

### NATIONAL CAREERS SERVICE, LOCAL ENTERPRISE PARTNERSHIPS & DWP WORKING TOGETHER FREE SERVICE TO SUPPORT EMPLOYERS AND THEIR OLDER WORKFORCE

As the UK workforce ages and fewer younger people enter the labour market, employers will increasingly need to rely on the skills and experience of older workers if they are to remain competitive, increase productivity and growth, and avoid skills shortages in the future.

With this in mind the Department for Work and Pensions, in partnership with **Humber LEP** and the **National Careers Service**, is offering an opportunity (at no cost) to provide a service to local businesses to explore how the National Careers Service could provide individuals with careers and skills advice to help with plans to retain, retrain and recruit older workers.

### FOR THE EMPLOYER – “WHAT’S IN IT FOR ME?”

**People & Skills** - older workers are vital to the future of the economy, and their retention will be vital. Support for older workers will result in:

- increased loyalty and retention
- improved productivity
- reduced recruitment costs

Note: The average cost of recruiting and training a new member of staff is estimated by CIPD at £6000.

**A workforce that reflects your customer demographics** will have valuable insight into the products and services that will be most successful.

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

### NATIONAL CAREERS SERVICE WILL:

- Offer employers an **on-site visit** to discuss how the National Careers Service can help them to manage and skill an ageing workforce.
- Offer participating employees **in-depth Information Advice and Guidance sessions** which can be face to face or group meetings, telephone and/or digital advice to reflect you and your employee’s needs
- Areas covered could include:
  - Skills health check
  - Mid-life career review to explore options
  - Information about short courses/units
  - Information about Apprenticeships including Higher 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.

**To find out more and to be a trail blazer contact us**

Email: [michelle.peacock@aspire-igen.com](mailto:michelle.peacock@aspire-igen.com)

Call: 07975 530526

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# Fuller Working Lives

## Why this is important



Prime contractor for the National Careers Service in Yorkshire and the Humber  
[www.careersyandh.co.uk](http://www.careersyandh.co.uk)

### THERE ARE MORE PEOPLE AGED 50 AND OVER IN EMPLOYMENT THAN EVER BEFORE<sup>1</sup>



### BUT EARLY EXIT FROM THE LABOUR MARKET IS AN ISSUE



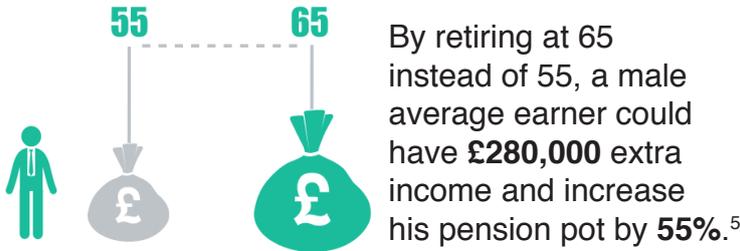
One in four men and one in three women reaching state pension age have not worked for five years or more.<sup>2</sup>



The average age of leaving the labour market has increased over the past two decades, but it is still lower than it was in 1950 and is not keeping pace with the increases in life expectancy.<sup>3</sup>

There are almost **ONE MILLION** individuals aged 50-64 that are not in employment but state that they are **willing or would like to work**.<sup>4</sup>

### WE CAN ALL GAIN FROM FULLER WORKING LIVES



### EMPLOYERS NEED TO EMBRACE THE WORKFORCE AGED 50 YEARS AND OVER



In 2010, **one in four** of the working age population were **aged 50 and over**; this is projected to increase to **one in three** by 2022.<sup>7</sup>



workers **aged 50 and over** are experienced, reliable, punctual and good at mentoring new workers.<sup>8</sup>

1. LFS Q2 Analysis  
2. APS, July 2015 - June 2016  
3. Life expectancy from ONS 2014 - based on population projections and average age exit from LFS quarter 2 analysis and Blondal and Scapetta data pre-1984.  
Found at: <http://dx.doi.org/10.1787/565174210530>  
4. APS, July 2015 - June 2016

5. Internal DWP modelling, assuming average life expectancy for a man (84 years) ONS cohort LE projections  
6. Internal DWP modelling, assuming average life expectancy for a woman (88 years) ONS cohort LE projections  
7. ONS population estimates and 2014-based population projections  
8. DWP (2015) Employer attitudes to Fuller Working Lives. 689 private sector businesses in GB were polled in Feb 2015.

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