Rethinking Work – Employment in later life


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Summary

- Background and Overview of Centre for Ageing Better
- Why fulfilling work/employment matters to people in later life.
- What are the key issues?
- Who are we targeting?
- Our approach/programmes
- Greater Manchester worklessness project
Centre for Ageing Better

- We work for a society where everybody enjoys a good later life
- An independent charitable foundation
- We are funded by an endowment from the Big Lottery Fund
- We are part of the network of What Works organisations that promote the better use of evidence
- We work on a range of priority topics including “I am in fulfilling work”
What’s important to older people?

People say...

- Health
- Financial security
- Social connections

The Centre for Ageing Better, 2015 ‘Later life in 2015: An analysis of the views and experiences of people aged 50 and over’
Why fulfilling work in later life?

Two focus areas: **staying in work** and **getting back into work**

**Huge benefits to the individual:**
- Improved financial security, increased savings
- Avoid negative health impacts of worklessness
- Improved social connections

**But the quality of work is key.**

**Huge benefits to society:**
- Extending the average working life by just one year could increase GDP by 1%, or £20 billion by 2023.
- If the employment rate 50-64s matched those in their 30s and 40s, UK GDP could be up to £88.4bn higher
The issue
What is the problem?

- There is a significant drop-off in employment from the age of 50 up until State Pension age.
- If the gap between employment rate of those aged 40-49 and those aged 50+ was halved this would amount to ~1 million more people in work.
Inequalities in work and retirement

Those working: ‘What is the main reason you are not yet retired?’

- AB
- C1
- C2
- DE

- I need to earn money
- I think I’m too young
- I enjoy the work I do

Those retired: ‘What are the main reasons why you retired when you did?’

- AB
- C1
- C2
- DE

- Felt ready to retire
- I reached state pension age
- Onset of ill health/disability

Later Life in 2015 survey of those aged 50+ (Centre for Ageing Better, Ipsos MORI 2015)
People in later life also feel their jobs are less secure

![Chart showing change in percentage who agree they have job security between 2005 and 2015, by age.](chart.png)

Source: British Social Attitudes Survey
Swimming against the tide?

Figure 8: Job outcomes as a proportion of referrals by participant characteristics (June 2011 - June 2016)

<table>
<thead>
<tr>
<th>Category</th>
<th>Outcomes to Sep 2016</th>
<th>Outcomes to Jun 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td></td>
<td>28.5%</td>
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<tr>
<td>Women</td>
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<td>29.2%</td>
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<tr>
<td>People with a disability</td>
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<td>18.0%</td>
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<td>Lone parents</td>
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<td>Ethnicity: White</td>
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<td>28.6%</td>
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<td>Ethnicity: BAME</td>
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<td>30.4%</td>
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<td>Age: 18-24</td>
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<td>Age: 25-49</td>
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<td>27.7%</td>
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<tr>
<td>Age: 50+</td>
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<td>16.2%</td>
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<tr>
<td>Total</td>
<td></td>
<td>28.8%</td>
</tr>
</tbody>
</table>

Source: DWP: Information, Governance and Security Directorate; learning and work calculations.
Who and what are we targeting?
Where are we focusing?

These are the target groups:

- Voluntarily workless
- Involuntarily workless

3m not in work

7m in work

More secure, better quality work

Primarily larger employers

Welfare and employment support

- Smaller employers
- Lower wage sectors
- Self-employed people

Insecure, low-paid or poor quality work
A clear argument for reducing worklessness:

- Over 50s out of work or in insecure, low-paid work are typically doing less well than other people in later life
  - Higher incidence of ill-health- two thirds have 1 or more LTC
  - Typically of lower socio-economic status
  - Higher incidence of living alone
- Re-employment can reverse *some* of the negative effects of worklessness
- Yet current models of employment support are failing people in this age group
- New solutions to worklessness and poor quality work in later life are urgently needed and lacking from current thinking and practice
What is the change we are focusing on?

- Employment support policy and practice is complex and delivery is multi-agency
- The factors affecting re-employment are equally complex
- Outcomes are dependent on the local labour market
- No silver-bullet - a whole-system response is required
- Scope for change at this level is profoundly shaped by national policy
- We are currently working with Greater Manchester to see how we can develop a more effective system there
Greater Manchester 50-64 Worklessness Project

This could be a sub-title or a short description
Supporting over 50s in Greater Manchester back into work

Insight & co-design workshops

https://youtu.be/s7NZd_9j62Y
What did we learn?

Interim findings highlighted a range of issues affecting people’s ability to return to work:

- Physical and mental health
- Caring responsibilities
- Skills and training
- Nature of work available
- Transport

- Service design
- Self-perception
- Prejudice
- National policy

Whilst the broad issues were similar across localities, the extent to which each exist and the impact they had depends on the features of the local area.
What solutions did we develop?

Local

Regional

National
What next?

- Working with GM Ageing Hub to develop **strategic responses** based on co-designed solutions

- Working with **local areas** to identify solutions which can be taken forward at a local level

- **Pilot, test and learn** about what works at a local and regional level – transferable lessons beyond GM?