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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

May 2010

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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

Understanding and Attracting Older Clients:

- **Barbara Watkins, Third Age Working**: Who are they and how do you reach them – what works in practice?.... Discussion

Working Effectively With Them:

- **Peter Pearson, Acumen Partnership** : What are the barriers; what works in practice...Discussion

Skills Assessment With And For Older Workers:

- **Liz Bavidge, Bavidge Consulting**: What works in practice....? 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 07/13 Regional Equality Targets

Participants Aged 50+ : Actual to Aug 2009 Vs Target

	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

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: Employment Quiz

- 1. In 2006 the population of the East Midlands was circa 4.36 million. What is it expected to be by 2026 ?**
A) 4.8m B) 5.1m C) 5.3m D) 5.5m
- 2. In 2006-08, average life expectancy at 65 in England for females was 20.2 yrs. What was it for males ?**
A) 17.5 yrs B) 18.5yrs C) 19.5 yrs D) 20.5 yrs
- 3. Approx what % of people aged 50-SPA in the EM are economically inactive ?**

A) 18% B) 22% C) 26% D) 30%

50+ Matters: Employment Quiz

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

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

5. What proportion of the people working in the EM are self-employed ?

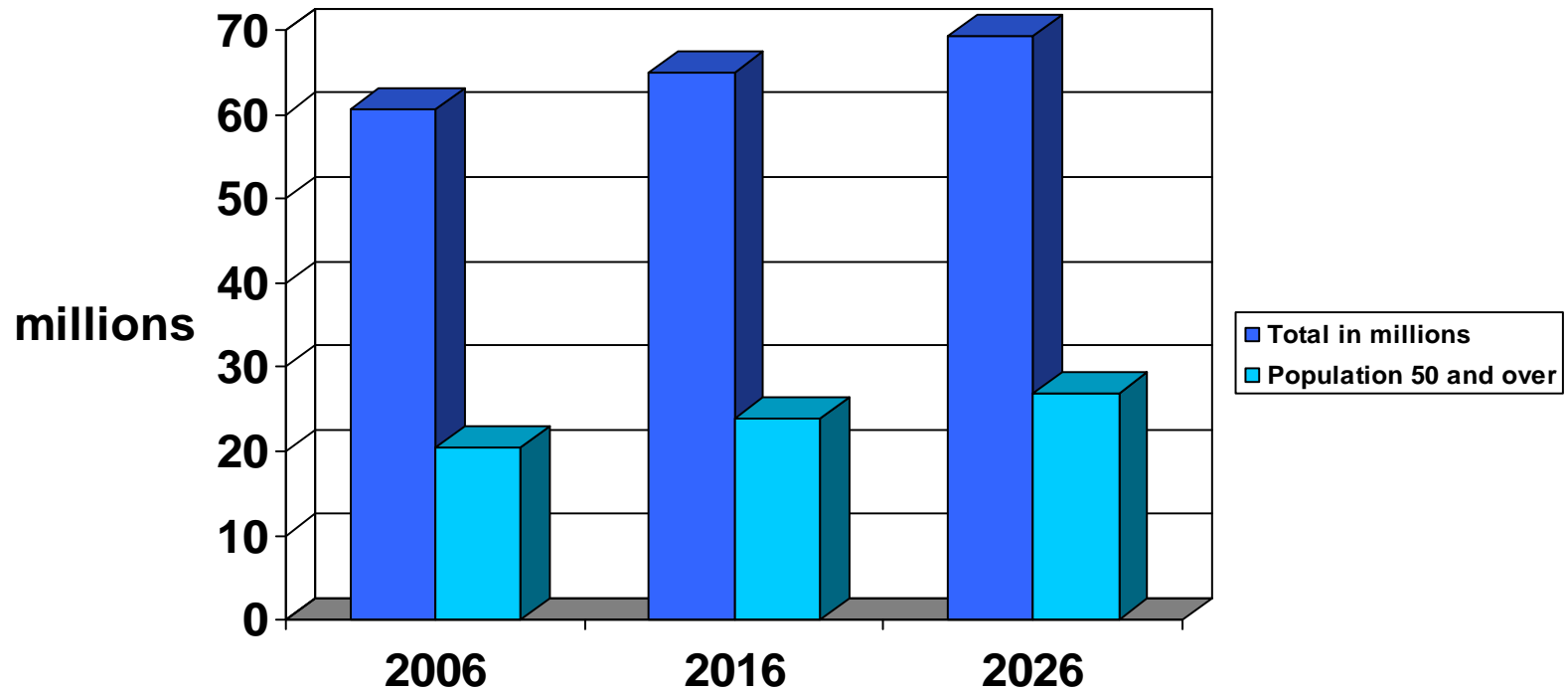
A) 9% B) 11% C) 13% D) 15%

6. In a survey recently published by the CIPD, what % of people aged 55+ wanted to work on past SPA ?

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

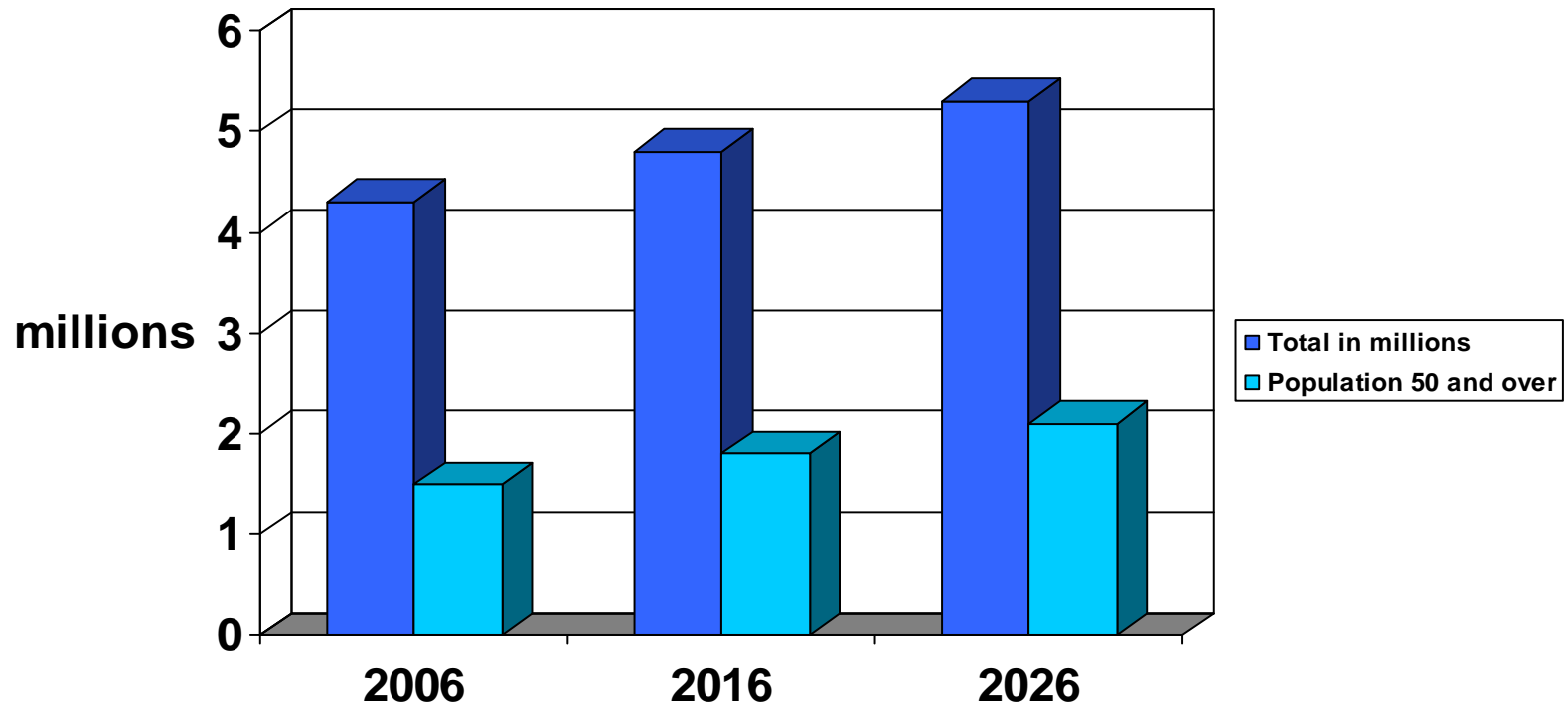
UK's Changing Demographics

Projected Population Trends 2006 -2026



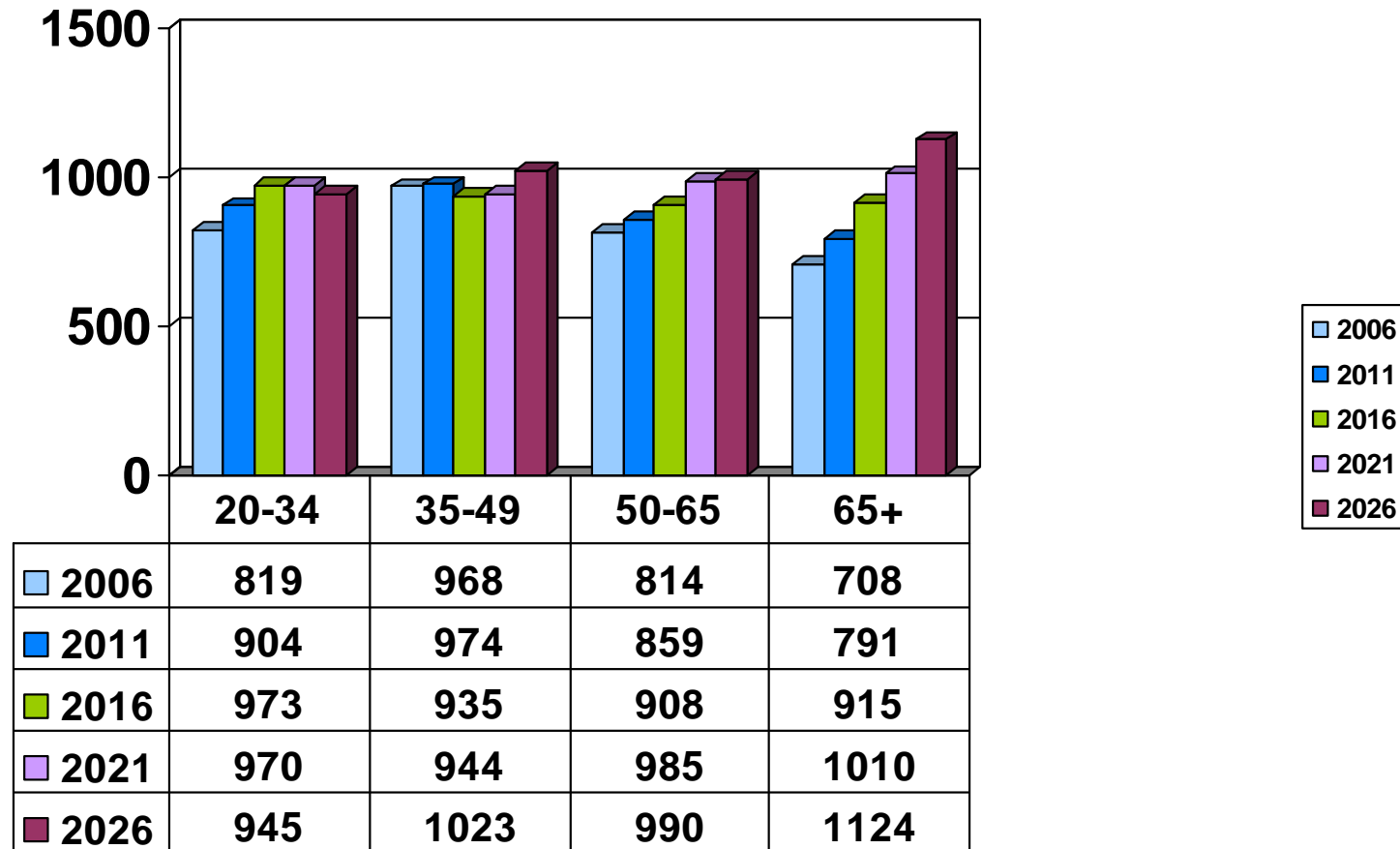
East Midland's Changing Demographics

Projected Population Trends 2006 -2026



E Midlands Changing Demographics

Projected Population Trends: 2006 -2026: In Thousands



Changing Labour Market Dynamics

- Economy crawling out of the recession.
- New Government, new policies.
- Unemployment to rise further.
- Predominantly Blue Collar, male recession.
- ‘Knowledge Economy’ jobs being lost.
- Labour demand: Vacancies increasing.
- Labour supply: Still increasing.
- Labour and skill shortages declining.
- Fewer EU migrant workers.
- *“Rockpools’ of Joblessness”*.
- Knock-on effects for ESF Priority 1 & 2 programmes.

EM Employment Rates

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

Working Age (16-SPA)* : (2.0M: **-51k***)

- **Change over same period in 2009.**

Labour Force Survey: Jan-Mar 2010: not seasonally adjusted

Age Group	ER % - All	ER - % Men	ER - % Women
16-17	25.8%	19.2%	32.3%
18 – 24	57.4%	52.8%	62.4%
25 – 34	76.7%	83.9%	69.4%
35 – 49	82.4%	88.6%	76.3%
50-59/64	73.5%	72.4%	75%
SPA+	12.3%	10.1%	13.6%

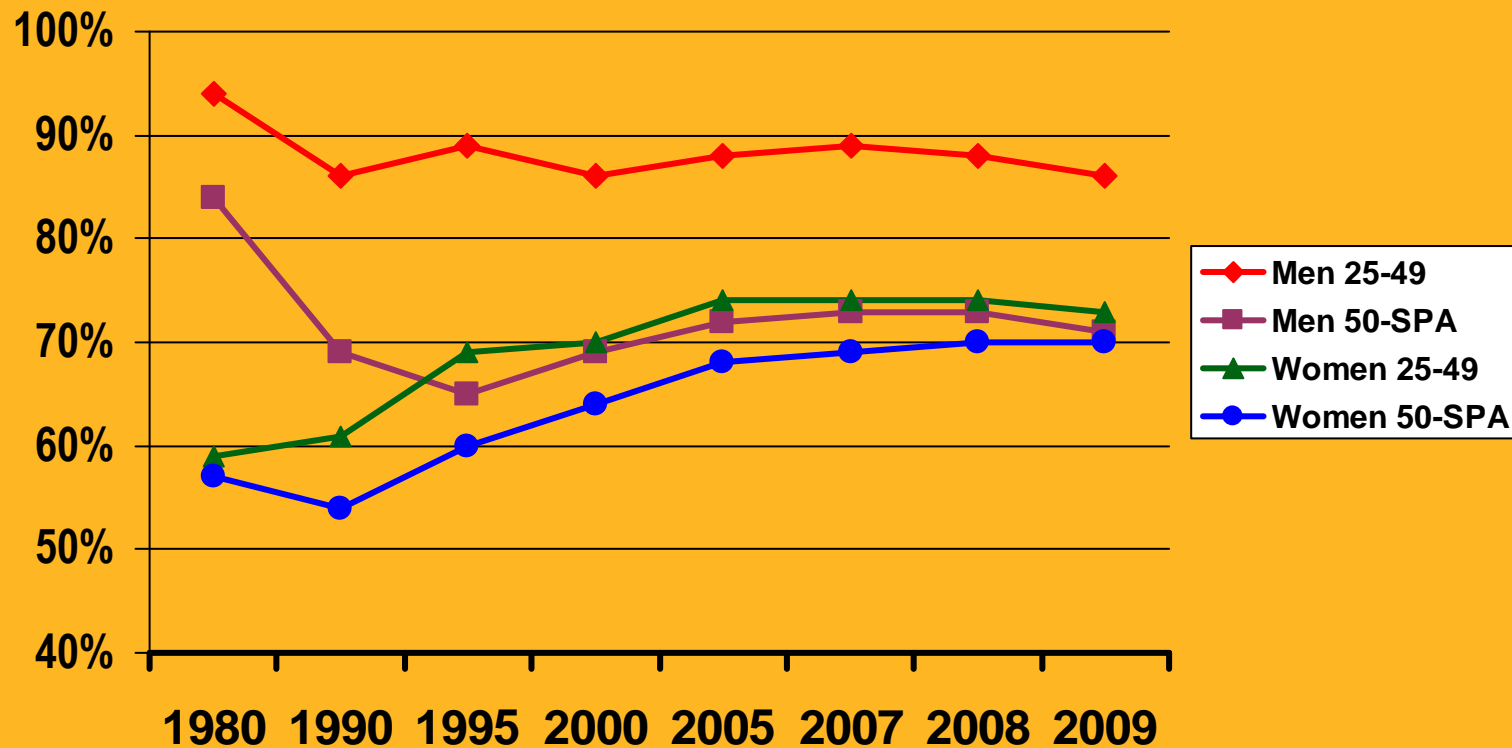
EM Labour Market:

Unemployment, Claimant Count & Inactivity

Source: ONS : Labour Force Survey : May 2010

Unemployment (16+)	000s	Rate
Jan-Mar 2010	166k	7.3%
Vs Previous Year	+2k	+0.2%
Claimant Count (18+)		
April 2010	104k	4.7%
Vs April 2010	-3.3k	-3.1%
Economic Inactivity 16-SPA		
Jan-Mar 2010	570k	20.8%
Vs Previous Year	+64k	+2.3%

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 Q3 2009	31%	30%	42%	35%	19%

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



New Measures To Help Unemployed 50+s

From April 2010

- Additional time and training for JC+ Advisers
- New specialist back-to-work help.
- Widening access to work trials
- Fast tracking to back-to-work help.
- Additional funding for unemployed professionals.
- Guidance initiative to help create job opportunities for 60-64 year olds.

Plus access to: *Better Off in Work* Credit; tax free self-employment credit; support for carers; access to FND support; national network of mental health coordinators in JC+ and travel and childcare costs to take up training. **Good Practice Guide.**

50+ Matters

Wrap-up Session – and finally.....

- What issues has this session raised in terms of how you work with and support older jobseekers?
- What might help you be more effective?
- What else would you have liked us to cover ?
- Has today's session been useful?

- Any other comments?

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