



ROPES

Resourcing Older People's
Employment Support

AGE, TRAINING AND EMPLOYMENT

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The situation of older working age people in the UK and their benefits

- ▶ Older working age people (50- 65+) play a key role in the UK economy
- ▶ Growing numbers of older working age (OWA) women and men in UK workforce – often p/t
- ▶ More 50+ in self employment
- ▶ More 65+ in work – Nearly 1 million
- ▶ More examples of age diverse employers



Problems affecting OWA

- ▶ More 50+ made redundant – esp. Public sector since crisis
- ▶ Nearly 3.5 million over 50s without employment
- ▶ Less 50+ get f/t well paid work again
- ▶ Once unemployed OWA men and women have less chance of permanent employment again
- ▶ For every year over 50, employment gets more difficult



Lack of training opportunities

- ▶ OWA have 50% less training opportunities than younger workers in the UK/EU
- ▶ OLDER Workers have less formal qualifications
- ▶ UNEMPLOYED people with qualifications have better chance of employment
- ▶ EMPLOYEES who are trained more likely to be retained / recruited



THE CONTEXT

- ▶ Older workforce and older people growing in numbers and economic importance – to companies / countries
- ▶ VET is key to competitiveness for employers/ employees / economy
- ▶ Age diversity is key to economic growth
- ▶ Ageism is major block to equity and growth
- ▶ Facts have to trump myths
- ▶ Over 50s benefit from specific support



What do OWA people offer

- ▶ Over 50% of all carers in UK are 50- 65+
- ▶ Women are majority of carers
- ▶ Companies practising Age Diversity have better productivity/ profitability
- ▶ OWA employees provide experience, knowledge, commitment and loyalty
- ▶ Younger workers benefit from OWA support / mentoring



The demographics of older working people

- ▶ Older WA – 50-65+ have different needs / benefits than other senior demographic groups – active pensioners (65- 80+) and elderly (80+).
- ▶ The Older working age face similar disadvantage to younger workers (under 25) exclusion from employment, less opportunities for permanent full time employment and less pay than the mainstream demographic segment of employees (25- 49)
- ▶ Together with the other segments of UK seniors, the older working age demographic make up the growing ranks of the silver economy which is the most rapidly growing economic segment in the UK



Current situation re 50+ in UK

- ▶ Cutbacks in 50+ training & employment programmes at all govt levels
- ▶ Large scale increase in 50+ not in work
- ▶ Very low % of 50+ registered on JSA
- ▶ Large number of 50+ made redundant
- ▶ Large number of 50+ long term unemployed
- ▶ Rise in poverty for single pensioner women
- ▶ Rise of p/t jobs on minimum wage for 50+



Current UK situation 2

- Rise in unpaid 50+ female carers
- Separation of pension and retirement age > increase of 900,000 workers over 65
- Rise in number of self employed / business starts 50+ (+ Women, minorities)
- Increase in pensioner age needing to work
- Evidence that age diverse employers benefitting and growing



The Silver Economy

- ▶ New and growing market in UK and internationally
- ▶ Adds 20% to demand >GDP
- ▶ 50+ will be largest generational segment in W. Europe & Japan within 20 years
- ▶ 50+ growing fast in China + developing world
- ▶ Needs integrated economic research & planning
- ▶ Growing demand for targeted services e.g. tourism
- ▶ Labour-intensive delivery of services
- ▶ Older consumers prefer / need older workers



Myths and Reality



- ▶ Research shows that instead of blocking jobs for youth, which is a myth, the reality is where there is age diversity and older workers are retained there is higher youth employment
- ▶ Older workers are not better paid than middle aged
- ▶ Older workers do not take off more time sick
- ▶ Older workers more likely to stay on in work after training
- ▶ 50+ not homogeneous. Differences compounded by wealth, gender, class, ethnicity, health, region and occupation as with other age groups



The crisis affects us all - I

- ▶ The number of unemployed and out of work 50+ of working age has risen considerably (in UK 3.5 million) but not registered for U/E pay
- ▶ Redundancies – especially in the public sector have targeted the 50+ (64% in U.K. local government 2009 - 12)
- ▶ Pensions(state, employer and private) are being reduced with people having to work longer.

The Crisis affects us all - II

- More older people are working part time and low paid
- Families with unemployed head of household more likely to be in poverty and all family unemployed
- The top 1/10% of all age groups have disparity of wealth & income to the rest, while bottom 20% facing poverty in all age groups



Impact on older women

- ▶ Older women receive less pay than men for comparative work + tend to be in lower paid sectors
- ▶ Due to caring and childbirth responsibilities less time in pensionable jobs earlier on
- ▶ Large number of O W A women carers for parents, children & grandchildren – > lack of employment opportunities
- ▶ Women carers often unpaid / low paid by state – and our own families-
- ▶ This detracts from their own ability to generate current and future income/wealth plus develop our own skills / qualifications / pensions
- ▶ Their unemployment/poverty impacts on all generations of our families



What do 50+ have to offer

- Experience
- Multi skills
- Work and caring, committed culture
- Value for money
- Loyalty
- Ability to learn and teach
- Team work and customer skills



What is needed for an age friendly society

- ▶ Fairness in recruitment, retention, promotion and redundancy
- ▶ Training and education for all
- ▶ Adequate pension and public provision, an end to poverty
- ▶ Flexible working –
- ▶ Understanding and activating the benefits of age diversity in employment for all
- ▶ Support for a charter of rights, age diversity declaration

Learning and Training

- ▶ Equal access to full/part time education and training for all ages
- ▶ Training at work for all ages
- ▶ Training for the unemployed that is age aware
- ▶ Training/education for students regardless of age
- ▶ Continuous Professional Development
- ▶ Lifelong Learning can mean many things and bring multiple benefits



Benefits of training for all to employers and employees

- ▶ Companies with trained staff are more productive, competitive + add value
- ▶ Employees who are trained / qualified more likely to be retained / promoted
- ▶ Older trained employees more loyal
- ▶ Companies agreeing flexibility with older workers – both gain
- ▶ Older workers used to mentor / train younger workers > increased numbers of young workers + continuity of experience



The older working age: facts v myths

- ▶ Ability to work in different situations
- ▶ Understanding of IT and social networks
- ▶ Longer, healthy living and working time
- ▶ More disposable income and wealth
- ▶ Commitment to families + intergenerational
- ▶ Flexibility in work/life balance
- ▶ Ability/interest in travel, sport, entertainment, education
- ▶ Bring staff age diversity to diverse customers



Wise Age

- ▶ Representing the interests of older working people
- ▶ Educating media/ employers / public on age diversity benefits
- ▶ Overcoming age exclusion and discrimination + poverty
- ▶ Research and promotion of facts
- ▶ Educational campaigning
- ▶ Equal opportunities support to employers / employees
- ▶ Social networking, reducing isolation
- ▶ Online Support, links and templates
- ▶ Support re employment / self employment
- ▶ Build expertise and practice in 50+ media expertise and practice
- ▶ Transnational Networking

Wise Age

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