

# taen



Experts in Age  
& Employment



**European Union**  
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**Keith Frost**

## **50+ Matters : Working Effectively With Older Workers**

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

**March 2010**

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# 50+ Matters: Working Effectively With Older Workers

## Today's Programme:

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### 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 Them ?

**Marianne Davis, Management Orient Ltd**: Discussion.

# TAEN – Experts on Age and Employment

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*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.
- SWOOP Development Partnership Team

# ESF 'Age Management' TA Project

## TAEN's TA Project : Purpose

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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

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- 1. In 2006 the population of the South West was circa 5.1 million. What is it expected to be by 2026 ?**  
A) 5.6m    B) 6.1m    C) 6.6m    D) 7.1m
- 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 SW are economically inactive ?**  
A) 21%    B) 23%    C) 25%    D) 27%

# 50+ Matters: Employment Quiz

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**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 SW are self-employed ?**

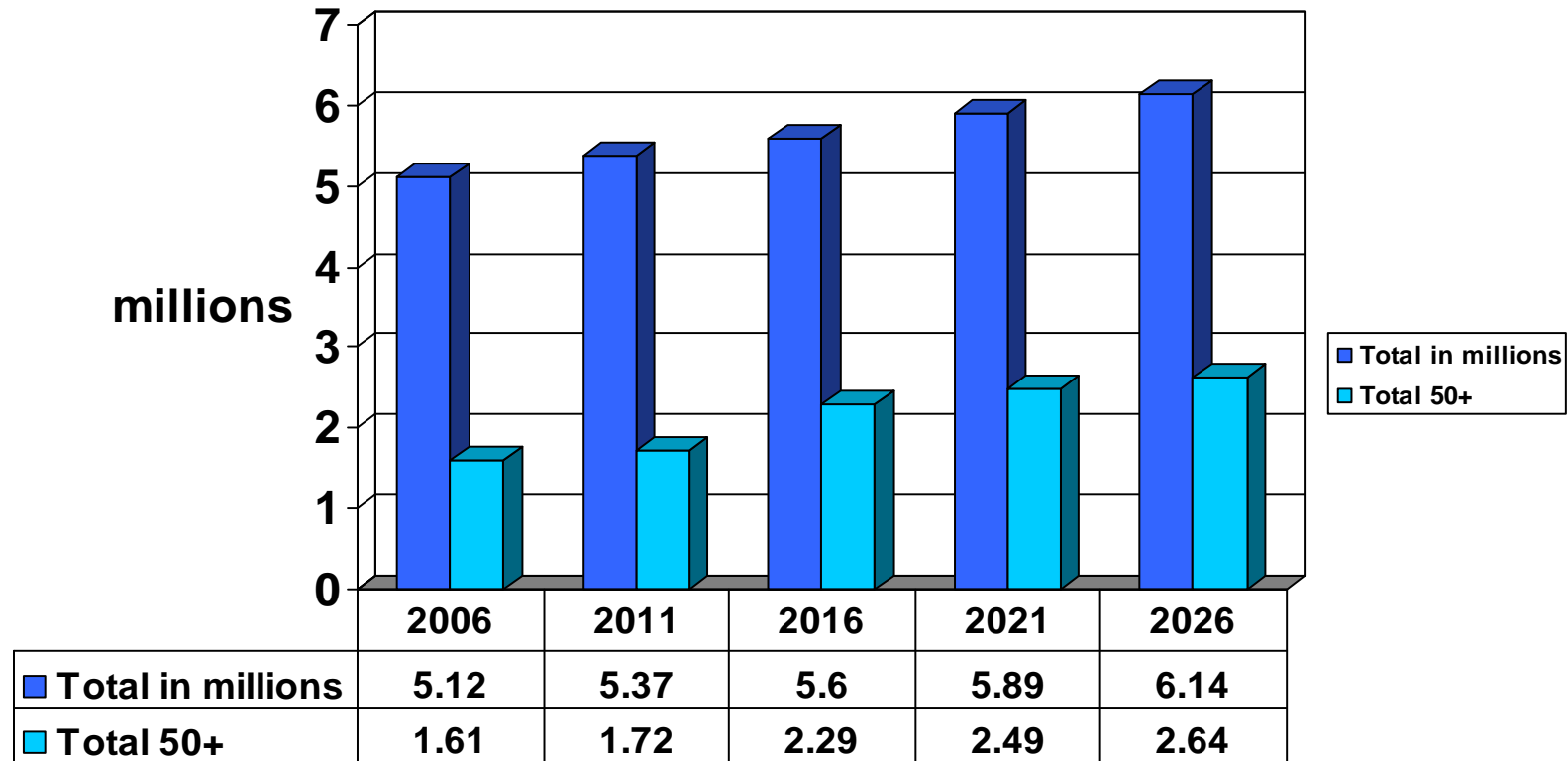
A) 10%      B) 12%      C) 14%      D) 16%

**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%

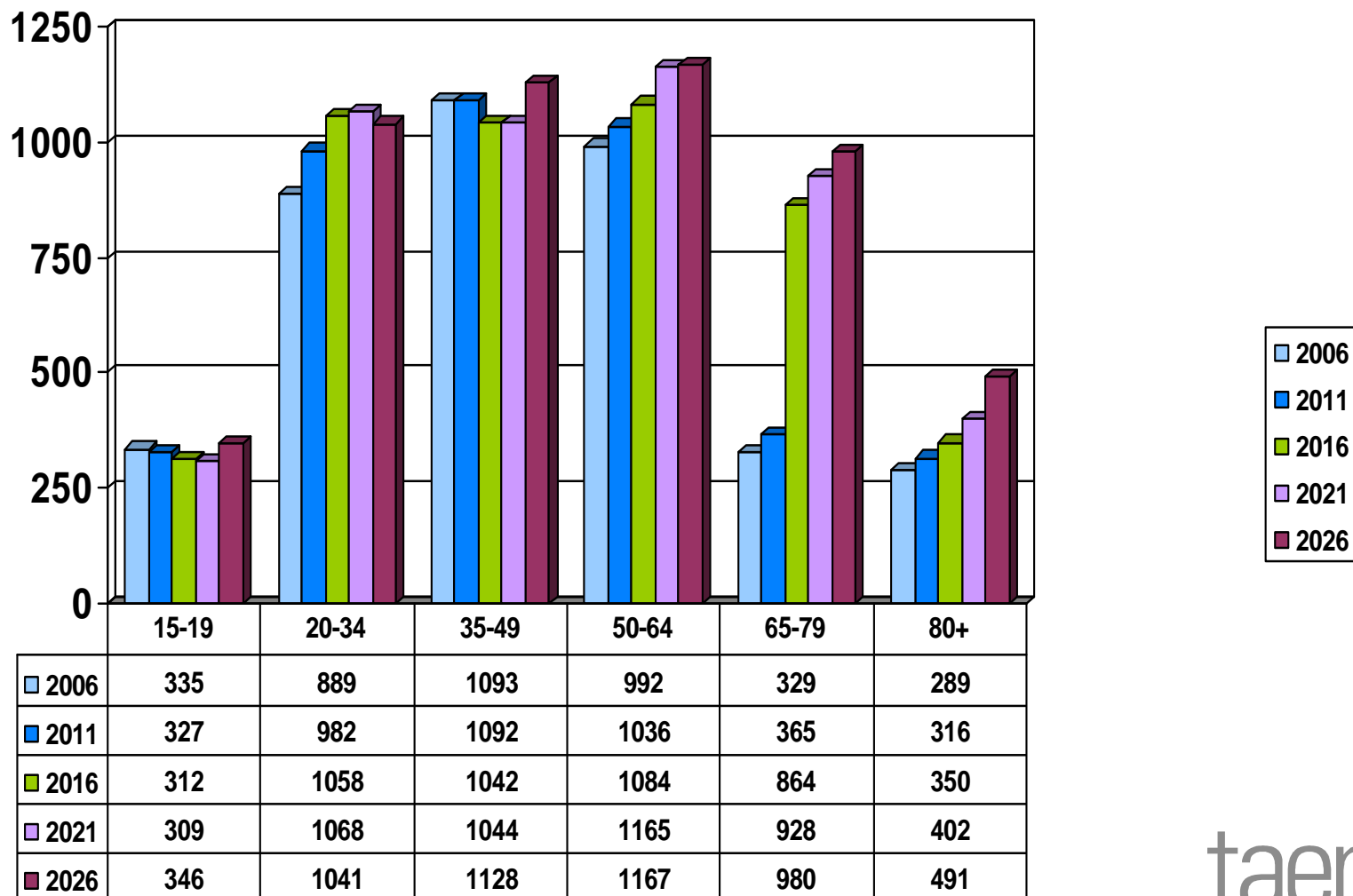
# SW Changing Demographics

Projected Population Trends 2006 -2026



# SW: Changing Demographics

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



# Changing Labour Market Dynamics

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- Economy 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.

# SW Employment Rates

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

Working Age (16-SPA)\* : 75.5% (2.33M: -67k\*)

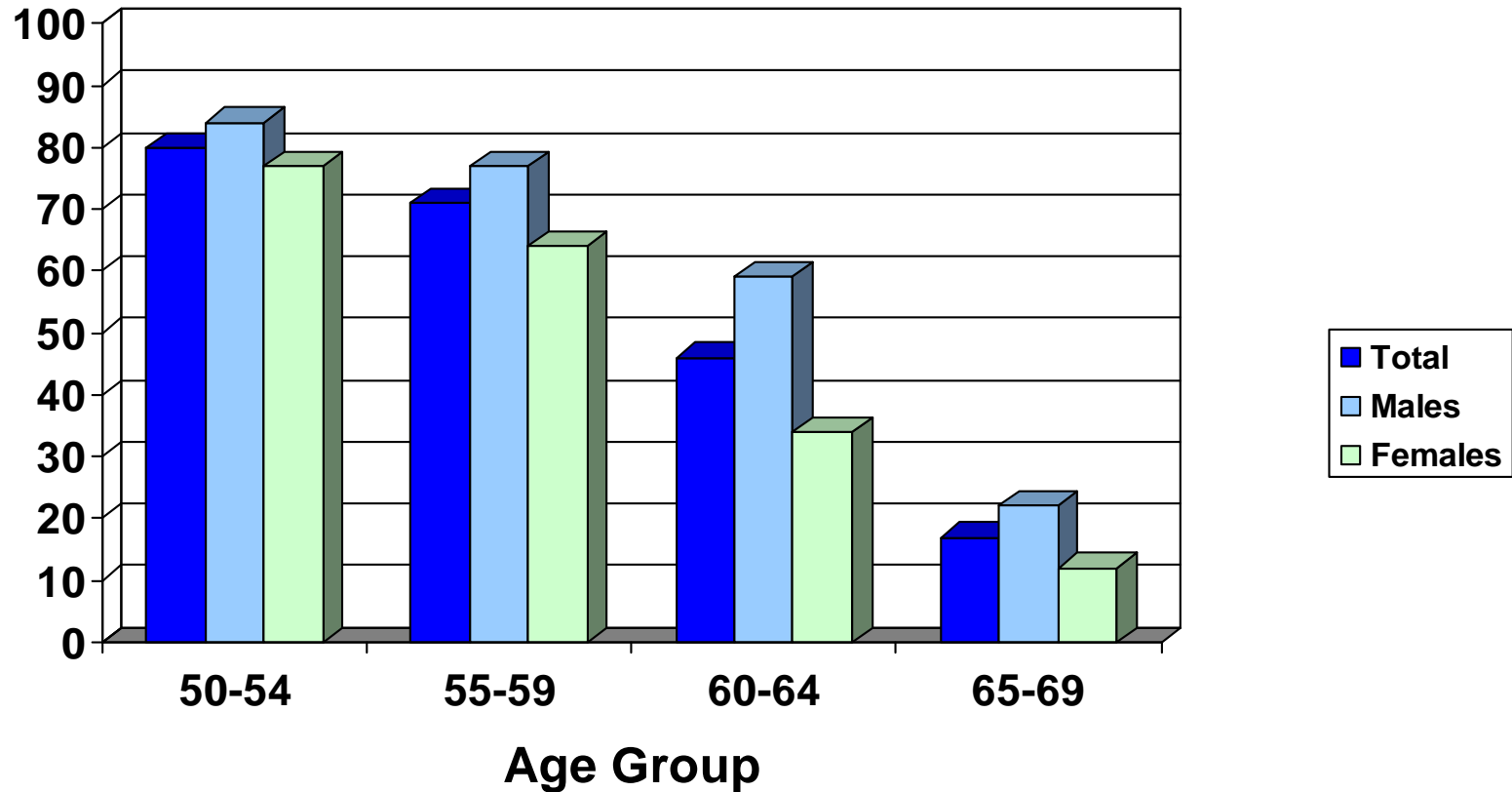
- Change over same period in 2008.

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

Age Group	ER % - All	ER - % Men	ER - % Women
16-17	32.8%	23.7%	42.4%
18 – 24	62.7%	61.2%	64.3%
25 – 34	82.6%	86%	79%
35 – 49	83.7%	87.2%	80.4%
50-59/64	74.4%	74.1%	75%
SPA+	14.3%	13.1%	15%

# Working Past 50

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



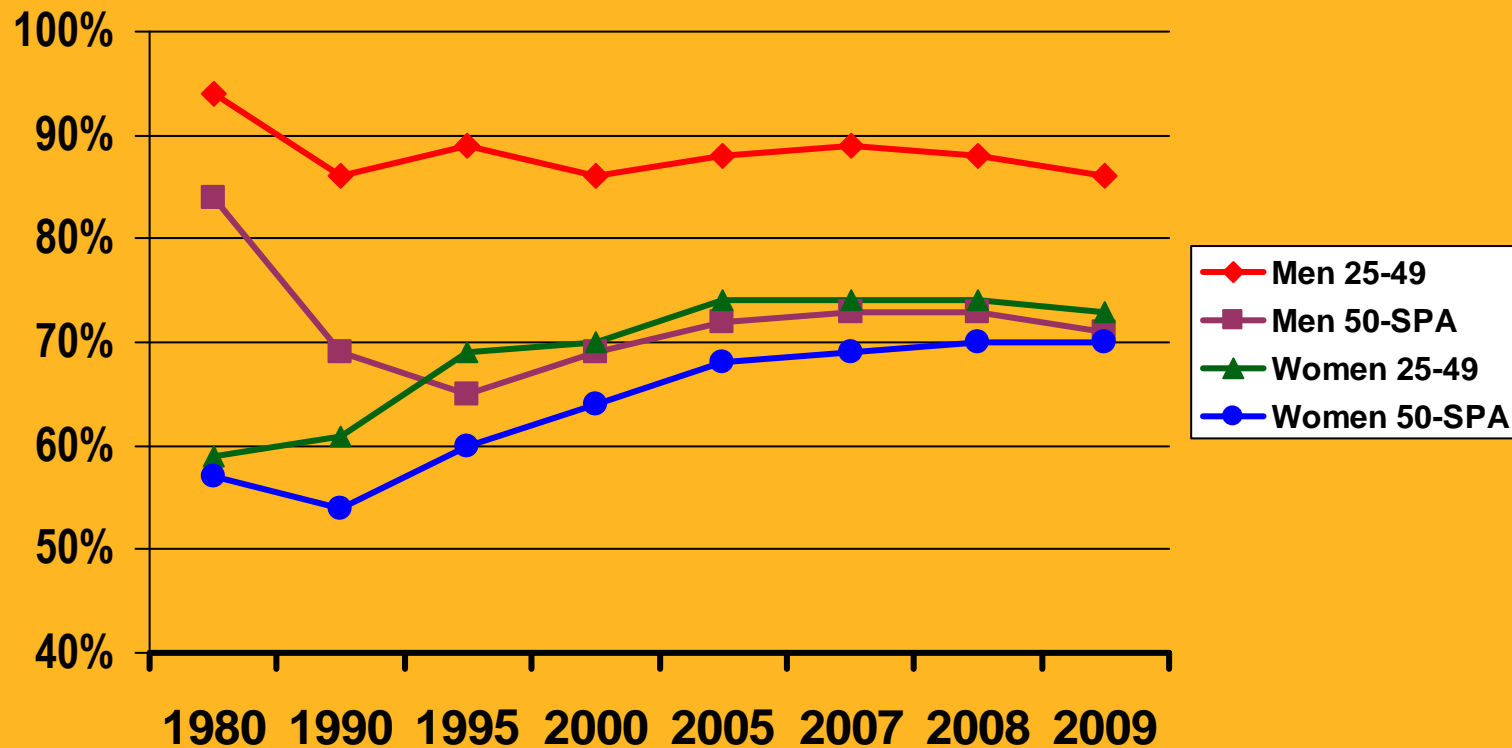
# SW Labour Market:

## Unemployment, Claimant Count & Inactivity

Source: ONS : Labour Force Survey : Feb 2010

<b>Unemployment (16+)</b>	<b>000s</b>	<b>Rate</b>
Oct-Dec 09	<b>172k</b>	<b>6.4%</b>
Vs Previous Year	<b>+42k</b>	<b>+1.6%</b>
<b>Claimant Count (18+)</b>		
Jan 2010	<b>96k</b>	<b>3.5%</b>
Vs Jan 2009	<b>+22.1k</b>	<b>+0.8%</b>
<b>Economic Inactivity 16-SPA</b>		
Oct-Dec 09	<b>585k</b>	<b>19%</b>
Vs Previous Year	<b>+39k</b>	<b>+7.1%</b>

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



# Re-employment Rates By Age

## % of those made redundant in previous 3 months

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	% All Age 16+	% 16-24	% 25-34	% 35-49	% 50-SPA
<b>Total re-employed Q4 2007</b>	47%	*	54%	58%	31%
<b>Total re-employed Q3 2009</b>	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.

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

# Barriers to the employment of older workers\*

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- 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

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## **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

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- 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.....

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

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