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**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

July 2010

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50+ Matters: Working Effectively With Older Workers

Today's Programme:

Putting Older Workers In Context:

- *Keith Frost, TAEN.*

Understanding and Attracting Older Clients:

- *Barbara Watkins, Third Age Working.*

Working Effectively With Older Clients:

- *Peter Pearson, Acumen Partnership.*

Lunch

Getting Older Clients 'Back on Board':

- *Romi Jones, Age Concern, N Tyneside.*

50+ Works: Good Practice Guide

- *Hana Konopaskova, TAEN.*

Wrap-Up

- *Keith Frost, TAEN.*

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.

- Circa 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 2007/13 national TA project supporting 50+

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.

ESF 'Age Management' TA Project

Support delivered to ESF-involved organisations **via:**

- Direct contact, national Conferences, Seminars, Guides, Briefings, website and monthly **50+ Matters** e-letter.

- Useful Resources available @ www.taen.org.uk/esf

Customised Seminar Series:

- *How to work more effectively with 50+clients*

(Version1: for managers & supervisors in all ESF involved orgs.)

(Version 2: for frontline workers, personal advisers)

So far in the North East.....

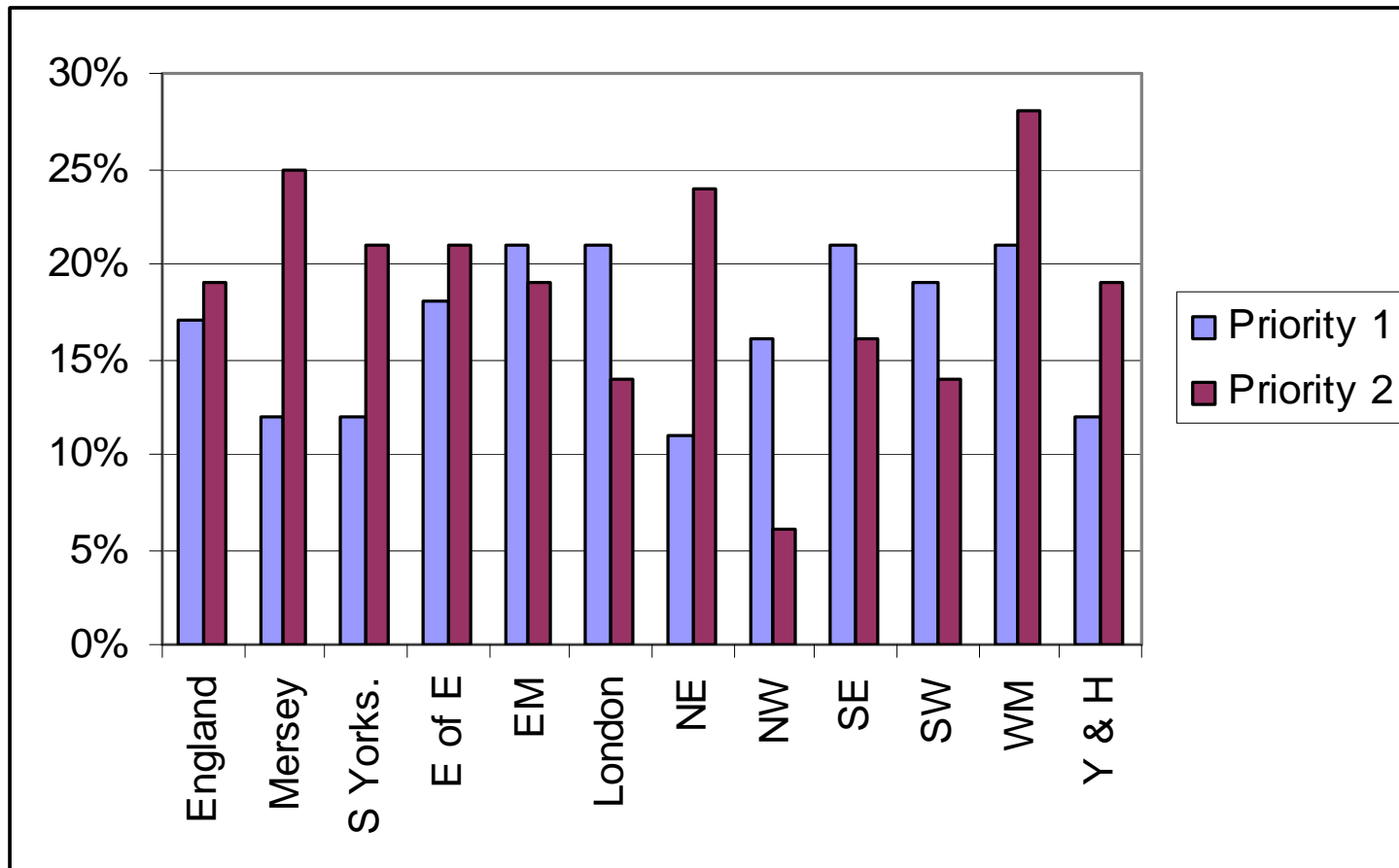
Regional Committee intro: N'castle Jan 2009

Version 1 seminar : N'castle May 2009

Version 2 seminar : N'castle July 2010

ESF Over 50s regional variation as at Nov 09.

Source: ESFD, Sheffield



50+ Matters: Employment Quiz

1. In 2006 the population of the North East was just under 2.6 million. What is it expected to be by 2026 ?

- A) 2.7m B) 3.0m C) 3.3m D) 3.6m

2. In a recent CIPD survey what % of people aged 55+ wanted to work on past SPA ?

- A) 41% B) 51% C) 61% D) 71%

3. Approx what % of people aged 50-SPA in the NE are economically inactive ?

- A) 25% B) 28% C) 31% D) 34%

50+ Matters: Employment Quiz

4. Approx what % of people aged 50-SPA in the NE are on IB ?

A) 15.4% B) 17.4% C) 19.4% D) 21.4%

5. What proportion of the people working in the NE are self-employed ?

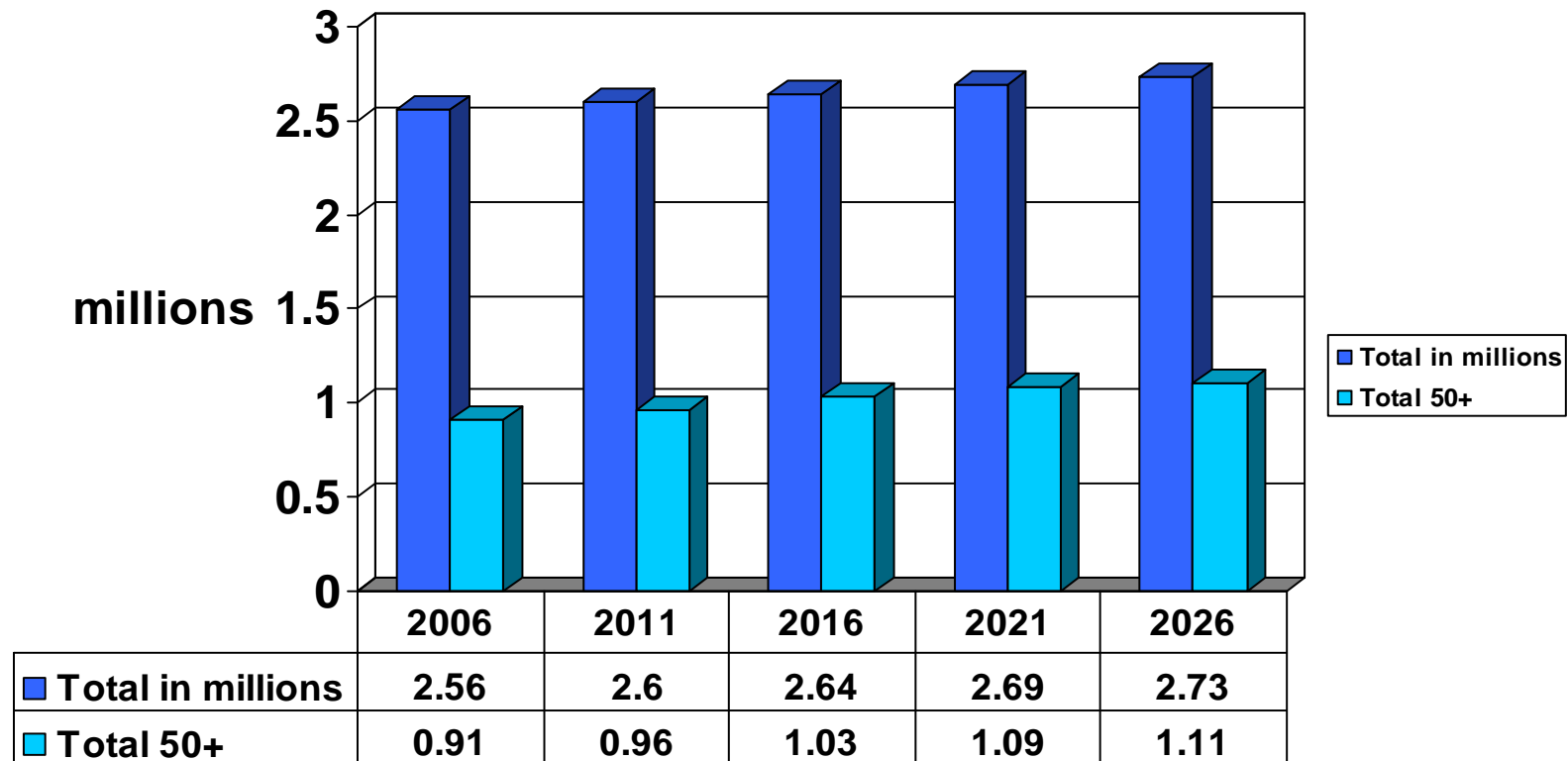
A) 9.9% B) 11.4% C) 13.4% D) 15.4%

6. According to the FSB what % of SMEs place their job vacancies with JC+ ?

A) 20% B) 30% C) 40% D) 50%

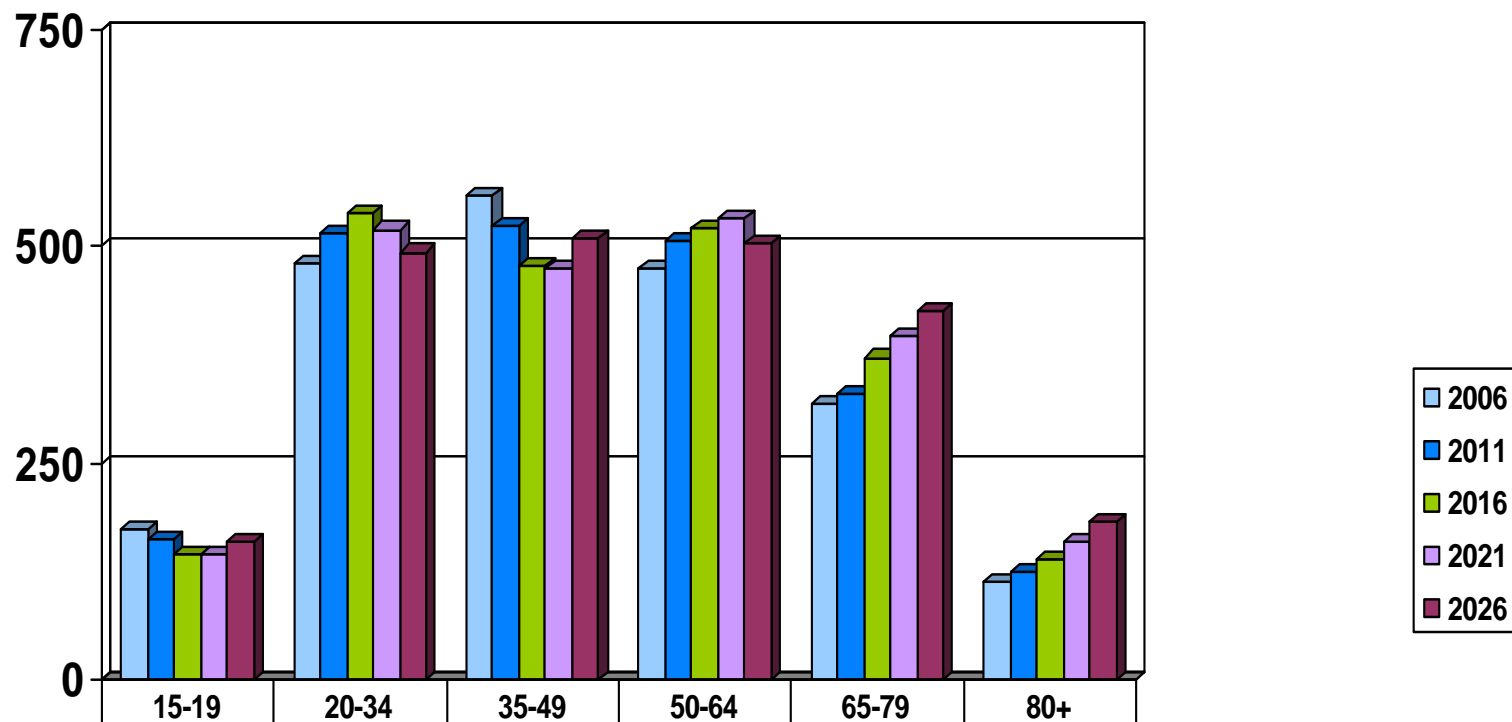
NE Changing Demographics

Projected Population Trends 2006 -2026



NE: Changing Demographics

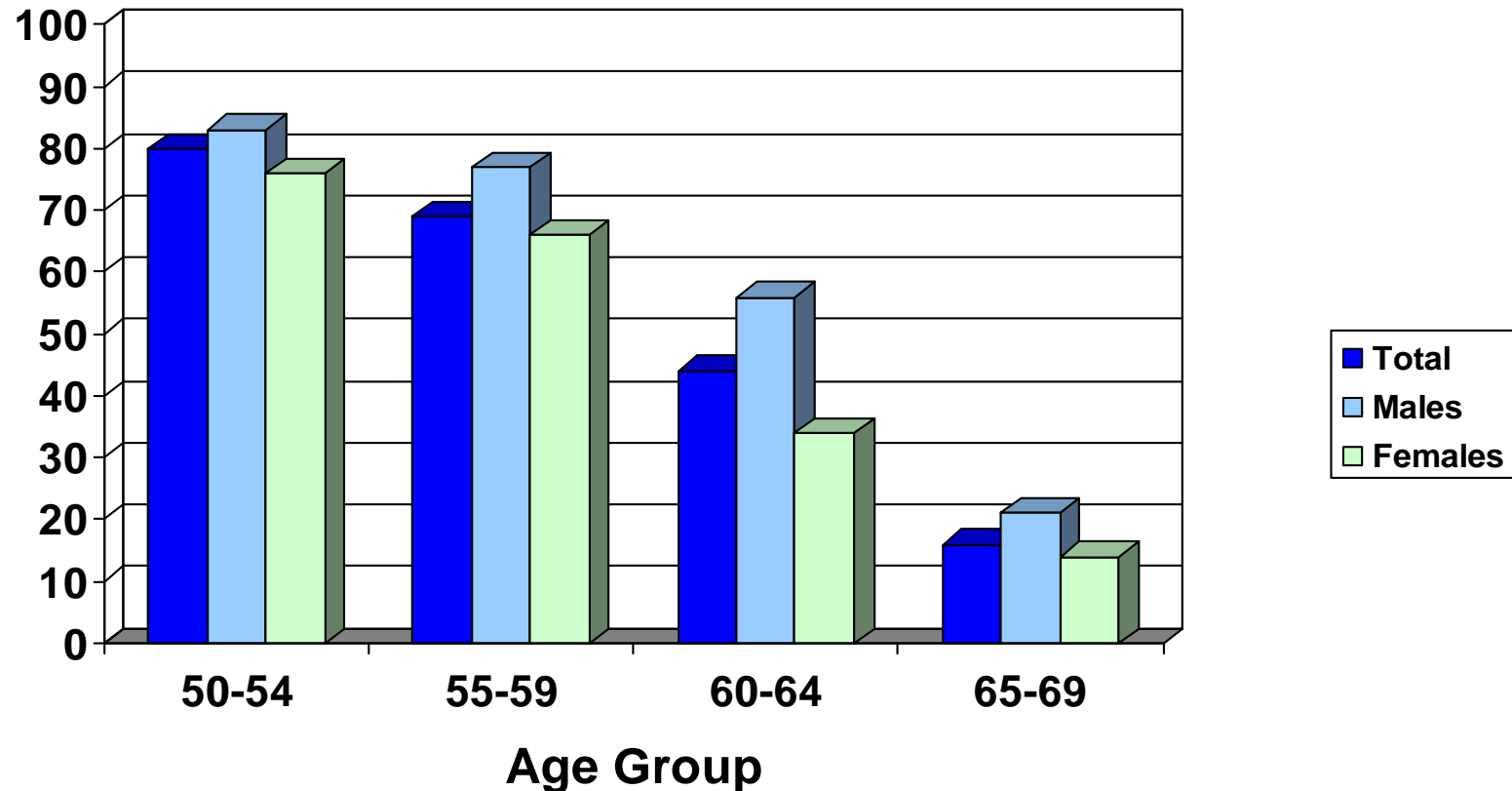
Projected Population Trends: 2006 -2026: Thousands : Source: ONS



	15-19	20-34	35-49	50-64	65-79	80+
2006	174	480	560	476	319	112
2011	162	516	525	506	331	124
2016	145	539	479	521	372	138
2021	144	520	476	533	396	158
2026	158	494	510	503	426	182

Working Past 50

GB Employment Rate % By Age Group : Source: ONS Labour Force Survey Q2 2009



Changing Labour Market Dynamics

- Economy crawling out of recession.
- New Government, new policies.
- Substantial public spending cuts this year onwards.
- Unemployment expected to rise further.
- Fears of a broadly 'jobless' recovery.
- Labour demand: Increase in vacancies slowing.
- Labour supply: Still increasing.
- Labour and skill shortages declining but still present.
- *"Rockpools of Joblessness"*
- Recession response primarily focused on NEETs
- Welfare-to-Work reforms (single Work Programme)

Regional O/View of Public Sector Employment

Source: ONS

Region	Number Employed in Public Sector (000s)	% of Total Regional Employment
East of England	459	17%
East Midlands	389	19%
London	782	21%
North East	287	25%
North West	696	22%
South East	694	17%
South West	528	21%
West Midlands	507	21%
Yorks & The Humber	538	22%

NE Employment & Inactivity Rates

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

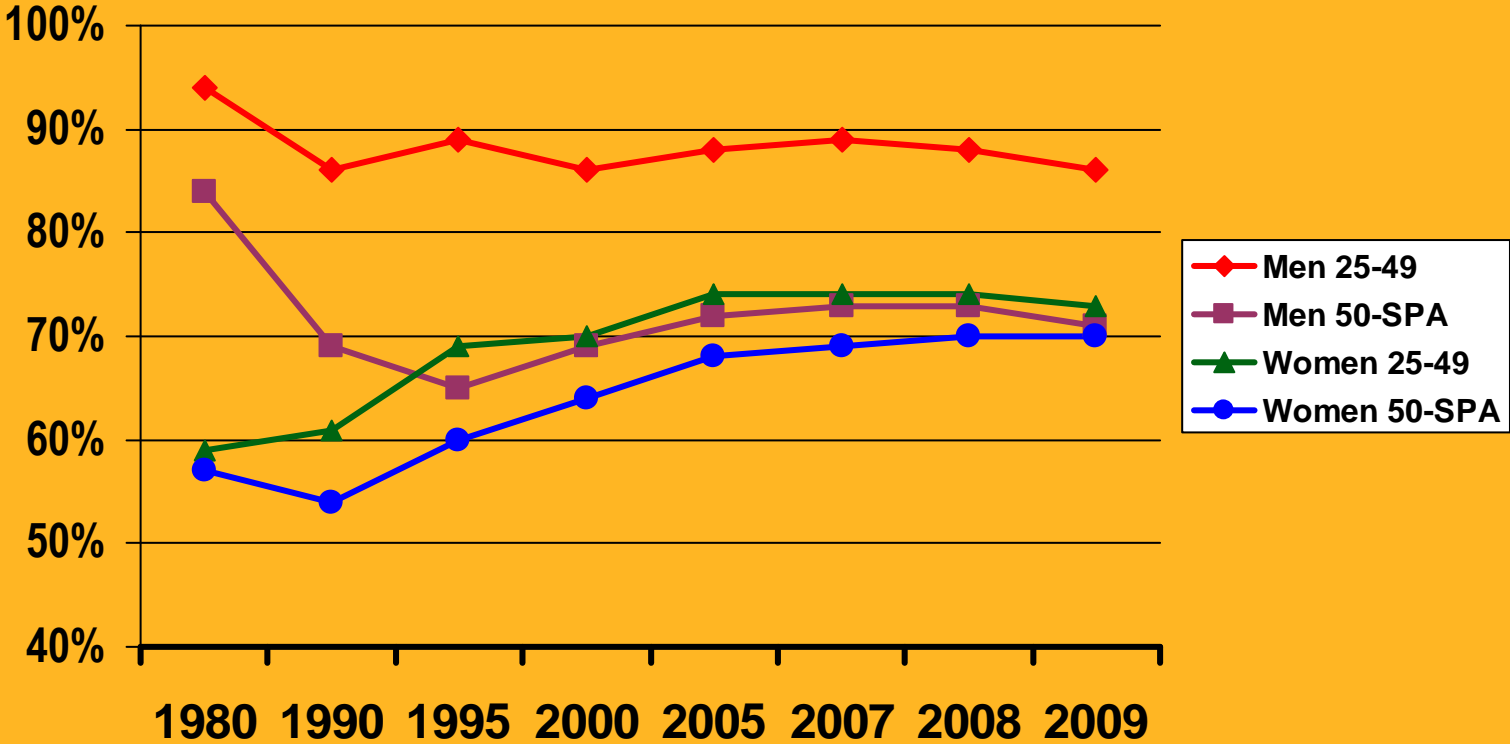
Working Age (16-SPA)* : (1.1M: +7k*)

- Change over same period (Feb-Apr) in 2009.

Labour Force Survey: Jan-Mar 2010: not seasonally adjusted

Age Group	ER - % Men	ER - % Women	Inactivity % Men	Inactivity % Women
16-17	31.7% ?	33.4%	74.3%	61.6%
18 – 24	54.5%	51.9%	32.7%	36.0%
25 – 34	80.9%	73.3%	9.6%	19.0%
35 – 49	81.3%	76.4%	12.2%	20.3%
50-59/64	64.7%	69.2%	28.0%	27.8%
SPA+	8.0%	10.3%	91.3%	89.3%

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

New Measures To Help Unemployed 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. **Good Practice Guide.**

Barbara Watkins.....

50+ Matters

Wrap-up Session – and finally.....

- Has today's session been useful?
- What impact do you think it may have on you/your organisation ?
- What else would you have liked us to cover ?
- Any other comments?

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