



50+ & looking for work?

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



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 _____

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

What Employers want to know

❖ **Can you do the job?**

skills, personality, abilities

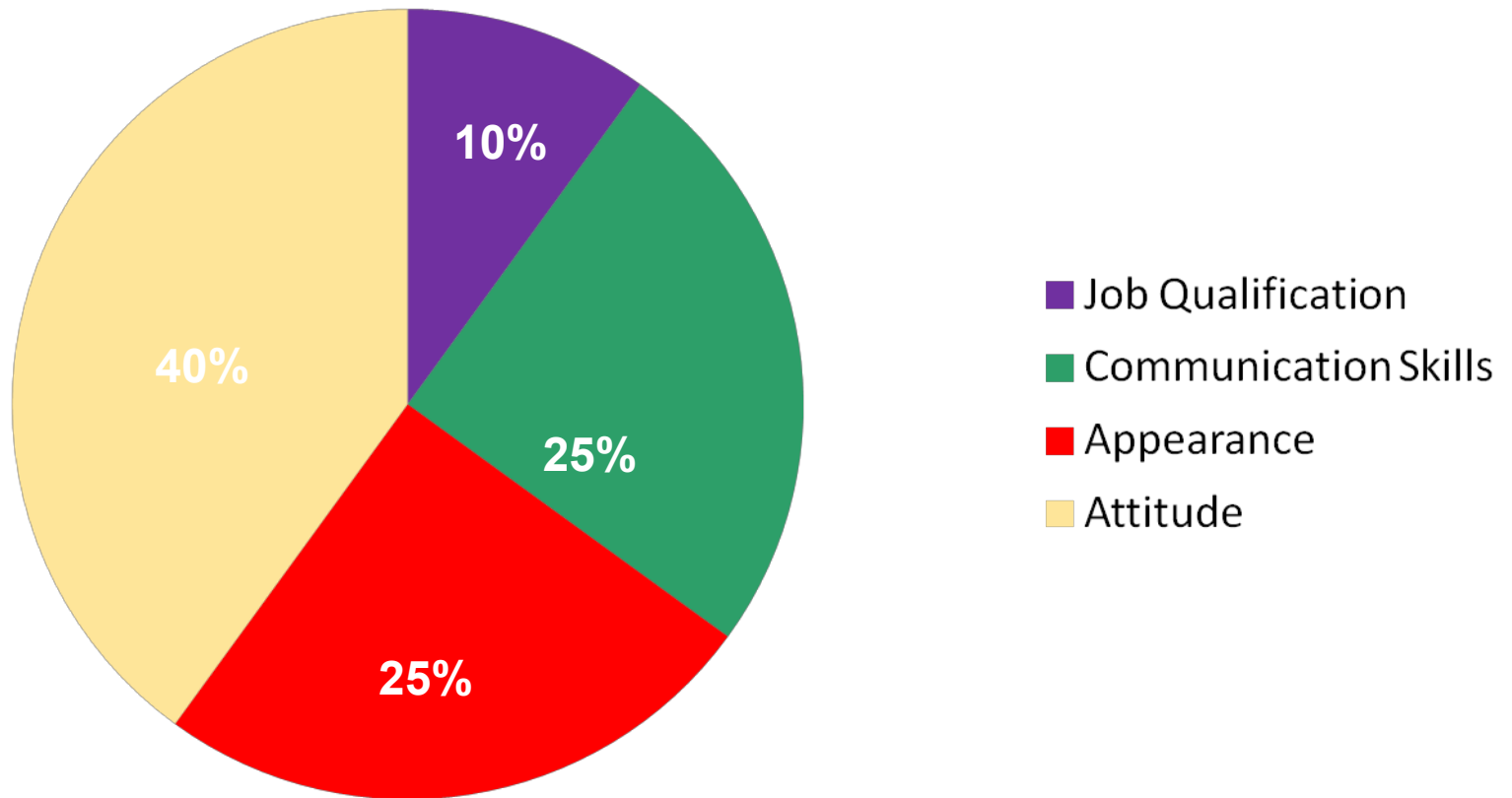
❖ **Will you do the job?**

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

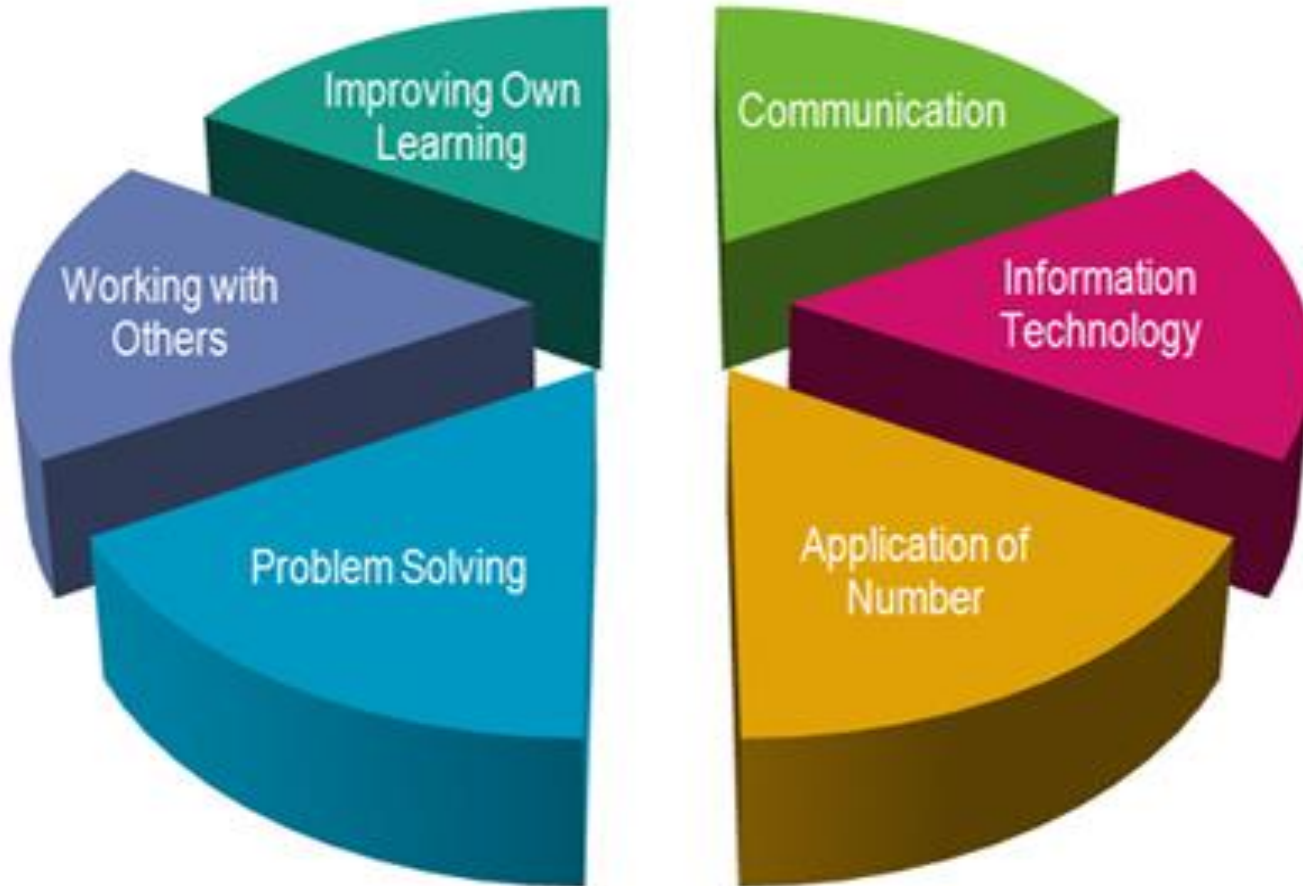
Team work

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

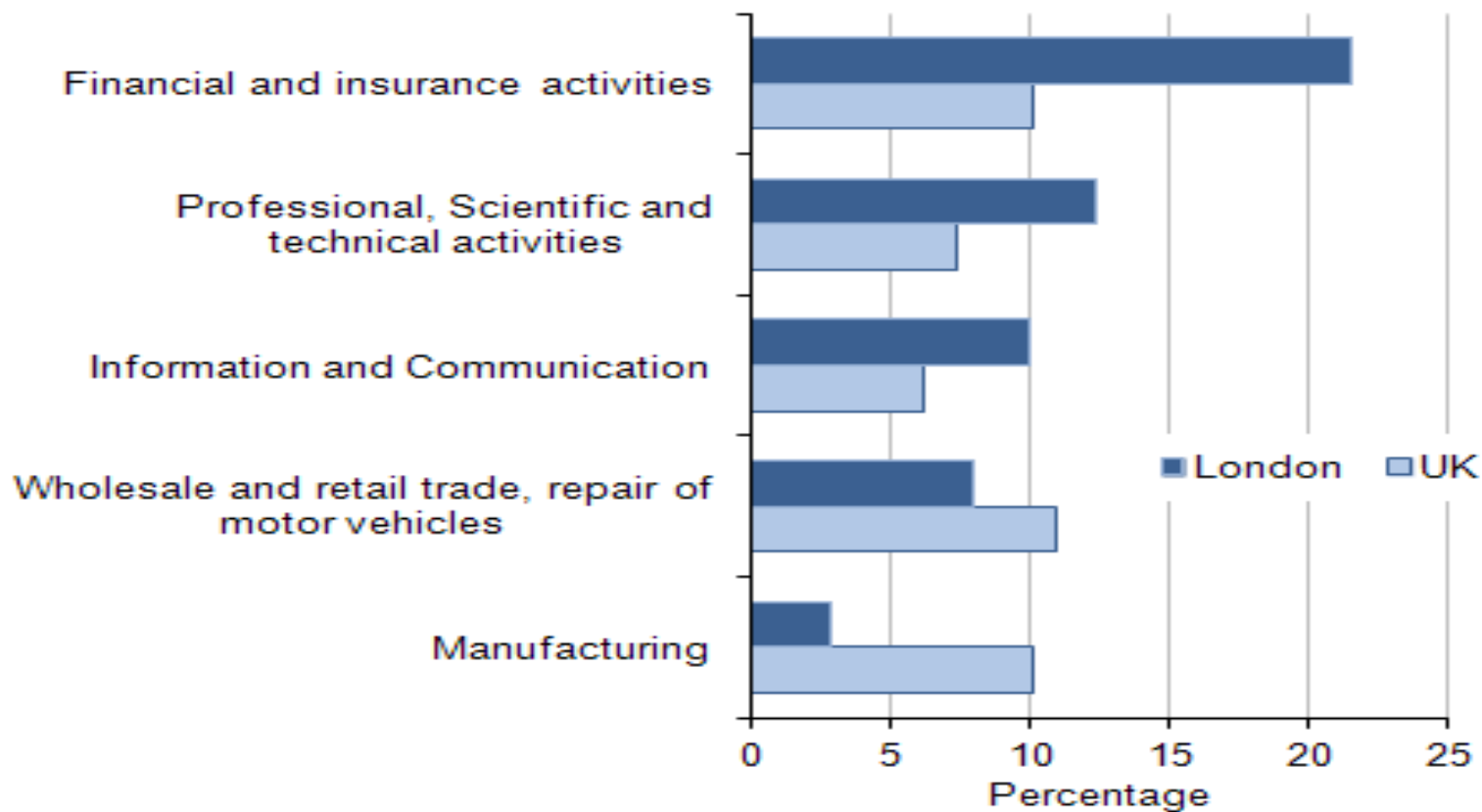
Able to self-manage and deal with pressure

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 |