



ROPES

Resourcing Older People's
Employment Support



Employing and Training People Aged 50+ Best Practice in UK and EU

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UK and EU – OECD Statistics

Employment Rates 55-64 year olds

- ▶ During the period from 2014 Q4 to 2015 Q3, the employment rates for 55-64 year olds changed as follows:
- ▶ UK 2012 Q4 58.7% 2015 Q3 62.4%
- ▶ EU (28) 2012 Q4 49.2% 2015 Q3 53.4%
- ▶ Slovenia 2012 Q4 34.6% 2015 Q3 36.7%
- ▶ Greece 2012 Q4 36.2% 2015 Q3 34.6%
- ▶ Sweden 2012 Q4 73.4% 2015 Q3 74.4%

<http://stats.oecd.org/index.aspx?queryid=36499>

OECD Statistics in perspective

- ▶ The UK's statistics are very close to that of the G7, and our performance is:
 - ▶ significantly better than France's (45.7% - 48.6%)
 - ▶ significantly worse than Germany's (62.3% - 66.3%)
- ▶ Sweden was 2nd best in the world in 2015 Q3, behind Iceland (79.3% to 86.5%) and vying with New Zealand for 2nd place. (New Zealand was 2nd in 2012 Q4)
- ▶ Sweden sees itself to be performing poorly regarding older workers! And actually its high overall statistics hide the fact that employment levels are really high for 55 year olds, and markedly lower for 64 year olds.
- ▶ Only Turkey performed less well than Slovenia
- ▶ In the US the rate has remained fairly constant at around 61%

Age Positive Recruitment Best Practice

- ▶ Wise Owls (predecessor of Wise Age) developed a range of best practice recommendations to employers during our Age Works programme, which had ACAS as a partner. Our recommendations include:
- ▶ Age-neutral job application forms, no CVs
- ▶ Separate monitoring sheets to monitor equalities data including age
- ▶ Shortlisters only see main form, not monitoring form
- ▶ Training re age for all staff involved in recruitment, short-listing and interview
- ▶ Same questions at interview for all, regardless of age

Age Positive Training/CPD Best Practice / cont.

- ▶ All training opportunities made available to all regardless of age (as required by the Equality Act) , taking into account any factors which might impede take-up by older staff
- ▶ Work discussions for people approaching age when retirement becomes an option – so employer and employee can state their hopes, wishes, limitations, etc
- ▶ Options to include e.g. carry on as before, change of role to mentoring, reduced hours, flexible working,
- ▶ Retention of experience and knowledge of older staff can greatly assist young workers, who in turn can support older colleagues in aspects where they are more knowledgeable (e.g. Social media, IT)
- ▶ Employers to regard age diverse workforce as best practice and also best for business

Mentoring Case Study: Epping Forest Further Education

- ▶ Working effectively without a fixed retirement age
- ▶ Recruitment and retention of older workers, thereby helping the college to avoid skills shortages in key areas of business.
- ▶ Profile: nearly 40% of staff are aged 50+, with more than 10% aged 60+. Some people work into their 70s. The college has high rates of recruitment and retention of over 50s.

Mentoring Case Study

Epping Forest Further Education cont.

- Approach:
- Recruit older staff from other industries, to add industry practice and experience in e.g. vocational areas
- Encourage line managers and supervisors to treat staff fairly and ensure age is not used as an excuse to get rid of older employees.

Mentoring Case Study

Epping Forest Further Education cont.

- Impact:
- Avoidance of skills shortages
- Gaining up to date industry experience
- Retaining the best staff, especially in areas where it is hardest to recruit
- Benefitting from older workers taking on mentoring responsibilities
- http://archive.excellencegateway.org.uk/media/Equality%20and%20Diversity/LSIS_Case_Study__Epping_Forest_College.pdf

Germany – Perspektive 50+

- ▶ Counselling and training services
- ▶ One-to-One coaching – both during Job Search and after gaining employment
- ▶ Coaches' portfolios 50% of those of normal JobCentre – type coaches – but success rate is 50% higher!
- ▶ Big increase in part-time working of 50+ due to provision whereby they can work for up to 15 hours a week without it harming their early retirement pensions

CVT in France until 2015

- ▶ Until 2015, each employee with more than one year's service (or four months for short term contracts), acquired an entitlement to at least 20 hours per year (prorated for part time employees), which could be cumulated over a period of 6 years within a maximum limit of 120 hours. It was called Droit Individuel à la Formation (Individual entitlement to training).
- ▶ Employees could at any time ask their employer to use their accumulated entitlement to follow a training program of their choice.
- ▶ Within certain limits these DIF training programs could be financed by the training collector agency into which the employer pays the annual training tax.

CVT in France – new system

- DiF has now been replaced by a Personal Training Account (Compte Personnel de Formation – CPF) Workers' unused DIF hours were transferred to this new account.
- The rights to training are no longer dependent on employment status, but are transferred to the individual.
- Everyone aged 16+ who is either employed or a job-seeker has an account (15-year old apprentices also entitled)
- The entitlement remains with the individual throughout their career.
- Training hours are usable whatever the individual's employment status, regardless of unemployment, change of employer etc.

CVT in France – new system / cont.

- Annual entitlement increased from 20 hours to 24 up to maximum (still 120 hours) after which people can get another 12 hours per year up to maximum of 150 hours. (all pro-rata)
- Employees wishing to be trained during working hours need to get employer agreement.
- If the training is outside working hours, no employer agreement is now necessary (unlike the old DIF)
- Cost financed by training collector agency as with DIF)

CVT in France – new system / cont.

- New requirement: every 2 years employer must organise a professional interview with the employee to examine CPD opportunities
- New requirement: every 6 years the professional interview must also include an assessment of the person's career development, and to gauge to what extent the employee has benefited from training actions, acquired certifications, benefited from a validation of work experience, of professional development opportunities and salary increase.

Case Study: E-ženy (Slovakia)

Basic info

- E-ženy = E-women
- Women in Slovakia face more problems than men in applying for and obtaining work.
- E-ženy supports women aged 45+ who are keen to set up their own online businesses.
- E-ženy offers inspiration, support, advice and technical information to women, which they can then use for their online entrepreneurship

Case Study: E-ženy (Slovakia)

Target Group: All women aged 45+ who:

- Consider entrepreneurship on the internet
- Have their own online entrepreneurship already, and want to improve it
- Are mothers after maternity leave
- Are unemployed and looking for work
- Are looking for alternative solutions to their current work activities
- Want to fulfil themselves through internet business, including those past retirement age

Case Study: E-ženy (Slovakia)

Forms of Education

- Exclusive access to articles created and designed to provide answers to issues around internet business
- Workshops and seminars in e.g. entrepreneurship, motivation, personal development
- Personal meetings with E-ženy leaders once a month in the form of 2-hour breakfast meetings with free advice sessions
- Personal monthly meeting with E-ženy civil association members, inspiring women to deal with questions and issues which interest them
- Individual online consultation via email and Skype
- There are now several thousand women registered who have been trained online and/or offline by E-ženy.

Case Study: E-ženy (Slovakia)

Philanthropic focus

- ▶ Funding for projects which meet their criteria re viability
- ▶ Already, 3 charitable projects have been funded
- ▶ Future intention to fund more projects offering attractive activities with charitable intent.

▶ www.e-zeny.sk

info@e-zeny.sk

Many other European Initiatives

- ▶ There are many more examples of interesting initiatives across the EU.
- ▶ PES (Public Employment Services) and Older Workers – Toolkit for Public Employment Services available from EC Mutual Learning Programme for Public Employment Services – hyperlink below.
- ▶ [file:///C:/Documents%20and%20Settings/chris.CHRI\\$ PC/My%20Documents/Downloads/Peer%20review%20-%20Toolkit%20-%20PES%20and%20older%20workers%20\(2012\).pdf](file:///C:/Documents%20and%20Settings/chris.CHRI$ PC/My%20Documents/Downloads/Peer%20review%20-%20Toolkit%20-%20PES%20and%20older%20workers%20(2012).pdf)



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