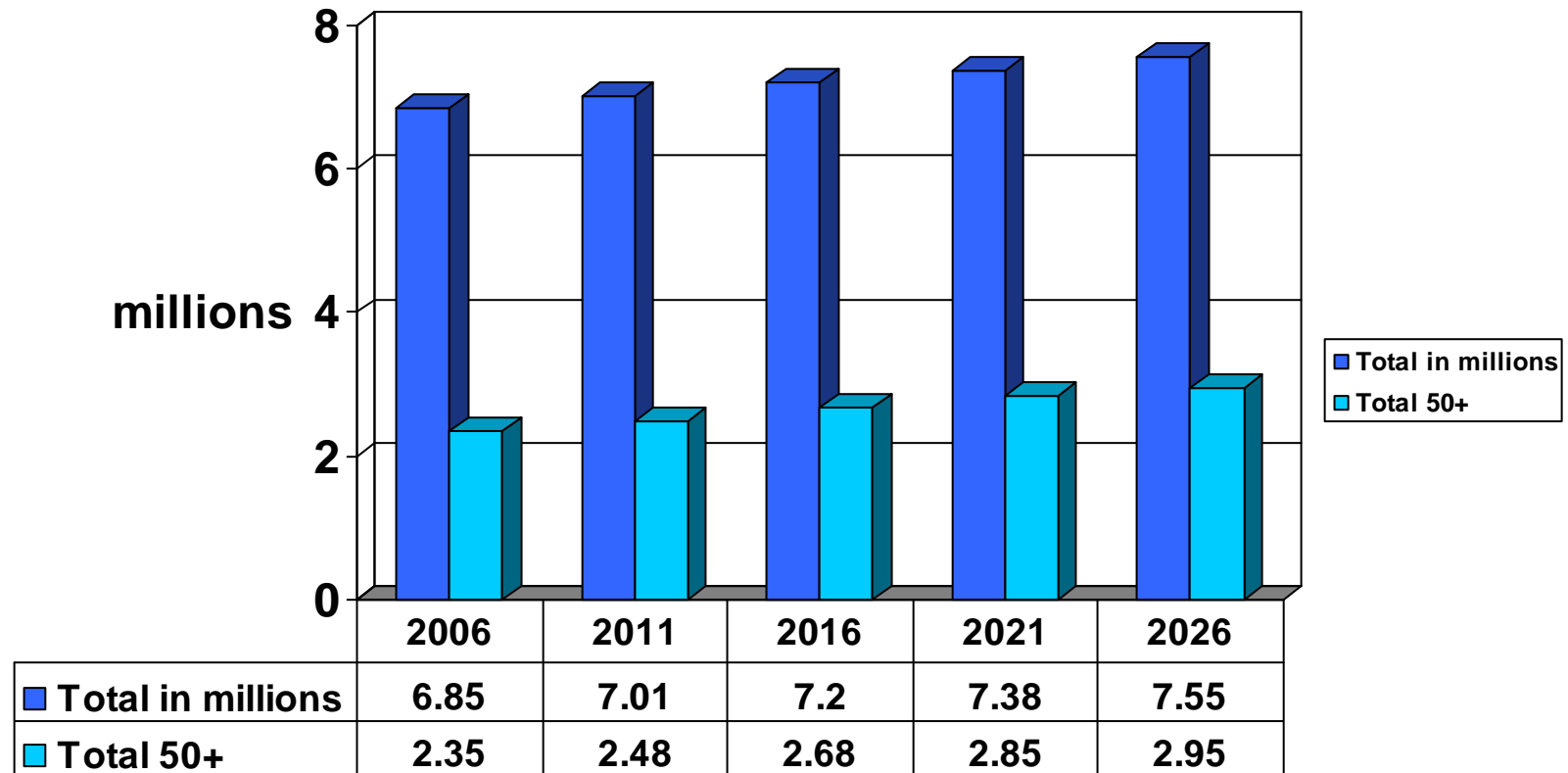
A) 9% B) 12% C) 15% D) 18%

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%

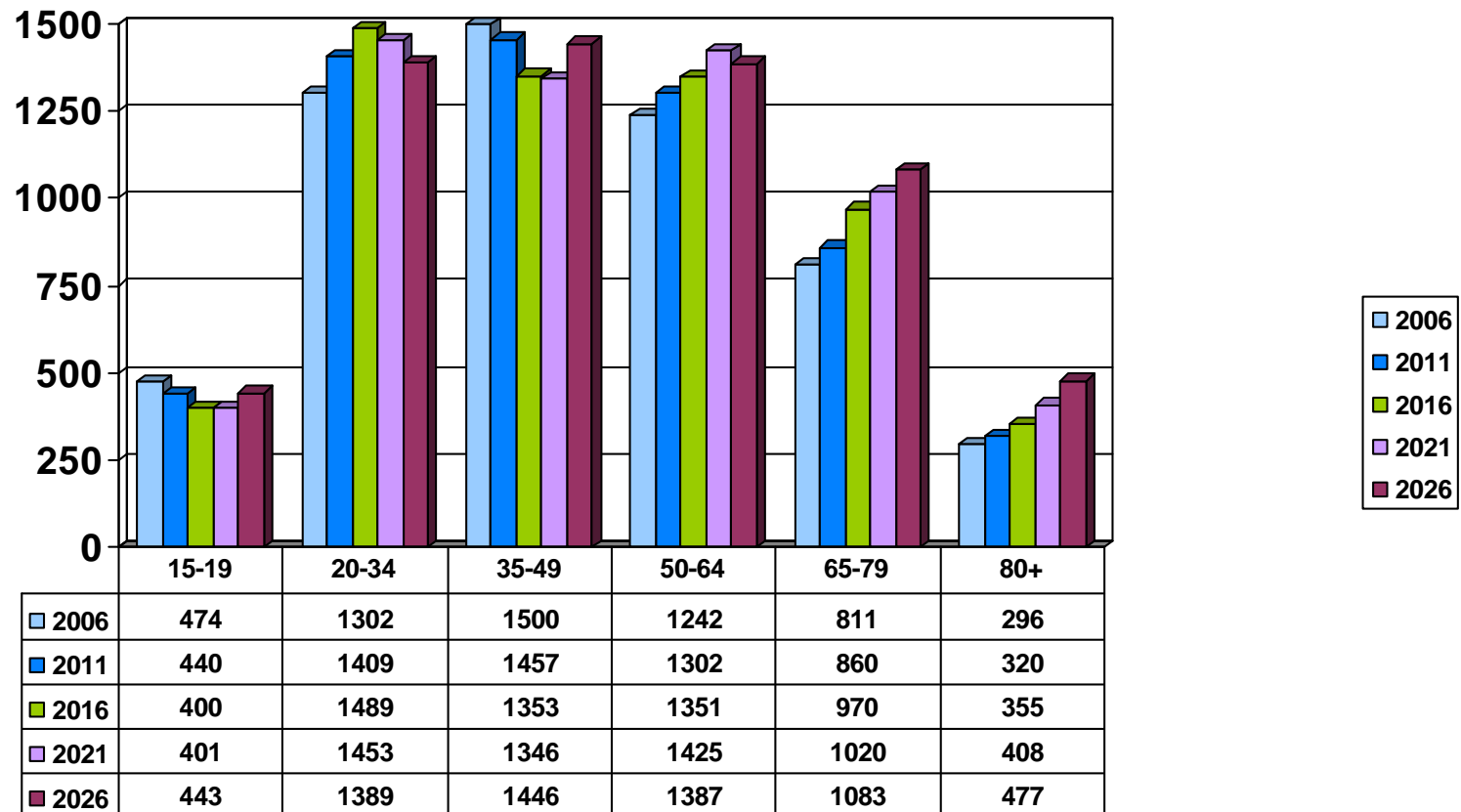
NW Changing Demographics

Projected Population Trends 2006 -2026



NW: Changing Demographics

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



Changing Labour Market Dynamics

- Economy slowly coming 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.

NW Employment Rates

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

Working Age (16-SPA)* : 70.8% (2.98M: -18k*)

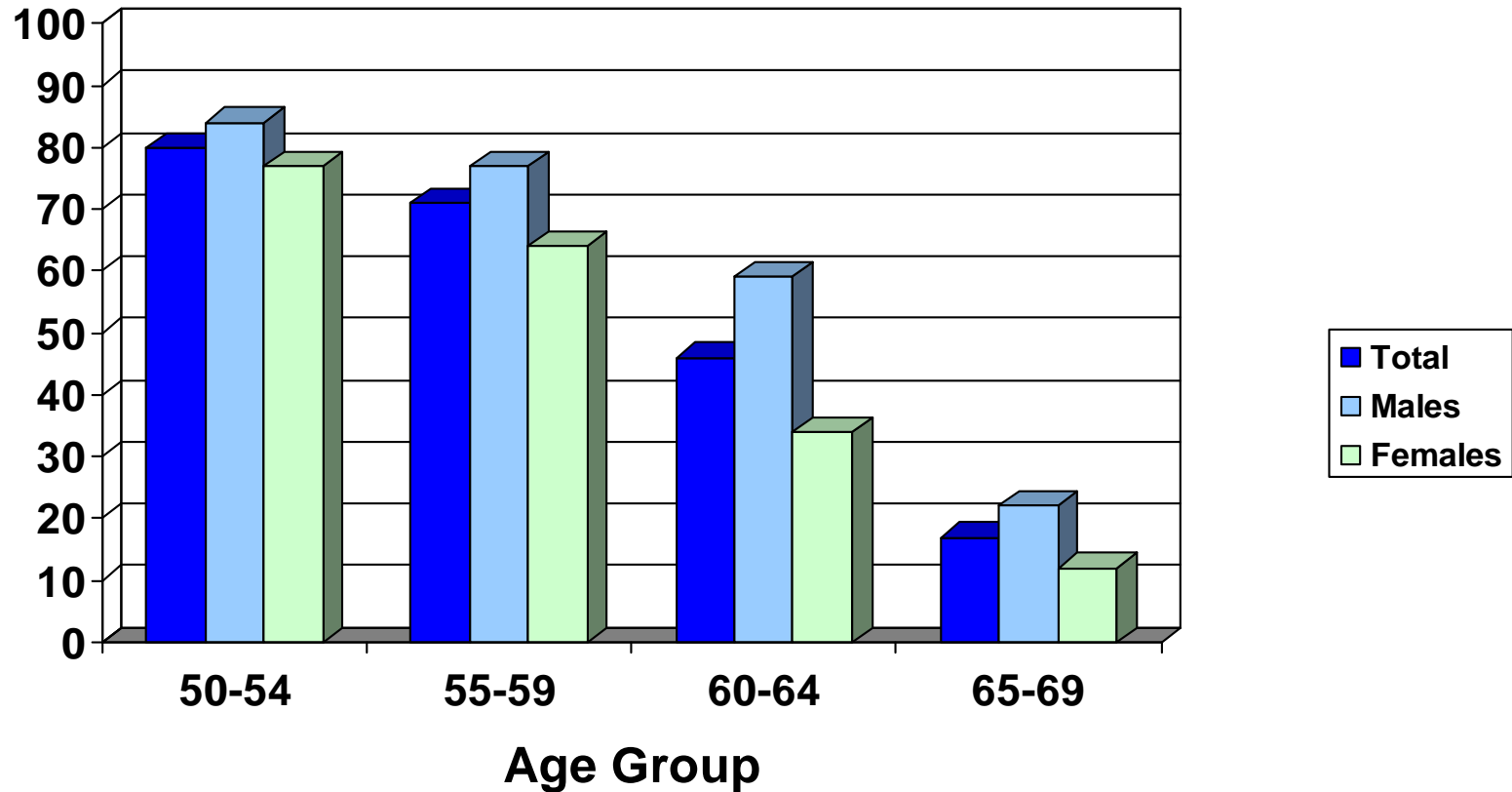
- Change over same period in 2008.

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

Age Group	ER % - All	ER - % Men	ER - % Women
16-17	22.6%	21.9%	23.3%
18 – 24	57.8%	59.5%	56.1%
25 – 34	76.0%	82.8%	69.1%
35 – 49	79.7%	83.5%	75.9%
50-59/64	70.6%	70.2%	71.1%
SPA+	10.5%	8%	12%

Working Past 50

Employment Rates By Age Group : Source: ONS Labour Force Survey Q2 08



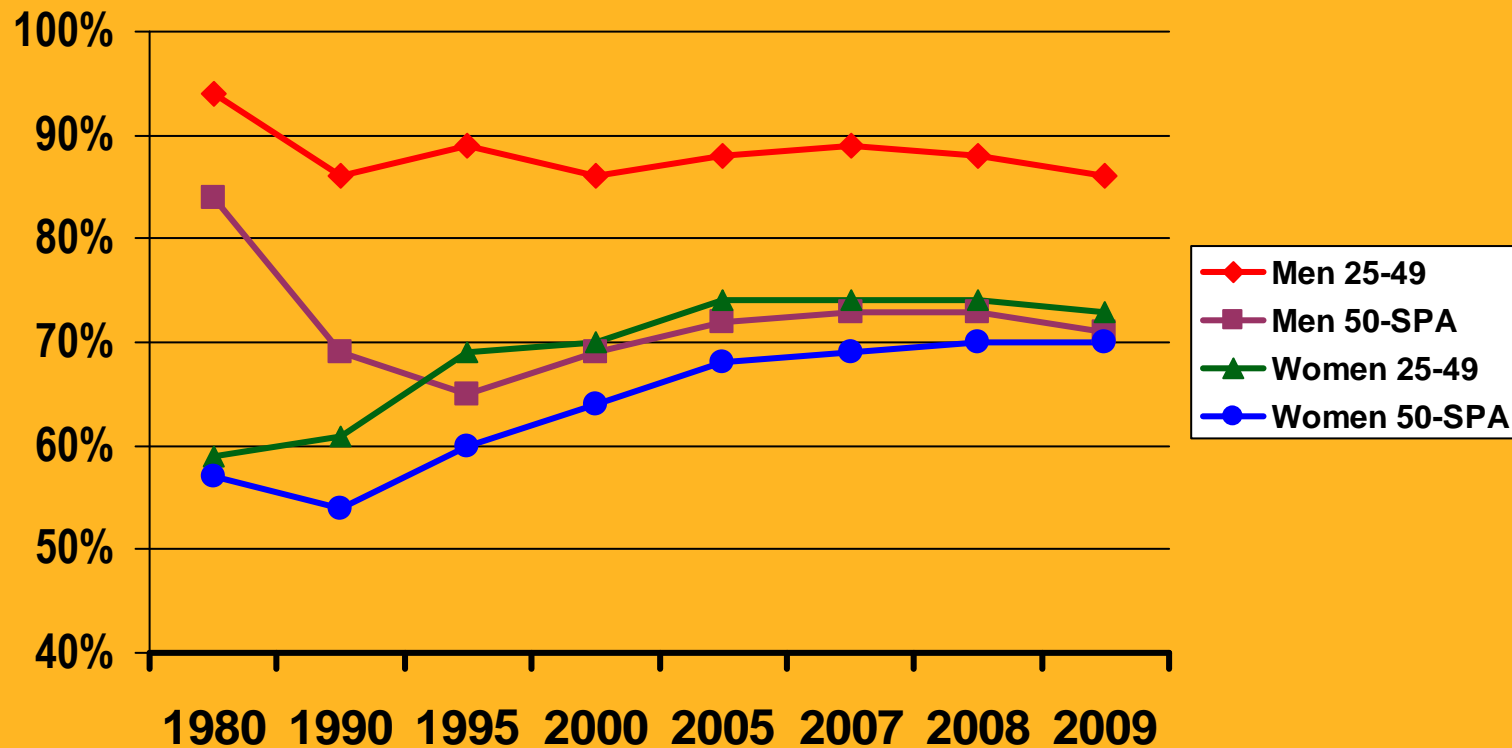
NW Labour Market:

Unemployment, Claimant Count & Inactivity

Source: ONS : Labour Force Survey : Jan 2010

Unemployment (16+)	000s	Rate
Sep-Nov 09	278k	8.2%
Vs Previous Year	+21k	+0.6%
Claimant Count		
Dec 2009	199k	5.6%
Vs Dec 2008	+49k	+1.3%
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

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

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.

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.....

- What issues has this session raised in terms of how you work with and support older jobseekers?
- What else could you do to help them more effectively?
- Are there particular tools, guides that might help you be more effective?
- Has today's session been useful?
- What happens next from your point of view?
- Any other comments?

taen



Experts in Age
& Employment

www.taen.org.uk/esf

© TAEN 2010



European Union
European Social Fund
Investing in jobs and skills

