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**Experts in Age
& Employment**



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Keith Frost

‘Age Management’

ESF 07/13 National Technical Assistance Project

Nov 2009

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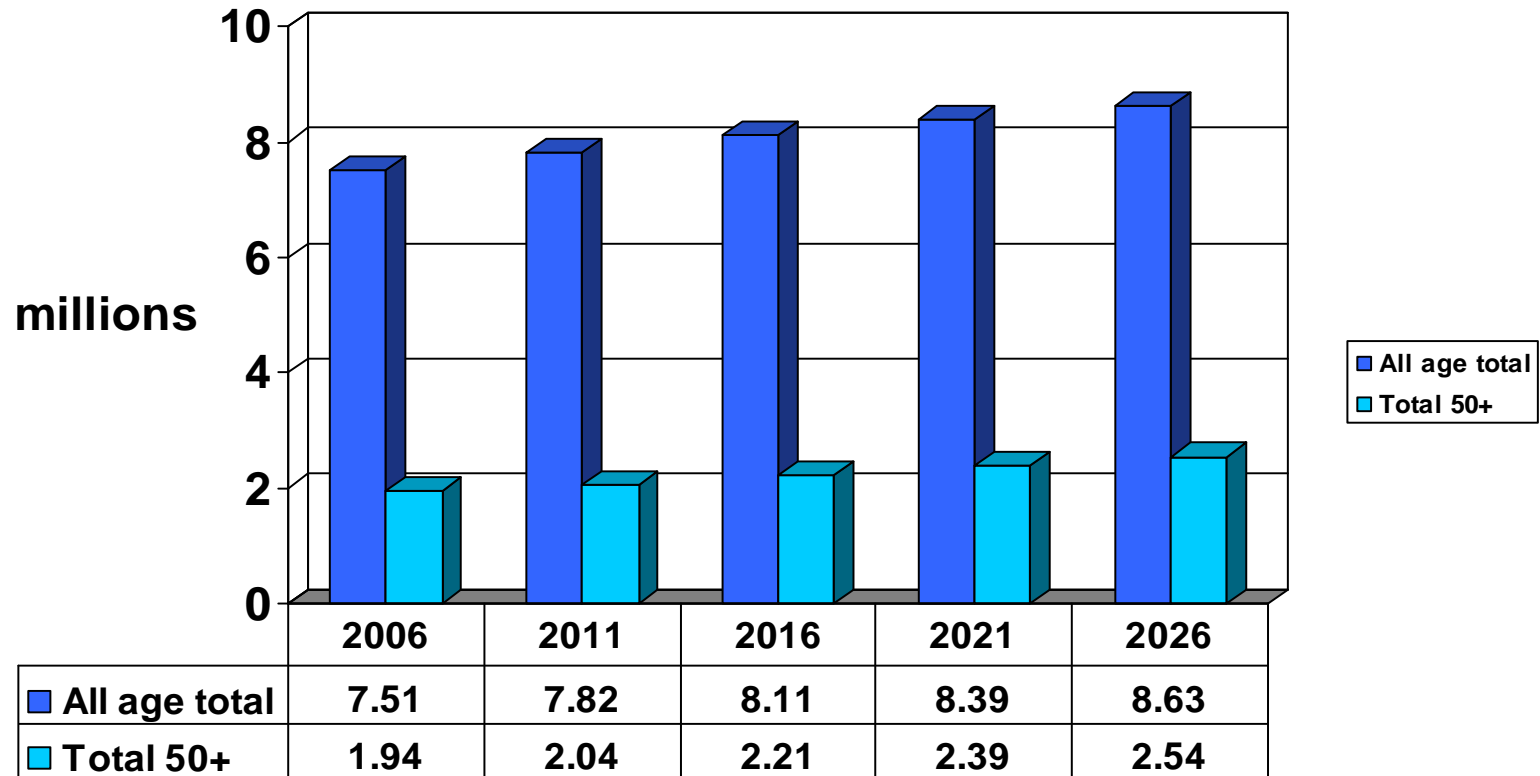
TAEN – Experts on Age and Employment

Committed to promoting an effective job market which works for people in mid and later life, for employers and for the economy.

- Formerly known as the Third Age Employment Network.
- 200+ member organisations.
- Communicating expertise.
- Creating contacts & networks.
- Influencing and advancing public policy.
- Championing ‘age management’ approach.
- Information Line for jobseekers.
- Equality & Diversity Forum Co-Founder.
- *Making Age Work for London & A Wealth Of Experience – Valuing London’s Older Workers* reports.

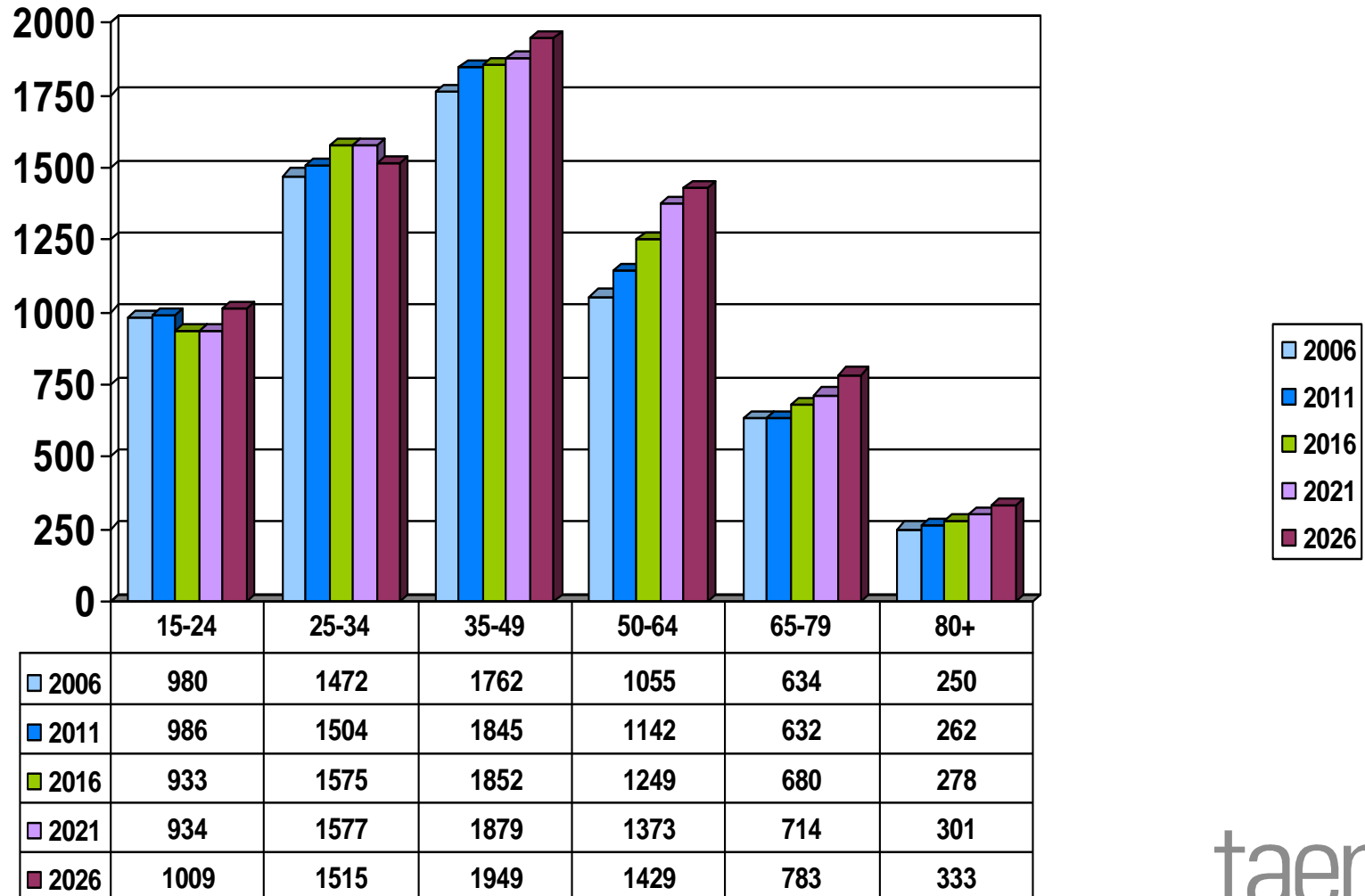
London's Changing Demographics

Projected Population Trends 2006 -2026



London's Changing Demographics

Projected Population Trends: 2006 -2026: Thousands : Source: ONS



Changing Labour Market Dynamics

- Recession bottoming out (??)
- All sectors impacted.
- Unemployment continuing to rise.
- Labour demand still falling / supply increasing.
- Labour and skill shortages declining.
- Fewer EU & other migrant workers arriving.
- Recession Reinforcing North/South divide.
- *“Rockpools’ of Joblessness”*.
- Flexible responses of employers & employees.
- Age Regs impacting redundancy selection.
- Recovery to pre-recession employment by ??

London: Employment Rates

Source: Office For National Statistics : Labour Market Statistics : Apr-Jun 2009

Working Age (16-state pension age)*	68.7%	(3.51M: - 115k*)
Govt aim, working age	80%	(4.08M: +490K)
16-17	12.1%	(20k : -5k)
18-24	50.3%	(369k : -23k)
25-34	74.9%	(1.1M: -65k)
35-49	76.2%	(1.4M: -20k)
50-state pension age	69.3%	(641k: -1k)
State pension age+	12.9%	(155k: +16k)

* Change Apr-Jun09 Vs Apr-Jun08

London Labour Market: Unemployment, Claimant Count & Inactivity

Source: ONS : Labour Force Survey : Oct 09

Unemployment (16+)	000s	Rate
Jun-Aug 09	354k	8.7%
Vs Previous Year	+50k	+1.2%
Claimant Count		
Sept 2009	227.3k	4.7%
Vs Sept 2008	+86k	+1.8%
Economic Inactivity		
Jun-Aug 09	1,225	24.0%
Vs Previous Year	+48k	+0.7%

Re-employment Rates By Age

% of those made redundant in previous 3 months

	% All Age 16+	% 16-24	% 25-34	% 35-49	% 50-SPA
Total re-employed Q4 2007	47%	*	54%	58%	31%
Total re-employed Q4 2008	35%	31%	42%	41%	23%
Total re-employed Q2 2009	27.6%	28.7%	24%	33.4%	23%

Recruitment Barriers Reported By Jobseekers

Source: Survey of Jobseekers Aged 50+: TAEN : July09

Seen as too old by employers	72%
Seen as too experienced or over-qualified	48%
Skills not matching those required	24%
Experience not matching that required	21%
Qualifications not matching those required	18%
Need to work part time or flexibly	10%
An aspect of health	7%
Other	18%
Numbers responding	395

ESF 07/13 Regional Equality Targets

Participants Aged 50+

	EM	East	Lon	Mers	NW	NE	SE	SW	SY	WM	YH	GIB	Total
Priority 1													
% 50+	18%	18%	18%	18%	18%	18%	18%	18%	18%	18%	18%	20%	
No. 50+ '000s	13.7	12.3	28.5	10.4	18	13.2	12.6	8	10	20.5	11.9	0.2	159
Priority 2													
% 50+	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	
No. 50+ '000s	14.1	14	25.3	11.7	19.9	13.6	13.1	8.2	10.3	21.2	12.3	0.2	163.9
Total Nos.	27.8	26.2	53.9	22.1	37.9	26.8	25.7	16.2	20.3	41.8	24.1	0.4	323.7

ESF 'Age Management' TA Project TAEN's TA Project

Purpose:

To deliver technical assistance in relation to good practice in 'age management' in support of the activities taking place within the Operational Programme nationally and regionally.

Duration:

Until Autumn 2011

ESF 'Age Management' TA Project

TAEN's TA Project : Target Audiences

- **Regional Committees and Regional Skills Partnerships** - in order to influence the strategic planning and phases regionally.
- **Procurement / Contract Management** for ESF CFOs regionally (and nationally).
- **Project providers** (prime contractors and sub-contractors) working with individuals and employers

ESF 'Age Management' TA Project

Outputs:

- Seminars, conferences, publications (briefings and guides), 50+ Matters e-newsletter, ESF section of www.taen.org.uk website - all aimed at maintaining focus on 50+ group by:
 - raising awareness
 - providing information and expertise
 - publicising activity
 - identifying and disseminating good practice

to ESF involved organisations.

How Can ESF Help Older Workers Through The Recession ? Conference

- International Convention Centre (ICC) Birmingham
- 24th November : 10.00 am – 3.00 pm
- Aimed at all ESF-involved organisations with programmes or projects including 50+s.
- Circa 150 delegates already registered.
- Combination of external and ESF ‘family’ speakers.
- Reviewing: why this is important; what employers are doing; current performance against 50+ targets; provider case study; facilitated table discussion and brain trust on what more could / should be done.
- Chaired by Ken Lambert – Head of England Managing Authority, ESFD

ESF 'Age Management' TA Project

Key Questions

- How can we use our TA programme to help London's regional programme - and those organisations involved in it - achieve their ESF targets in respect of the 50+ group ?
- How can we 'add value' rather than duplicate what already exists, or is planned, in respect of programmes aimed wholly or partially at the 50+ group ?
- **Help us help you – complete our Questionnaire !**

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