



# 50+ & looking for work?

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

# Introduction

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this is a sample introduction to our online training programme. We will be running group training exercises on a weekly basis. To enrol please contact us at [contact@wiseage.org.uk](mailto:contact@wiseage.org.uk)”

# Myths about Older Workers

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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

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- ⊙ Where there is age diversity and older workers are retained, there is higher youth employment
- ⊙ Older workers are not better paid than middle aged- good 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?

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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

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Ability to learn

Ability to teach and mentor

Teamwork Skills

Customer Skills

Organisational memory

Age-Positive External Age – competitive edge

Reduced recruitment costs

# What Employers want to know

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## ❖ **Can you do the job?**

skills, personality, abilities

## ❖ **Will you do the job?**

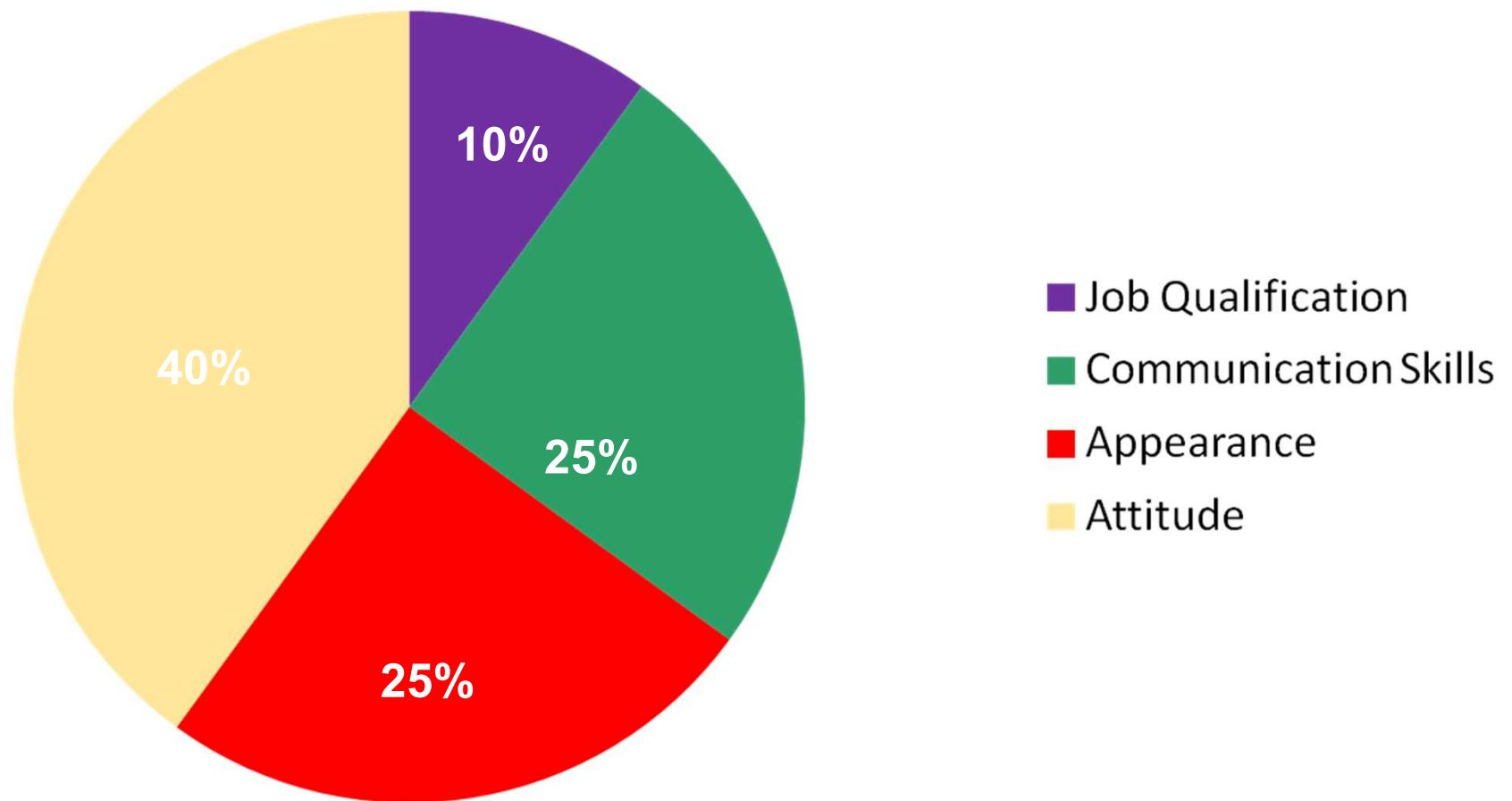
interest, commitment, energy

## ❖ **Will you fit in?**

personality and people skills

# How you may be rated during an interview

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# What do we mean by skills?

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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,

**Knowledge-based** – qualifications and achievement. Usually measured quantitatively

# Employability skills

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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

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Communication

Analytical/Research

Computer/ICT Literacy

Interpersonal

Leadership/Management

Functional English & Maths

Planning /Organising

Problem solving

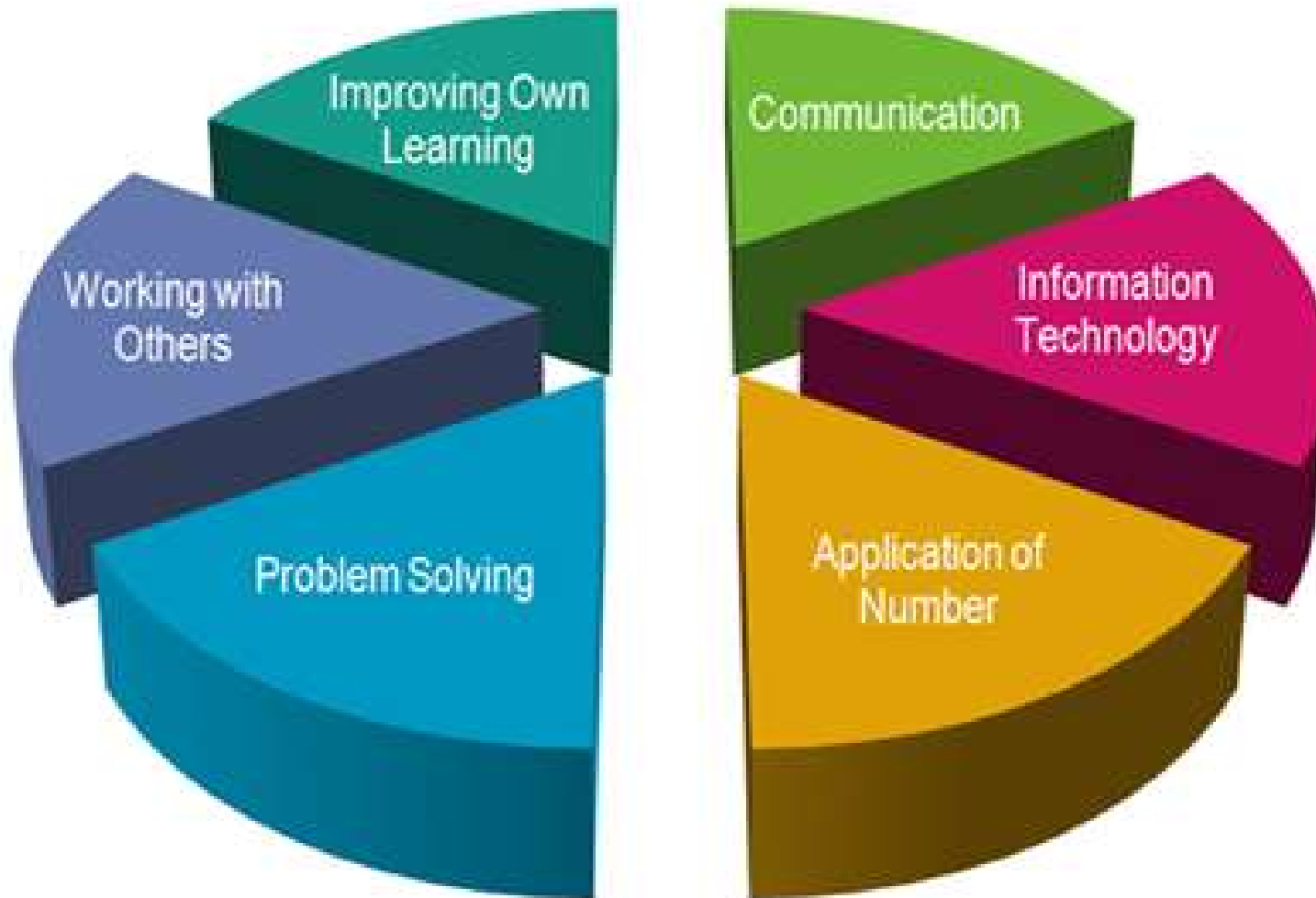
Team work

Diversity awareness

Self Management

Business/Enterprise

# Which employability skills make employers really excited?



# Personal attributes

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Adaptable / Flexible

Motivated / Committed/Enthusiastic

Reliable / loyal

Responsible /Sensible

Honest

Resilient/ Resourceful

Able to self-manage and deal with pressure

Well presented

