

Contents

Click the links below to be taken to the page

- 01 Welcome
- 01 Partnership Working: Staying Close to the Labour Market
- 03 Volunteering and Training Opportunities Expanded
- 03 Ageism and Labour Market Discrimination
- 04 Majority of Over-50s Struggling
- 05 News Briefs
- 06 50+ Labour Market Spotlight
- 07 Ask TAEN
- 07 Did You Know?
- 08 ESF News



Views expressed in this newsletter do not necessarily represent those of the European Social Fund.

This project is partially funded by the European Social Fund



European Union
European Social Fund
 Investing in jobs and skills

Welcome to the February e-newsletter

Welcome to the February edition of **50+ Matters**. This month we see a case study of Julian Illife, a trained carpenter, who has adjusted his expectations to remain in touch with the jobs market... And in News Briefs, the number of apprentices aged 45+ continues to increase.

We welcome your views and comments about the content of this e-newsletter and any suggestions you have for items and features you would like to see included in future.

Partnership Working: Staying Close to the Labour Market

Older workers sometimes come with fixed expectations about the types of jobs they want or what they are willing to do. Understandably, workers can find it difficult to adjust to current labour market demands, especially if their profession or industry is presently in a trough and there is no demand for the jobs they seek.

Julian Illife (56) was made redundant in 2009 from the construction industry. A qualified and skilled carpenter, he worked on construction sites. His goal was to obtain the relevant CSCS card (Construction Skills Certification Scheme), the new regulatory documentation needed to demonstrate competence in various trades, as a route back into work. After several unfruitful months spent looking for employment or affordable training, Julian decided to get some advice.



Information, advice and guidance from Next Step referred Julian to Learn Direct where he was put through numeracy and literacy training, a diagnostics and other tests. But eight months later Julian was still no nearer to obtaining his CSCS card.

Frustrated, he left.

>> CONTINUED ON PAGE 02

Contents

Click the links below to be taken to the page

- 01 Welcome
- 01 Partnership Working: Staying Close to the Labour Market
- 03 Volunteering and Training Opportunities Expanded
- 03 Ageism and Labour Market Discrimination
- 04 Majority of Over-50s Struggling
- 05 News Briefs
- 06 50+ Labour Market Spotlight
- 07 Ask TAEN
- 07 Did You Know?
- 08 ESF News



Views expressed in this newsletter do not necessarily represent those of the European Social Fund.

>> CONTINUED FROM PAGE 01



As part of his continued job search Julian was steered by the job centre in the direction of the ‘Neighbourhood Improvement Routeway’, a partnership project between Leicester City Council, Leicester College and Jobcentre Plus.

Neighbourhood Improvement Routeway* provided a pathway into a six-month employment contract with Leicester City Council as a Neighbourhood Improvement Operative. Leicester College (along with Melton Brooksby College in Leicestershire) provided the health and safety and horticultural training to undertake the role, accredited learning for which Julian will receive certificates.

When the Neighbourhood Improvement Routeway’s funding ended, Julian was one of a reduced number of dedicated operatives who were retained with the help of Working Neighbourhood Funding, which Leicester City Council had successfully bid for.

How Julian made it through the worklessness maze and sought out information and opportunity to secure paid work is testimony to a positive attitude and a refusal to give up.

As an older student at Leicester College and mature applicant in the Neighbourhood Improvement Routeway programme, Julian always found himself the oldest of his intake.

A member of a 17-strong team of Neighbourhood Improvement Operatives in Leicester City Council Julian carries out a range of grounds maintenance work within the city’s housing estates.

Speaking to Julian, instead of seeing the work as ‘a bit of a come down’ (given his industry qualification and work experience) Julian recognised that in the current jobs market he would have to adjust his expectations in order to remain close to the labour market. His decision to ‘put my head down and get on’ meant that he committed himself to the programme and enjoyed working with a team of younger employees.

“You would never know there’s an age difference,” says supervisor, James Waterton from the City Council’s Housing Service. His co-workers look up to him and Julian has been able to build relationships with the younger people in his work group who find him “sensible”, respect his knowledge, his “mature head” and his “work rate”. There is no doubt that Julian expends as much effort and keeps up with his younger colleagues.

James remarked, “It brings up the level of the whole group”, referring to the ambiance created by good work relationships and mutual respect. The way Julian met the work demands, acknowledged the need to be a team player and adapted to the different work groups he participated in means that on the rare occasion when he does need some help, his younger colleagues are always willing to lend a hand.

Julian finally obtained his CSCS card – through Learn Direct and supported through work-based learning. And the support on offer from Leicester City Council will continue: help with CV and application forms, jobs vacancies, and in the immediate term, telephone support and guidance about returning to employment.

Julian realised that if he could not find work in his trade he was willing to adjust to take up the opportunities that were available to him. He hopes that by continually adapting (his job search and his expectations) he will be able to secure further employment. ■

*Funded by the Future Jobs Fund

Contents

Click the links below to be taken to the page

01 Welcome

01 Partnership Working: Staying Close to the Labour Market

03 Volunteering and Training Opportunities Expanded

03 Ageism and Labour Market Discrimination

04 Majority of Over-50s Struggling

05 News Briefs

06 50+ Labour Market Spotlight

07 Ask TAEN

07 Did You Know?

08 ESF News



Views expressed in this newsletter do not necessarily represent those of the European Social Fund.

Volunteering and Training Opportunities for the Unemployed to be Expanded

Under new plans unveiled by the Secretary of State for Work and Pensions Iain Duncan Smith, unemployed people will be able to access thousands of new volunteering and training opportunities to help them take their first steps back into work.

Under the scheme, advisors from local government voluntary organisations and advisors from The Prince's Trust will be located in Jobcentre Plus (JCP) offices to signpost jobseekers to volunteering and training opportunities in their area. The scheme is open to jobseekers of all ages, although there will be a strong focus on young people.

Ministers are keen to strengthen partnerships with the voluntary sector as it is uniquely placed to help disadvantaged groups and communities. They believe that increasing the support for this sector will be crucial to get Britain working again.

Iain Duncan Smith said:
"I am delighted that this partnership with The Prince's Trust and local voluntary sector organisations across the country will mean thousands of volunteering opportunities for jobseekers – for some it will be a chance to get some valuable experience and gain skills after years without work.

"I have long been a vocal advocate of empowering grass roots organisations, as I believe they have the dedication, experience and specialist knowledge to get Britain working again."

Sir Stuart Etherington, Chief Executive of the National Council for Voluntary Organisations (NCVO), commented:

"This is a good example of the public and voluntary sectors working together to support the vital work of voluntary and community organisations. With space being at such a premium in the current climate, we hope that as many organisations as possible will be able to take advantage of this new opportunity."

Local volunteering centres and Prince's Trust advisors will start to appear in Jobcentres in the next few weeks, with a national roll-out from April where possible. ■

Ageism Perceived As Most Likely Form of Labour Market Discrimination

The latest Citizenship Survey shows that ageism continues to be the main type of discrimination that most individuals are likely to experience in the labour market.

The survey of just under 8,500 adults in England and Wales, conducted between April and September last year has been published by the Department for Communities and Local Government. It found that 7 per cent of those interviewed

felt they had experienced discrimination in the labour market in the past five years by being refused or turned down for a job. The percentage was unchanged on earlier versions of the survey conducted in previous years.

>> CONTINUED ON PAGE 04

03

Contents

Click the links below to be taken to the page

- 01 Welcome
- 01 Partnership Working: Staying Close to the Labour Market
- 03 Volunteering and Training Opportunities Expanded
- 03 Ageism and Labour Market Discrimination
- 04 Majority of Over-50s Struggling
- 05 News Briefs
- 06 50+ Labour Market Spotlight
- 07 Ask TAEN
- 07 Did You Know?
- 08 ESF News



Views expressed in this newsletter do not necessarily represent those of the European Social Fund.

>> CONTINUED FROM PAGE 03

One per cent felt they had been turned down on the grounds of their gender, with no difference between the proportions of men and women who felt they had experienced this form of discrimination.

One percent felt they had been turned down for a job because of disability. Two per cent because of their race and 1 per cent because of their colour, although the percentage was much higher for people from an ethnic minority background compared with white people.

Less than 0.5 per cent felt they were turned down because of their sexual orientation. However, 3 per cent of people thought they had been turned down because of their age. The level was highest among those aged 50+ (5 per cent) compared with 2 per cent of those either aged 25-34, or those aged 35-49.

When it came to experience of any form of discrimination when seeking promotion, for those who had worked as an employee in the last five years, 6 per cent felt they had experienced it.

One per cent felt they had been turned down for promotion because of their gender; one per cent because of their colour; one per cent because of their race; less than 0.5 per cent because of their disability; less than 0.5 per cent because of their sexual orientation; less than 0.5 per cent because of their religion or belief.

But 2 per cent felt they had been turned down for a promotion because of their age, and once again, a higher proportion of those aged 50+ felt this had been the case than those aged 35-49. ■

Majority of Over-50s are Struggling Says Saga

Contrary to popular belief about how well the baby-boomer generation is doing, the quality of life of the majority of people aged over 50 in the UK is getting worse, according to Saga.

The organisation claims that its new Saga Quarterly Report is the first authoritative study to combine serious economic analysis with evidence on well-being, happiness, worries and living standards of Britain's 21 million over-50s. The picture it paints is bleak.

The quality of life for the over-50s is worsening as they are suffering falling income, rising inflation and higher unemployment. They report being increasingly worried about the cost of living and are cutting back on discretionary expenditure. Hardest hit are 50-59 year olds, and the lower socio-economic groups across all over-50 age bands are suffering disproportionately

“People sometimes paint the older generation as ‘the lucky ones’ with fewer

problems than others. The evidence does not support this view,” says Dr Ros Altmann, director-general of Saga.

“Some are fine, but the majority are currently struggling and the worst affected are just short of retirement. Their pensions will not deliver the income they were expecting, their savings income has evaporated and more are losing their jobs. Once out of work, they find it hard to get back in.”

She added: “The unemployment findings are particularly worrying. If the over-50s are increasingly locked out of the labour market, measures to increase the state pension age too rapidly could do more harm than good.” ■

Saga Quarterly Report, Quarter One 2011, <http://www.saga.co.uk/ros-altmann/pdfs/saga-quarterly-report.pdf>

Contents

Click the links below to be taken to the page

01 Welcome

01 Partnership Working: Staying Close to the Labour Market

03 Volunteering and Training Opportunities Expanded

03 Ageism and Labour Market Discrimination

04 Majority of Over-50s Struggling

05 News Briefs

06 50+ Labour Market Spotlight

07 Ask TAEN

07 Did You Know?

08 ESF News



Views expressed in this newsletter do not necessarily represent those of the European Social Fund.

05

News Briefs

Pick Up In Recruitment in January

Permanent and temporary jobs increased at the fastest rate for several months during January, according to this month's Report on Jobs from the Recruitment and Employment Confederation (REC) and KPMG.

The number of permanent and temporary appointments grew at a faster rate last month than at any time in the past six and seven months respectively. And the rise in staff appointments reflected an increase in vacancies, with overall demand for staff growing at the fastest pace since last June. Demand for IT and computing workers showed the strongest growth.

However, employers are still not recruiting in large numbers, according to the report which is based on a monthly survey of 400 recruitment and employment consultancies. ■

Number of Apprentices Aged 45+ Continues to Increase

Figures released by the Data Service show that the number of people starting apprenticeships aged 45 and over continues to grow.

Provisional figures for the period from August to October 2010 reveal that just over 8,500 (7.1 per cent) of the nearly 120,000 people starting apprenticeships during those three months were aged 45 and over. This compares with a total of 10,210 people aged 45+ (3.65 per cent of the total) who started apprenticeships during the full 2009/10 academic year. ■

One in Five Will Retire in Debt This Year

More than one in five of those people retiring this year will still have debts when they stop work, owing an average of £33,100 according to research from the Prudential. One in ten

men aged over 65 will retire with outstanding debt of more than £50,000. The major sources of debt are credit cards and mortgages: 55 per cent of those retiring with debts in 2011 owe money on credit cards and 52 per cent still have outstanding amounts on their mortgage.

Men are more likely to carry debt into retirement, and also for that debt to be larger. Around 23 per cent of men say they still owe money compared with 18 per cent of women and the average debt owed by men is substantially higher at £39,500 compared with £25,100 for women. ■

New 'Contract Finder' tool launched by the Government

The Government is launching a new online tool to make it easier for small and medium sized enterprises (SMEs), charities and social enterprises to bid for Government contracts. Launching the site, the Prime Minister spoke of his ambition that contracts covering 25% of the products and services purchased by government should go to such suppliers in future.

The Government is to scrap the existing prequalification process for lower-value procurements, and a straightforward questionnaire is being introduced for the rest which will only need to be completed once for common goods and services it is looking to buy.

To help the change come about, No.10 has started to publish every central government contract worth more than £25,000 and has launched the new online Contracts Finder tool. The site will display every central government tender opportunity. The site has an e-mail alert facility attached so that potential bidders can be kept informed when new opportunities come up.

The new Contracts Finder online tool can be found at:

<http://www.contractsfinder.businesslink.gov.uk/> ■

Contents

Click the links below to be taken to the page

- 01 Welcome
- 01 Partnership Working: Staying Close to the Labour Market
- 03 Volunteering and Training Opportunities Expanded
- 03 Ageism and Labour Market Discrimination
- 04 Majority of Over-50s Struggling
- 05 News Briefs
- 06 50+ Labour Market Spotlight
- 07 Ask TAEN
- 07 Did You Know?
- 08 ESF News



Views expressed in this newsletter do not necessarily represent those of the European Social Fund.



50+ Labour Market Spotlight

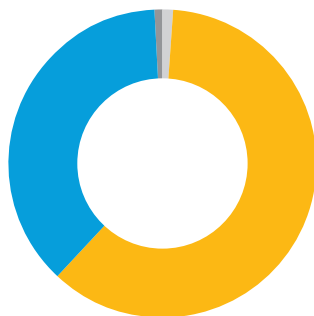
A monthly look at the older worker employment figures.

Latest 50-64 Employment Figures

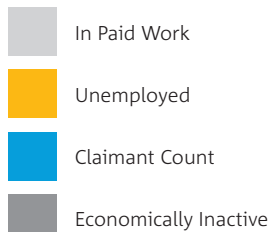
October - December 2010

Source: Office for National Statistics, Labour Market Statistics: February 2011

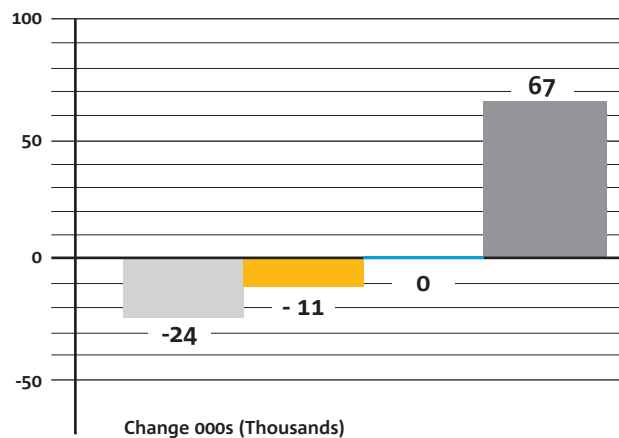
Current Totals: 000s (Thousands)



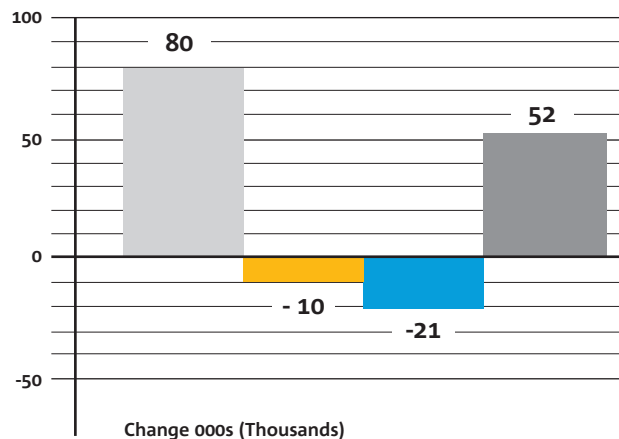
In Paid Work	7.293
Unemployed	362
Claimant Count	223
Economically Inactive	3.624



Change 000s (Thousands) over the previous three months



Change 000 (Thousands) versus same three months the previous year



Latest 65+ Employment Figures

October - December 2010

	All 65 and over	Men 65 and over	Women 65 and over
In Paid Work (000s)	874	524	349
Change over past year (000s)	+104	+69	+36
Economically Inactive (millions)	9.022	3.905	6.117
Change over past year (000s)	+89	+41	+40

Contents

Click the links below to be taken to the page

- 01 Welcome
- 01 Partnership Working: Staying Close to the Labour Market
- 03 Volunteering and Training Opportunities Expanded
- 03 Ageism and Labour Market Discrimination
- 04 Majority of Over-50s Struggling
- 05 News Briefs
- 06 50+ Labour Market Spotlight
- 07 Ask TAEN
- 07 Did You Know?
- 08 ESF News



Views expressed in this newsletter do not necessarily represent those of the European Social Fund.

Ask TAEN

Q: I read recently that the age profile of employees in tourism is younger than that of other industries. What proportion of the people working in tourism industries in the UK are aged over 50, and how does that compare with other industries?

A: According to the Annual Population Survey 2008, over a quarter (26.9 per cent) of the tourism industries workforce were aged under 25, compared with 13 per cent in other industries. The proportion of its workforce aged 25-29 was also higher within tourism than in other industries.

The proportion of the tourism industries workforce aged 50+ was 21.8 per cent compared to 27.5 per cent in non-tourism industries.

Proportion of workers aged 50+ employed in the tourism and non-tourism industries in the UK in 2008.

Age Group	% Workforce Employed in Tourism Industries	% of Workforce Employed in Non-Tourism Industries
50-54	7.4%	10.6%
55-59	6.7%	8.9%
60-64	4.7%	5.7%
65+	3.0%	2.3%

Source: Office for National Statistics, Tourism Intelligence Office, January 2011

<http://www.statistics.gov.uk/articles/elmr/elmr-jan11-smith.pdf>



Did You Know?

A random selection of demographic, labour market and age and employment statistics that have caught our eye over the last month. Unless stated otherwise, the statistics come from the Office for National Statistics.

Between 2004 and 2009, the average age of withdrawal from the labour market for men rose from 63.8 years to 64.5 years, whilst the average age of labour market withdrawal for women rose from 61.2 years to 62 years.

In Q2 2010, only 32.2 per cent of women who had been economically active had left the labour market before reaching age 60, compared with 52.7 per cent of men leaving the labour market before age 65.

In Q2 2010, 59 per cent of employed men aged 65 and older and 68 per cent of employed women aged 60 and over worked part-time.

(Pension Trends: Chapter 4. Published February 2011.)

In the academic year 2009/10, 30.5 per cent (175,080) of those starting on Train to Gain or other employer based training and 31 per cent (166,600) achieving NVQs were aged 45+. ■

(The Data Service, First Statistical Release)

166,600

Amount of people aged 45+ achieving NVQs in the academic year 2009/10

07

Contents

Click the links below to be taken to the page

- 01 Welcome
- 01 Partnership Working: Staying Close to the Labour Market
- 03 Volunteering and Training Opportunities Expanded
- 03 Ageism and Labour Market Discrimination
- 04 Majority of Over-50s Struggling
- 05 News Briefs
- 06 50+ Labour Market Spotlight
- 07 Ask TAEN
- 07 Did You Know?
- 08 ESF News



Views expressed in this newsletter do not necessarily represent those of the European Social Fund.

ESF News

TAEN is now on  Follow us at www.twitter.com/TAEN_UK

50+ WORKS Update



As mentioned in last month's edition of this e-letter, a second series of 50+ Works Training Events is being planned. However, the timing of the proposed events is being pushed back slightly to fit in better with the contracting timetable and launch of the Work Programme and the expected start-up of some of the new second half ESF programme projects.

The events will be held between April and June in Manchester, Leeds, Peterborough and London. Further details will be announced in the March edition of 50+ Matters.

The next 50+ Works bulletin with updates on the website is to be expected in the coming weeks. ■

Our 50+ Matters Seminar Series

The seminar for frontline staff from ESF provider organisations in the East Midlands taking place in Nottingham on **Tuesday, 1 March** is now fully booked. However, if you are interested in attending, it is worth getting in touch with us so that we can place you on the 'reserve list' in case a place becomes available closer to the event. ■

'Special Edition' - Working with the 50+

Would you like the opportunity to publicise your work with 50+ as part of a forthcoming 'Special Edition' to showcase mainstream ESF projects?

You may be an ESF project in its final year, with possible contract renewal in 2011. Inclusion in our 'Special Edition' will be a chance to advertise your project and the valuable work developed:

- Your project and what you have achieved
- Good practice tips for working with older clients.

If you would be interested in discussing how you could 'showcase' your project, please contact: Anne Hewitson or Hana Konopaskova at info@taen.org.uk ■



TAEN The Age and Employment Network, 207-221 Pentonville Road, London, N1 9UZ
Tel: +44 (0)20 7843 1590 Email: info@taen.org.uk Web: www.taen.org.uk

08