

THE VALUE OF OLDER WORKERS

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Resource Event

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CURRENT CRISIS HAS CAUSED A RESURGENCE OF AGEISM

- 'Older people' classed as 'vulnerable' – old-fashioned stereotype
- Sometimes just over-70s, but also over-60s and over-50s
- Considered weaker than 'younger' people regardless of actual health
- Ignores reality that most older people fitter and healthier than before
- Unfortunately makes it more challenging for older workers
- Yet, age 50 is still just the start of the second half of adult life!!

AGE DISCRIMINATION NEW CHALLENGES

- Age discrimination more acceptable than other types of discrimination
- All over-70s singled out, but not BAME, obese, males etc.
- This is unacceptable – need to keep pointing out that older people are not a homogeneous group
- There is nearly 20 year differential in healthy life expectancy
- So need to look at individuals, not pigeon-hole into group

AGEISM REMAINS IN THE LABOUR FORCE



ECONOMIC IMPACTS – WASTE OF RESOURCES

- Retirement ages lower now than 1950s despite rising longevity
- Lower national income, national output, employment and growth
- Could be significant economic boost if more older workers work
- Risk of going backwards after recent progress
- Many will talk about 'making way' for younger people



HUGE VALUE TO EMPLOYERS

- Make sure skills are refreshed or renewed over time
- Older workers often more loyal
- Return on training higher
- Flexible working can retain top skills
- Some employers realise value of older staff
- But inter-generational tensions rising

WHAT NEEDS TO HAPPEN?

Business Champion for Older Workers report

Employers should focus on the '3 R's'

1. Retain – keep older workers on, refresh skills, help carers
2. Retrain – ongoing workplace training, don't overlook older workers
3. Recruit – benefits of age-diverse workforce and loyalty

EMPLOYER COMMENTS ON OLDER WORKERS

- ***McDonalds: David Fairhurst – Chief People Officer*** “later life workers ...contribution to business and the wider economy often goes unsung. These employees ...make a huge impact on customer satisfaction.”
- ***AT Brown Coaches: Director – Ewen Macleod*** “They’re like gold-dust. Their experience and flexibility would be hard and costly to replace... It’s better for my business to keep our older workers”

TIPS FOR THE FUTURE

- Up-to-date CV
- New skills, technology developments and new qualifications
- Consider self-employment and part-time work
- Volunteering can lead to paid work
- Don't forget social media and networking
- Be patient and don't give up!

...THANK YOU FOR LISTENING

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