

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

July 09

© TAEN 2009

50+ Matters: Working Effectively with Older Workers

Today's Programme

Putting Older Workers in Context:

Keith Frost, TAEN

- Demographics; the labour market and older workers; impact of the recession on older workers.

Attracting & Working Effectively with Older Clients:

Peter Pearson, Acumen Partnership

- Who are they; how do you reach and help them; what works in practice ?& Discussion.

Skills Assessment with and for Older Workers:

Liz Bavidge, Fair Play Partnership

- 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.

ESF 07/13 Regional Equality Targets*

Participants Aged 50+

* Pre-revaluation

	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

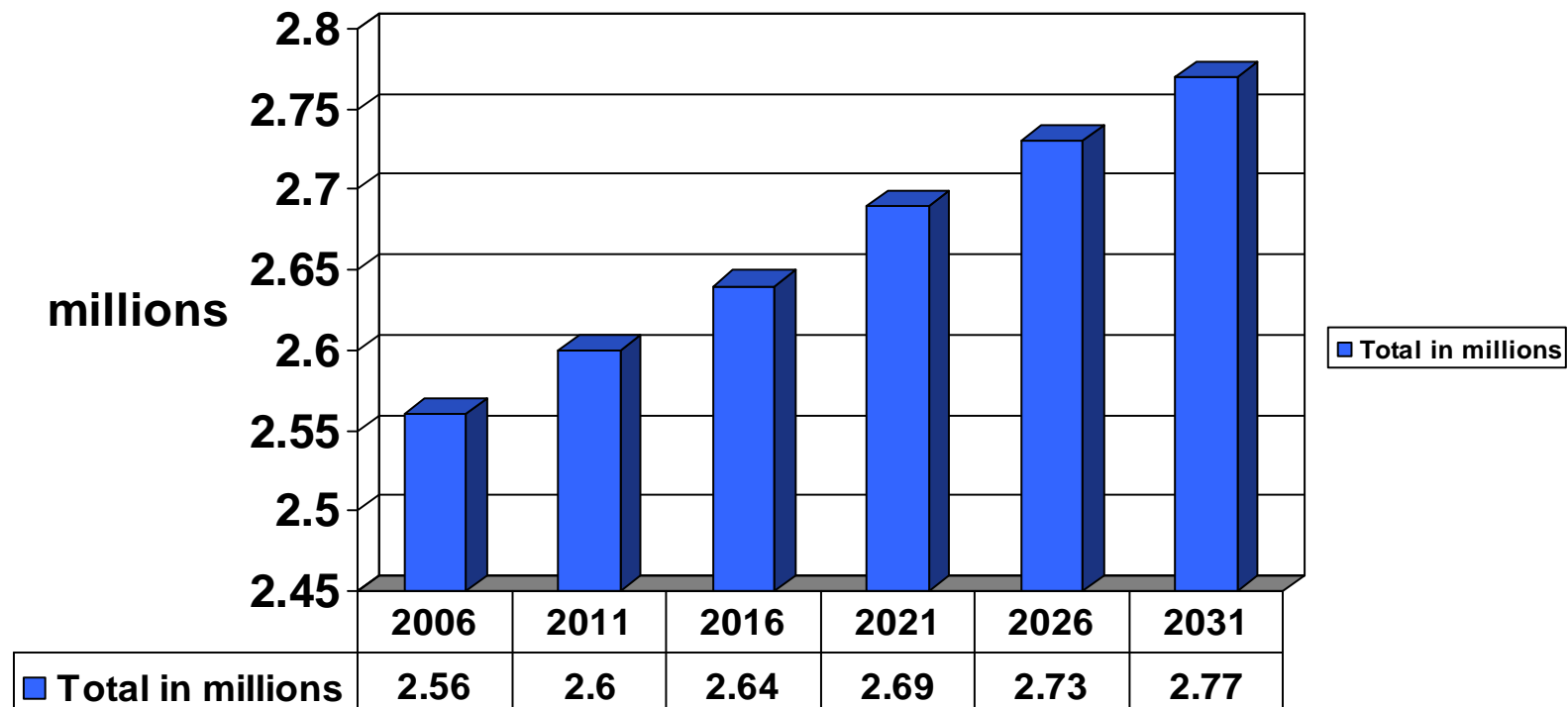
TAEN's TA Project: Purpose

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 and Priority 2 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.

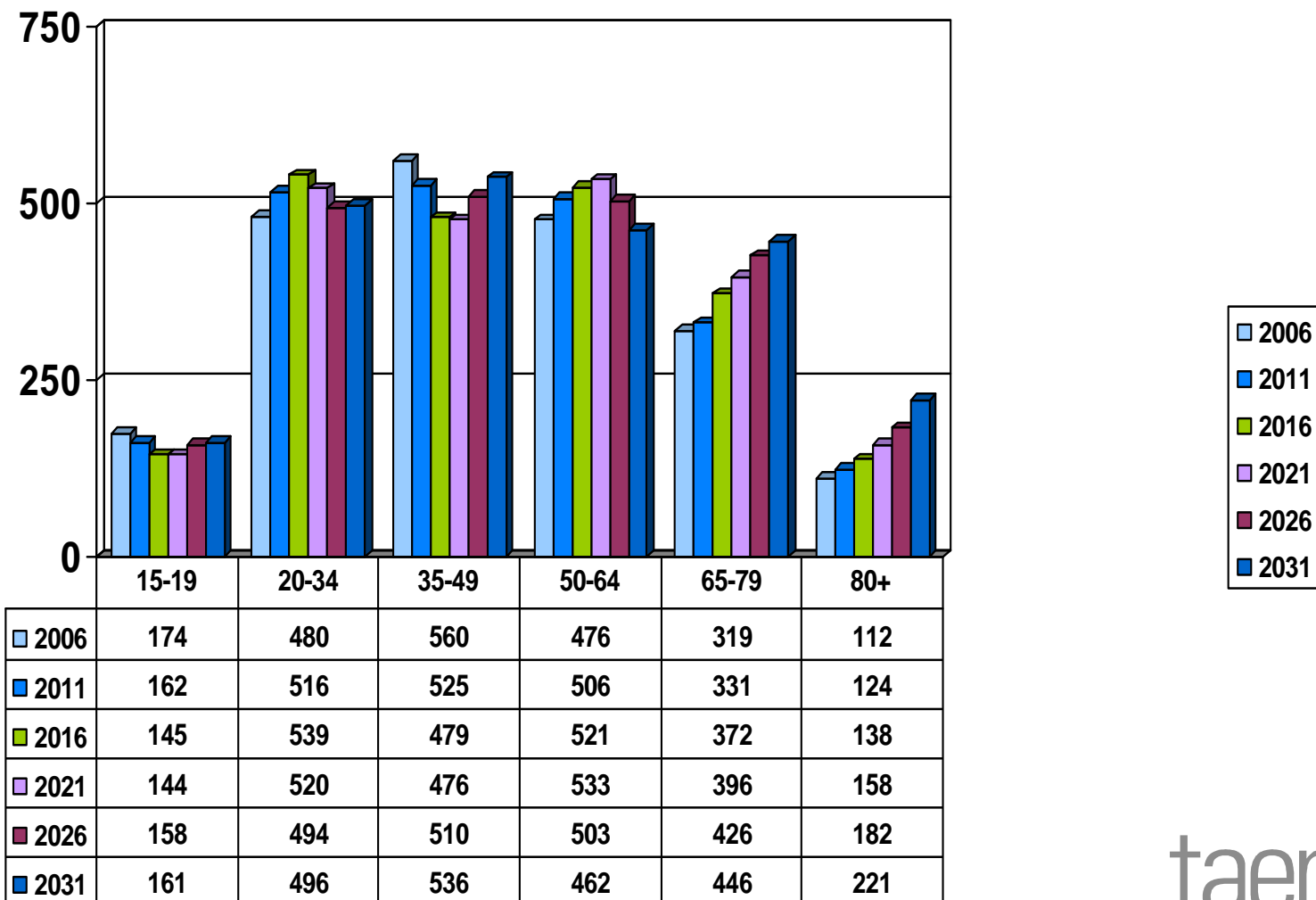
NE Changing Demographics

Projected Population Trends 2006 -2031



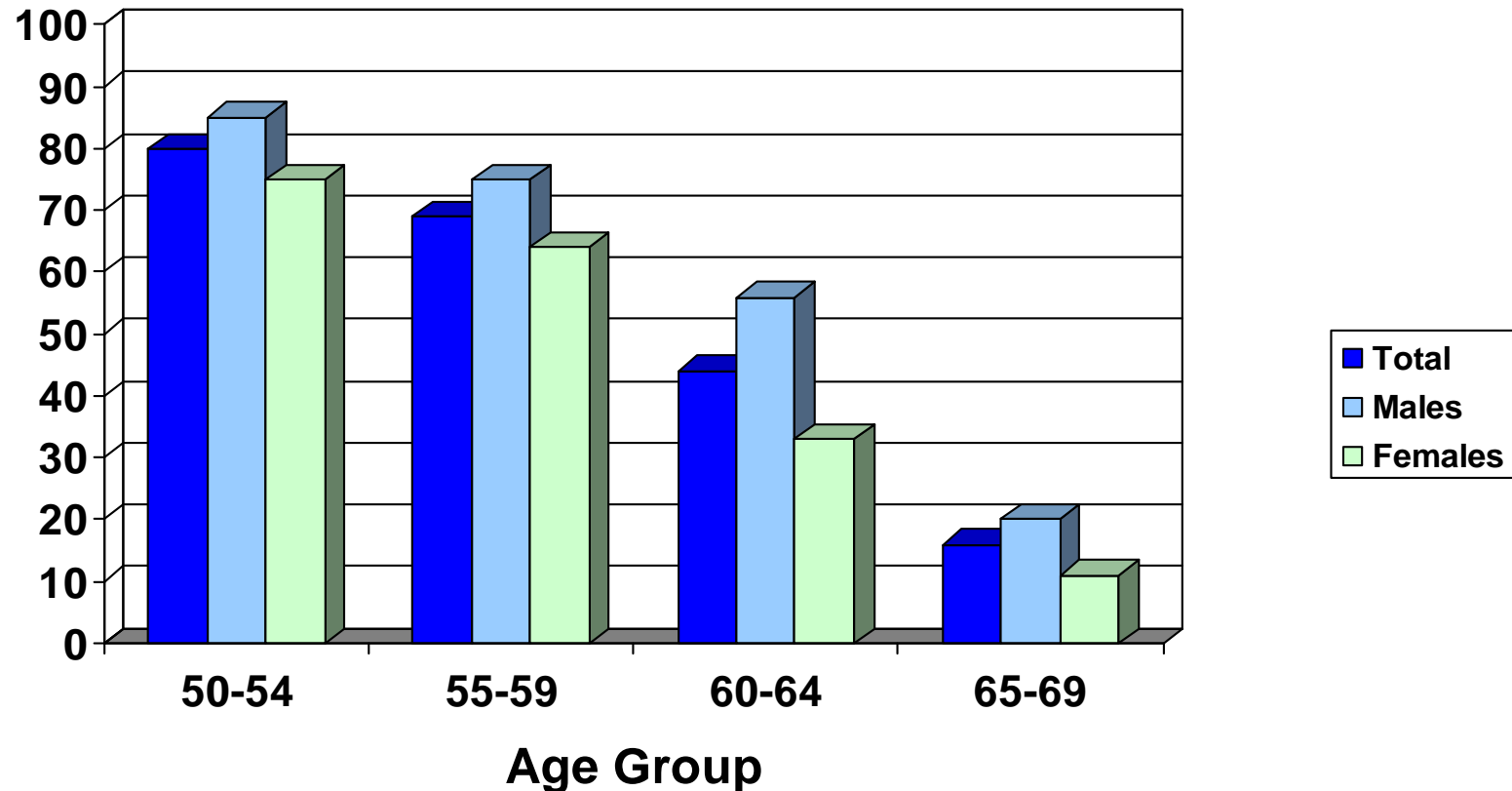
NE: Changing Demographics

Projected Population Trends: 2006 -2031: Thousands : Source: ONS



Working Past 50

Employment Rates By Age Group : Source: ONS Labour Force Survey 07



Changing Labour Market Dynamics

30 ?

60 ?

100 ?

Changing Labour Market Dynamics

- National & Regional economies in recession.
- Unemployment continuing to rise.
- Virtually all sectors and occupations impacted.
- ‘Knowledge Economy’ jobs being lost.
- Labour demand still falling whilst supply increasing.
- Labour and skill shortages declining.
- EU migrant workers returning.
- Nationally circa 1.7 million net job losses projected.
- *“Rockpools’ of Joblessness”*.

NE Employment Rates

Source: Office For National Statistics : Labour Market Statistics : Jan-Mar 2009
Seasonally Unadjusted

Working Age (16-state pension age)*	69.5%	(1.1M: -8k)
Govt aim, working age	80%	(1.27M)
16-17	25.7%	(17K: -4k)
18-24	57.6%	(149K: 0K)
25-34	76.4%	(232K: +3K)
35-49	79.8%	(434K: -9K)
50-state pension age	65.3%	(268K: +2K)
State pension age+**	8.8%	(44K: -1k)

(Figures in red represent difference Jan-Mar 09 and Jan-Mar 08)

NE Labour Market : Unemployment & Claimants

Source: Office For National Statistics : Labour Force Survey : June 09

Unemployment in the region (16+)		
Feb-Apr '09	103k	8.3%
Vs Feb-Apr '08	+15k	+1.2%
Claimant Count (18+)		
May 2009	84.9k	7.0%
March 2008	49.3k	4.1%

Projected Regional Net Job Losses

Source: Public and Corporate Economic Consultants for the LGA : Nov 2008.

Region	Projected Net Job Losses By Dec 2010	% of Total Jobs In Region
London	370,000	7.9%
East	170,000	6%
E. Midlands	130,000	6%
North East	70,000	5.7%
North West	230,000	6.7%
South East	280,000	6.3%
South West	130,000	5.1%
W. Midlands	180,000	6.6%
Yorkshire & Humberside	170,000	6.8%
Total	1,730,000	6.6%

Changing Labour Market Dynamics

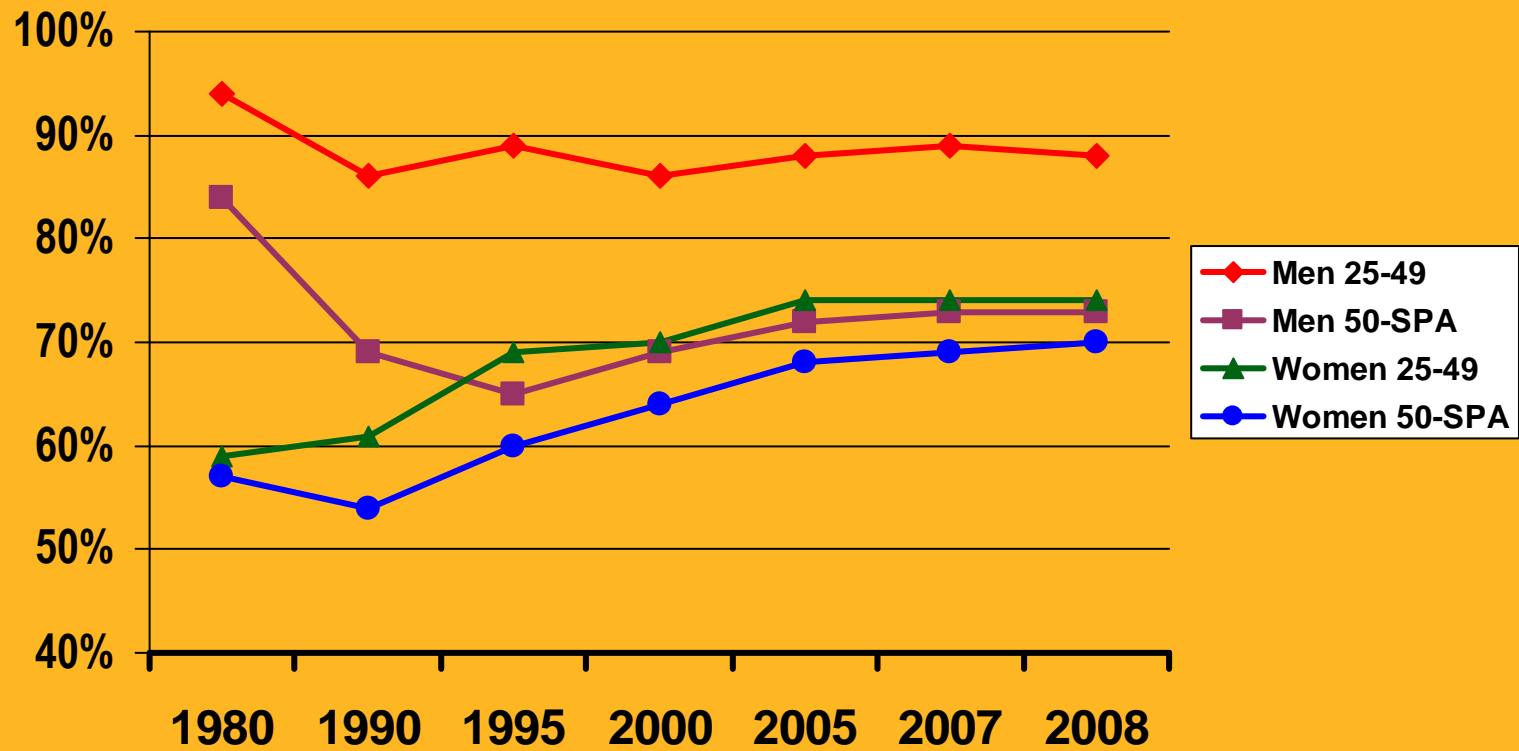
“If the recession is not to have an unacceptable human cost, we must focus now on the groups of workers who are most at risk of joining the long-term unemployed in the recovery phase.

We know from previous recessions that the groups most at risk of joining the long-term unemployed are the middle aged (50+) and young people.”

‘From Recession to Recovery II: a focus on unemployment’

Published by the Local Government Association: February 2009

UK Employment Trends



UK 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 Q4 2008	35%	31%	42%	41%	23%

Employers Responses

- **Signs of learning from previous recessions:**
- **Retention strategies:**
 - Short Time & Other Forms of Flexible Working
 - Pay cuts and freezes
 - Training: re-skilling and up-skilling
 - Age management / Work Ability approaches
- **Redundancy selection:**
 - Positive impact of Age Regulations on selection for redundancy.

50+ Matters: What happens next ?

- **Today...**
 - Project / Individual Case Studies Invited
- **Next fortnight....**
 - Decision re developing additional guidance materials
 - Decision on sessions for front-line workers.
- **In next month**
 - Launch of TA section on TAEN website.

www.taen.org.uk

taen



Experts in Age
& Employment

www.taen.org.uk

© TAEN 2009



European Union
European Social Fund
Investing in jobs and skills

