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**Experts in Age
& Employment**



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Keith Frost

50+ Matters: Working Effectively with Older Workers

ESF 07/13 National Technical Assistance 'Age Management' Project

October 2009

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50+ Matters: Working Effectively With Older Workers

Today's Programme

Putting Older Workers In Context:

- **Keith Frost, TAEN** : Demographics; the labour market and impact of the recession on older workers.... Q&As

Attracting Older Clients:

- **Barbara Watkins, TAEN** : Who are they; how do you reach and help them?.... Discussion.

Working With Older Clients :

- **Peter Pearson, Acumen Partnership**: Age barriers; What works in practice....1 ?.... Discussion

Skills Assessment With And For Older Workers:

- **Liz Bavidge, Fair Play Partnership** : What works in practice....2 ?.... Discussion

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.

- Formerly known as the Third Age Employment Network.
- 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 'Age Management' TA Project

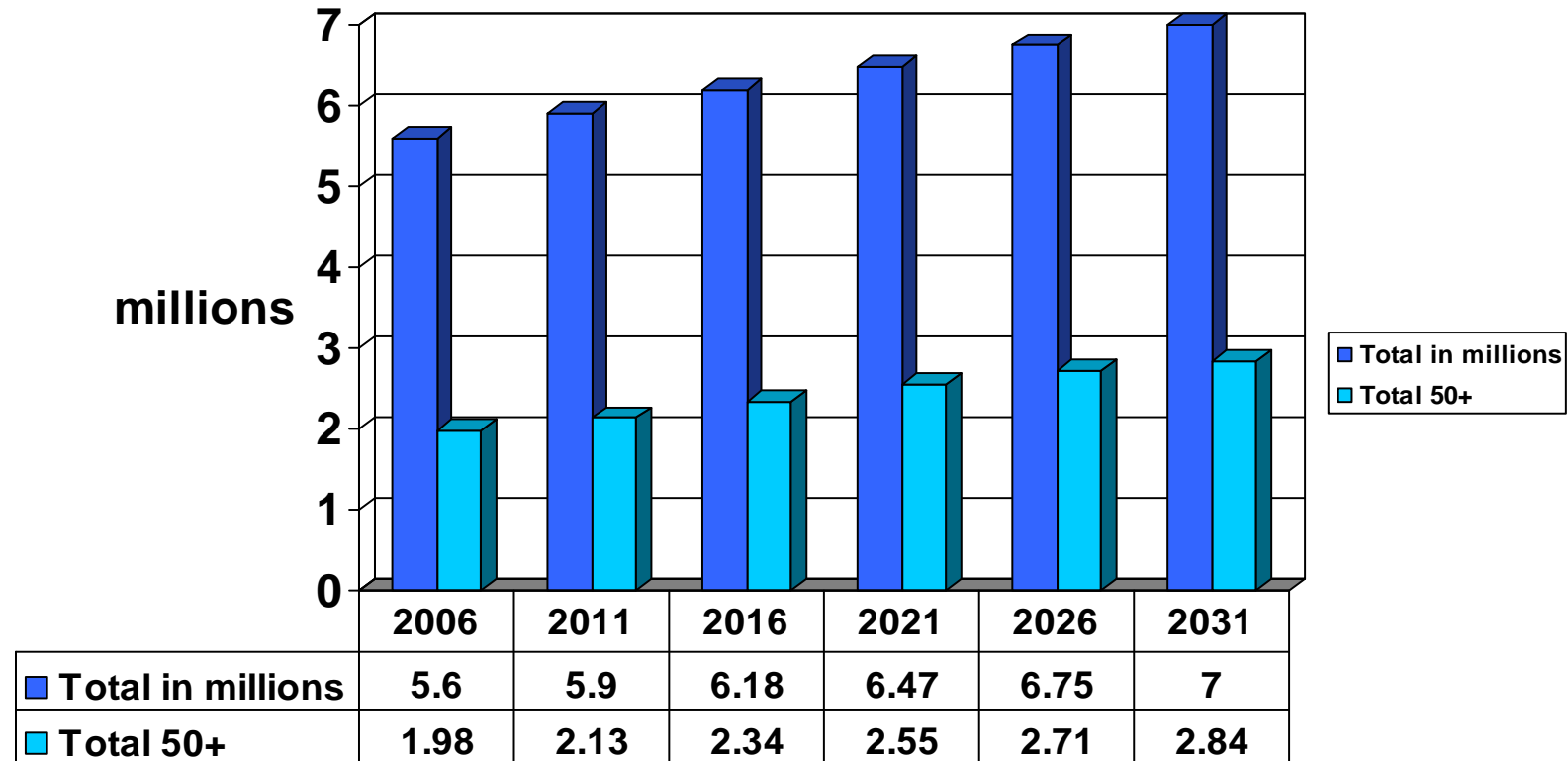
TAEN's TA Project : Purpose

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

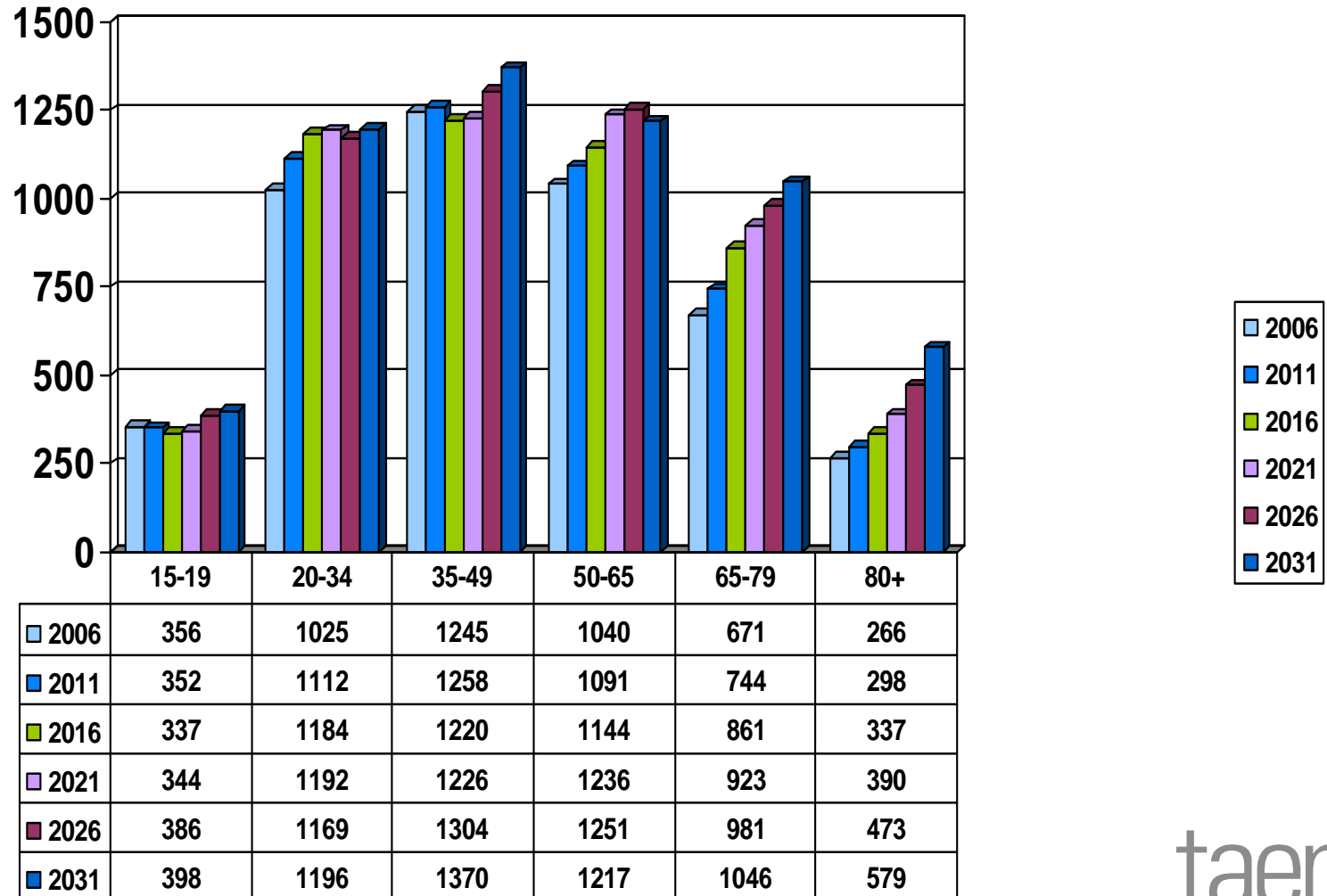
EoE Changing Demographics

Projected Population Trends 2006 -2031



East of England: Changing Demographics

Projected Population Trends: 2006 -2021: Thousands : Source: ONS



Working lives: the demographic context

Starting work later; debt:

21+

Children + mortgages later:

30+

Life expectancy rising:

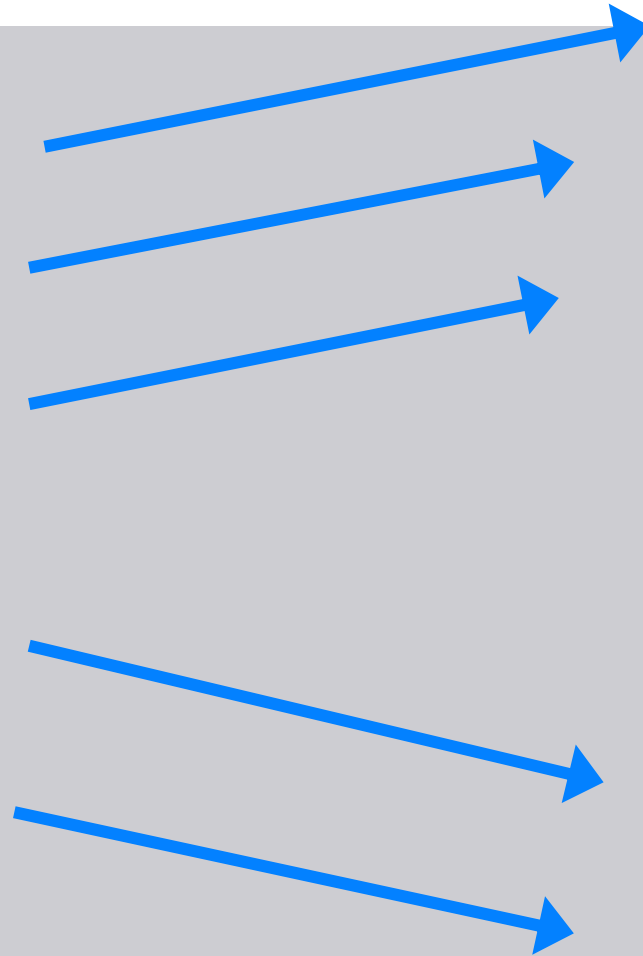
+ 5 every 24

Fewer children:

1.9

Retiring early; lower savings:

63



Changing Labour Market Dynamics

- Recession bottoming out
- Unemployment continuing to rise.
- ‘Knowledge Economy’ jobs still being lost.
- Labour demand still falling / supply increasing.
- Labour and skill shortages declining.
- EU migrant workers returning / fewer arriving.
- Nationally circa 1.7 million net job losses projected.
- *“Rockpools’ of Joblessness”*.
- Consequences for ESF Priority 1 & 2 programmes and target group participants?

Projected Regional Net Job Losses

Source: Public and Corporate Economic Consultants for the LGA : Nov 2008.

Region	Projected Net Job Losses By Dec 2010	% of Total Jobs In Region
London	370,000	7.9%
East	170,000	6%
E. Midlands	130,000	6%
North East	70,000	5.7%
North West	230,000	6.7%
South East	280,000	6.3%
South West	130,000	5.1%
W. Midlands	180,000	6.6%
Yorkshire & Humberside	170,000	6.8%
Total	1,730,000	6.6%

East of England Employment Rates

Source: Office For National Statistics : Labour Market Statistics : Apr-Jun09*

Working Age (16-state pension age)	76.6% (2.65 m: -8k**)
Govt aim, working age	80% (2.75 million)
16-17	26.8% (38,000: -17k)
18-24	65.8% (322,000: -5k)
25-34	81.3% (566,000: +4k)
35-49	84.2% (1.059m: +4k)
50-state pension age	76.2% (668,000: +6k)
State pension age+**	12.5% (142,000: -8k)

* Not seasonally adjusted ** + / - Apr-Jun 09 Vs Apr-Jun08.

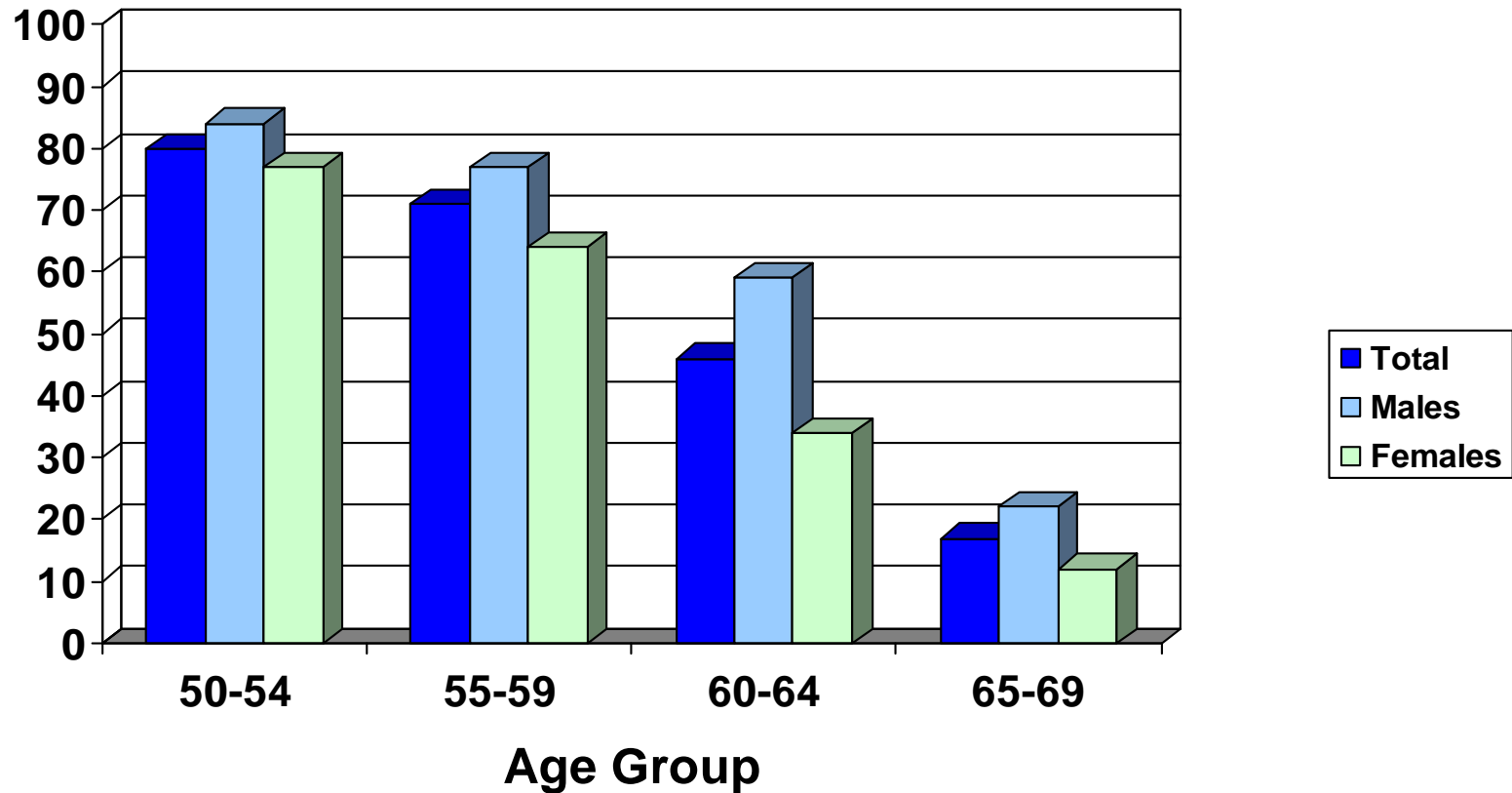
EoE Labour Market : Unemployment & Claimants

Source: Office For National Statistics : Labour Force Survey :Sept 09

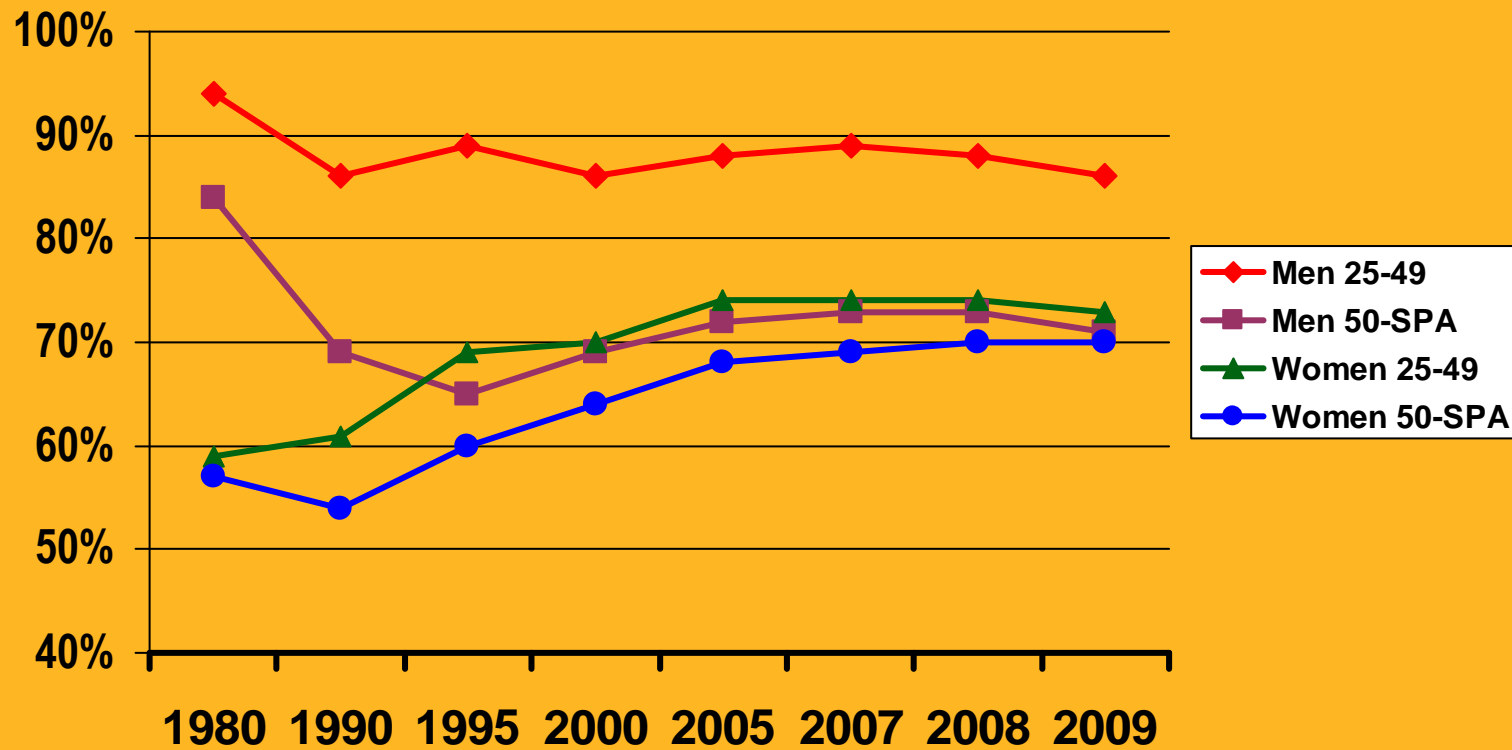
Unemployment in the region (16+)		
May-Jul '09	200k	6.7%
Vs May-Jul '08	+52k	+1.7%
Claimant Count (18+)		
August 2009	122.7k	4.3%
August 2008	65.1k	2.3%

Working Past 50

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



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



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 Q4 2008	35%	31%	42%	41%	23%

Employers Responses

- **Signs of learning from previous recessions:**
- **Retention strategies:**
 - Short Time & Other Forms of Flexible Working
 - Pay cuts and freezes
 - Training: re-skilling and up-skilling
 - Age management / Work Ability approaches
- **Redundancy selection:**
 - Positive impact of Age Regulations on selection for redundancy.

ESF 07/13 Regional Equality Targets

Participants Aged 50+

	EM	East	Lon	Mers	NW	NE	SE	SW	SY	WM	YH	GIB	Total
Priority 1													
% 50+	18%	18%	18%	18%	18%	18%	18%	18%	18%	18%	18%	20%	
No. 50+ '000s	13.7	12.3	28.5	10.4	18	13.2	12.6	8	10	20.5	11.9	0.2	159
Priority 2													
% 50+	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	
No. 50+ '000s	14.1	14	25.3	11.7	19.9	13.6	13.1	8.2	10.3	21.2	12.3	0.2	163.9
Total Nos.	27.8	26.2	53.9	22.1	37.9	26.8	25.7	16.2	20.3	41.8	24.1	0.4	323.7

50+ Matters: What happens next ?

- **Today...**

- Project / Individual Case Studies Invited
- Consultative Workshop

- **Going Forward....**

- Decisions re: developing additional guidance materials
- Launch of TA section on TAEN website.
- National Conference in Birmingham (24th Nov)
- Sessions for front-line workers

(www.taen.org.uk/esf)

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