

taen



**Experts in Age
& Employment**



European Union
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Investing in jobs and skills



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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

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

Age, The Law and You : Laura Crossley, Eversheds,

- 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 :

Keith Frost, TAEN & Peter Pearson, Acumen Partnership

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

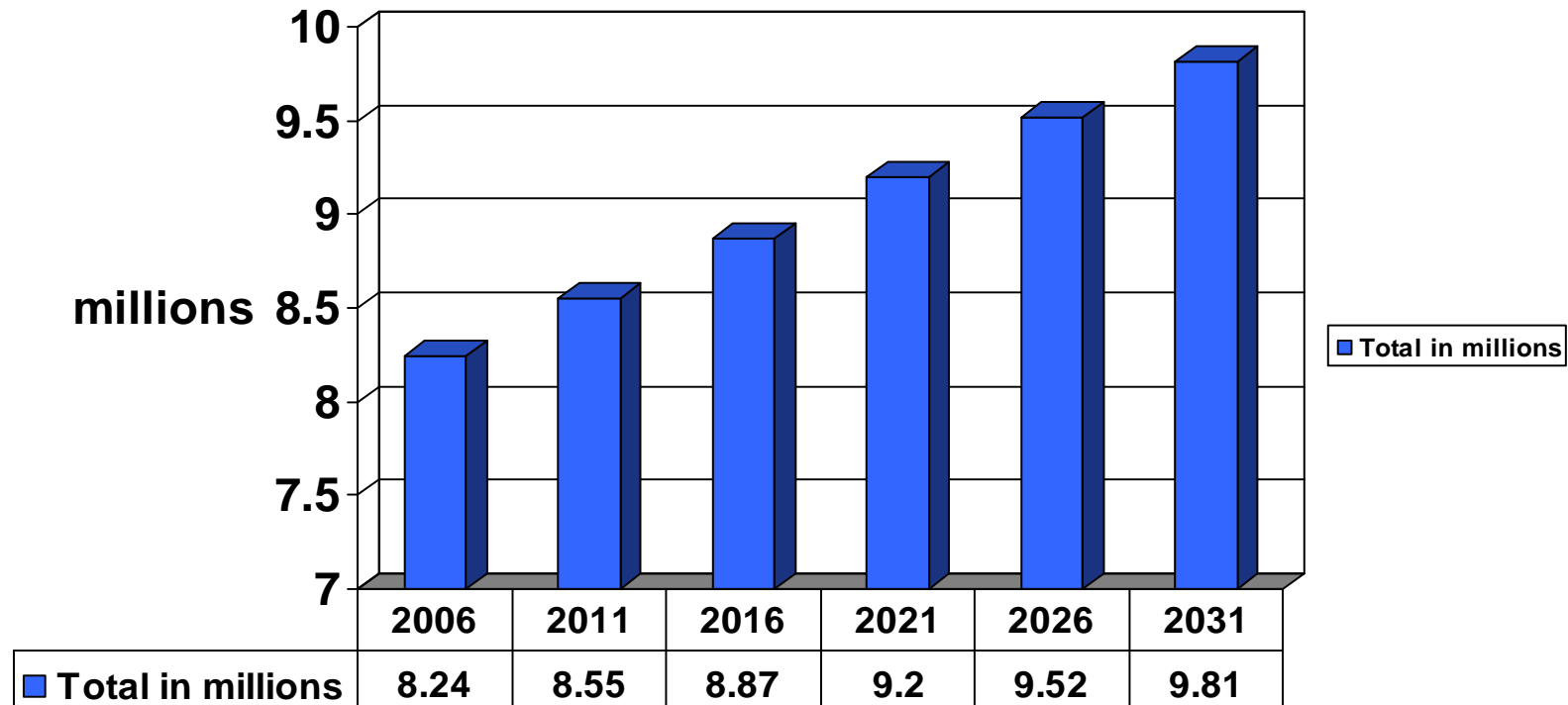
TAEN – Experts on Age and Employment

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.

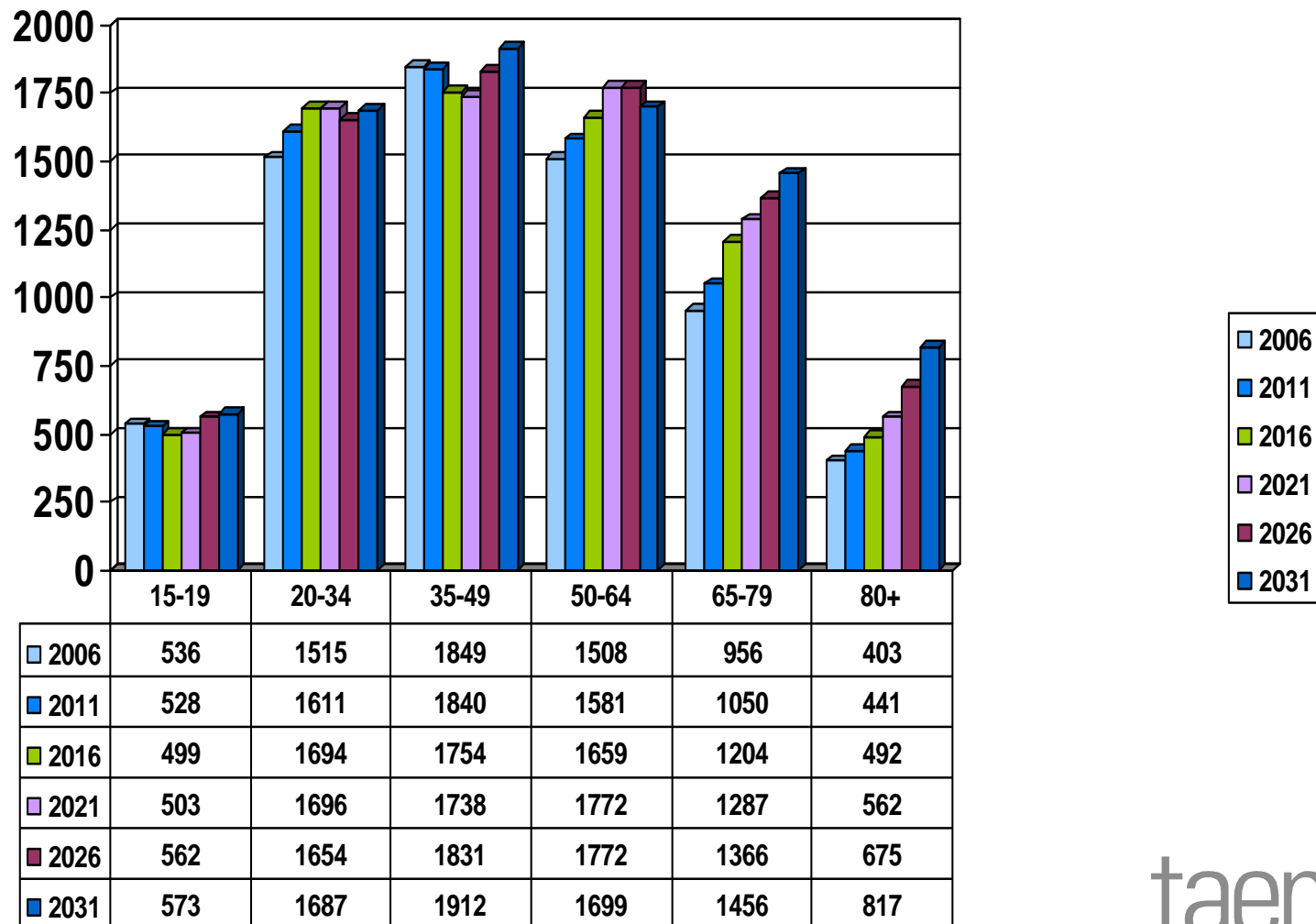
SE Changing Demographics

Projected Population Trends 2006 -2031



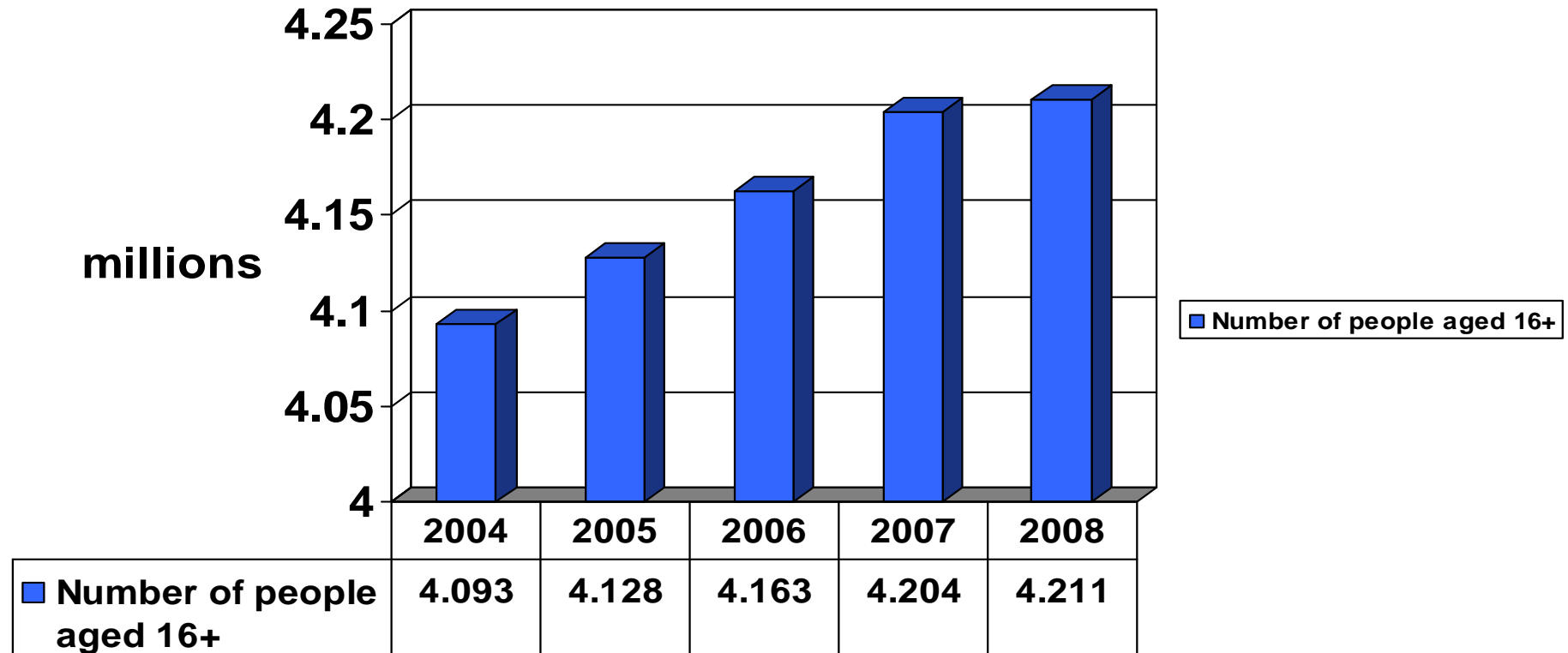
SE: Changing Demographics

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



SE: Labour Market

Numbers Aged 16+ In Paid Employment: Q4 2004 - 08



Employment Rate By Region Q4 2008 And Change 2003-08.

Source: ONS : Data for Oct-Dec 2008

Region	Employment rate 2008 %	Change in Employment Rate since 2003 %
South East	78.7%	0.0%
South West	78.1%	-0.1%
East	77.5%	0.5%
East Midlands	76.2%	-0.3%
Yorkshire & Humberside	72.3%	-1.4%
West Midlands	71.8%	-1.2%
London	71.6%	1.6%
North West	71.0%	-1.8%
North East	70.1%	-0.8%

Changing Labour Market Dynamics

30 ?

60 ?

100 ?

Changing Labour Market Dynamics

- UK & Regional Economies in deepening recession.
- Unemployment rising steadily.
- Virtually all sectors 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”*.

SE Employment Rates

Source: Office For National Statistics : Labour Market Statistics : Oct-Dec 2008

Working Age (16-state pension age)*	78.7% (4.21M: +7k*)
Govt aim, working age	80% (4.28M)

Labour Force Survey: Jul-Sept 08:

16-17	38.8%
18-24	71.1%
25-34	84.7%
35-49	85.5%
50-state pension age	77.6%
State pension age+	14.3%

* Change Oct-Dec 08 Vs Oct-Dec 07

SE Labour Market : Unemployment & Claimants

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

Unemployment in the region		
Dec08 – Feb '09	222k	5%
Increase Vs Previous Year	+42k	+0.9%
Claimant Count		
March 2009	144k	3.2%
March 2008	64.4	1.4%

A White Collar Recession ?

Unemployment and previous occupation

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

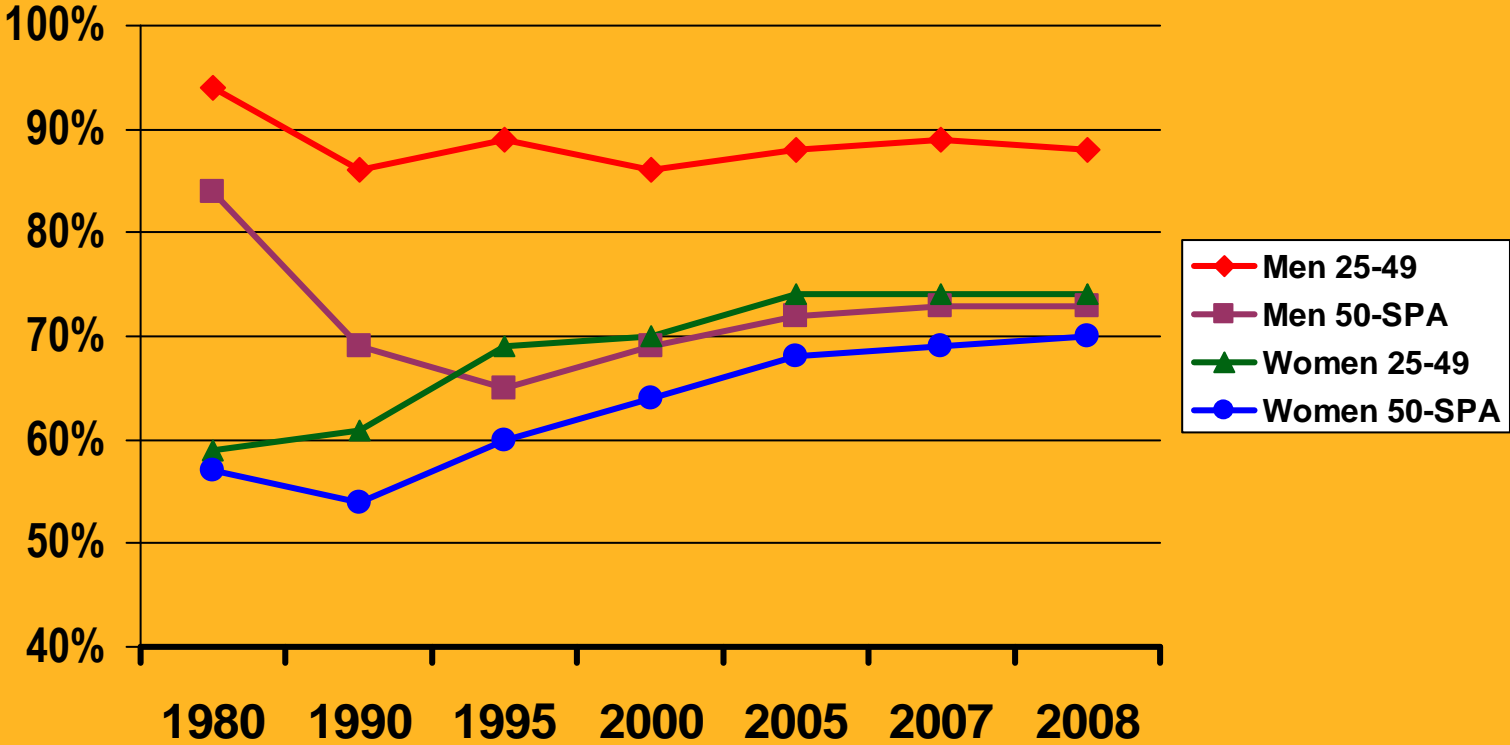
	Managers and senior officials	Professional Occupations	Elementary occupations
Q1 2008	1.9%	1.1%	8.4%
Q2 2008	2.0%	1.3%	9.1%
Q3 2008	2.2%	1.6%	9.7%
Q4 2008	2.4%	1.7%	9.6%
Increase Q1 – Q4	+0.5%	+0.6%	+1.2%

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%

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%

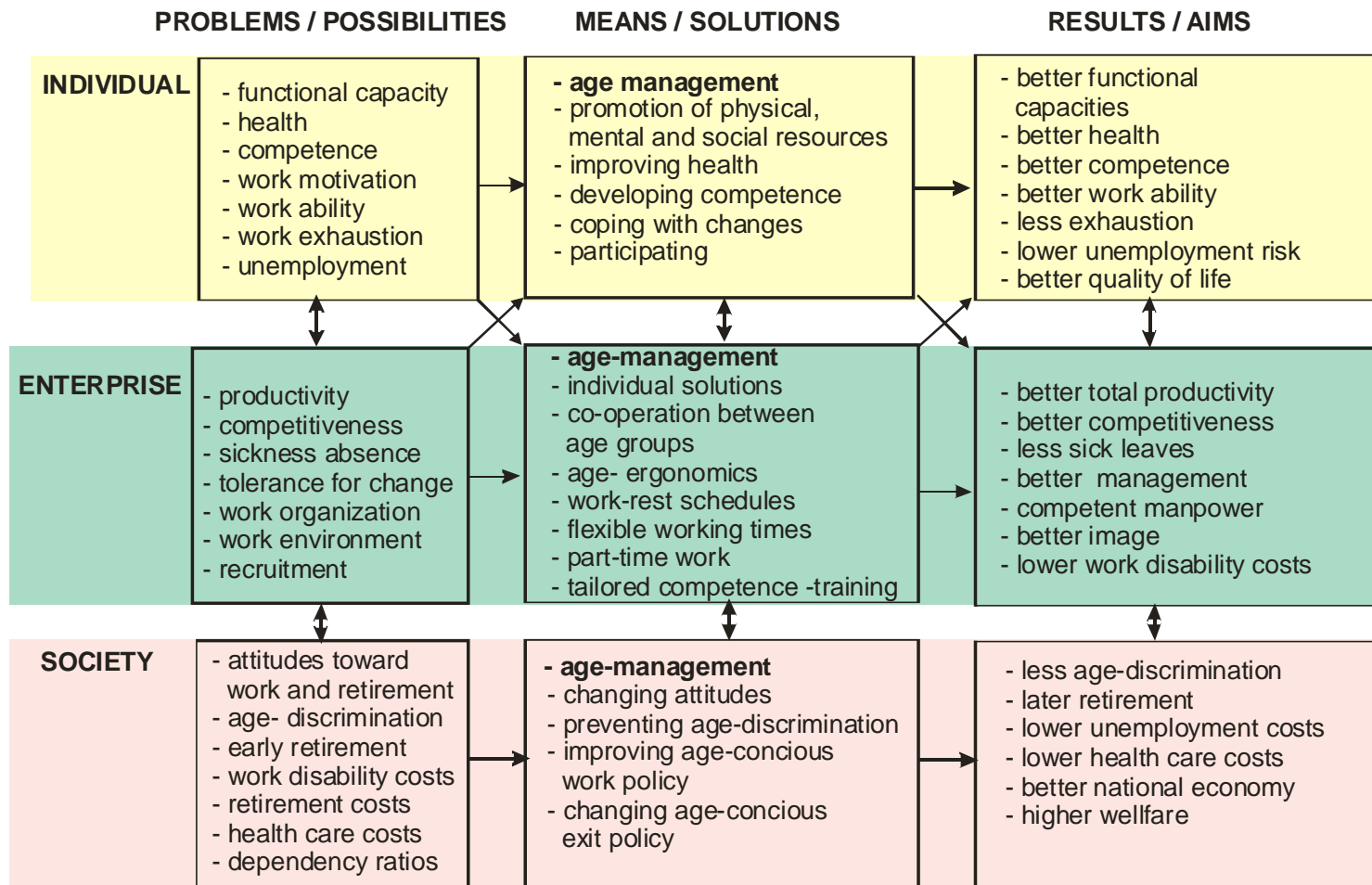
Employers Responses

- **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.

Levels of Age Management

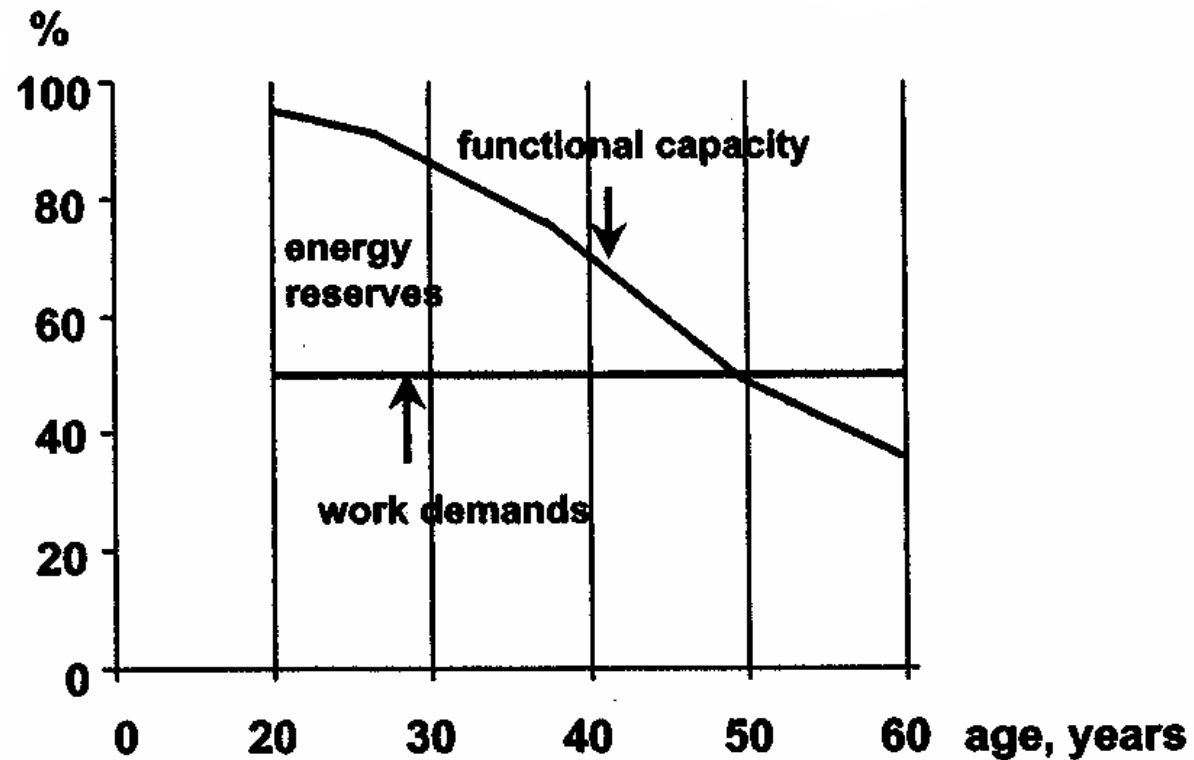


Dimensions of Age Management



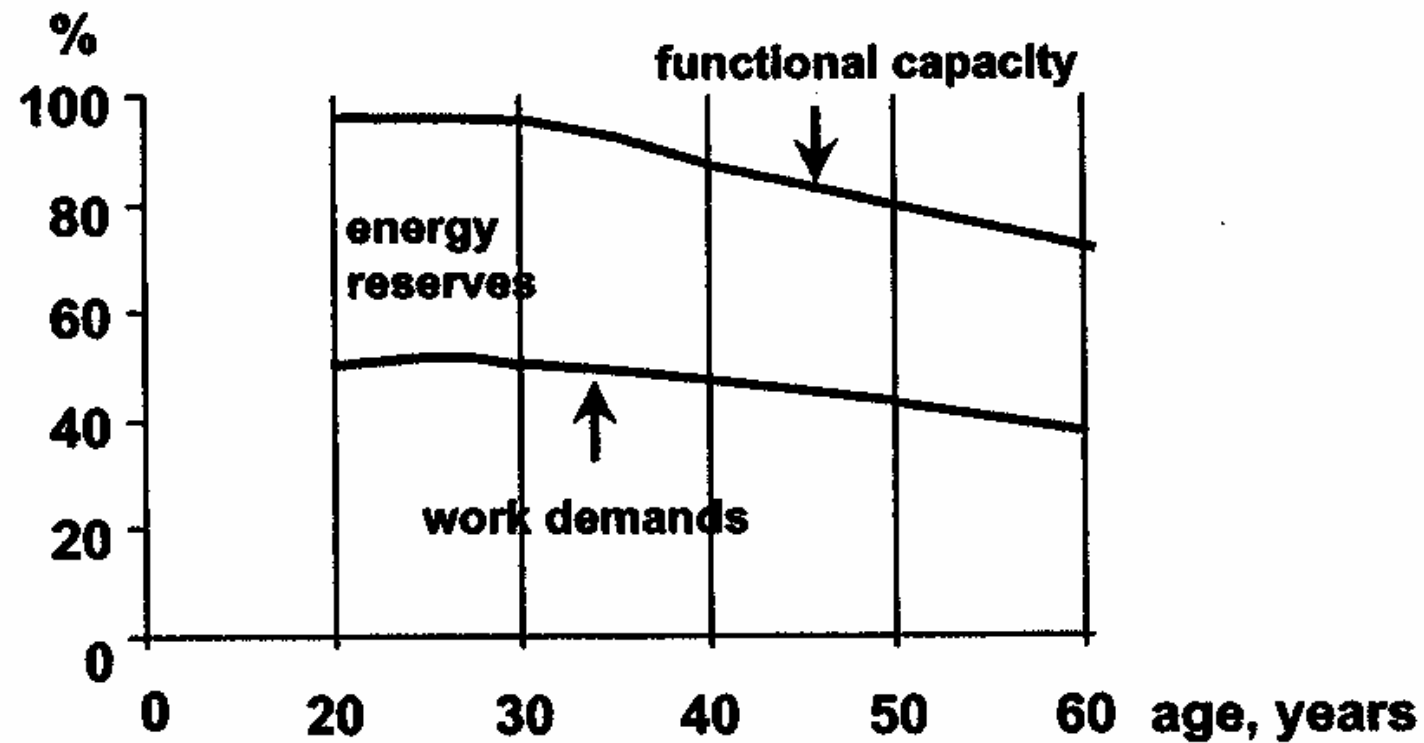
Traditional approach to declining functional capacity

PROBLEM



An age management solution

SOLUTION



Another definition:

“Consideration of age related factors affecting both white and blue collar employees in the daily management, design and organisation of work tasks as well as the work environment, so that everyone, regardless of age feels empowered in reaching both personal and corporate goals.”

Example of Older Workers

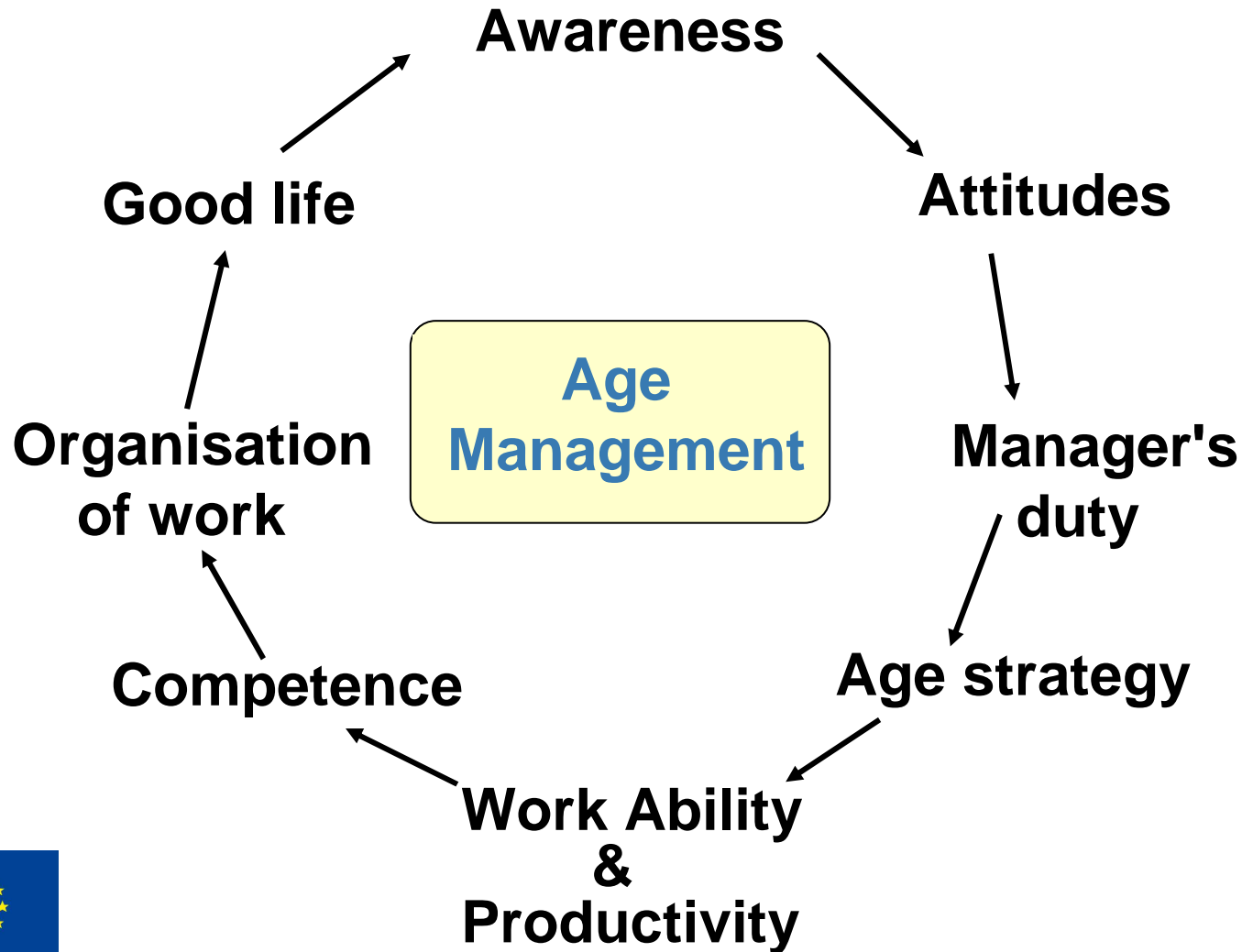


- Still actively working
- Healthy Lifestyle
- Excellent access to Health Care

“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.

Age Management: Visions and Ingredients



Example Company 1 – Learning

- International company in electronics sector, large workforce.
- Learning an integral part of performance management system in the company. SMART targets set, personal development plan stipulating expected career steps.
- Each employee given a job rotation date from time of starting (maximum 5 years).
- All employees expected to learn

50+ Matters : What happens next ?

- **Today...**
 - Case Studies Required
- **Next fortnight**
 - Similar session in SW
 - 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.