

# Can I swop my fork lift for a mobility scooter?

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# Who Are Age Inclusive?

- Feb 2012: Age Inclusive Ltd formed
- Feb – May 2012: Concept development
- June – September 2012: Pilot / Testing phase and assembling a team of associates
- October – evaluation and feedback and service redesign
- Feb 2013 – development of on-line tool and testing other products

# Mission Statement



“To play a pivotal role in assisting the UK economy and society to address the issues of an ageing workforce by providing high impact, cost effective solutions to businesses and organisations”

# Key Facts

- The proportion of people over 55 who are planning to work beyond the state pension age has jumped from 40% to 71%.
- Already, one in four 65-74 year olds continue to earn a wage.

# The pilot

- Developed a set of 6 standards / 120 criteria against which businesses could measure strengths weaknesses and gaps around ageing workforce issues
- Tested the Age Inclusive criteria with 11 organisations
- Partnership with the university to evaluate Pilot



# Findings

- Large companies are starting to discuss and address these issues
- Some small businesses struggle with the law around retirement, pensions and equality
- Some leaders and managers ignore the issues

# Findings

- Too little attention is given to the health and wellbeing needs of the ageing workforce in some businesses, especially SMEs
- Lack of understanding in some businesses of workforce planning and talent management
- Some very small businesses deal well with the ageing issues

# Key positive strategies

## *Health and wellbeing*

- Ensure the workplace is a setting where staff can access information about maintaining good health – proven financial rewards for business
- Ensure businesses understand how to manage staff who may have chronic or long term health problems
- Ensure businesses know where and how to best access information – NHS and private provision
- New free occupational health service for SMEs to be launched 2014 to help businesses



# Key positive strategies

*Talent management, workforce planning,  
Training*

- Need for business to know staff intentions /needs
- System of 1-2-1s /appraisals where staff feel it is safe to discuss their future intentions /needs
- Training strategies to include the older workforce – no assumptions

# Key positive strategies

## *Recruitment and retirement – beginnings and endings*

- Ensure recruitment processes are legally compliant
- Consider flexible working practices and ‘think outside the box
- Gradual retirement will become common place in future

# Questions and Discussion

How can organisations manage the performance of an increasing number of older people who, for a variety of reasons, want or need to work beyond what has been regarded as normal retirement age?

How can organisations prevent key older individuals from leaving the workplace prematurely, taking with them irreplaceable skills and experience?

How can organisations maintain and increase the motivation and engagement of older employees who previously may have been left to coast along quietly until retirement?

# Questions and Discussion

How can organisations identify employees who will represent a good return on investment if additional training and development programmes are provided?

How can organisations recognise and develop policies and programmes to meet the specific needs of older workers while avoiding the dangers of prioritising the needs of older employees above those of other groups?

# Contact us

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