

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

October 2010

© TAEN 2010

50+ Matters: Working Effectively With Older Workers

Today's Programme:

Putting older workers in context: *Keith Frost, TAEN*

Attracting older clients: *Barbara Watkins, Third Age Working Coffee*

Working effectively with older clients: *Peter Pearson, Acumen Partnership*

The ROW Project in the South East: *Bindya Dholiwar, A4e Lunch*

50+ Works Good Practice Guide: *Hana Konopaskova, TAEN*

Wrap-up

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.

50+ Matters Employment Quiz

- 1. In 2006 the population of the South East was circa 8.2 million. What is it expected to be by 2026 ?**
A) 8.9m B) 9.2m C) 9.5m D) 9.8m
- 2. Approx what % of people aged 50-SPA in the SE are economically inactive ?**
A) 19% B) 21% C) 23% D) 25%
- 3. What proportion of people aged 50+ on Incapacity Benefits have been on them for 5 years.**
A) 45% B) 55% C) 65% D) 75%

50+ Matters: Employment Quiz

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 SE are self-employed ?

A) 10.5% B) 12.5% C) 14.5% D) 16.5%

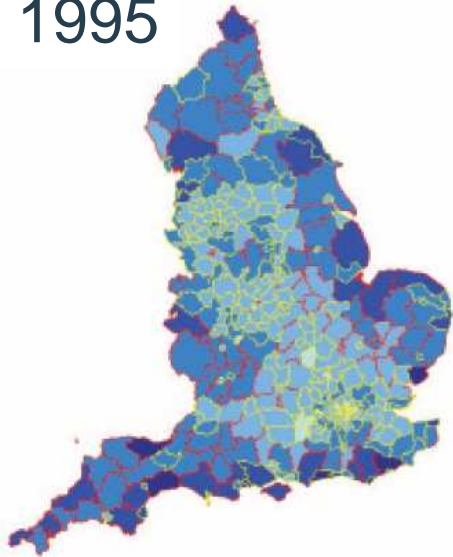
6. In a survey recently published by the CIPD, what % of people aged 55+ wanted to work on past SPA ?

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

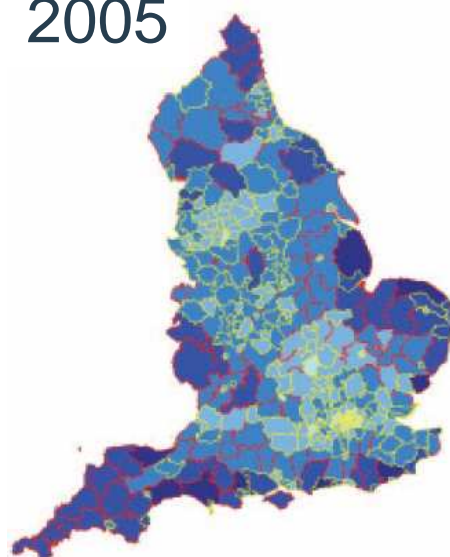
Ageing across England

Slide courtesy of DWP

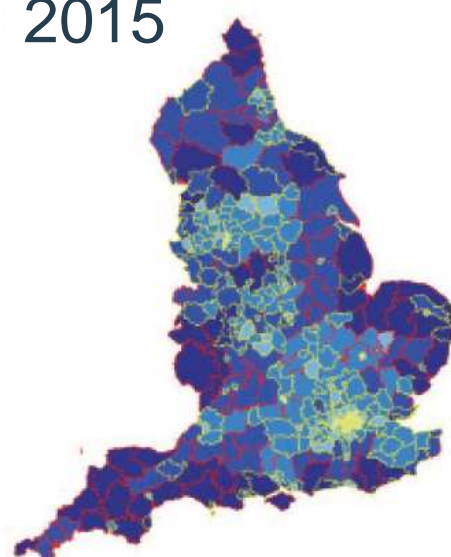
1995



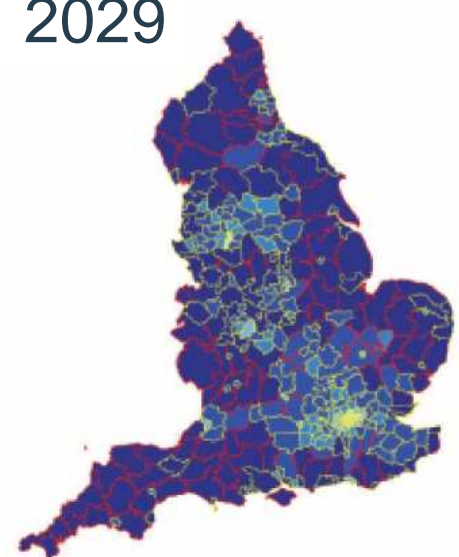
2005



2015



2029



% of population aged over 60



Sources of Data:

ONS: 1995 Mid-Year Quinary Population Estimates; 2005 Mid-Year Quinary Population Estimates.



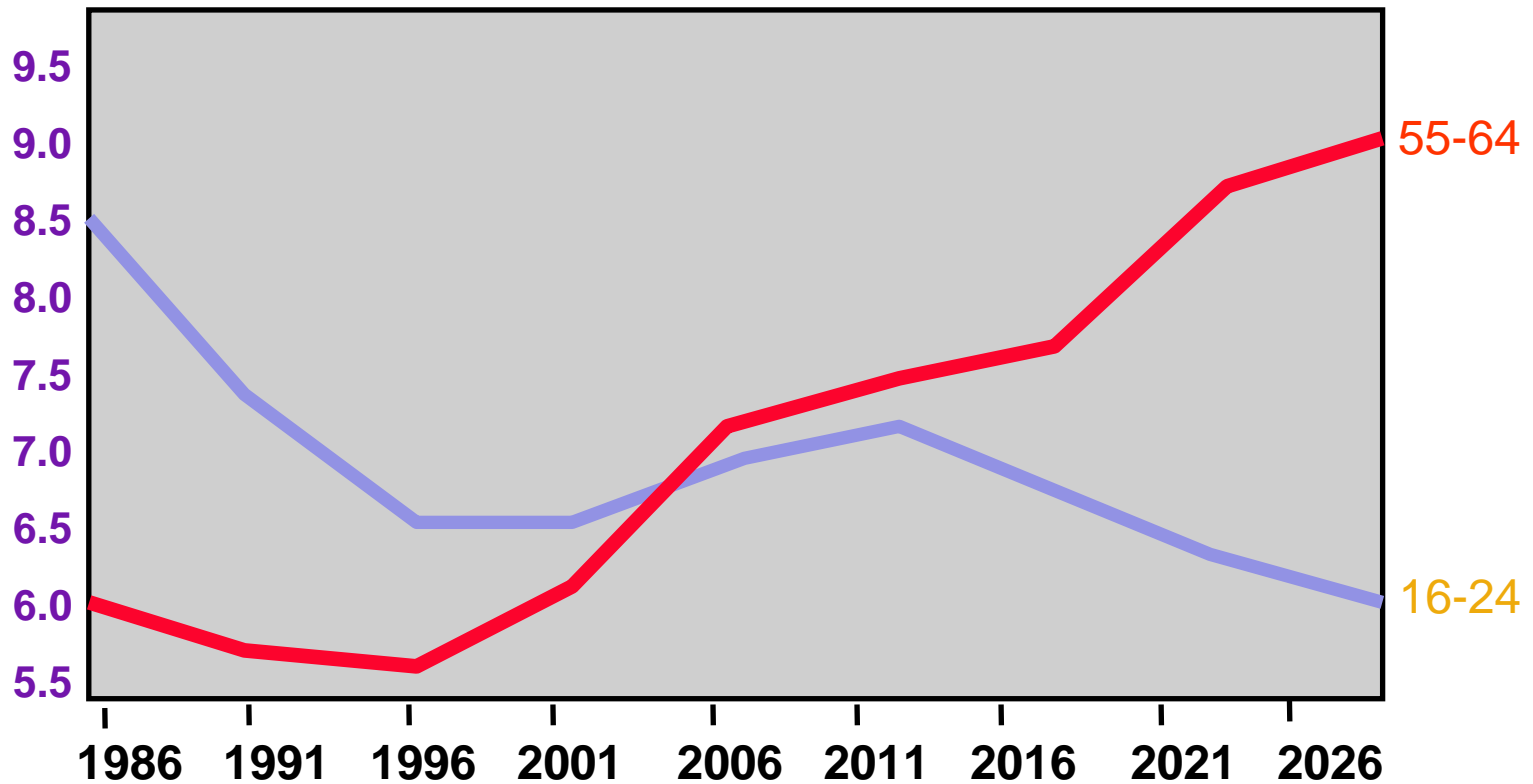
European Union
European Social Fund
Investing in jobs and skills

taen
open Experts in Age
& Employment

UK Workforce Projection: 1986-2026

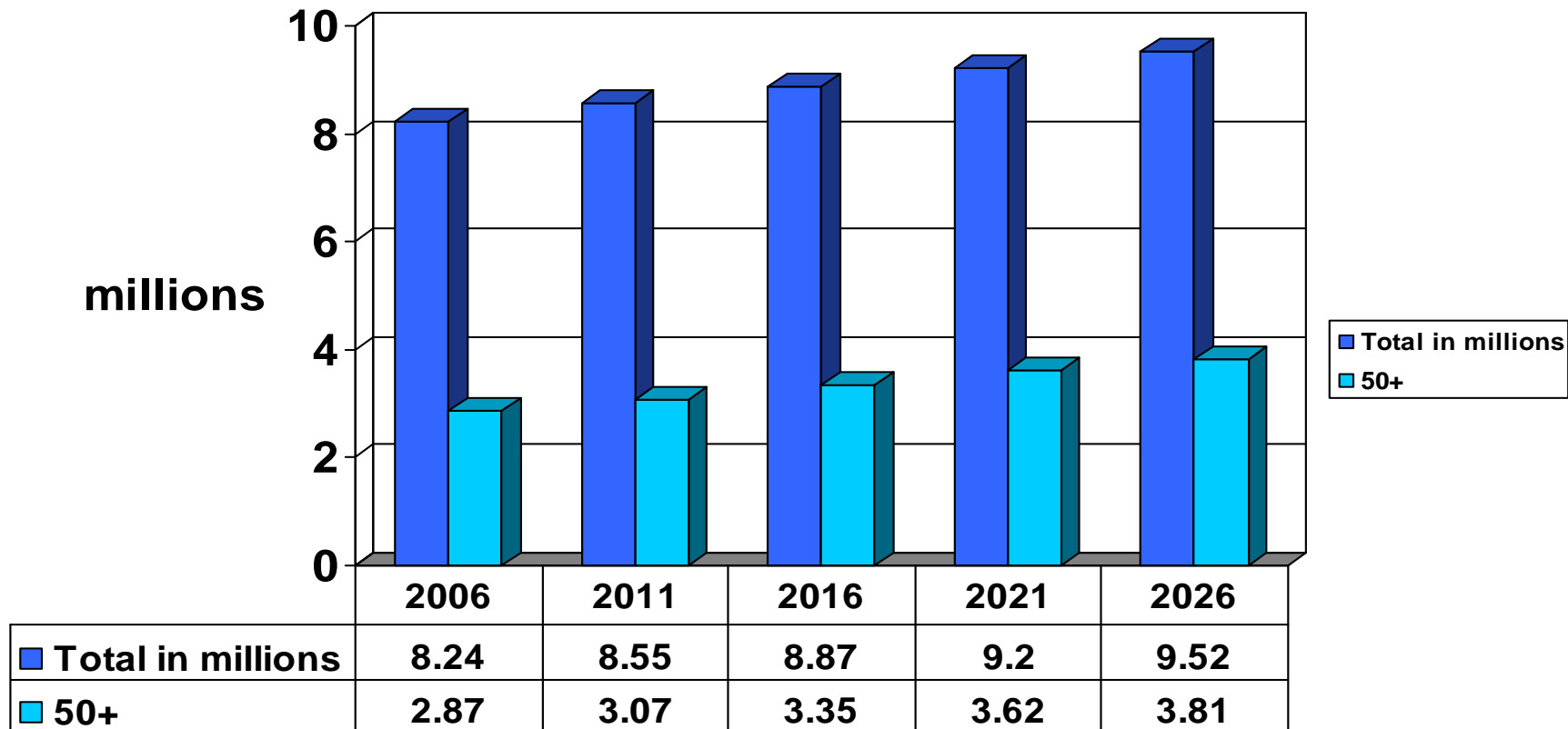
Slide courtesy of DWP

Millions



SE Changing Demographics

Projected Population Trends 2006 -2026



Changing Labour Market Dynamics

- Economic prospects uncertain.
- New Government, new policies.
- Unemployment to rise further.
- Public sector job losses.
- Predominantly Blue Collar, male recession.
- Labour demand: Vacancies falling.
- Labour supply: Still increasing.
- Labour and skill shortages declining.
- Fewer EU migrant workers.
- *“Rockpools’ of Joblessness”*.

SE Employment Rates

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

Working Age (16-SPA)* : 75.9% (3.87M: -41k*)

- Change over same period in previous year

Labour Force Survey: Apr-Jun 2010:

Age Group	ER % - All	ER - % Men	ER - % Women
16-17	29.7%	27.3%	32.2%
18 – 24	59.6%	61.2%	58%
25 – 34	83.1%	89.3%	76.9%
35 – 49	83.8%	90.5%	77.4%
50-59/64	75.9%	77.1%	74.1%
SPA+	15.4%	12.6%	17.1%

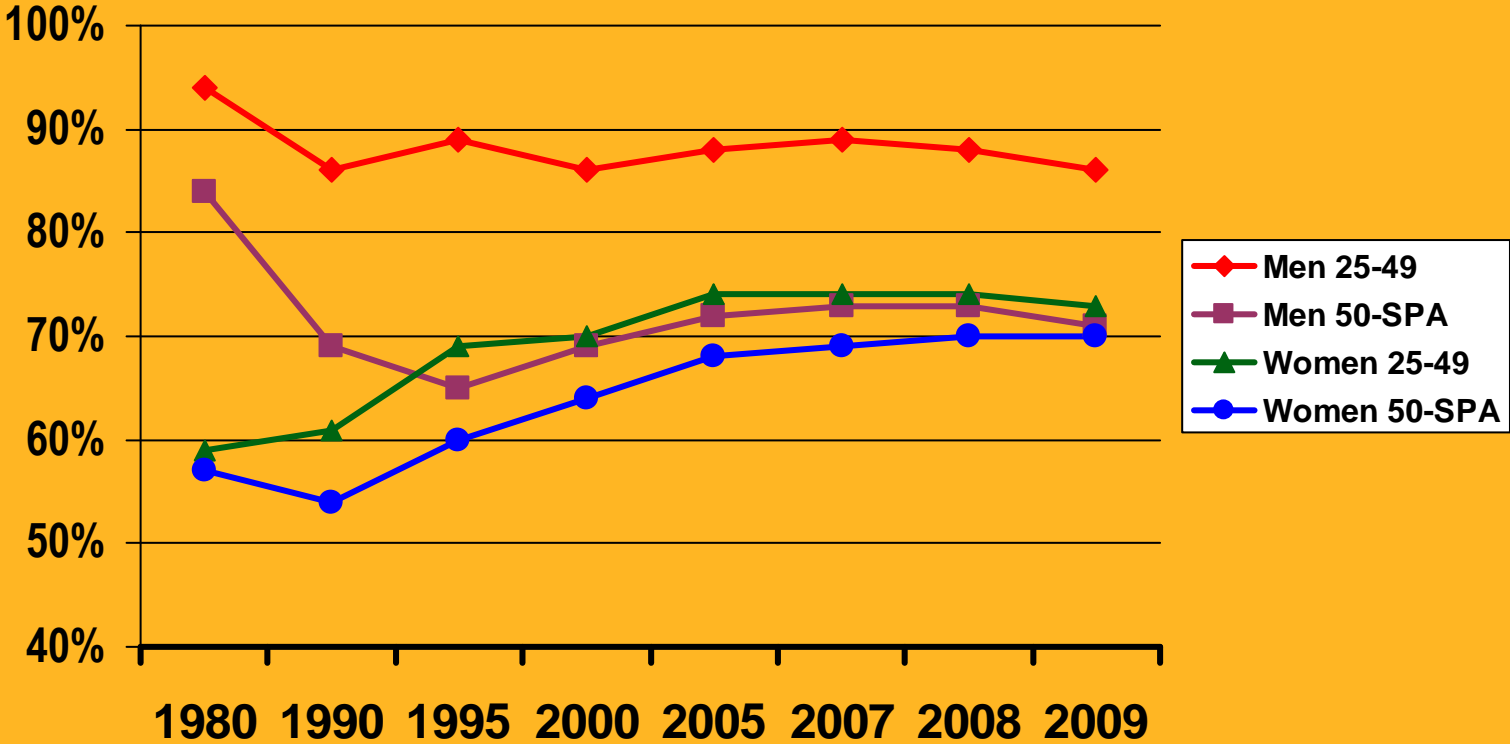
SE Labour Market:

Unemployment, Claimant Count & Inactivity

Source: ONS : Labour Force Survey : Sept 2010

Unemployment (16+)	000s	Rate
Apr-June 2010	268	6.1%
Vs Previous Year	+10k	+0.2%
Claimant Count		
July 2010	135.1k	3.0%
Vs July 2009	-20.3k	-0.5%
Economic Inactivity 16-64		
Apr-June 2010	1.1 million	20.5%
Vs Previous Year	+43k	+0.7%

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



Growing Importance of 50+ Group to Employment Support Providers

- Increased number of 50+s registering as unemployed and joining claimant count.
- < 1 in 5 finding work within 13 weeks of redundancy.
- Raised concerns re another 'lost-to-employment' generation of older male workers
- Increased inclination to offer employment support before 6 months.
- 'Work Programme' reforms could switch circa 800k 50+ IB 'stock' claimants back onto JSA.
- Public sector reductions will hit 50+ workers hard and increase numbers unemployed.
- Earlier-than-planned rise in SPA means older workers will be expected to actively look for work longer and later.



European Union
European Social Fund
Investing in jobs and skills

Peter Pearson

Working Effectively With Older Workers

October 2010

© TAEN 2010

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?

taen



Experts in Age
& Employment

www.taen.org.uk/esf

www.50plusworks.com



European Union
European Social Fund
Investing in jobs and skills

© TAEN 2010

