



50+ & looking for work?

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**Wise Age**
THE CHARITY FOR OLDER WORKING AGE PEOPLE

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

What Employers want to know

❖ **Can you do the job?**

skills, personality, abilities

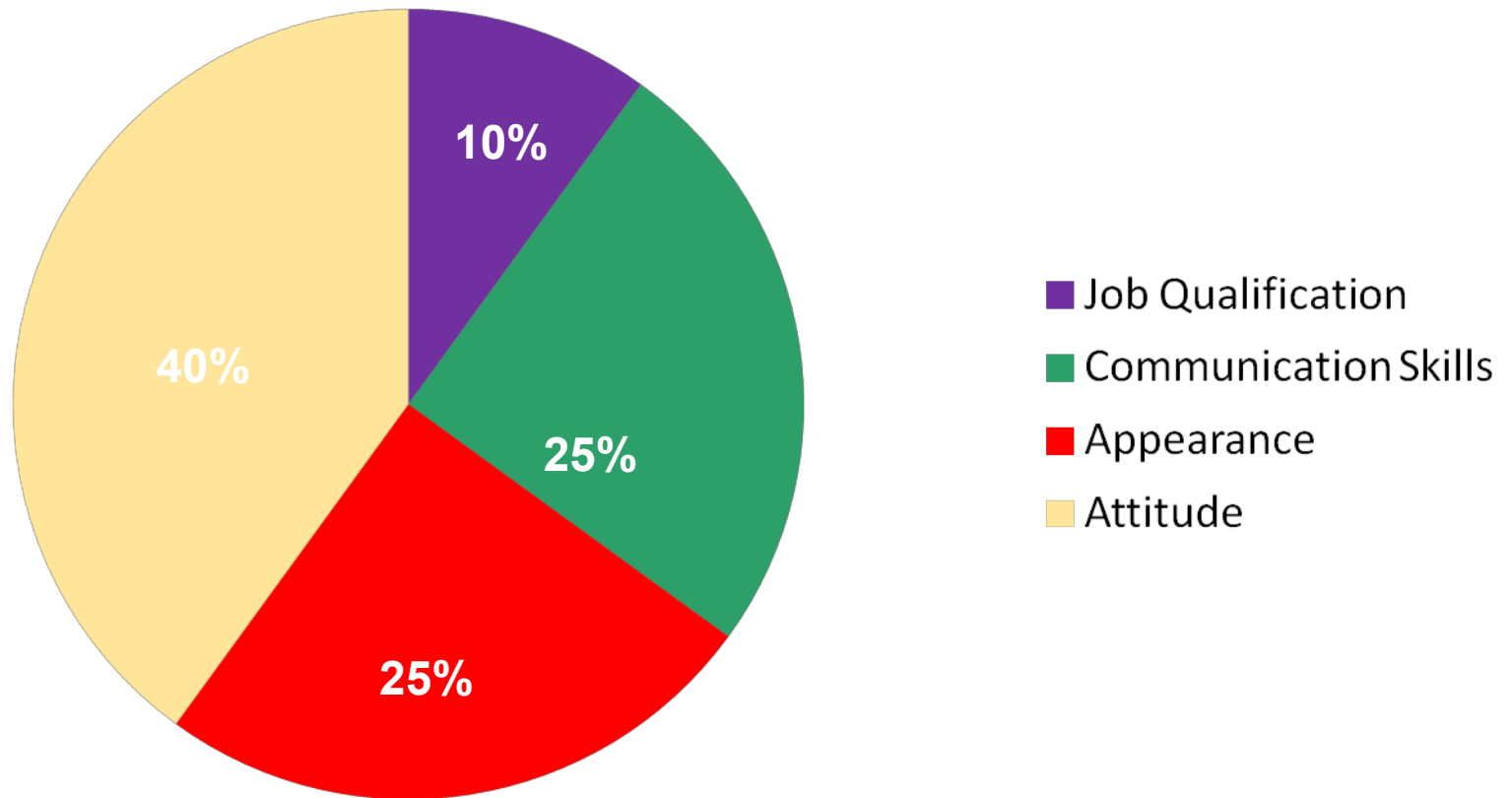
❖ **Will you do the job?**

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

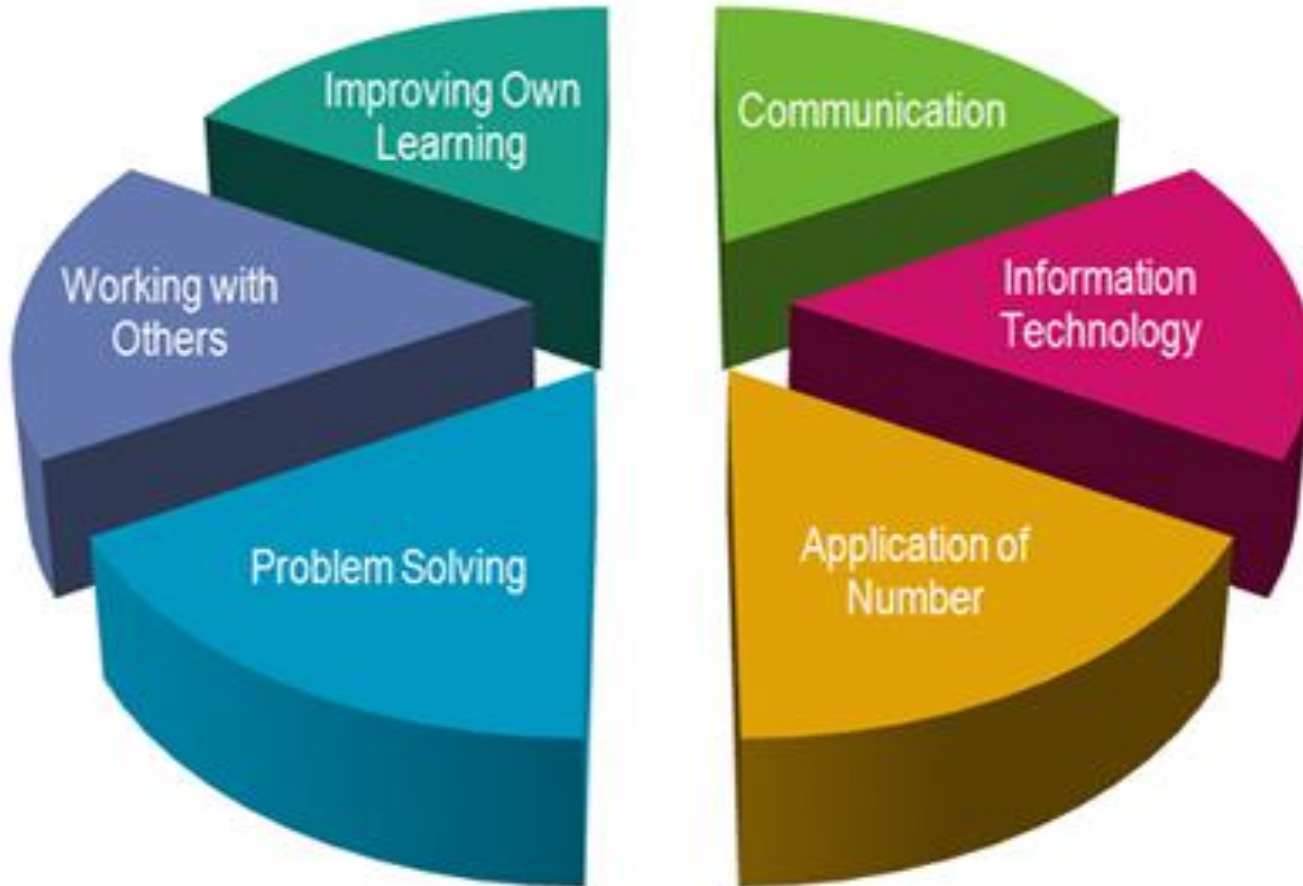
Team work

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



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		



Top 20 Sunday Times 100 Best UK Company - 2019

https://appointments.thetimes.co.uk/article/best100companies/

rank	rank	Company	Business description	UK headquarters	Staff	(£m)
1	5	Connect Catering	Contract catering	Wallingford	476	15.6
2	4	Churchill Retirement Living	Retirement homes	Ringwood	364	188
3	NEW	LifeSearch	Life insurance	London	325	33.8
4	NEW	Willmott Dixon	Construction	Hitchin	1693	n/a
5	7	The New World Trading Co	Pubs and restaurants	Knutsford	1071	45.1
6	27	The Landmark London	Hotel	London	345	34.9
7	9	UKFast	Internet hosting	Manchester	372	53.8
8	21	Karmarama	Marketing agency	London	259	n/a
9	NEW	People's Postcode Lottery	Lottery	Edinburgh	326	n/a
10	11	Beaverbrooks the Jewellers	Jewellery retailer	St Annes-on-Sea	917	126.6
11	NEW	Money Penny	Telephone answering service	Wrexham	601	n/a
12	1	Chess	Telecoms reseller	Alderley Edge	474	111.5
13	12	PKF Cooper Parry	Business consultancy	Castle Donington	420	34.5
14	38	COOK	Frozen food	Sittingbourne	980	58.3
15	86	AND Digital	Software developer	Maidenhead	295	28.2
16	15	Kingsley Napley LLP	Legal firm	London	375	n/a
17	8	Reassured	Insurance broker	Basingstoke	405	n/a
18	10	First Response Finance	Financial services	Nottingham	280	n/a
19	NEW	Dishoom	Restaurants	London	804	n/a
20	6	Charter Court Financial Services	Financial services	Wolverhampton	578	n/a