

Health and the Ageing Workforce

Luke Price

Senior Research and Policy Manager, Work

luke.price@ageing-better.org.uk

ageing-better.org.uk



Labour market trends



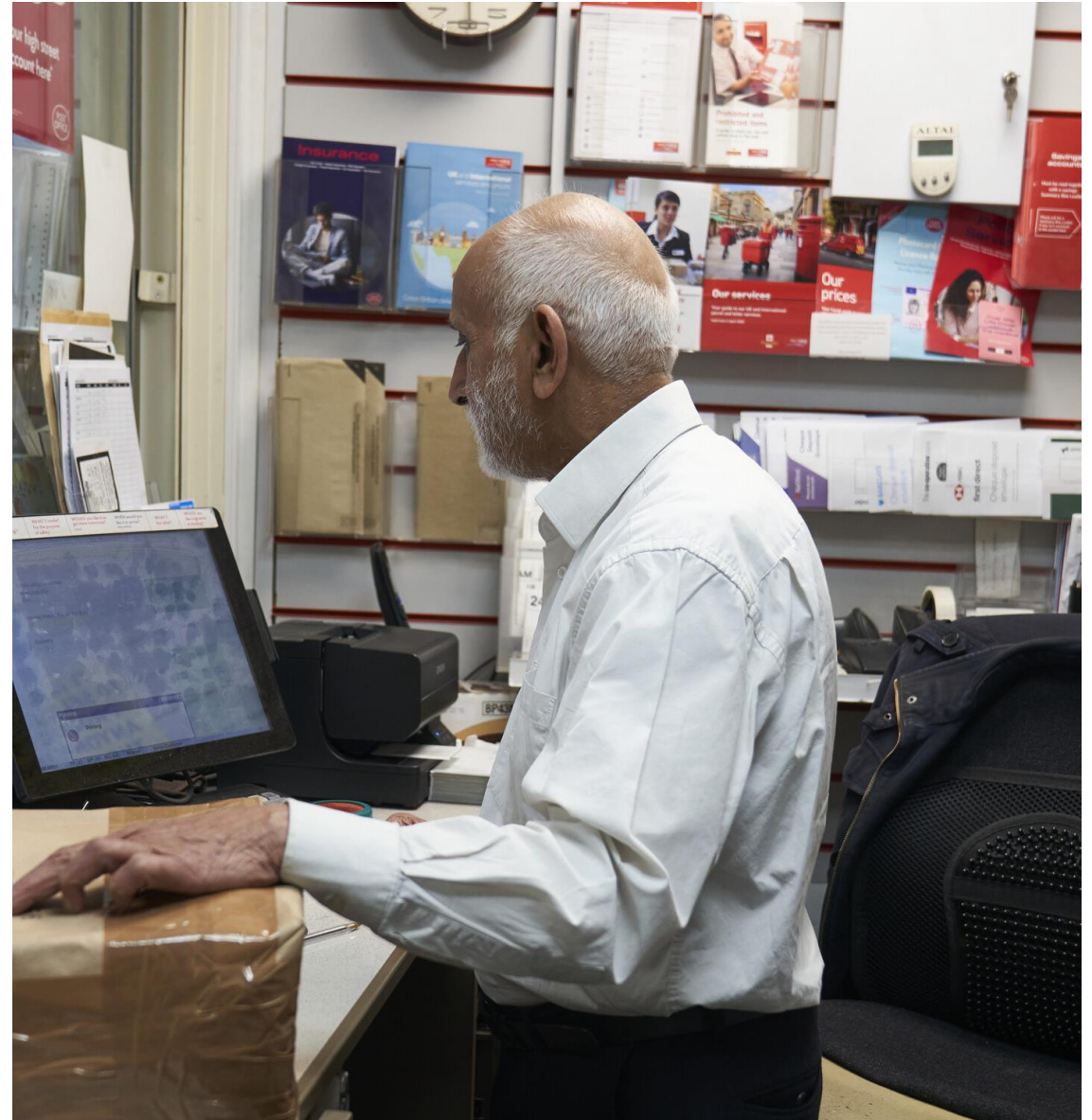
Centre for Ageing Better

Labour market trends

- Older workforce is the workforce – one third of workers are over 50
- UK faces a skills and labour shortage – high vacancy rates costing billions annually
- Multi-generational workforces drive productivity and innovation

Labour market trends

- Pre-pandemic economic inactivity reduced for over 50s, particularly 65-69
- Pandemic = reversal of this trend
- Retirement, health and caring responsibilities = key reason people leave labour market
 - Big inequalities – median household wealth of those retiring 20x those leaving due to health reasons





Labour market trends

- Big need for effective employment support services and age-friendly employer practice – especially including health support
- Data shows health support at work is protective – i.e. less likely to have to leave – and long NHS waiting lists could be making problems worse

Health and employment support services

Health and employment support services

- Huge gaps in the evidence base
- But we know:
 - Previous statutory support didn't work for this age group, especially those with health conditions
 - Personalised, practical and empathetic support required for everyone, but especially for those with health conditions





Health and employment support services

- To try and further fill gaps currently collaborating on one pilot and will soon (hopefully) be able to announce another pilot
- “Elevate” – group coaching model aimed to support those experiencing redundancy in West Midlands

Age-friendly employer practice

The age-friendly five

- Create an age-positive culture
- Hire age positively
- Be flexible about flexible working
- Encourage career development at all ages
- Ensure everyone has the health support they need





Multigenerational workforces drive productivity and innovation



Who's the pledge for?

The Age-friendly Employer Pledge is a nationwide programme for employers who:

- ✓ **recognise** the importance and value of older workers
- ✓ are **committed** to improving work for people in their 50s and 60s (and beyond)
- ✓ are prepared to **take action** to help them flourish in a multigenerational workforce



Top tip

Provide career guidance in mid-life and beyond, including retirement planning

The pledge

As an Age-friendly Employer, we will...

1

Identify a **senior sponsor for age-inclusion** in our workforce – and publicly state our commitment to the pledge

2

Ensure age is specifically named within our **Equality, Diversity and Inclusion policies**

3

Take action to improve the recruitment, retention and development of workers over 50 from one of the following areas:

- ✓ Create an age-friendly culture
- ✓ Hire age-positively
- ✓ Be flexible about flexible working
- ✓ Encourage career development at all ages
- ✓ Ensure everyone has the health support they need

We will commit to take action in at least one area every year and will report back on our activities and achievements annually.

Thank you

Luke Price

Senior Research and Policy Manager

luke.price@ageing-better.org.uk