



50+ & looking for work?

VALERY SMALL, CHRIS WALSH & PETER MURPHY


Wise Age
THE CHARITY FOR OLDER WORKING AGE PEOPLE

Icebreaker



<http://www.youtube.com/watch?v=o2w-2COmpFY>



Who Are You?

1. # Hello. My Name is _____.
2. I am brilliant at _____
3. When I win £1million I am going to _____
4. If I were an animal or bird, I would be _____ Because _____

Group Agreement

We want each of you to get the most from these sessions.

For this to happen, we want to agree certain rules around how we speak and act during the time we are together.

What things would make these sessions work for you as a good learning environment?

What will make this a safe and respectful environment for you?

Learning Outcomes

By the end of the session you will:

- Learn how to confront ageist myths and prejudices
- Have a better understanding of why people work
- Know what employers mean by Employability Skills
- Be able to identify what external factors may be blocking your job search
- Have a better idea of job 'sectors' in London
- Be aware of some Age Positive Employers
- Have up-to-date information on certain financial issues
- Find ideas to include in your back to work Action Plan

Myths about Older Workers

Old and “past it” – “over the hill”

Unwilling to learn new things, new ways of working

Think they know everything, difficult to manage, harder for younger managers

Taking jobs from younger people

Overpaid, or expect too high salaries

No motivation – just coasting towards their pension

Not IT-literate

Stuck in the past – “dinosaurs”

Slow and lethargic

Too many health problems

Reality

- ⦿ Where there is age diversity and older workers are retained there is higher youth employment
- ⦿ Older workers are not better paid than middle aged- value
- ⦿ Older workers do not take off more time sick
- ⦿ Older workers better students & stay on in work after training
- ⦿ High motivation and loyalty
- ⦿ Social and life skills
- ⦿ Multiple skills and experience
- ⦿ Attract the “grey pound” and silver economy
- ⦿ 50+ not all the same- 65+ - 80

What do older workers have to offer?

Experience of life and work – social/life skills

Multi skills and broad range of knowledge

Work and caring, committed culture

Less time off sick

Value for money- not expensive

Loyalty and motivation

What do older workers have to offer? /continued

Ability to learn

Ability to teach and mentor

Team Work Skills

Customer Skills

Organisational memory

Age-Positive External Age – competitive edge

Reduced recruitment costs



Why do we Work?

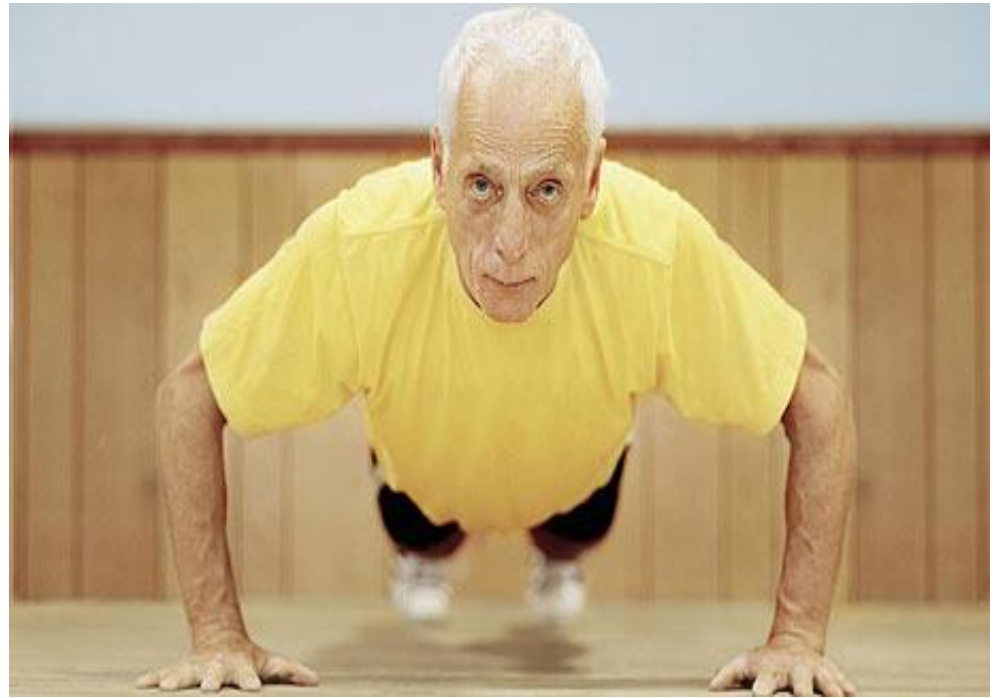
Group Activity



Group a) Good things about working?

Group b) Not so good things about working?

Why Do YOU Want to Work?



Any Questions ?



What Employers want to know

❖ **Can you do the job?**

skills, personality, abilities

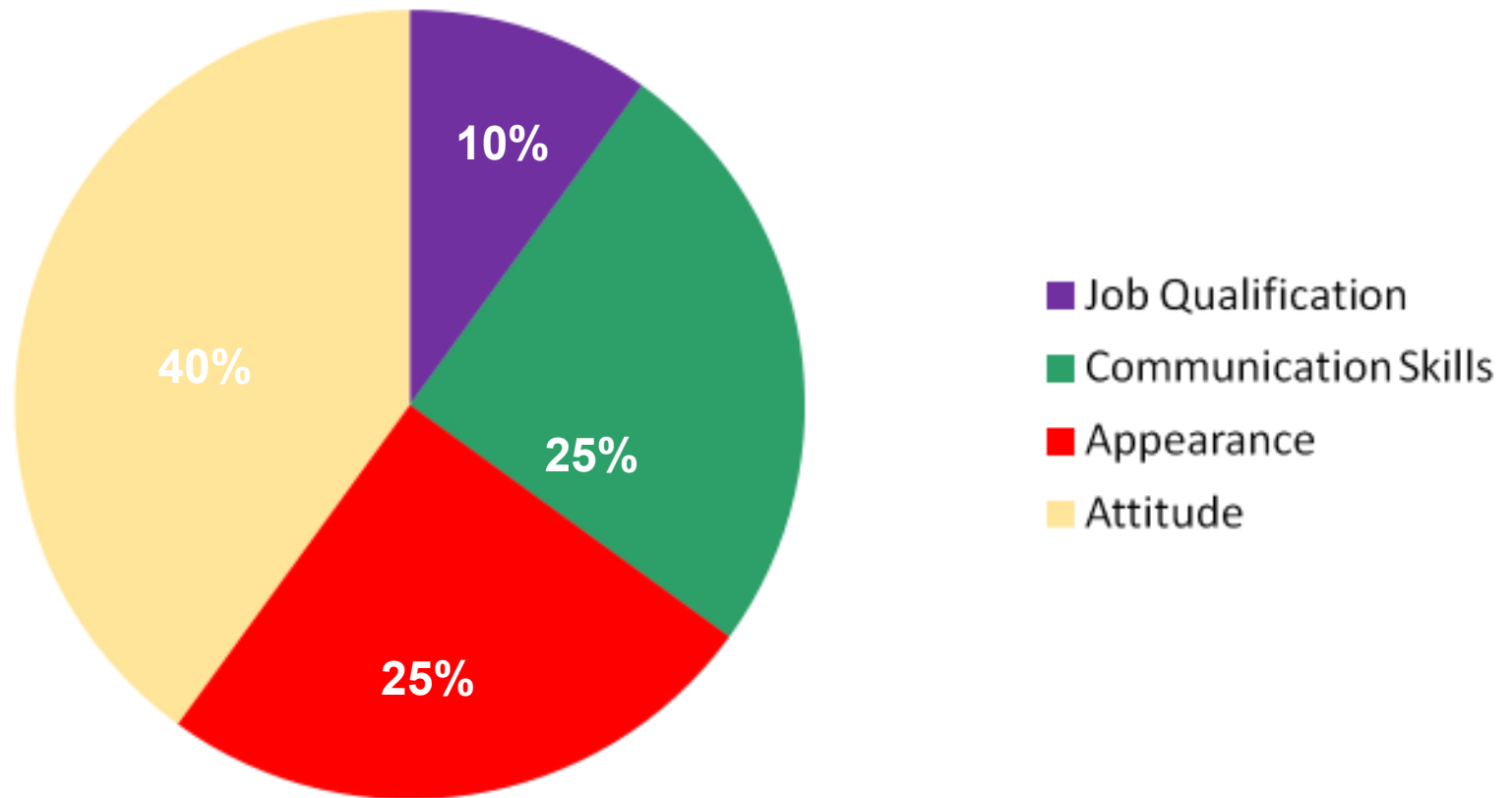
❖ **Will you do the job?**

interest, commitment, energy

❖ **Will you fit in?**

personality and people skills

How you may be rated during an interview



What do we mean by skills?

There are three types of skills that are acquired from different origins:

Transferable– employment related. Experience, competency developed over time in a single or different jobs/employment sector.

Personal Traits/Attitudes – how the individual behaves in the workplace, some they are born with /cultural others are learnt over time.

Knowledge-based – qualifications and achievement. Usually measured quantitatively

Employability skills

These are 'transferable' skills applicable:

- i across a variety of jobs
- ii in all sorts of organisations
- iii in all job sectors.

They are essential:

- i to get a job
- ii to keep the job
- iii to progress within the company

Generic employability skills

Communication

Analytical/Research

Computer/ICT Literacy

Interpersonal

Leadership/Management

Functional English & Maths

Planning /Organising

Problem solving

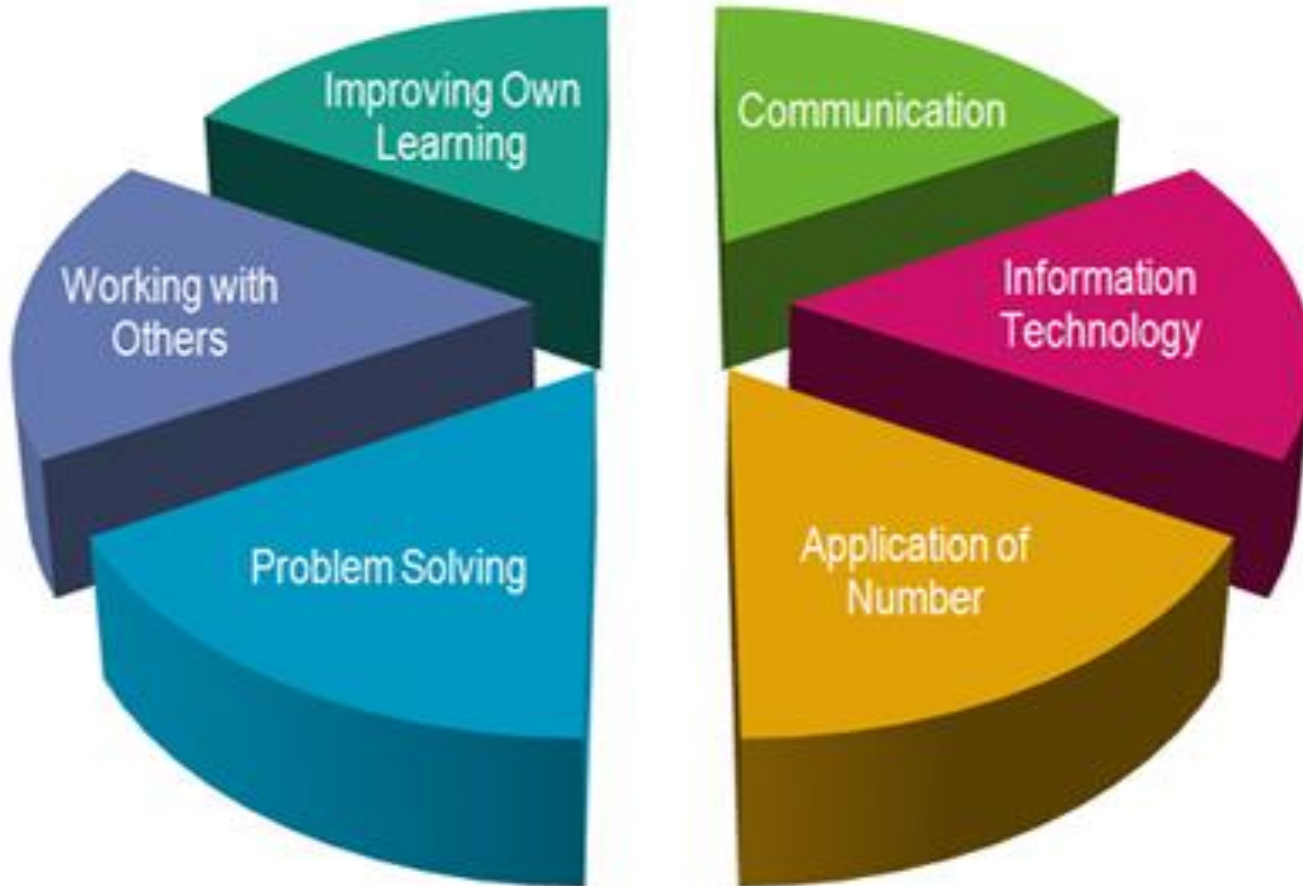
Team work

Diversity awareness

Self Management

Business/Enterprise

Which employability skills make employers really excited?



Personal attributes

Adaptable / Flexible

Motivated / Committed/Enthusiastic

Reliable / loyal

Responsible /Sensible

Honest

Resilient/ Resourceful

Able to self-manage and deal with pressure

Well presented



Any Questions



BREAK



So, you want to get a job?

What are you up against?



Question?

What do **Watford** , **The Shetlands** and **North Dorset** have in common?



Older workers employment statistics: April 2019

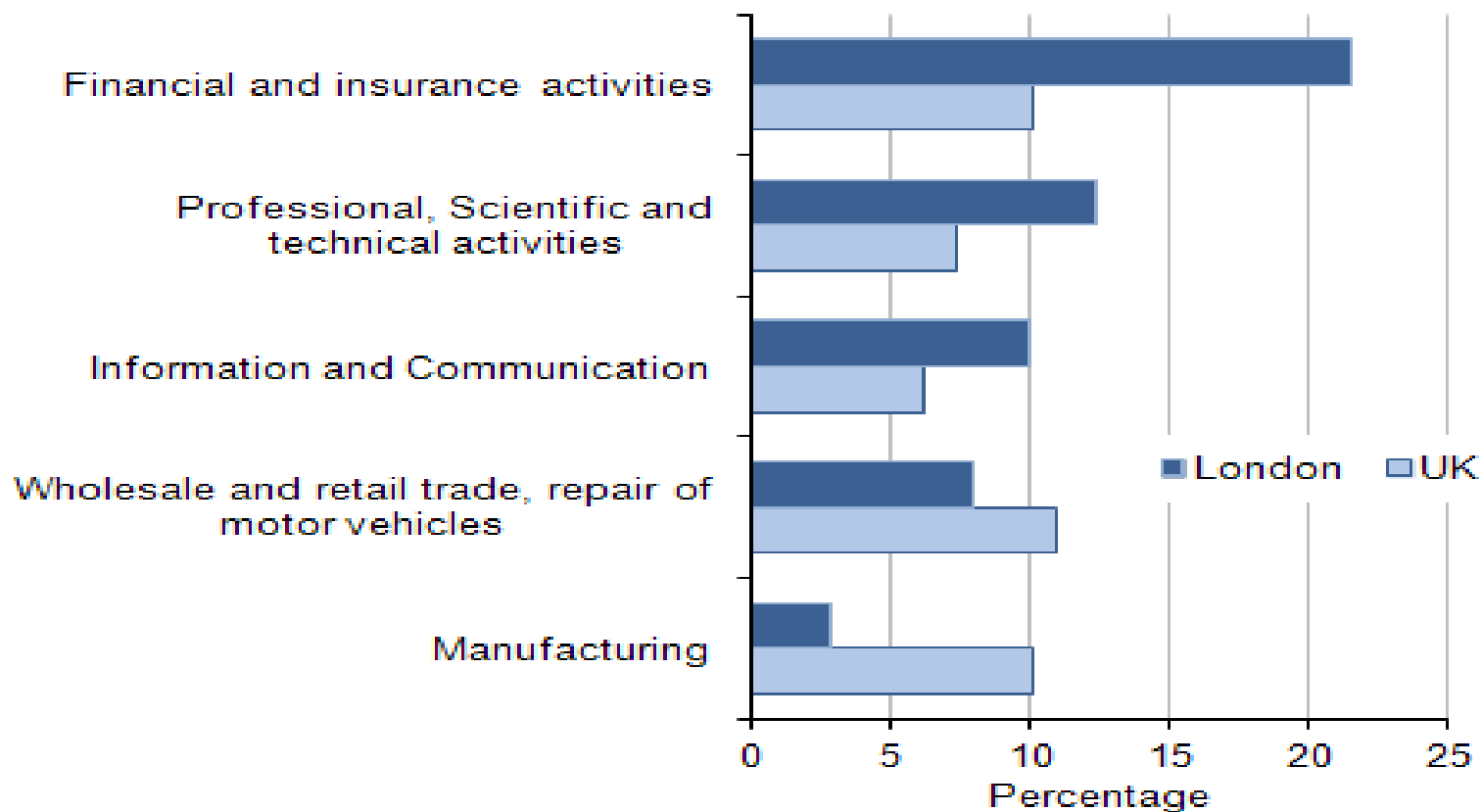
LABOUR MARKET STATISTICS APRIL 2019

Figures in thousands and seasonally adjusted

	Aged 50-64				Aged 65+							
	Employment		Unemployment		Inactivity		Employment		Unemployment		Inactivity	
	Level	Rate	Level	Rate	Level	Rate	Level	Rate	Level	Rate	Level	Rate
All												
Sep-Nov 2018	9,069	71.9	269	2.9	3,276	26.0	1,270	10.7	15	1.1	10,553	89.1
Dec-Feb 2019	9,159	72.4	269	2.9	3,231	25.5	1,282	10.8	20	1.5	10,584	89.0
Change on quarter	90	0.5	0	0.0	-45	-0.4	12	0.1	5	0.4	31	-0.1
Change %	1.0		0.0		-1.4		0.9		36.6		0.3	
Change on year	238	0.9	-5	-0.1	-50	-0.8	82	0.5	0	-0.1	111	-0.5
Change %	2.7		-2.0		-1.5		6.9		0.9		1.1	
Men												
Sep-Nov 2018	4,731	76.4	146	3.0	1,313	21.2	788	14.4	9	1.2	4,666	85.4
Dec-Feb 2019	4,770	76.8	149	3.0	1,292	20.8	779	14.2	12	1.5	4,698	85.6
Change on quarter	39	0.4	3	0.0	-21	-0.4	-9	-0.2	3	0.3	32	0.2
Change %	0.8		2.0		-1.6		-1.1		28.9		0.7	
Change on year	115	0.8	-7	-0.2	-22	-0.6	40	0.5	-4	-0.6	66	-0.4
Change %	2.5		-4.4		-1.6		5.4		-23.6		1.4	
Women												
Sep-Nov 2018	4,339	67.5	123	2.8	1,963	30.6	482	7.6	5	1.1	5,887	92.3
Dec-Feb 2019	4,390	68.1	120	2.7	1,939	30.1	503	7.9	8	1.6	5,886	92.0
Change on quarter	51	0.5	-3	-0.1	-24	-0.5	21	0.3	3	0.5	0	-0.3
Change %	1.2		-2.4		-1.2		4.3		49.8		0.0	
Change on year	123	0.9	1	0.0	-28	-0.9	42	0.6*	*		45	-0.6
Change %	2.9		1.2		-1.4		9.2	*			0.8	

A London Perspective





Top 20 Sunday Times 100 Best UK Company - 2019

rank	rank	Company	Business description	UK headquarters	Staff	(£m)
1	2	Concord Catering	Catering services	Wallingford	4,000	12.8
2	4	Moulin Rotonde Living	Home furnishings	Leeds	350	10.8
3	N/A	Indivior	Life sciences	London	3,350	10.6
4	N/A	Willem Dixons	Construction	High Wycombe	16,000	10.6
5	7	The New World Trading Co	Food and restaurants	Leamington Spa	1,075	10.4
6	47	The Landmark Hotel	Hotel	London	1,100	10.4
7	9	UKFast	Internet hosting	Manchester	1,000	10.0
8	11	Kantar	Marketing agency	London	1,100	10.0
9	N/A	People's Postcode Lottery	Lottery	Edinburgh	320	10.0
10	14	Beechbrooks Ltd Jewellers	Jewellery retailer	St. James-on Sea	927	10.0
11	N/A	Monstera	Telephone answering service	Wrexham	500	10.0
12	1	Green	Telecoms reseller	Abingdon	4,000	10.0
13	13	PKF Legal Party	Business consultancy	Exeter Exeter	1,100	10.0
14	35	UNOC	Food and drink	Stratford-upon-Avon	580	10.0
15	26	ARD Digital	Software developer	Manchester	2,000	10.0
16	41	Kings & Stanley LLP	Legal firm	London	1,000	10.0
17	18	Boswell	Insurance broker	Leeds	400	10.0
18	16	First Response Drives	Financial services	Nottingham	1,100	10.0
19	N/A	Dechou	Software	London	500	10.0
20	6	Claxton Court Financial Services	Financial services	Wolverhampton	375	10.0

Age-Friendly Employers

<https://www.renegadegeneration.com/agefriendly-employers>

Age UK

Cantab Corporate Health

Arqiva

Carers UK

Atos

Centre for Ageing Better

Aviva

CIPD

B&Q

Clugston Group

Barclays

Corbin & King

Boots UK

Department for Transport

British Gas

Domestic & General

Age-Friendly Employers

Employers Network for Equality & Inclusion (ENEI)

Financial Services Compensation Scheme (FSCS)

Forster Communications

HCR

Home Instead Senior Care

Impellam

Ixion Group

Jaguar Land Rover

Johnson and Johnson

Legal & General

Linklaters

Lloyds Banking Group

Marsh

Marstons

McDonalds

Mercer

Age-Friendly Employers

Nationwide

People 1st

Royal London

Sainsbury's

Sesame Bankhall Group (SMG)

Siemens

Skipton Building Society

Sodexo UK and Ireland

Steelite International

Synectics Solutions

The Co-operative Group

Time Warner

Trade Union Congress (TUC)

Women and Theatre Limited

Whitbread (includes Costa, Premier Inn, Beefeater and more)

Where do you want to work?

INDUSTRY

LOCATION

DEPARTMENT



What job do you want to do?



It's a hard job. But somebody has to do it? Right!

I WANT TO WORK IN...

Construction

Hospitality

Security

Social Care/Health

Education/Training

Transport

Law enforcement

Voluntary and Community Sector



I WANT TO WORK AS...

Personal Assistant (PA)/Administrator

Receptionist

Lawyer

Cleaner

Maintenance worker

IT support

Health care support worker

Driver

Teaching Assistant



Break it down even further



Who is your largest local employer?

jobs in schools



TEACHERS

MID-DAY SUPERVISORS

ADMINISTRATORS/RECEPTIONISTS

TEACHING ASSISTANTS

LOLLIPOP (WO)MEN

HEAD TEACHER

DEPUTY HEAD

CARE TAKERS AND MAINTENANCE STAFF

CLEANERS





**KEEP
CALM
AND**

**LET'S TALK
ABOUT MONEY**

Zero Hour contracts.....

THE #ZeroHOURS HALL OF SHAME



ONE MILLION UK WORKERS ARE ON #ZEROHOURS CONTRACTS

DELIVER QUALITY JOBS | END PRECARIOUS WORK



100 Made-to-Order franchises

National Living Wage (formerly known as the Minimum Wage)

An hourly rate set and updated annually by the government.

From April 2019 the rate is £8.21 per hour for people aged 25+. The government's aim is to get it to £9 by 2020

(For those with younger family members, the hourly minimum wages are: £7.70 for 21-24 year-olds, £6.15 for 18-20 year-olds and £4.35 for under-18s)

The National Minimum Wage for Apprenticeships is £3.90! A good apprenticeship scheme offers much higher rates!

These are the statutory minimum rates. NB There is no London weighting.

Real Living Wage

The Real Living Wage is independently calculated according to the basic cost of living in the UK and is revised annually in November. The latest rates were announced on 5th November 2018

The current UK Real Living Wage is £9 an hour nationally, £10.55 an hour in London. A small increase (probably around 30p) will probably be announced in November 2019

Employers choose to pay the Real Living Wage on a voluntary basis

93% of businesses which have chosen to pay the Real Living Wage say they have benefitted in some way, e.g.: better reputation (86%) increased staff motivation and retention rates (75%) and improved relations between staff and management (58%)

More than 4,700 employers have signed up so far, including football clubs, banks, universities, retail firms.

Help to Save

Apply via Government Gateway

You can save between £1 and £50 each calendar month

Length of schemes is up to 4 years.

At end of year 2 the government gives you a tax-free bonus of 50p for each £1 of the highest balance saved in the previous 2 years.

If you continue to save for a further two years, and you manage to save a higher amount than in years 1 and 2, you will receive another 50p bonus per £1 saved for the additional amounts saved in years 3 and 4.

If you don't save a higher amount in years 3 & 4 than in years 1 & 2 you don't get a year 4 bonus 😞

Help to Save /cont.

Bonus payments are paid into your bank account, not your Help to Save account

You don't have to pay something **every** month

You can pay 2 or more amounts in a month, as long as you don't go over the £50 limit

Savings are secure – backed by government

You can pay in by debit card, standing order or bank transfer

You can take money out at any time, but only by transferring it to your bank account.

NB if you do take money out, it will make it harder for you to earn the bonus payments.

Help to Save / cont.

If you come off benefits, you can continue to use your Help to Save account

You can only take advantage of this once – so after the four years are up, you can't open another Help to Save account.

You can open a Help to Save account if you're any of the following:

- receiving Working Tax Credit
- entitled to Working Tax Credit and receiving Child Tax Credit
- claiming Universal Credit and your household earned £569.22 or more from paid work in your last monthly assessment period

If you get payments as a couple, you and your partner can apply for your own Help to Save accounts. You need to apply separately.

Help to Save / final points

If your total personal savings (including Help to Save account) do not exceed £6,000, it doesn't affect the amount of Universal Credit or Housing Benefit you receive.

Any savings or bonuses you earn through Help to Save will not affect how much Working Tax Credit you get.

We can give a printout of the government leaflet to anyone interested – unfortunately the first letter of each line is missing, but it's still understandable.

<https://www.gov.uk/get-help-savings-low-income>

What Now?

Where does the process start?

It all starts with you!



SMARTER Action Planning

You are now ready to start thinking about how what you are going to do towards getting a job.

Focus on something you have not tried before

Do something you have tried before but could do better or in a different way

Now you have considered it- do you want to do the same job? Or work in the same industry?

Could you use – transfer- your skills to a different type of job in the same industry as before or a different industry altogether?

Your objectives should be: SMARTER = **S**pecific, **M**easurable, **A**chievable, **R**elevant, **T**imebound, **E**valuated, **R**eviewed

Learning Outcomes

By the end of the session we said you would:

- Learn how to confront ageist myths and prejudices
- Have a better understanding of why people work
- Know what employers mean by Employability Skills
- Be able to identify what external factors may be blocking your job search
- Have a better idea of job 'sectors' in London
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