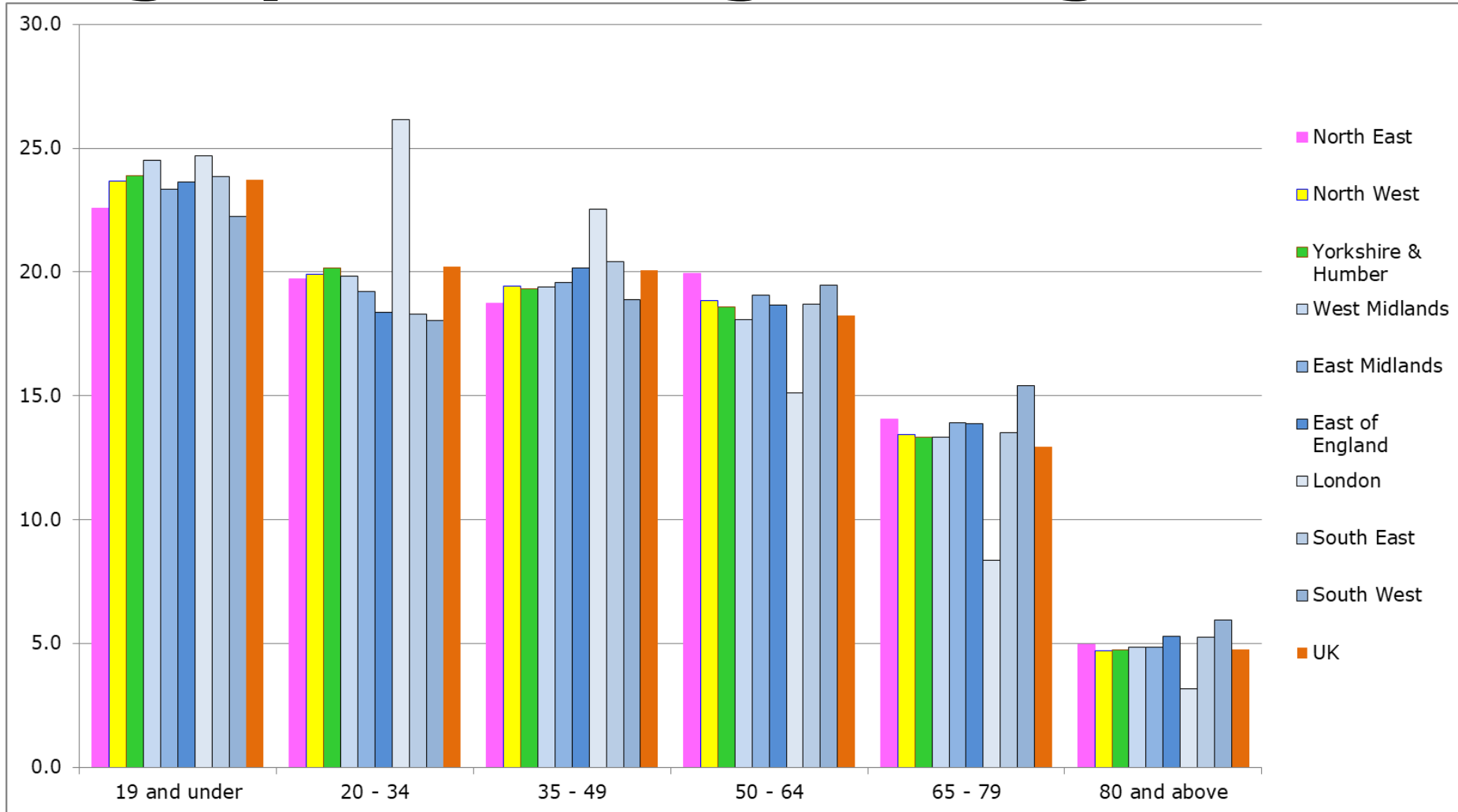


Older workers in the Northern Powerhouse

CROW/TAEN/LSE seminar

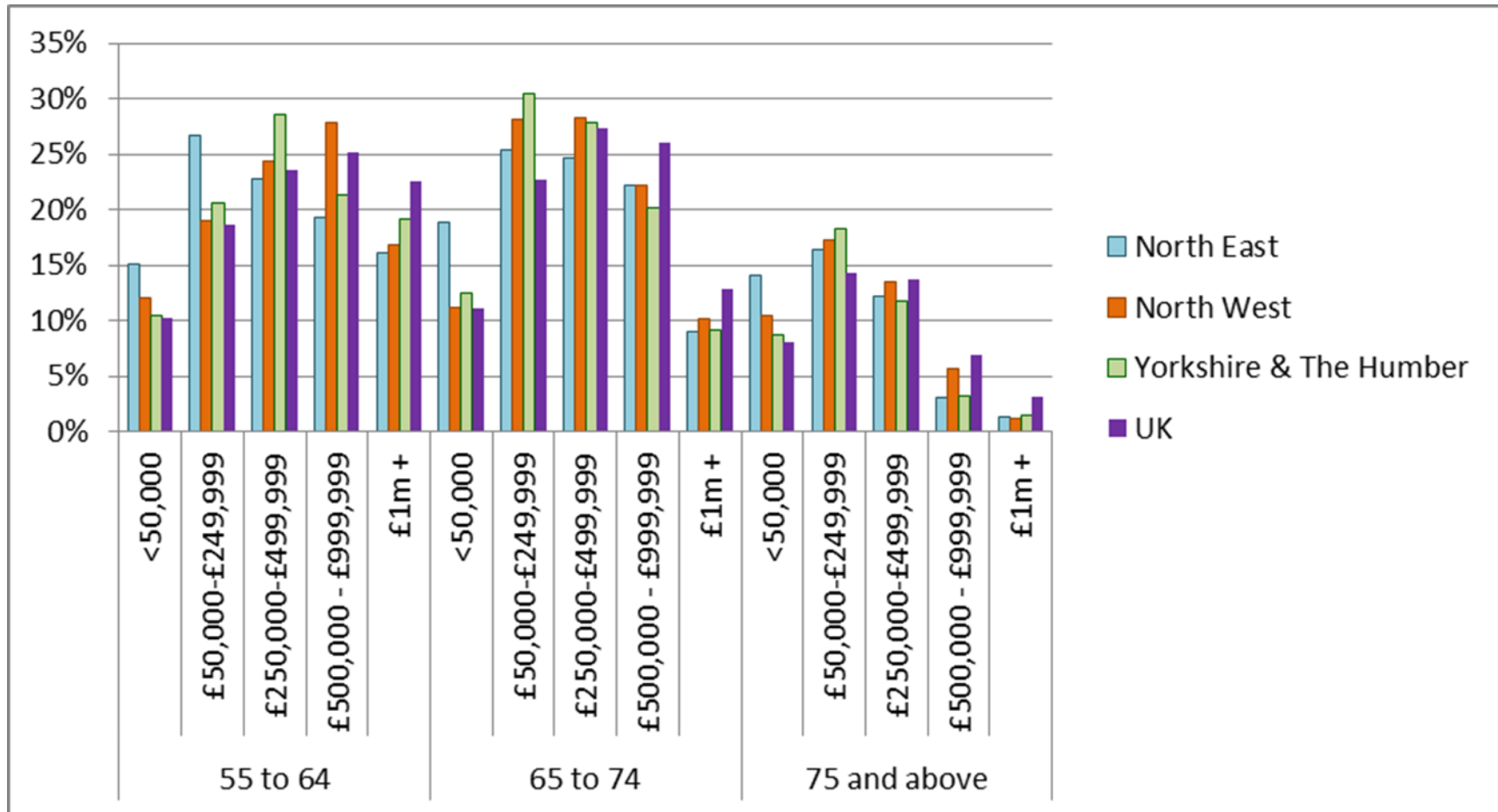
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Age profile, English regions



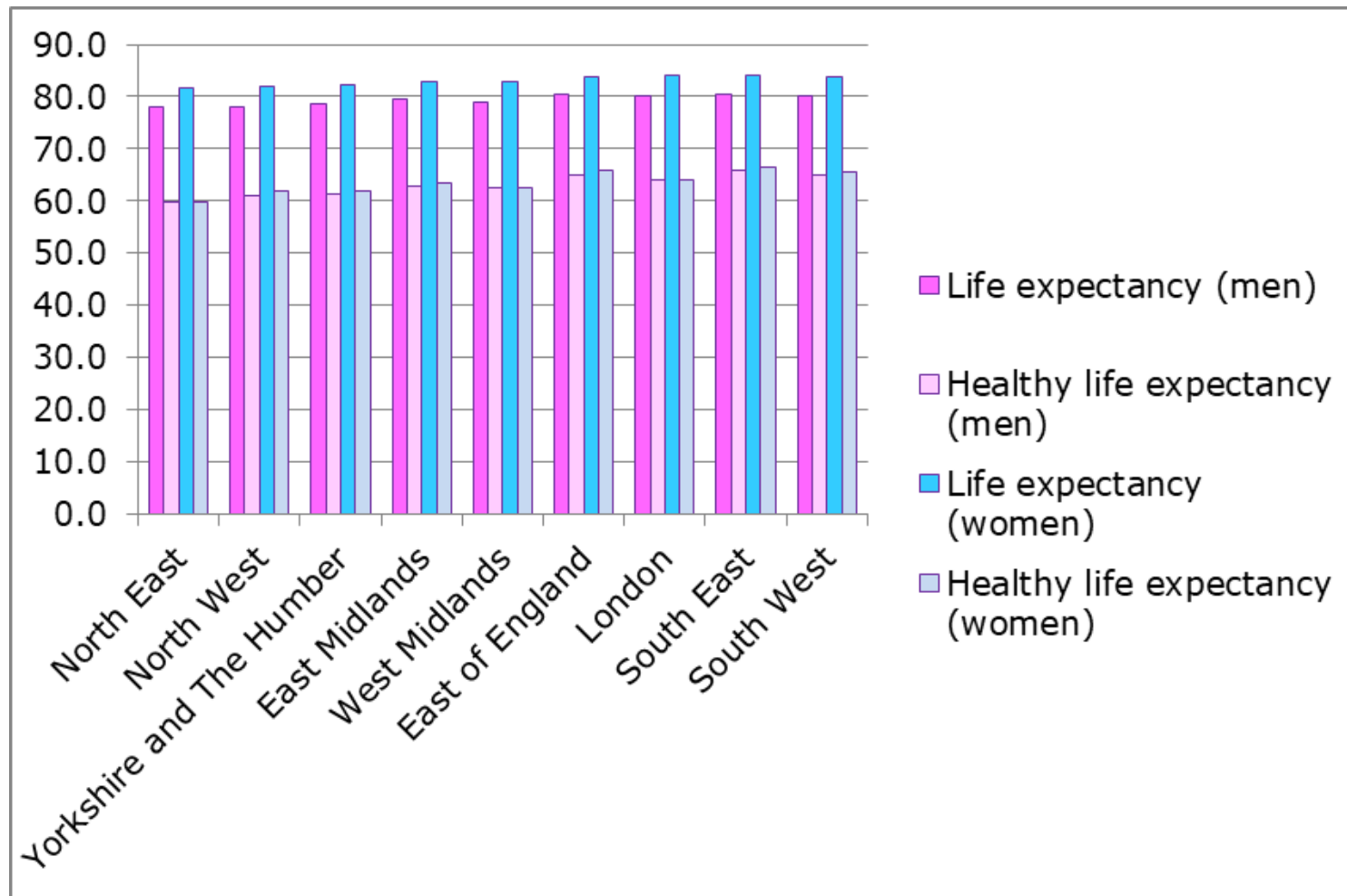
Source: Office for National Statistics, *Population estimates: mid-2015*, IPPR analysis

Household wealth of older people, northern England



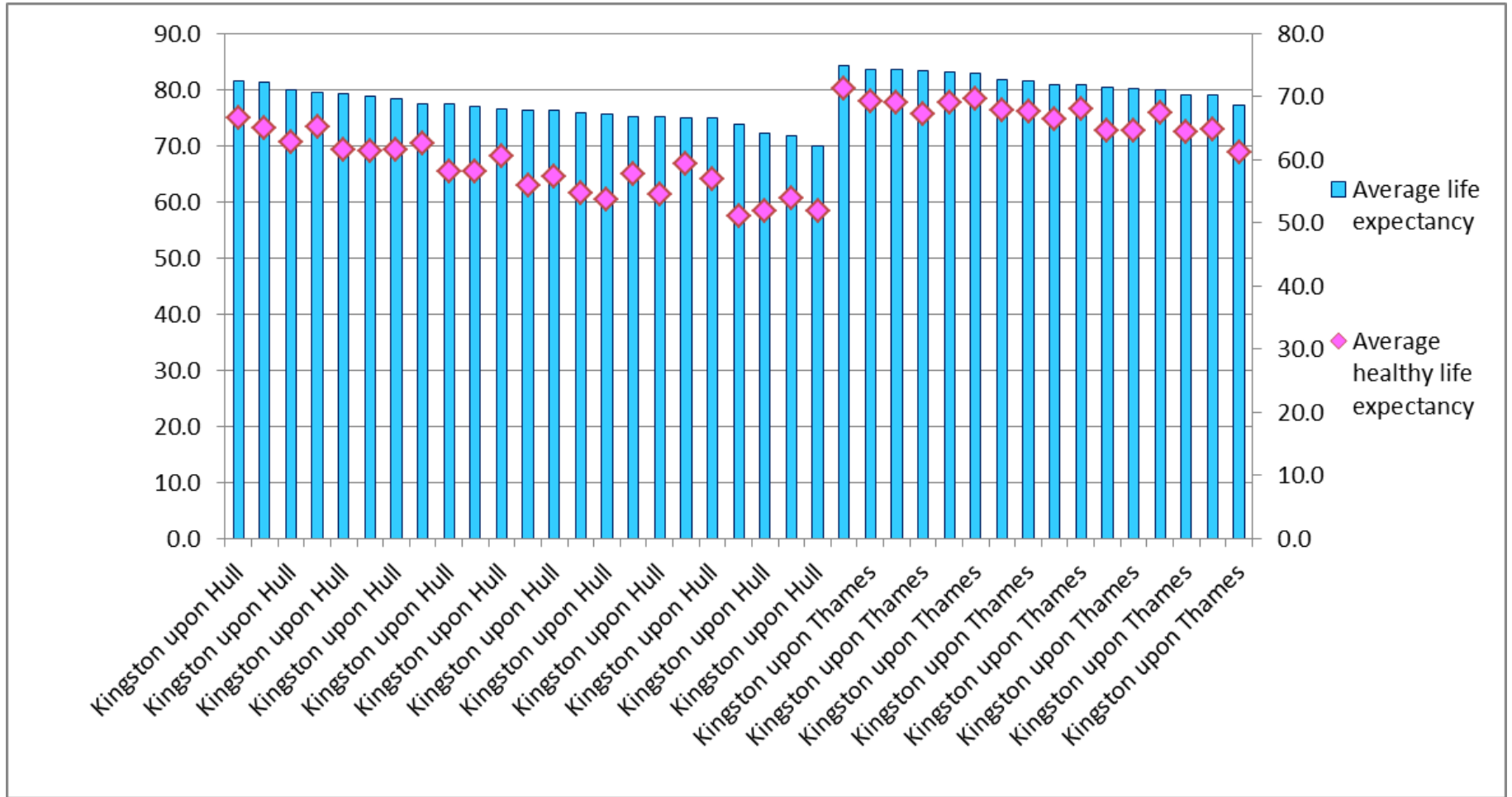
Source: Office for National Statistics, *Population estimates: mid-2015*, IPPR analysis

Ageing & health, northern England



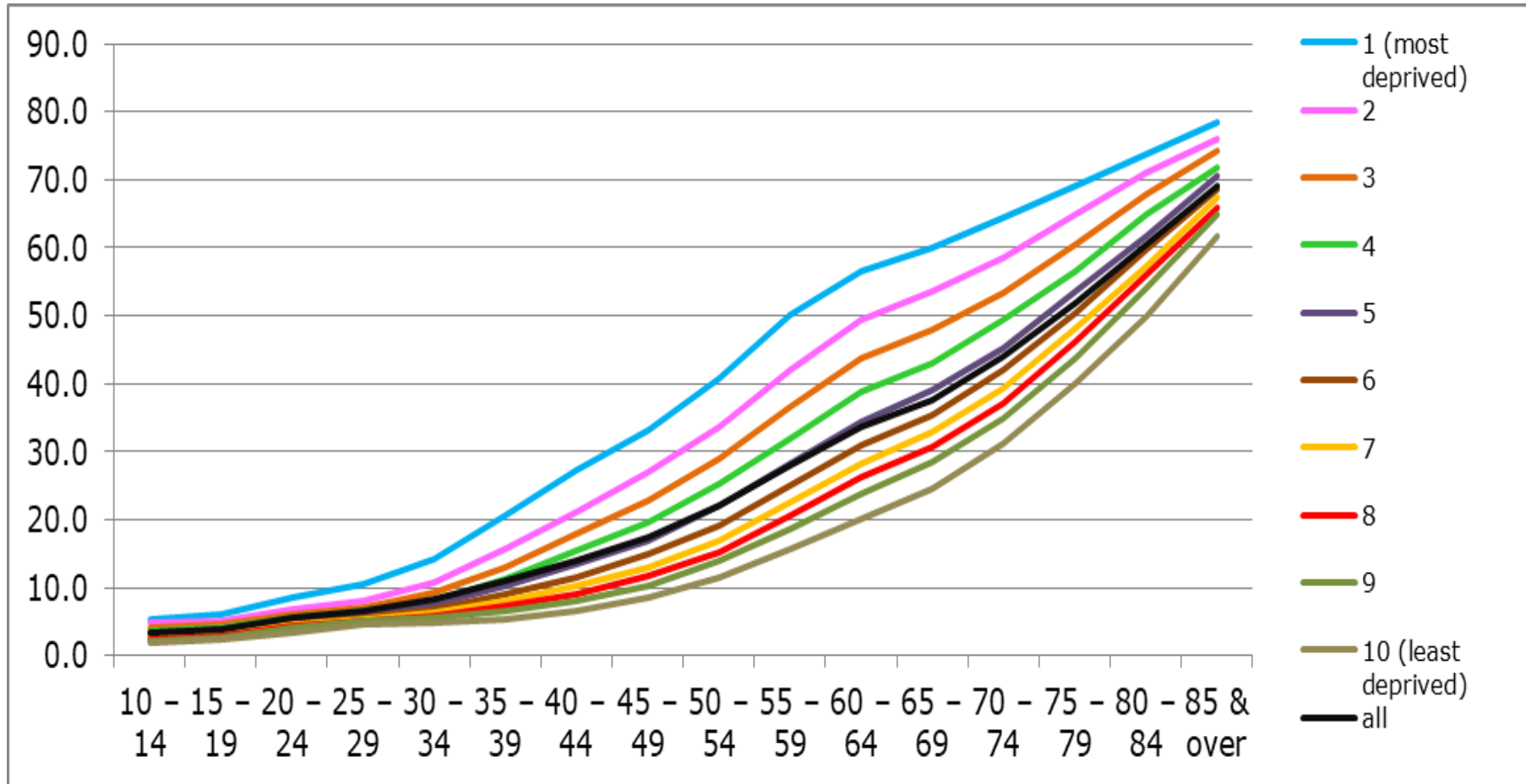
Source: Office for National Statistics, *Population estimates: mid-2015*, IPPR analysis

Life expectancy & healthy life expectancy, by ward (two examples)



Source: Office for National Statistics, IPPR analysis

Self-reported health, by decile of deprivation - England



Source: Office for National Statistics, IPPR analysis

Challenges

- 1 Concentration of sectors** in which many jobs make high physical and/or emotional demands
- 2 High numbers of small businesses** with limited opportunities to redeploy staff
- 3 Narrow skills and/or training focus**, and limited engagement in or opportunities for lifelong learning
- 4 Extensive dependence on 'non work productivity' of older workers** (caring, volunteering)
- 5 Savings to the public purse** tend to be for national government (pensions, benefits); costs tend to be local (caring and volunteering)

Recommendations

- 1 Manage extending working life at the local economy level** rather than as an issue primarily for individuals or individual businesses – older workers as part of the local workforce
- 2 Devolution deals that recognise local initiatives** and their impact on extending working lives
- 3 Prioritise 'mainstreaming' policies for equitable ageing** rather than treating older workers (or businesses that employ them) as the exception
- 4 Take a lifecourse approach to extending working lives**, in the context of regional populations and sectors
- 5 Prioritise partnership working & business support**, and local versions of national policy
- 6 Address culture & language** at regional level (as well)

Devolution deals

- 1 Develop regional 'generational accounts'** that reflect the relationship between age, ageing and the local economy; these should form the basis for some limited fiscal devolution of funds to support policy for extended working lives
- 2 Analysis of local labour markets, social trends and ageing** as the basis for local policy & actions under Devolution Deals.
- 3 Incentives to companies that engage in actions to support extended working**
- 4 Partnership working**, between LEP/Combined Authority departments (including economic development and welfare services), other local stakeholders (e.g. health) and specialists
- 5 'Lifecourse work centres'** as regional 'hubs' for policy & practice to support extended working

National strategies, local implementation

- 1 Sector-specific business support: occupational health, training provision & signposting, HR issues (with proactive sector-level working) – ‘whole workforce’ approaches
- 2 Public health interventions in the workplace (targeted locally)
- 3 LWCs adopt functions of Jobcentre Plus for older jobseekers
- 4 Interventions for older workers at large-scale redundancies
- 5 LWC co-ordination of redeployment opportunities
- 6 ‘One stop shop’ advice and support for older entrepreneurs (LWCs)
- 7 SME support



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