



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

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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*

Lunch

Workage Project: *Sue Newton-Brown, York College*

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.
- 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 (& 4) and Priority 2 (& 5) 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: Quiz

- 1. In 2006 the population of Y&H was circa 5.1million. What is it expected to be by 2026 ?**
A) 5.3m B) 5.7m C) 6.1m D) 6.5m
- 2. By what % is the proportion aged 50+ in Y&H expected to grow during that time ?**
A) 1.6% B) 2.6% C) 3.6% D) 4.6%
- 3. What proportion of people aged 50+ on Incapacity Benefits have been on them for 5 years or more.**
A) 45% B) 55% C) 65% D) 75%

50+ Matters: Quiz

4. A recent CIPD survey, found what % of people working aged 55+ wanted to work past SPA ?

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

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

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

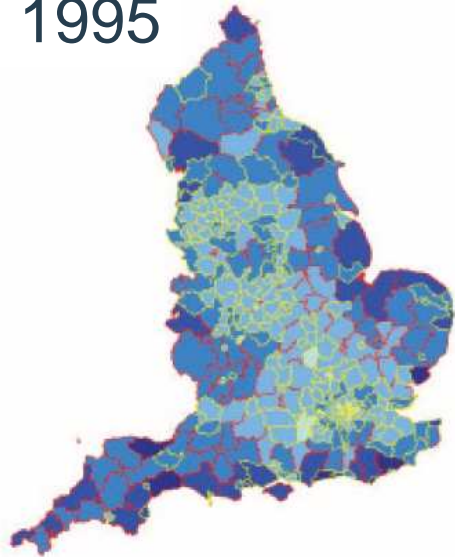
6. Approximately what proportion of people working in Y&H are self-employed ?

A) 10% B) 13% C) 16% D) 19%

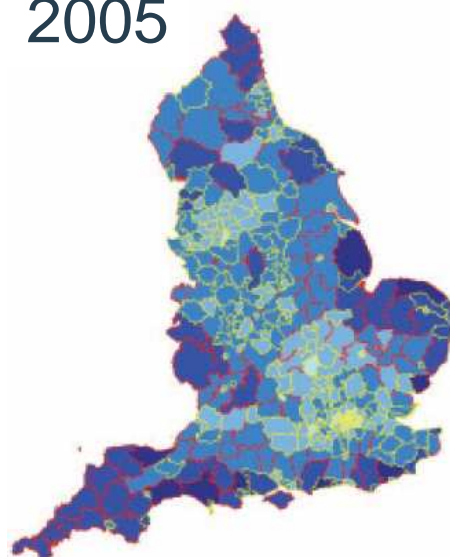
Ageing across England

Slide courtesy of DWP

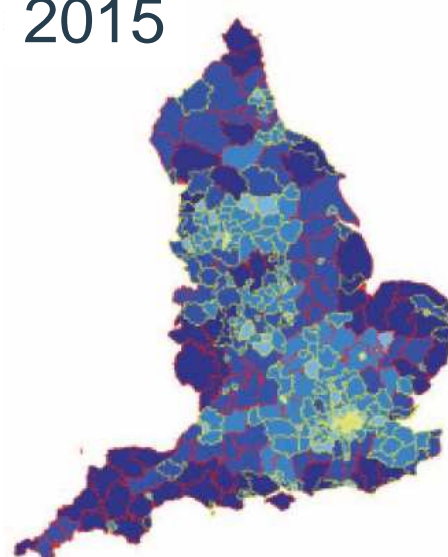
1995



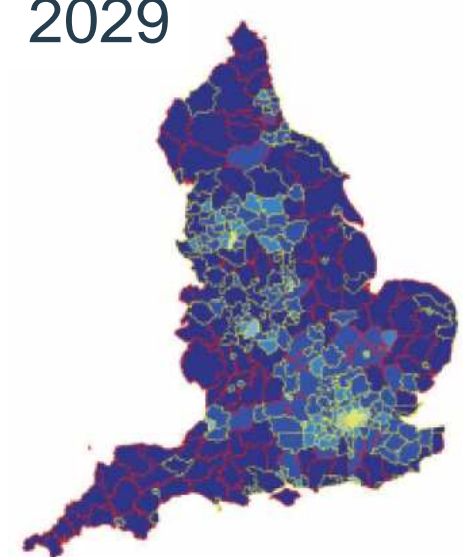
2005



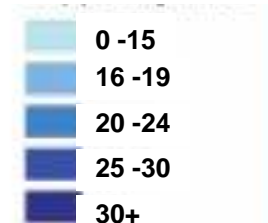
2015



2029



% of population aged over 60



Sources of Data:

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



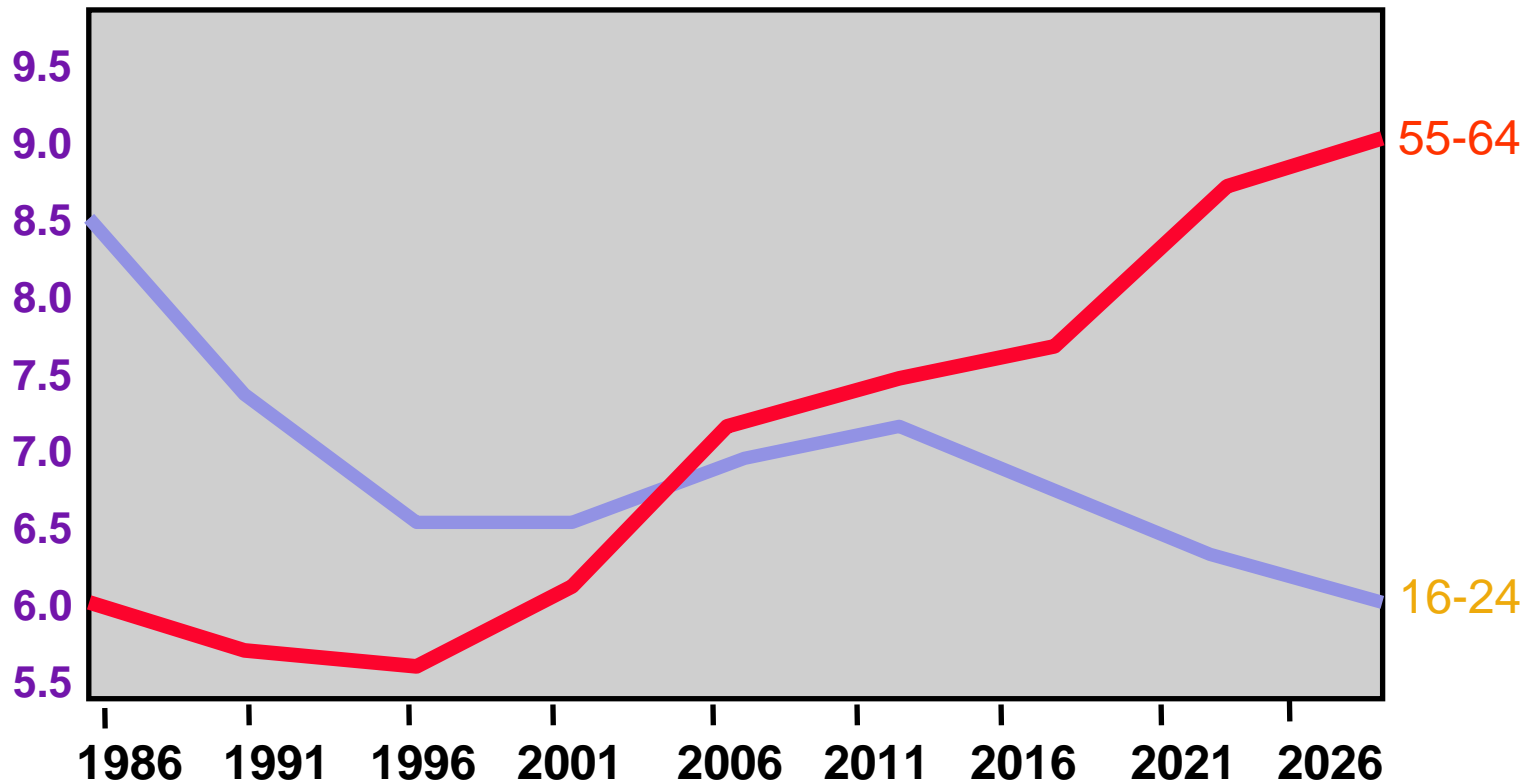
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UK Workforce Projection: 1986-2026

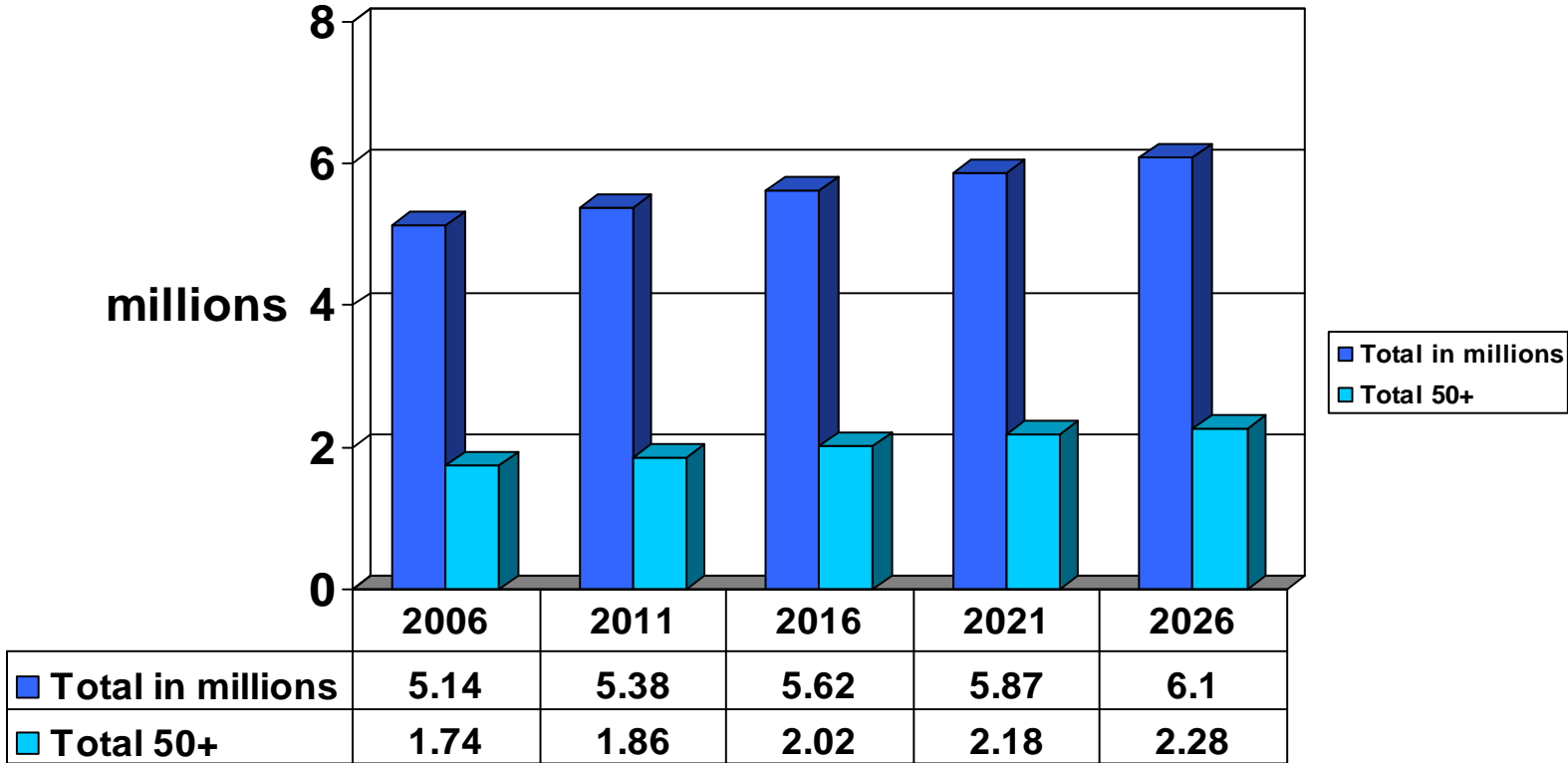
Slide courtesy of DWP

Millions



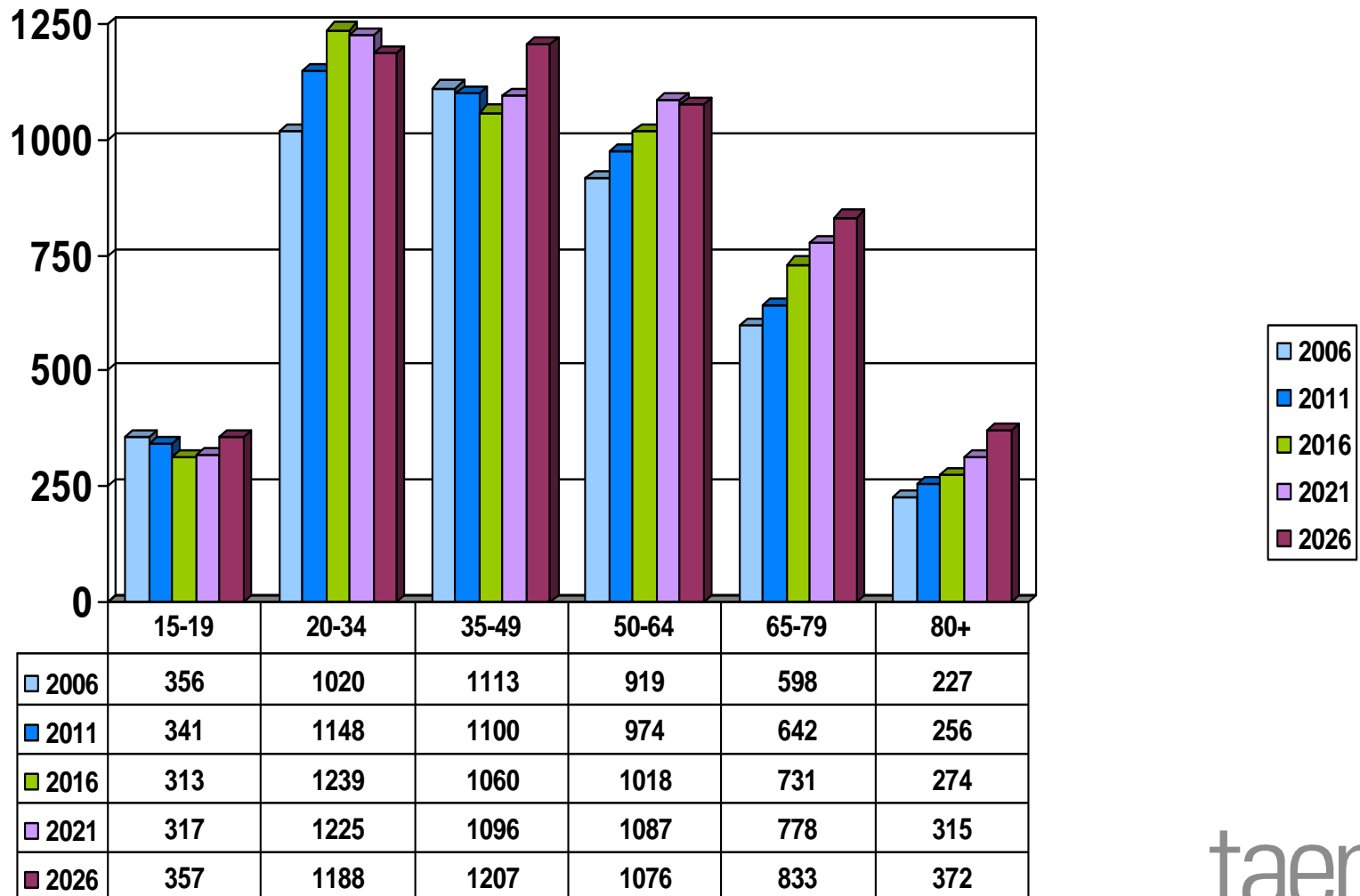
Y&H Changing Demographics

Projected Population Trends 2006 -2026



Y&H: Changing Demographics

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



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”*.

Y&H Employment & Inactivity Rates

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

Working Age (16-SPA)* : (2.30M: +18k*)

- Change over same period in 2009.

Labour Force Survey: Apr-Jun 2010: not seasonally adjusted

Age Group	ER - % Men	ER - % Women		Inactivity % Men	Inactivity % Women
16-17	26.0%	30.2%		63.0%	58.3%
18 – 24	56.4%	58.8%		23.2%	32.1%
25 – 34	82.2%	70.1%		8.2%	22.9%
35 – 49	83.9%	78.0%		9.5%	18.1%
50-59/64	69.8%	70.4%		25.2%	26.3%
SPA+	9.8%	12.4%		90.0%	87.3%

Y&H Labour Market:

Unemployment, Claimant Count & Inactivity

Source: ONS : Labour Force Survey : Sept 2010

Unemployment (16+)	000s	Rate
May-July 2010	242	9.1%
Vs Previous Year	+9k	+0.2%
Claimant Count		
July 2010	143k	5.4%
Vs July 2009	-11.8k	-0.4%
Economic Inactivity 16-64		
May-July 2010	802k	23.6%
Vs Previous Year	-17k	-0.6%

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%

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%

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

Growing Importance of 50+ Group to Employment Support Providers

- Increased number of 50+s registering as unemployed and joining claimant count.
- '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.
- Raised concerns re another 'lost-to-employment' generation of older male workers
- Increased inclination to offer employment support before 6 months.



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Peter Pearson

Working Effectively With Older Workers

Part 1: The Barriers

October 2010

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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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50+ Matters monthly e-letter

www.taen.org.uk/esf

www.50plusworks.com

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