

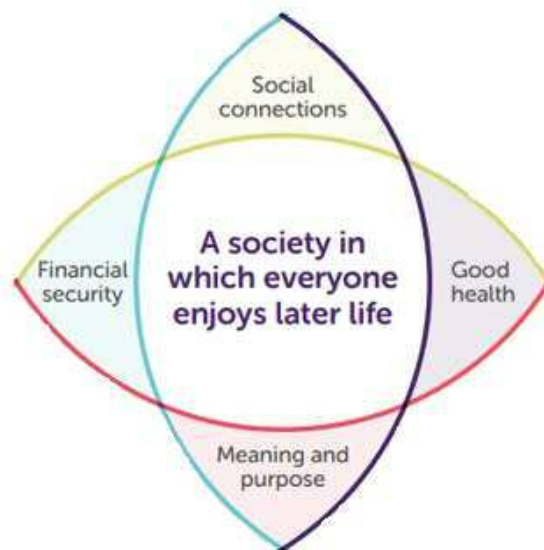
A mid-life employment crisis

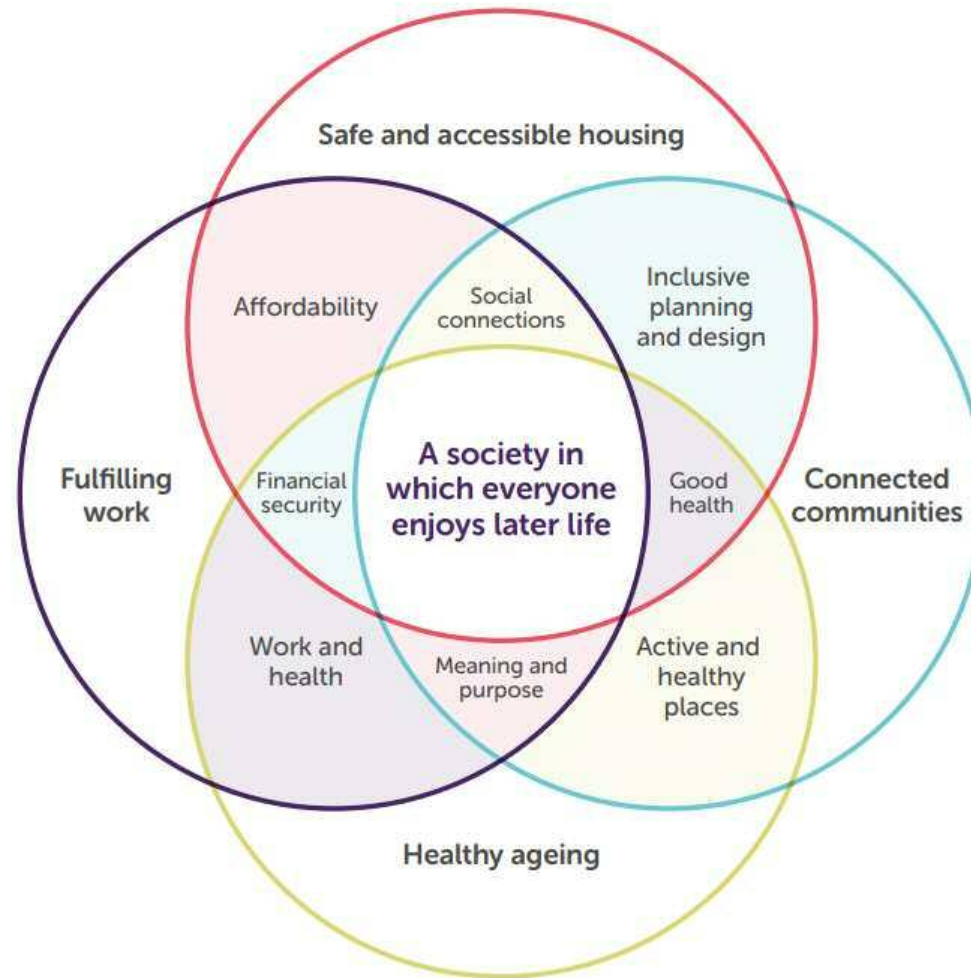
How COVID-19
will affect the job
prospects of
older workers

Learning and Work Institute



A society in
which everyone
enjoys later life



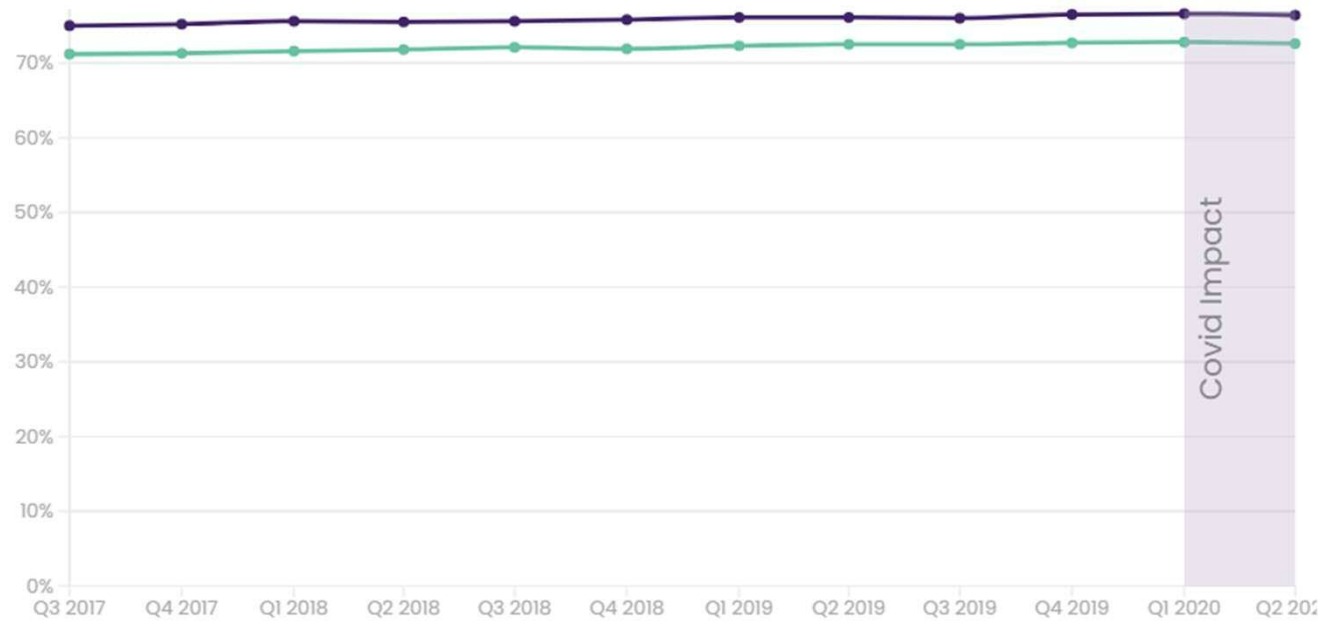


Our goal is 1 million more people aged
50-69 in fulfilling work by 2022.

It's too early to tell much from the high-level employment stats.

UK employment rate, Q3 2017 to Q2 2020, 16-64 and 50-64

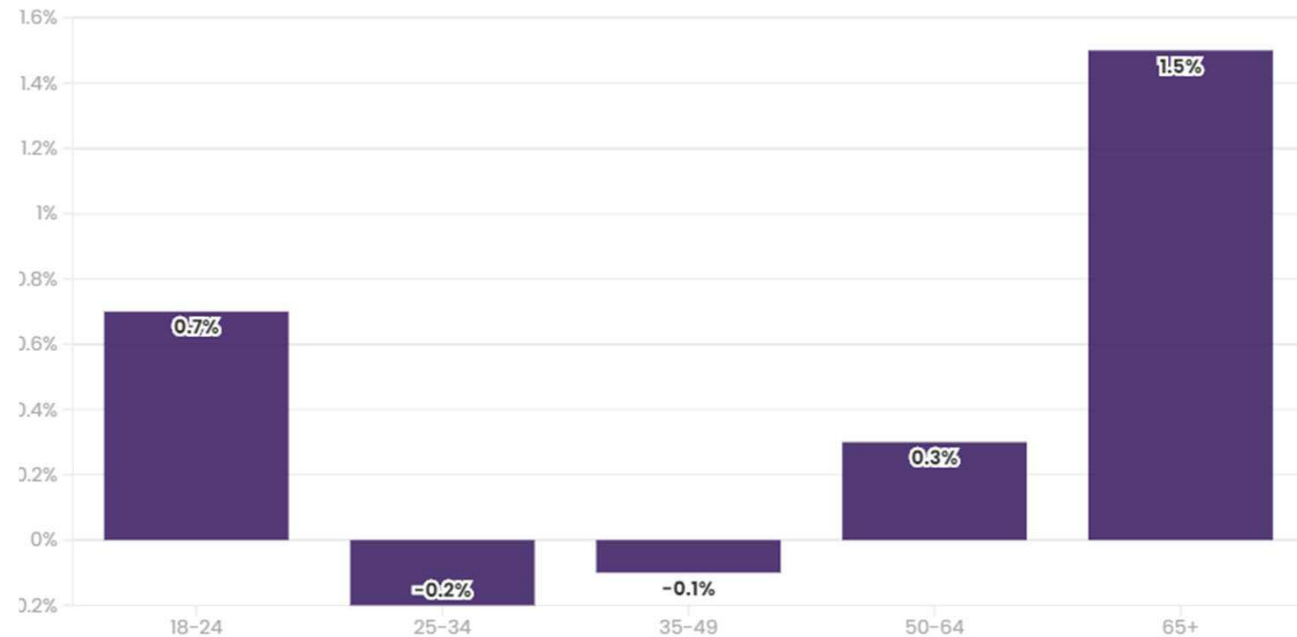
■ 16-64 employment rate ■ 50-64 employment rate



Source: Labour Force Survey, via ONS (A05)

65+ have seen the sharpest rise in economic inactivity rates.

Change (percentage points) in economic activity rate by age group, UK, Jan-Mar 2020 to Apr-Jun 2020

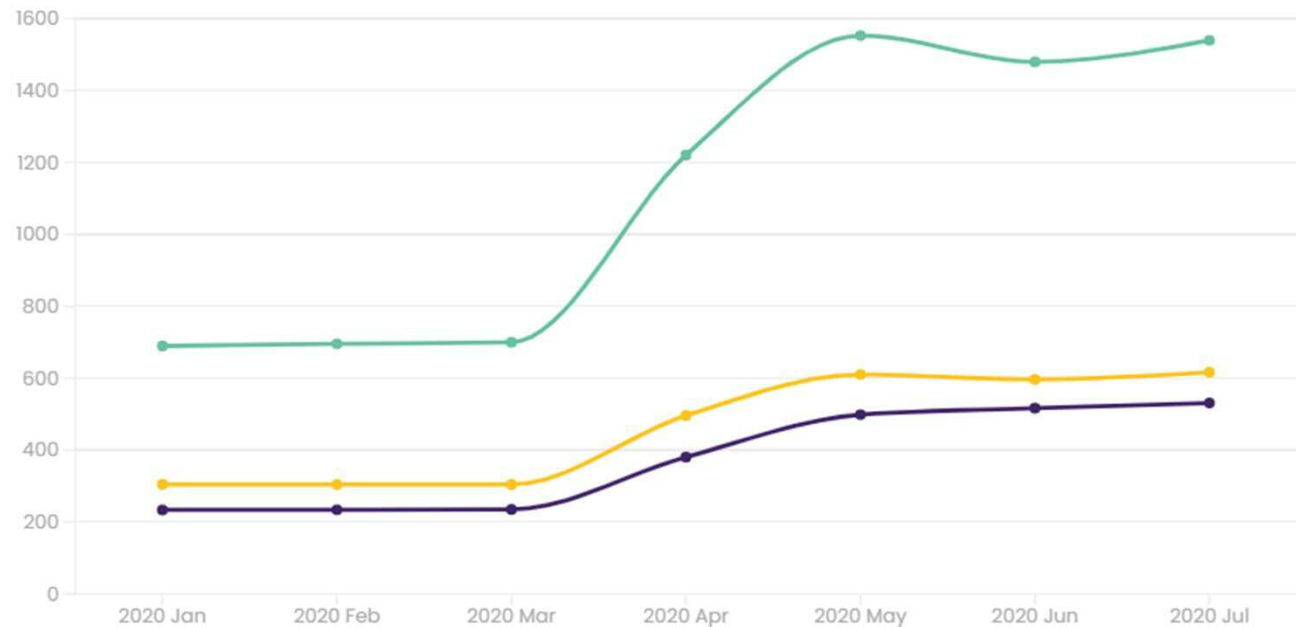


Source: ONS Labour market by age group (A05)

The number of people age 50+ claiming unemployment-related benefit has more than doubled since March.

Climaint Count (thousands) by age, UK, 2020

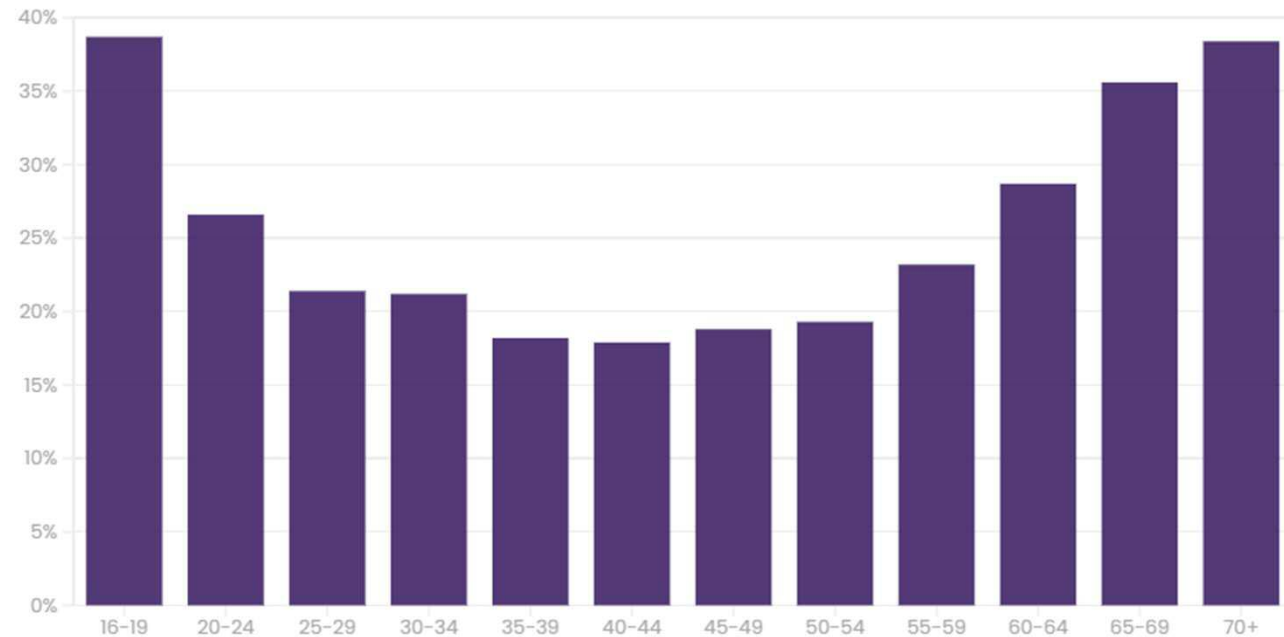
■ 18-24 ■ 25-49 ■ 50+



Source: ONS Experimental Statistics (CLA02)

Furlough rates show a U-shape.

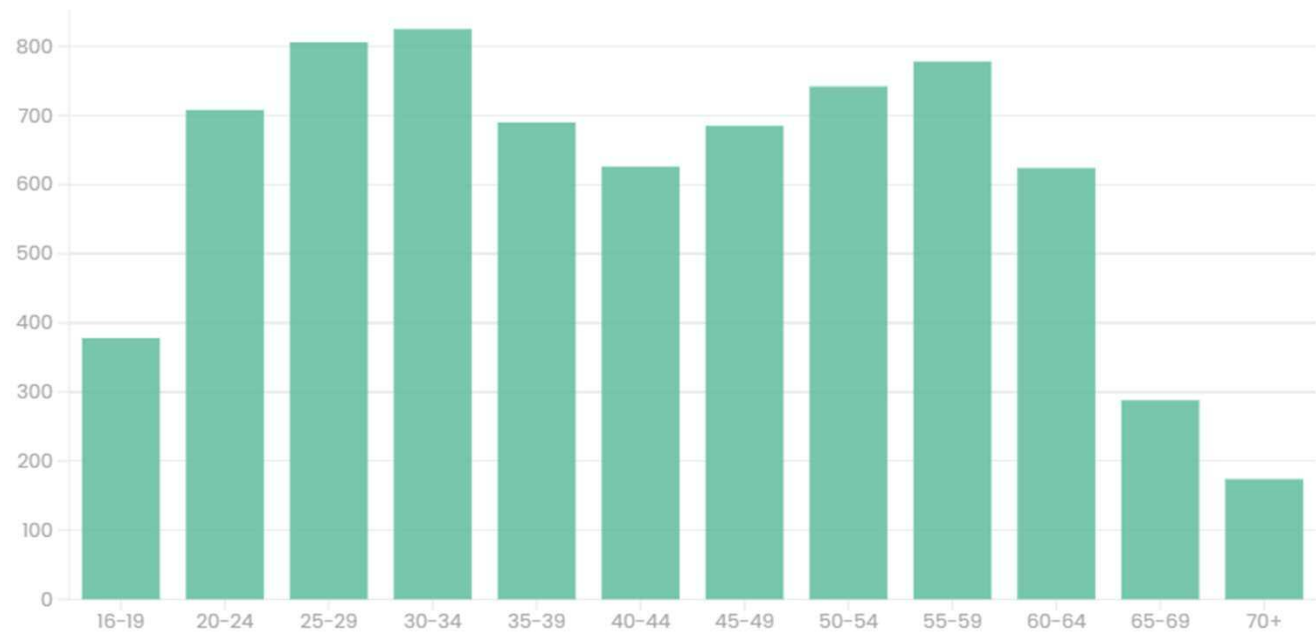
Away from work rates for those in employment, by age, UK, April to June 2020



Source: ONS analysis of Labour Force Survey

Furlough rates show a U-shape.

Number of people temporarily away from paid work (thousands), by age, UK, April-June 2020

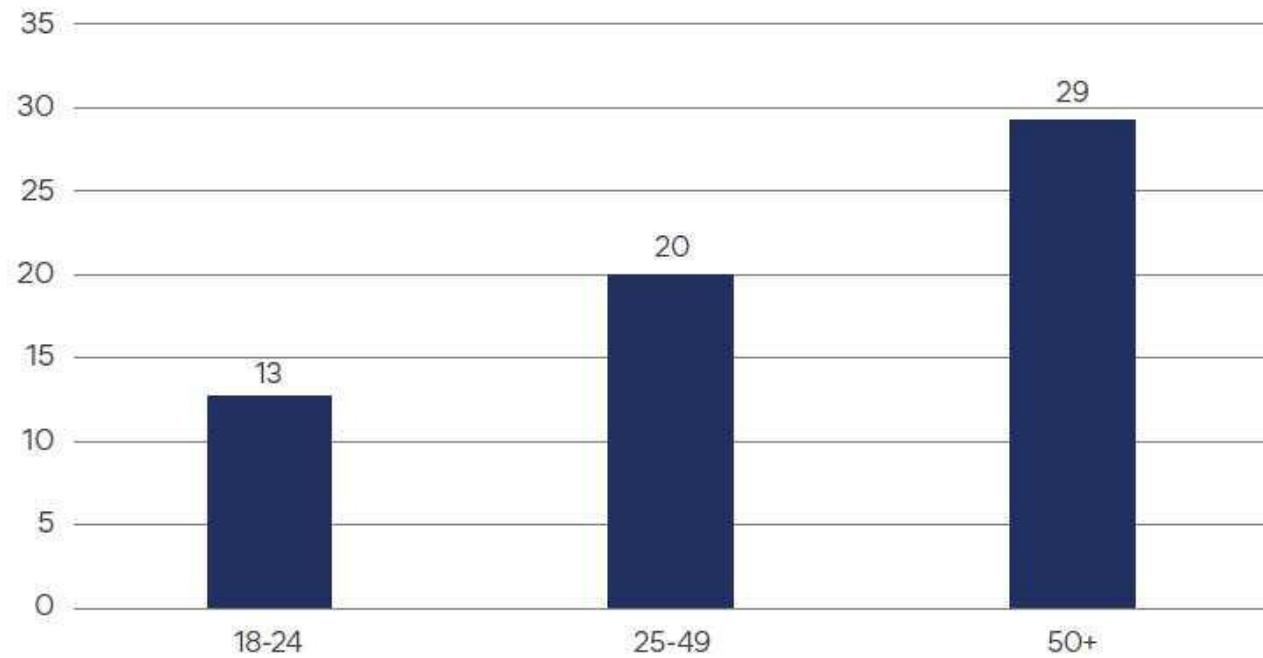


Source: ONS analysis of Labour Force Survey

But we're really worried about
long-term unemployment

Figure 4 - Over 50s who are out of work are more likely to be long term unemployed

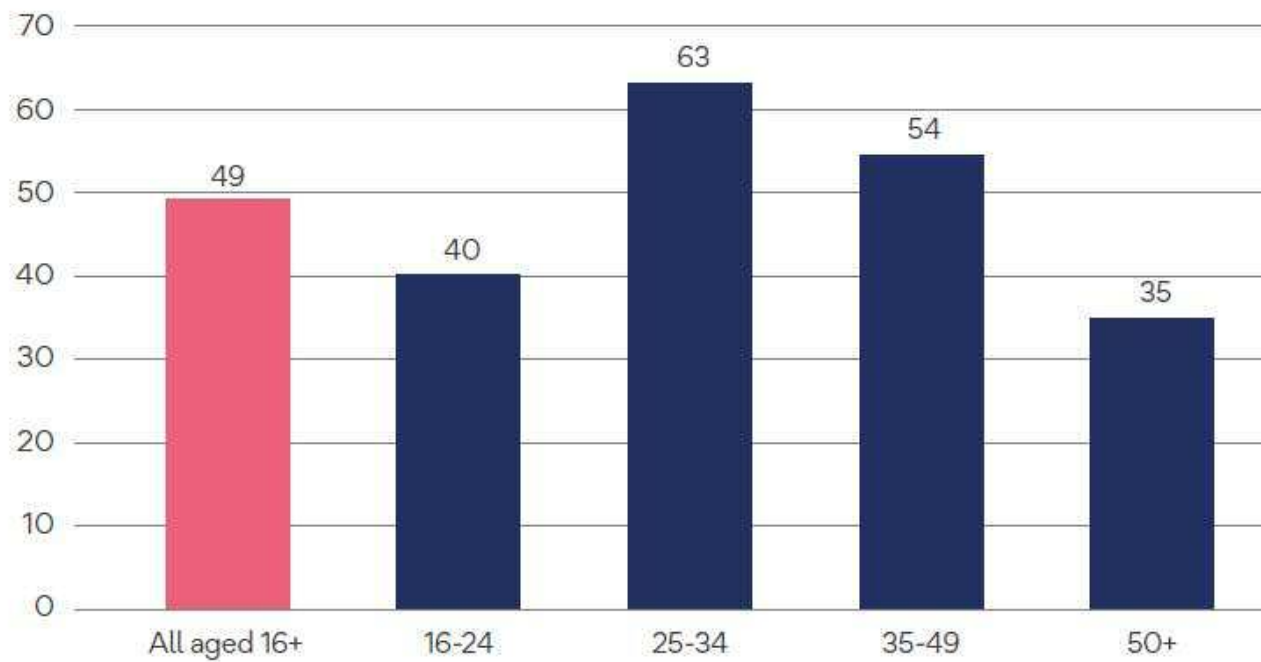
Unemployed for more than 12 months, by age, 2020



Source: L&W analysis of DWP data

Figure 5 - Older workers who lose their jobs are less likely to return quickly to work

Re-employment by age, 2019



Source: NatCen Social Research analysis for Ageing Better, of Labour Force Survey.

The barriers cited in our 10 interviews

1. Skills gaps in applying for jobs and seeking work
2. Developing new skills to transition to new sectors post-Covid
3. Finding flexible work
4. Ageism

“...people see us as older than we are, and I think people see us at risk, as the same way that over 70s are at risk...when we are applying for jobs or we are out in the community, I think people, sort of, job wise, they probably don't want to employ us because they probably see us as more of a risk, health wise...”

5. Confidence and aspirations

What should be done?

1. New back-to-work support programmes must not repeat the mistakes of the Work Programme.

- There should be a consistent and clear message to employers, job coaches and employment support services that the over 50s are as entitled to support as younger workers.
- This messaging should be backed up with robust incentives and oversight of programmes to support the long-term unemployed, to ensure that older workers' needs are being met.
- In addition to these support programmes for the long-term unemployed, there should be early, intensive and targeted employment support available for anyone who faces additional barriers to finding and getting work.

- 2.** The Government's announcement of a broad **programme of traineeship opportunities available to workers under 25 should be accompanied by support for all adults to retrain, including the over 50s.**
 - The government should invest in training that is tailored to older workers needs to help them to move back into work.
 - Adult skills funding should be extended to give all older workers an entitlement to funding for a qualification, or modules, up to and including level 3.
- 3.** There is a need for **further work to understand financial wellbeing among older workers**, how the pandemic has affected them, and the options available to support them, so that appropriate action can be taken.



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