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**How Can ESF Help Older Workers through the
Recession ?**

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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.

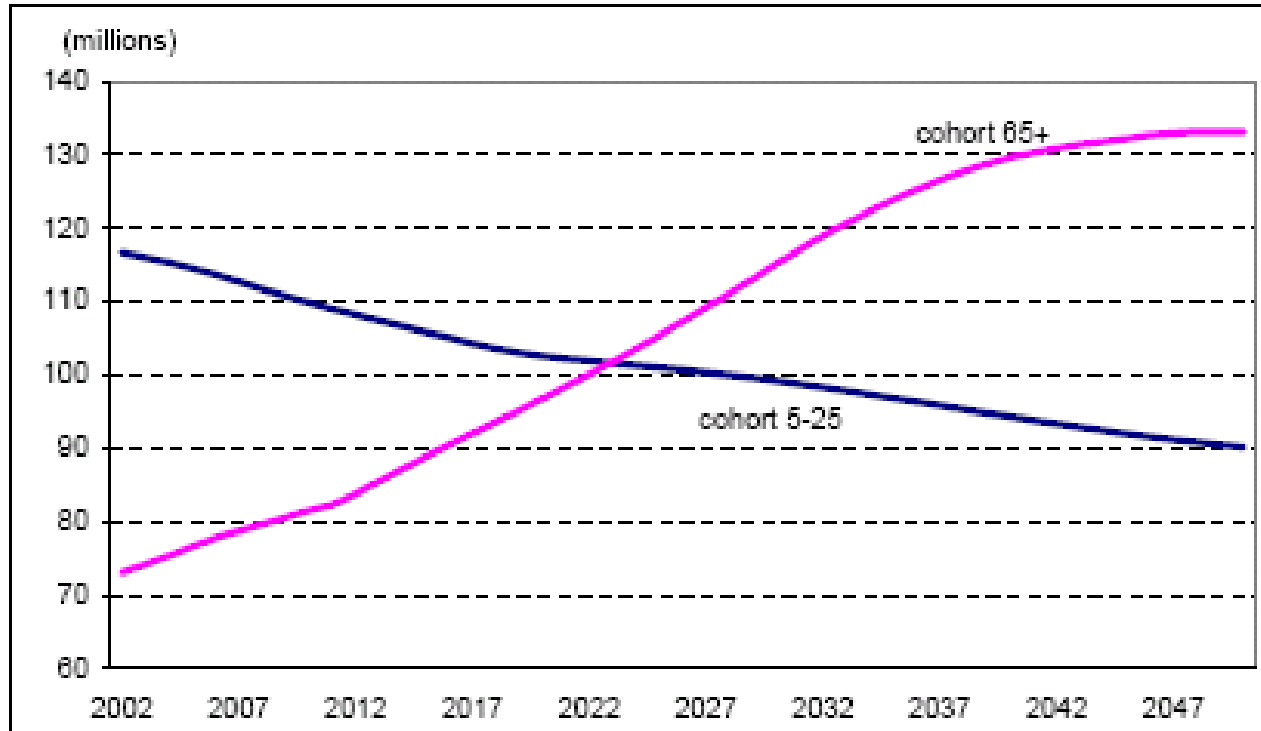
- TAEN – The Age and Employment Network
- Independent charity, supported by Age UK
- Network of 200+ member organisations
- Communicates expertise, creating contacts and networks
- Influences and advances public policy
- Champions ‘age management’ approach
- Conducts and commissions research
- Provides information line for jobseekers
- ESF national Technical Assistance project



How Can ESF Help Older Workers through the Recession? The Context

- People living longer, mostly healthier lives
- People starting work and having families later but have been retiring earlier
- People have substantial financial and caring commitments later
- Fewer people covered by occupational pension schemes.
- Generous early retirement packages have gone
- More people need and want to work longer and later to build up sufficient income for more years in retirement.
- We need them to work longer

Population aged 5-25 and over 65 in the EU 25 (2002 – 2050)

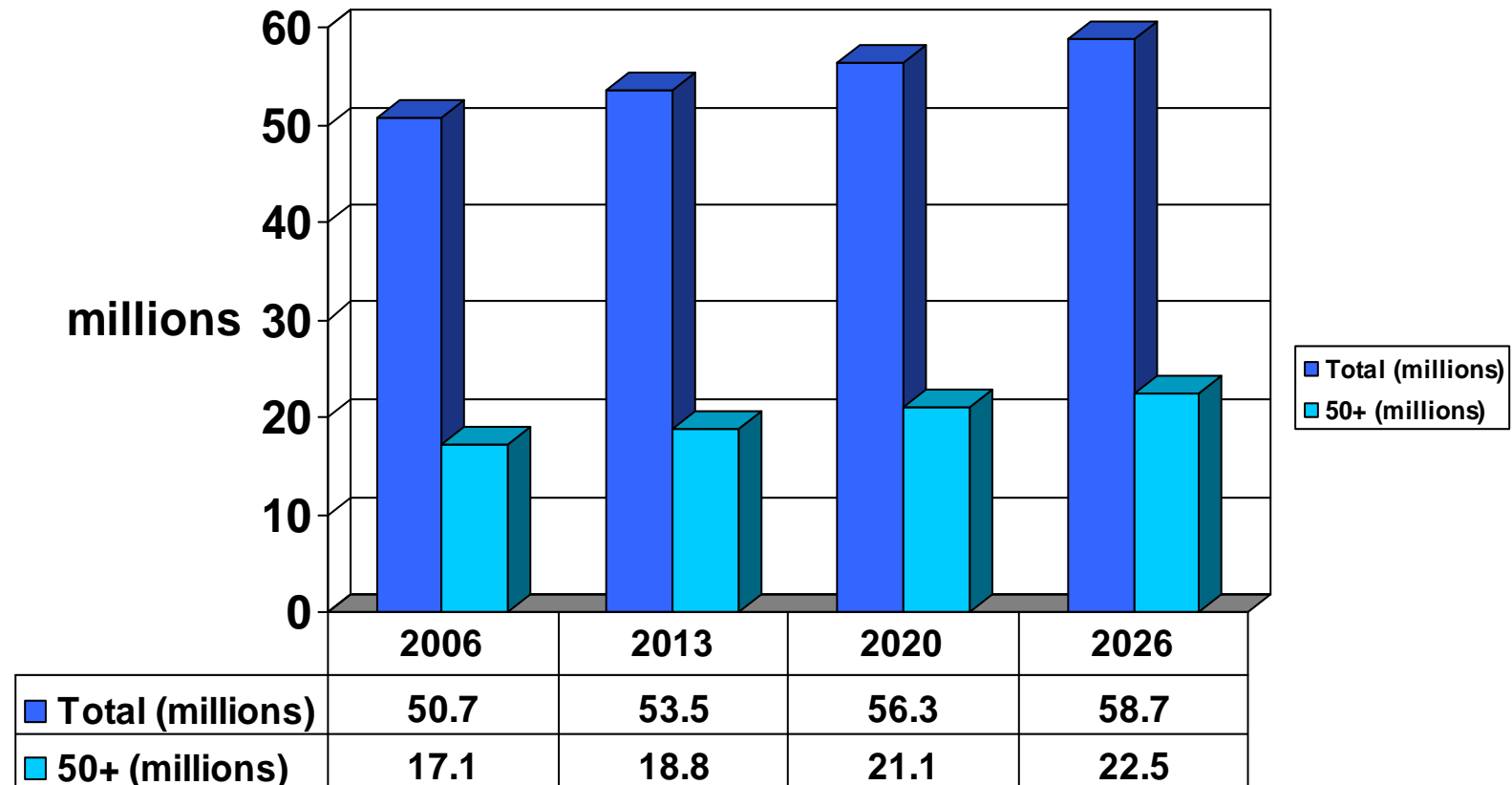


Source: Eurostat.

England's Changing Demographics

Projected Population Trends 2006 -2026

Source: GAD Principal Population Projections : 2006



Changing Labour Market Dynamics

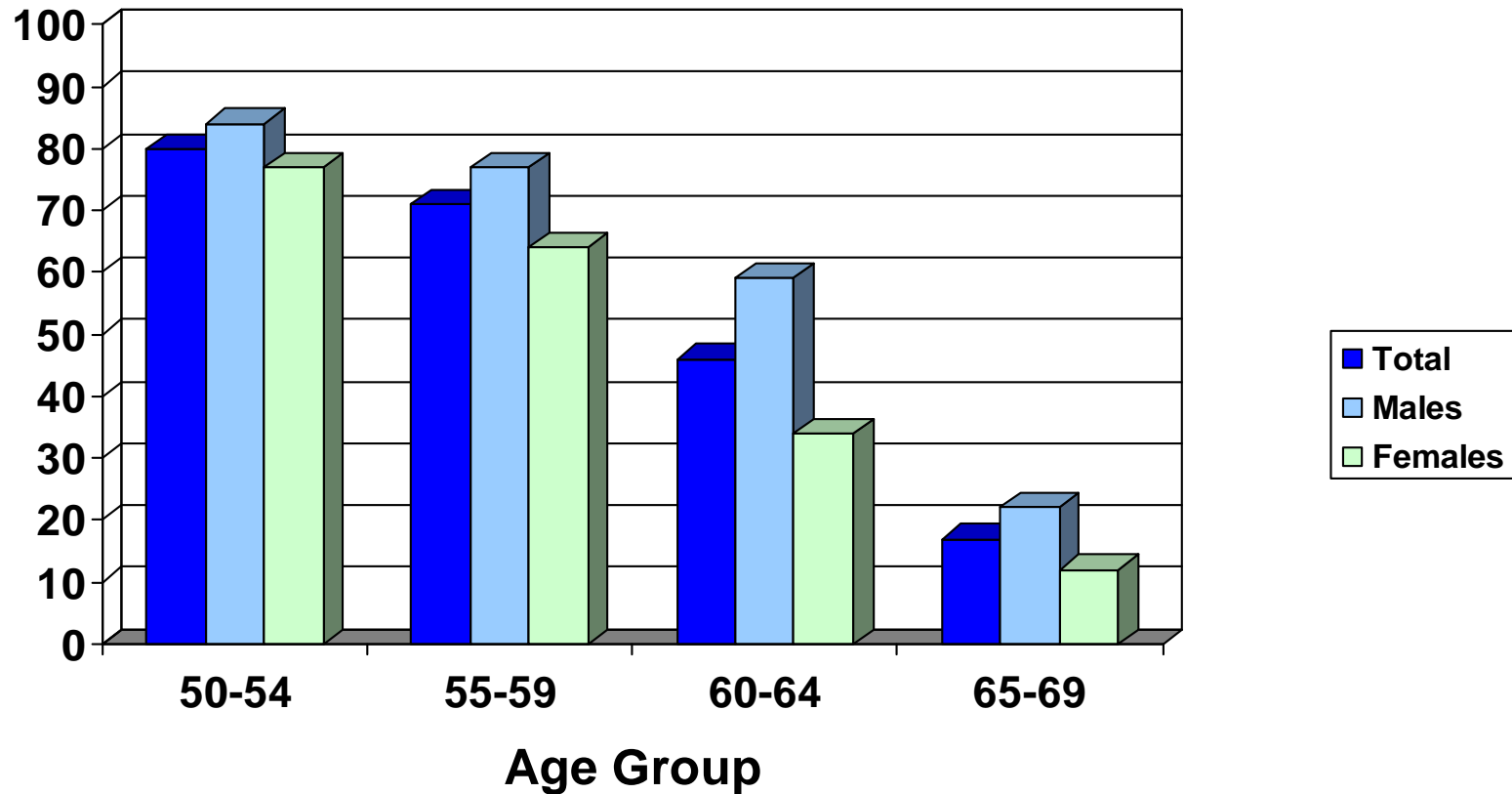
- Recession easing
- All sectors impacted by downturn
- Unemployment lagging - will continue to rise
- Slight recovery in demand for labour
- Labour supply still increasing
- Skill shortages declining but still reported
- Fewer EU and other migrant workers arriving
- Recession reinforcing North/South divide.
- Blue collar jobs hit hardest
- “Rockpools of Joblessness”
- Recovery to pre-recession employment by ????
- Some employers and employees prepared to be flexible to retain jobs.

How Can ESF Help Older Workers through the Recession? 50+s and the Labour Market

- 50+s face additional barriers, even in good labour market conditions
- Employers are more likely to retain than recruit them
- Are less likely to have had recent jobseeking experience
- Are less likely to use Jobcentre Plus
- Are more likely to fall into economic inactivity
- Are less likely to have formal qualifications
- More likely to be learning risk-averse
- Can be lawfully dismissed at 65

Working Past 50

Employment Rates by Age Group : Source: ONS Labour Force Survey Q2 08



Recruitment Barriers Reported by Jobseekers

Source: Survey of Jobseekers Aged 50+: TAEN : July 2009

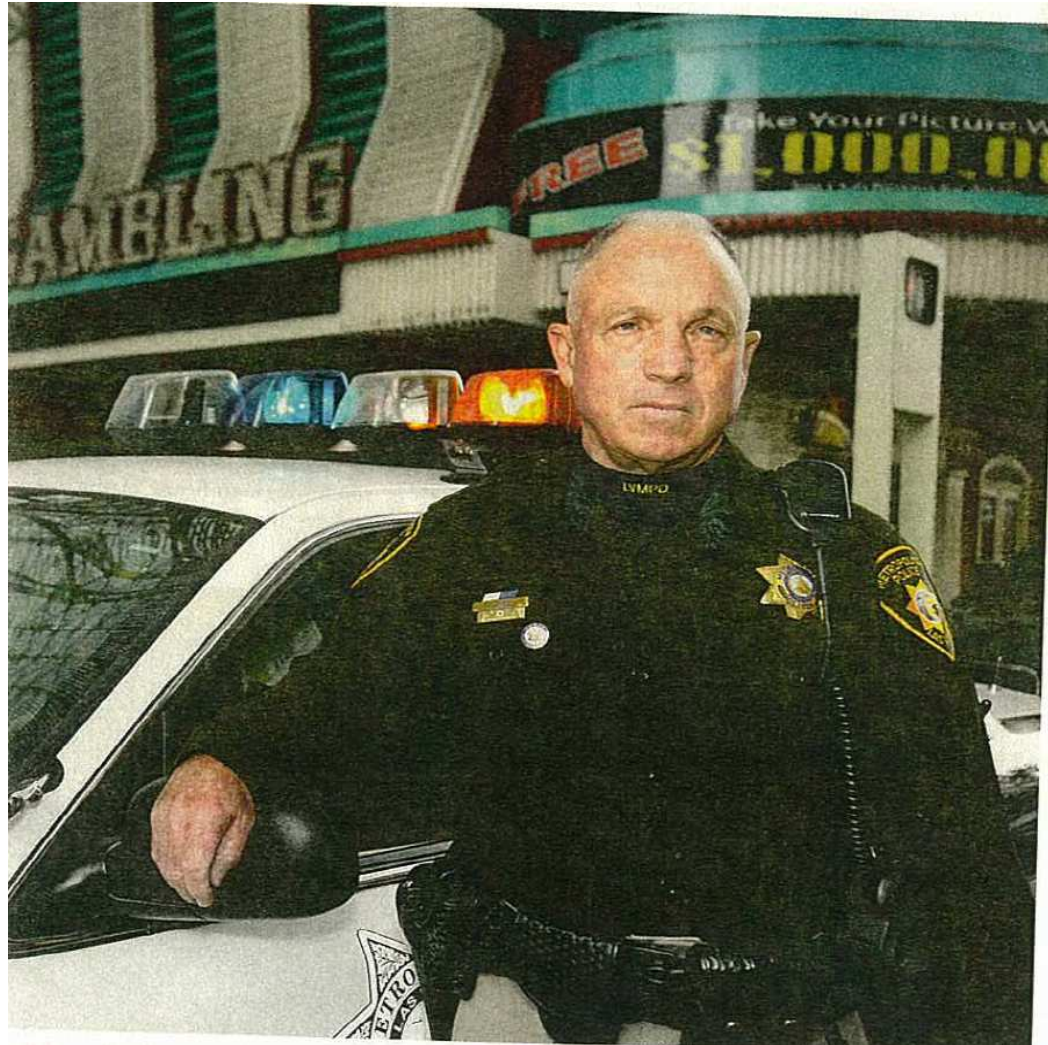
An aspect of health	10%
Skills not matching those required	25%
Experience not matching those required	23%
Qualifications not matching those required	19%
Need to work part time or flexibly	14%
Seen as too experienced or over-qualified	45%
Seen as too old by employers	68%



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Nick Page: Rookie Cop at 63



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& Employment

Captain Chesley Sullenberger, 57



How Can ESF Help Older Workers through the Recession ?

ESF-involved organisations have a **key** role to play in:

- Helping NEEDs* group back into work when so much public policy attention is focused on NEETs (Priority 1 and 4)
- Giving 50+s the help, training and tools to remain in work (Priority 2 and 5)
- Helping make the labour market in your regions ‘fit for demographic purpose’

***NEEDs = Not in Education, Employment or Dotage**



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