



Department
for Work &
Pensions

Fuller Working Lives

Older Workers in the Humber Region: Business response

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DWP JCP Humber LEP

CROW/TAEN/LSE Seminar on Older Workers

OUR CORE PURPOSE

DRIVING GROWTH OF THE HUMBER ECONOMY FOR THE BENEFIT OF OUR COMMUNITIES

OUR AMBITIONS

AN INFRASTRUCTURE THAT SUPPORTS GROWTH



THRIVING SUCCESSFUL BUSINESSES



A SKILLED AND PRODUCTIVE WORKFORCE



EMPLOYMENT AND SKILLS STRATEGY

Vision:

‘To deliver an appropriately skilled, motivated and productive workforce to drive economic growth and sustainability for the Humber region.

This will be achieved by utilising our diverse assets of people, place and products and recognising our unique potential in the Estuary and its ability to act as a catalyst in regeneration and innovation.’



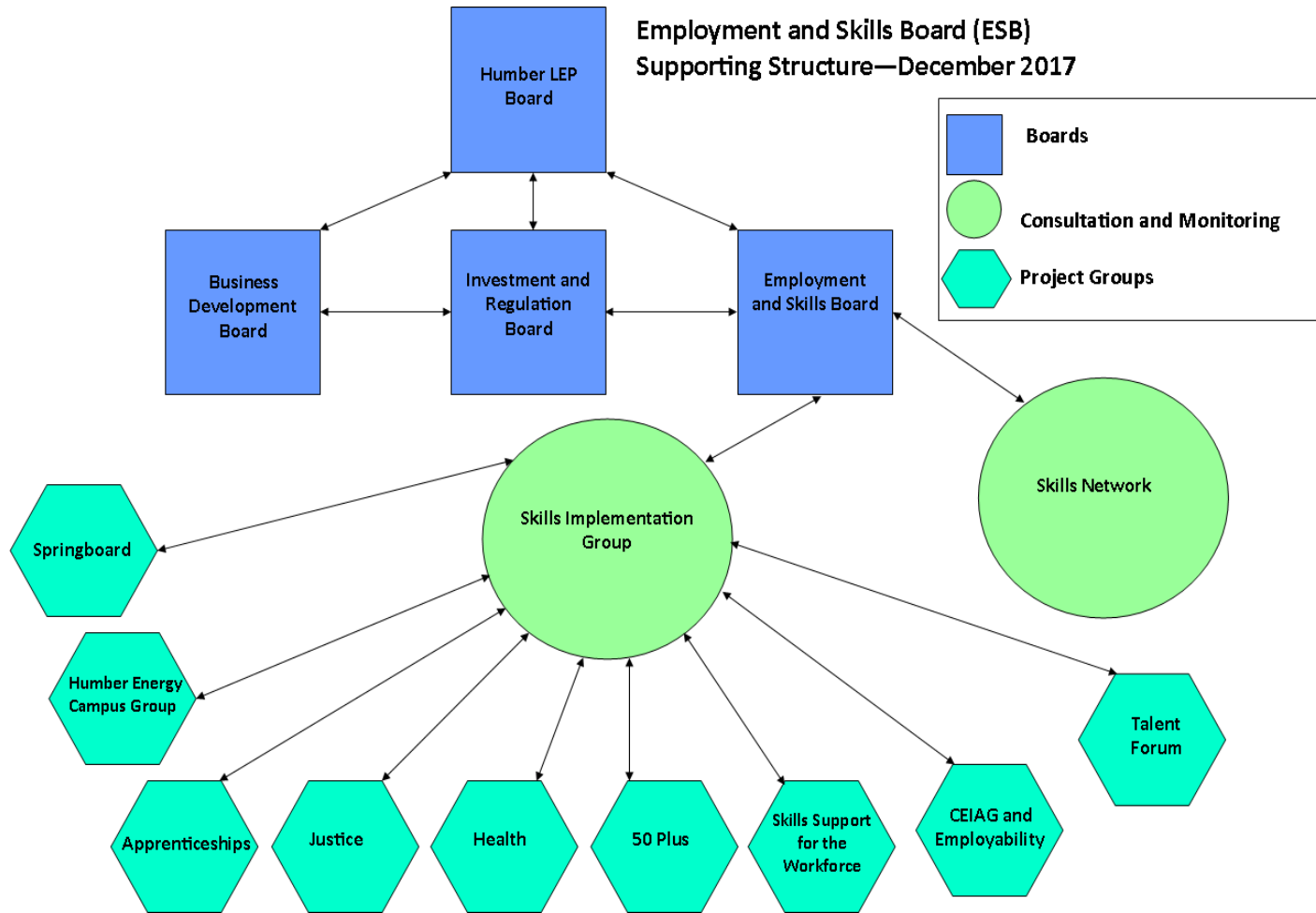
STRATEGIC PRIORITIES



1	Raise employer commitment and investment in skills at all levels.
2	Foster an inclusive, LEP-wide approach with all key stakeholders.
3	Influence provision to better meet local economic need.
4	Improve the quality, accessibility and dissemination of labour market information and careers education, information, advice and guidance (CEIAG), empowering employers and local people to make informed choices.
5	Support people in finding and sustaining employment, in progressing at work and/or setting up their own enterprises.
6	Maximise the use of funding, including capital, to develop excellent learning environments and facilities, leading to a more highly skilled current and future workforce.
7	Extend residents aspirations to gain higher level academic and vocational skills, including progression to Higher Education.

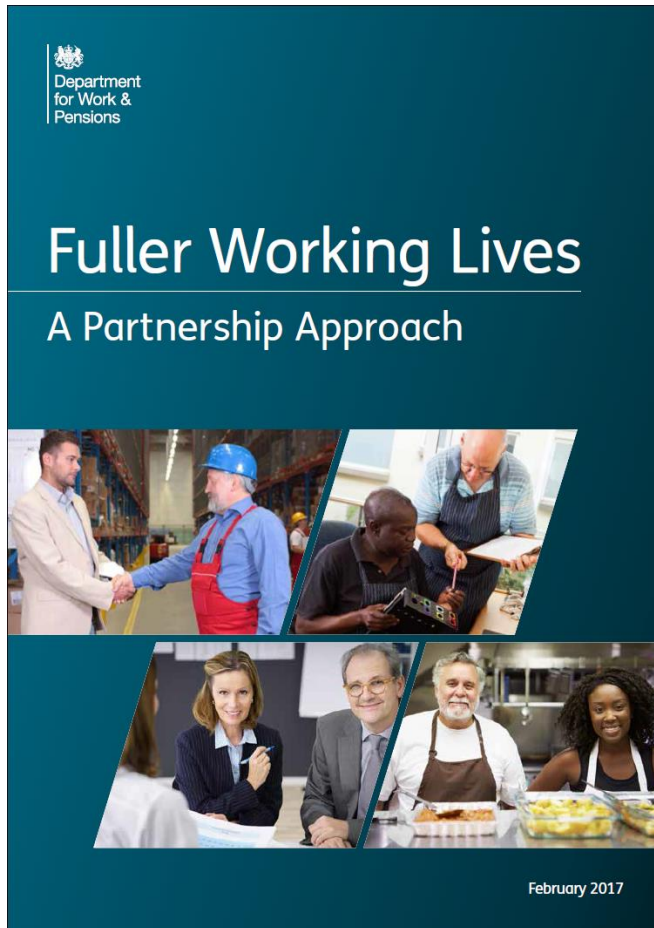
A SKILLED AND PRODUCTIVE WORKFORCE

Humber LEP "Governance"



Fuller Working Lives

A Partnership Approach



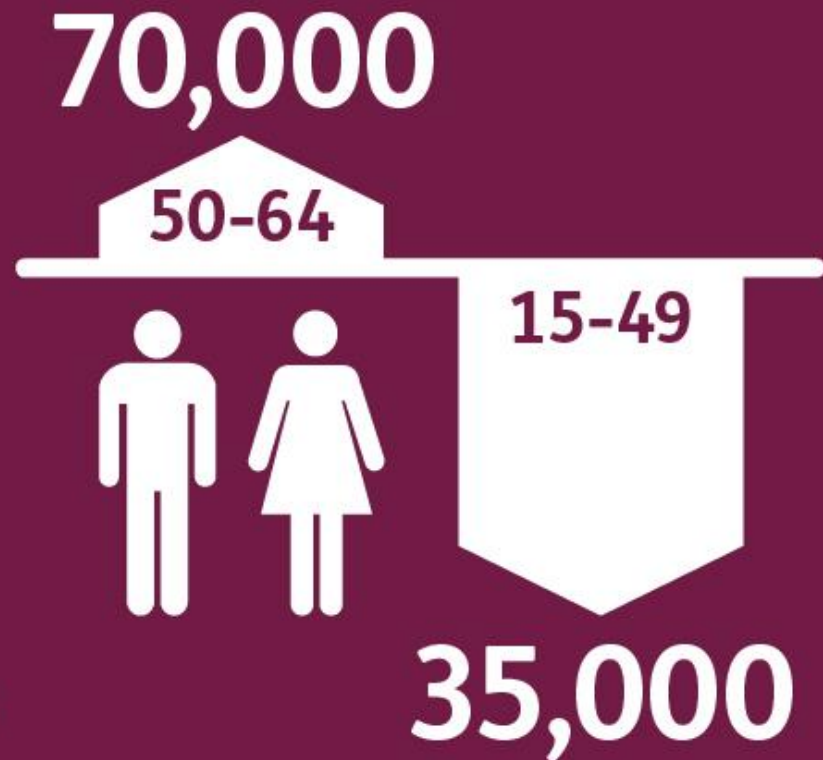
Fuller Working Lives Ambition:

“To support individuals aged 50 years and over to remain in and return to the labour market and tackle the barriers to doing so.” Feb 17

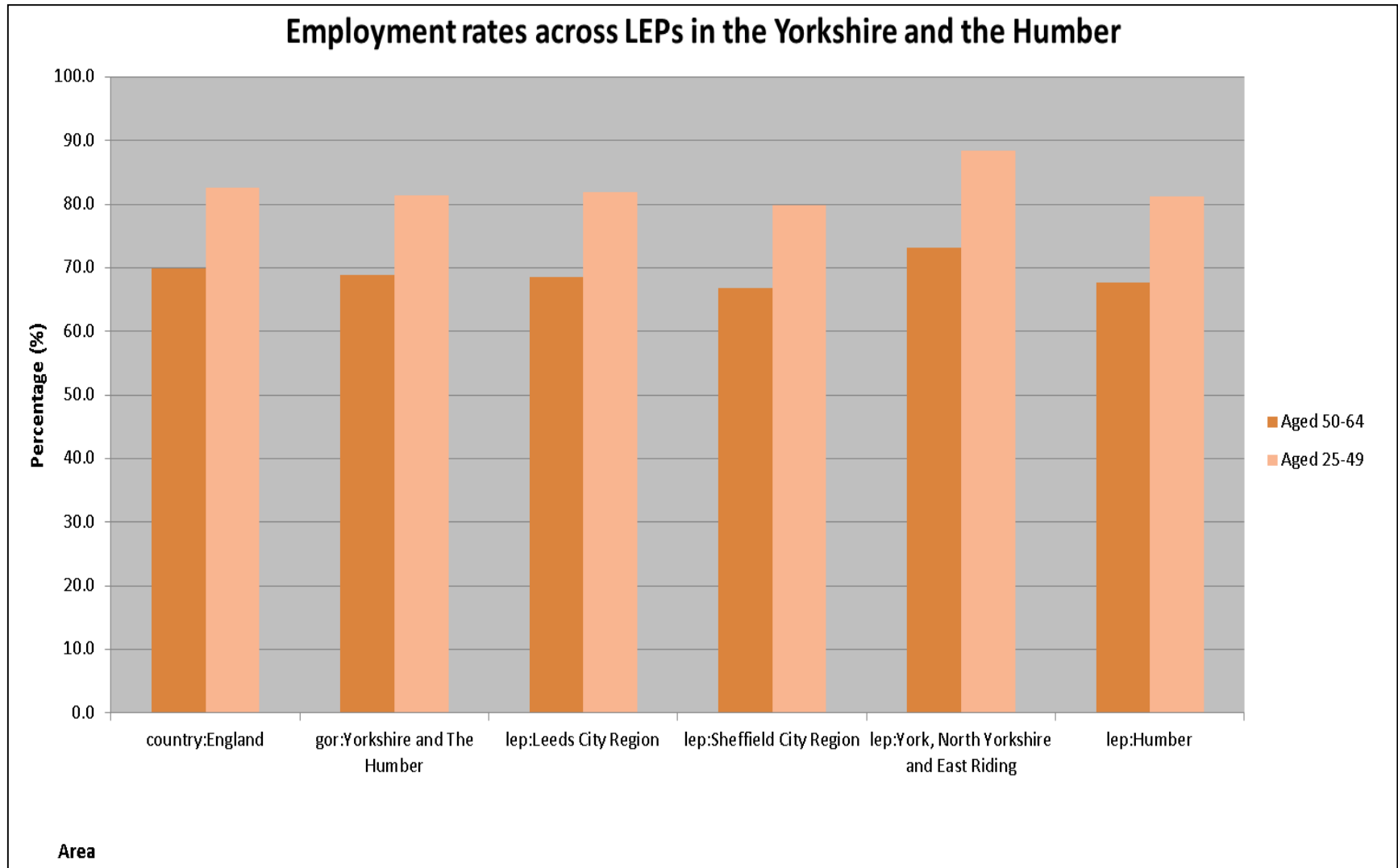
- Has the ambition to increase the **retention, retraining & recruitment** of older workers by bringing about a change in perceptions & attitudes of employers
- Sets out action **Government** is taking to support older workers to remain in the labour market

Is there an issue in the Humber?

The number of people aged **50-64** in the **Yorkshire and the Humber region** is expected to rise by **70,000** between 2016 and 2026 while the number aged **15-49** will have reduced by **35,000**



Employment rates across Yorks & Humber



The Cost to Humber Businesses

- The premature loss of older workers can lead to:
 - ❑ Skills shortages.
 - ❑ Loss of knowledge and experience.
 - ❑ Lost opportunity for mentoring of younger employees.
 - ❑ Higher recruitment costs.
 - ❑ Increased staff turnover - higher training costs and loss of output.

The economic cost– GDP implications



This could mean around **£164 million in gross value added** for Humber LEP.

What are the challenges ?

- Creating workplaces that can adapt to the needs of older workers.
- Overcoming ageism: flexibility, age diversity.
- Using the skills and experience of older workers for longer.
- Embracing the new phases of life, new social norms of the older worker.
- The age of **'unretirement'**.
- New phases of life could mean employers offering a range of services:
 - ❑ Combining work and care – Flexibility;
 - ❑ Part-time work or job share ;
 - ❑ New career – 'Mid-life career review'; and
 - ❑ Adult skills – Apprenticeships and other training.

Attitudes of an ageing society

Research with employers highlights that older workers are described as **loyal, reliable, committed and conscientious**, with valuable **business and life experience** to offer the organisation:

- ❑ Over 75% of employers believe 50+ workers are a benefit.
- ❑ 65% highlighted reliability.
- ❑ 54% mentored younger employees.
- ❑ 87% disagreed that skills of older workers are not suitable for their business.

And people want to work longer :

- ❑ 1/2 of respondents over 50 still want to be working between 65-70.
- ❑ 1/5 of retirees wish they had worked longer.
- ❑ 1/4 'un-retire'
- ❑ 38% of them because they miss the social interaction.

What is the Humber LEP's Role?

The LEP has an important role to play in helping to embed cultural change in workplaces to create more fulfilling lives for people as they live and work for longer.

- Shortages of skilled labour in ageing society - **CEIAG**
- Line manager training. – **Skills Support for the Workforce**
- Making adjustments for working carers – **Humber Talent Forum**

National Careers Service Pilot

- Offer participating employees in-depth Information Advice & Guidance session which can be face to face or group meetings, telephone and/or digital advice
- Areas covered could include:
 - Skills health check
 - Mid-life career review to explore options
 - Information about short courses/units
 - Information about Apprenticeships
- Help for businesses and older workers to explore flexible working approaches and practices that encourage retention, in-work progression, improved work life balance and improved productivity.

How employers can help

- Conduct an age audit www.acas.org.uk/ageaudit
- Consider flexible working practices
- Introduce intergenerational mentoring
- Introduce apprenticeship programmes/training for older workers
- Adopt age-specific wellness programmes
- Consider workplace or work role adaptations
- Help employees prepare for retirement
- Offer a career review

Business Benefits

Older workers are vital to the future of the economy,
Support for older workers results in:

- increased loyalty and retention
- improved productivity
- reduced recruitment costs *£6000

A workforce that reflects customer demographics will have valuable insight into the products & services that will be most successful

- Age diverse workplaces benefit from a range of experiences, ideas and ways of thinking

For further information please contact:

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