

NIACE Research and Development



Key Findings



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Mature Workforce Initiative

Abstract

- ❖ To research and create a profile of people in the East Midlands aged 45 or over in terms of economic status, demography, health and morbidity, gender, ethnicity, perceived level of ability and skills, participation in community, voluntary work and learning, earnings and geographical location.
- ❖ To create a national perspective of reports, policies and strategies relevant to the client group which will inform local and regional projects and policy development over the next two years.

Research methodology:

- ❖ Literature review of national and local data
- ❖ Analysis of relevant data
- ❖ Identification of key issues and gaps in policy, strategies and practice.

Key Findings

The main conclusions of the project are:

A need to draw attention to:

- ❖ Benefits of working with a wide range of agencies.
- ❖ Need to make economic arguments to bring about change, but not forgetting equality arguments.
- ❖ The complex interface between policies – how transport policy impinges on employment, education, leisure etc. need to enhance workplace learning experiences and opportunities.
- ❖ Better understanding and promotion of the concept of self-help.
- ❖ Monitoring and assisting in the transition to LSCs.

- ❖ Being aware of current work in East Midlands in terms of aims, client group, availability of funding as well as extent of collaboration.
- ❖ Need to ensure participation of the voluntary sector.
- ❖ Being sensitive to and able to address the skills agenda.
- ❖ Creating examples of good collaborative work with New Deal 50+ programme.
- ❖ To seek solutions at all levels – local and regional.
- ❖ Consider emerging issues around midlife planning with the reduction in early retirement and disengagement of min in their 40s.

There are opportunities to:

- ❖ Recognise, celebrate, and promote good practice in employment involving older people
- ❖ Create an East Midlands Employer Good Practice Guide.
- ❖ Develop appropriate training for mature workers geared to specific industrial sectors.
- ❖ Encourage emergence of ‘champions’ in key positions to further the cause.
- ❖ Ensure employer participation in the project.
- ❖ Obtain consistent and comparable statistical data.
- ❖ Undertake more work on the links between health and engagement in society as well as increase in stress in the workplace.
- ❖ Obtain and use effective qualitative statements of the benefits of employing, training, recruiting, educating older people from employers, trainers, policy makers etc.

Recommendations

The main aim of the research was to design a report that can facilitate lateral thinking rather than one which contained categorical recommendations.

Output

- ❖ Ford, G. & Soulsby, J. (2000) *Mature Workforce Development*. Research and Report - East Midlands.

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Requests for ‘Key Findings’ in other formats, such as large print, are welcome. We would be pleased to consider your request.



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