

taen



**Experts in Age
& Employment**



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Keith Frost

50+ Matters : Working Effectively With Older Workers

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

May 2009

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50+ Matters: Working Effectively With Older Workers

Seminar Programme

Putting Older Workers In Context :

Keith Frost, TAEN & Hilary Stevens, SLIM

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

Age, The Law and You : Steven Hughes, Eversheds LLP,

- The Employment Equality (Age) Regulations 2006 – implications for you as an individual, an employer and an employment related services provider

Attracting & Working Effectively With Older Clients :

Barbara Watkins, TAEN & Peter Pearson, Acumen Partnership

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

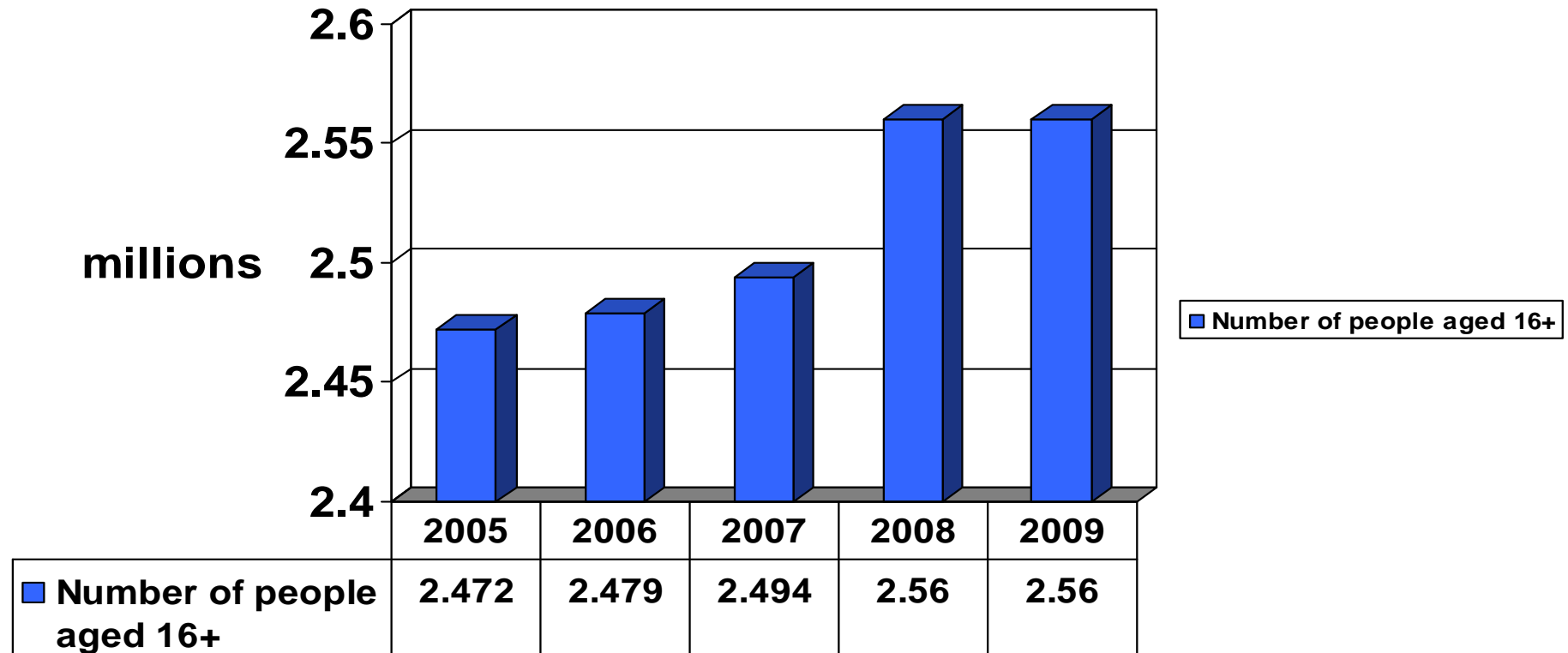
TAEN – Experts on Age and Employment

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.

SW: Labour Market

Numbers Aged 16+ In Paid Employment: Q1 2005 - 09



SW Employment Rates

Source: Office For National Statistics : Labour Market Statistics : Q1: Jan-Mar 2009

Working Age (16-state pension age)*	78.0%	(2.41M: -15K)
Govt aim, working age	80%	(2.5M)
16-17	43.6%	(57K: -3K)
18-24	66.3%	(307K: -7K)
25-34	84.1%	(491K: +4K)
35-49	84.9%	(932K: -4K)
50-state pension age	75.2%	(624K: -5K)
State pension age+**	13.3%	(151K: +10k)

(Figure shown in red = + / - Vs same quarter in 2008)

Changing Labour Market Dynamics

30 ?

60 ?

100 ?

Changing Labour Market Dynamics

- UK & Regional Economies in deepening recession.
- Unemployment rising steadily.
- Virtually all sectors negatively impacted.
- ‘Knowledge Economy’ jobs being lost.
- Labour demand falling
- Labour supply increasing.
- Labour and skill shortages declining.
- EU migrant workers returning ?
- Nationally circa 1.7 million net job losses projected.
- *“Rockpools’ of Joblessness”*.

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%

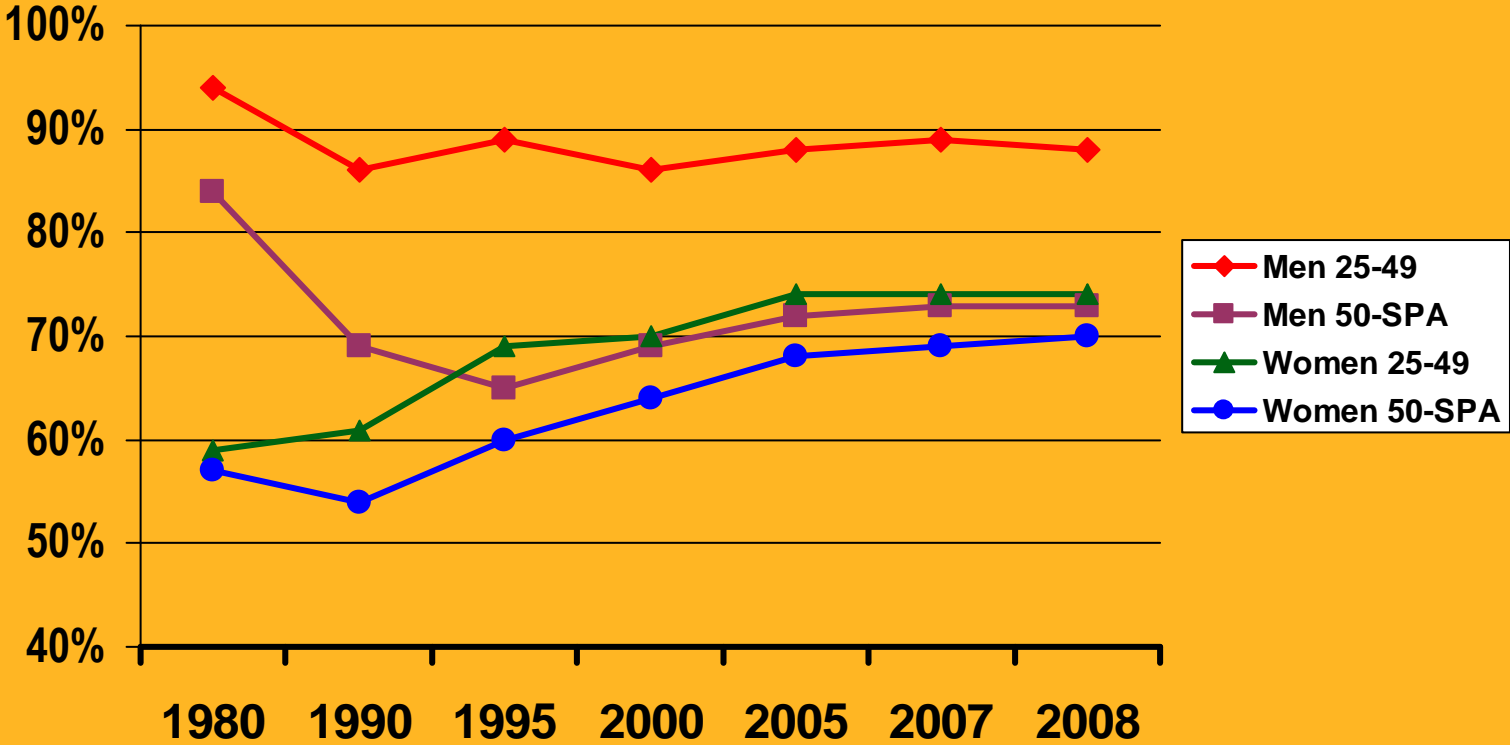
A White Collar Recession ?

Unemployment and previous occupation

UK ILO unemployment rates (%) by previous occupation:
Q1-Q4: 2008. Source: TUC Recession Report : April09

	Managers and senior officials	Professional Occupations	Elementary occupations
Q1 2008	1.9%	1.1%	8.4%
Q2 2008	2.0%	1.3%	9.1%
Q3 2008	2.2%	1.6%	9.7%
Q4 2008	2.4%	1.7%	9.6%
Increase Q1 – Q4	+0.5%	+0.6%	+1.2%

Employment Rates Of Younger & Older Adult Workers: 1980-2008



Impact of The Recession On Older Workers

“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 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

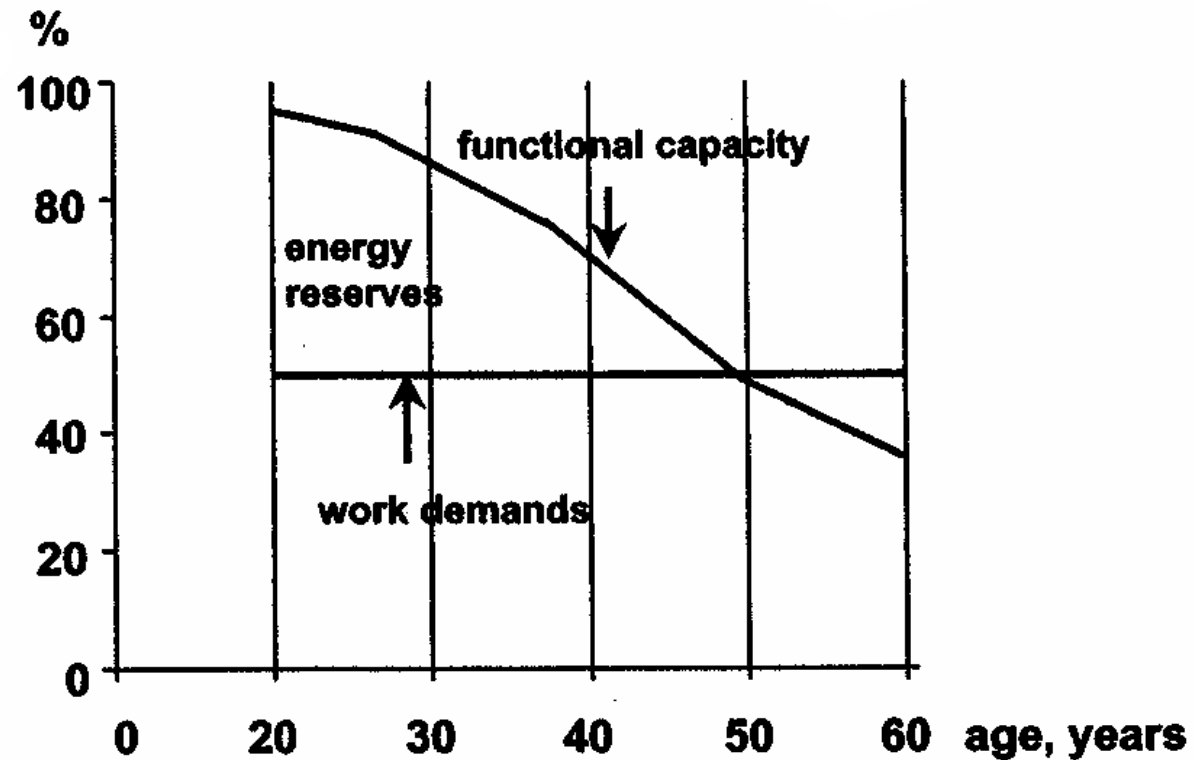
- **Signs of learning from previous recessions:**
- **Retention strategies:**
 - Short Time & Other Forms of Flexible Working
 - Pay cuts and freezes
 - Training: re-skilling and up-skilling
 - Age management / Work Ability approaches
- **Redundancy selection:**
 - Positive impact of Age Regulations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

What do we mean by “Age Management”?

- 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.

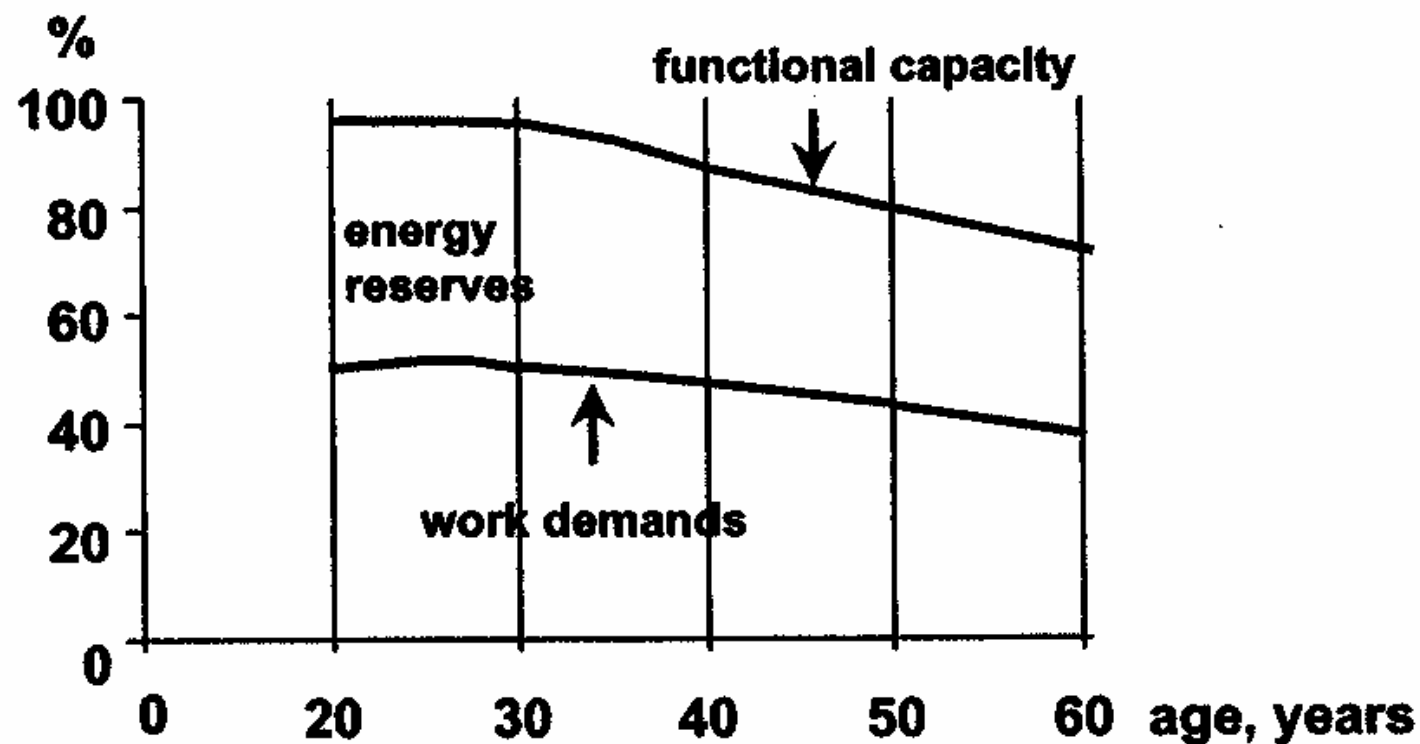
Traditional approach to declining functional capacity

PROBLEM



An age management solution

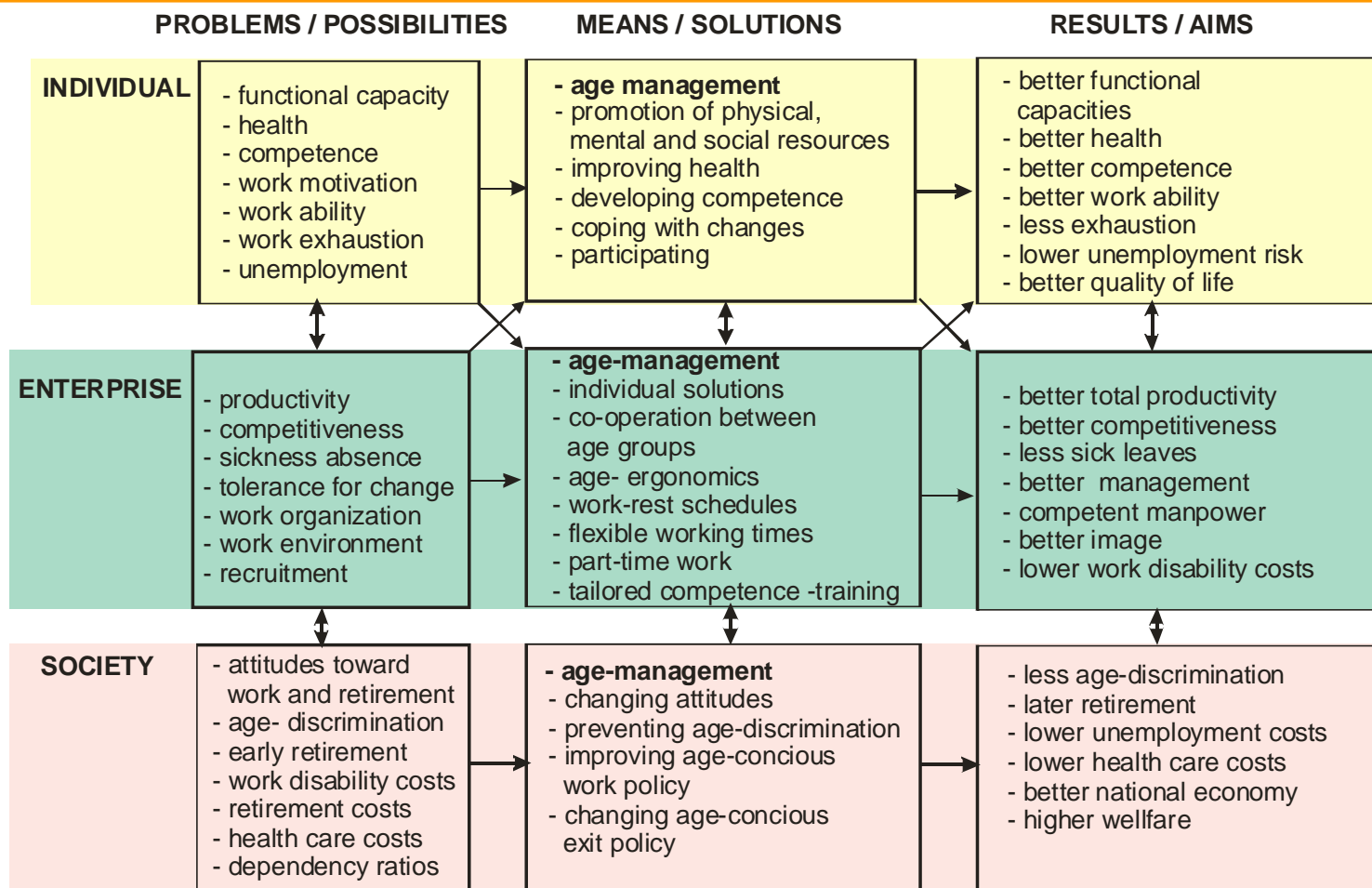
SOLUTION



Dimensions of Age Management



Levels of Age Management



“Good work” not “bad work”

- Bad jobs are insecure, monotonous, lack autonomy, have imbalance in effort and reward, lack of procedural justice in workplace.
- Good jobs offer satisfaction, deal with inequality, provide intrinsic rewards and incentives to work on beyond quitting opportunity.
- When work is “bad work” the worker will seek a way out. Retirement is then an opportunity to be rid of a burden

50+ Matters : What happens next ?

- **Today...**
 - Case Studies Required
- **Next fortnight**
 - Decision re developing additional guidance materials
 - Decision on sessions for front-line workers.
- **In next month**
 - Launch of TAEN : '50+ Matters' e-newsletter & TA section on TAEN website.

50+ Matters:

- What Else Is Happening In the SW Around Older Workers?

Hilary Stephens - SLIM