



Stuart Hollis



# Economic engagement, workforce development and well-being

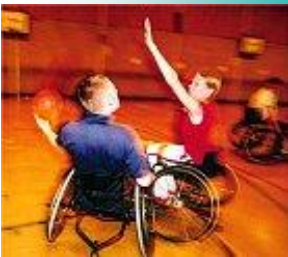
## NIACE for AEA Conference

# Context

- **Participation in learning (McNair report)**
- **Working and well-being (DWP Research)**
- **Retirement – the changing environment**
- **Well-being and learning**



# Mid-life Career Review Project



# Context for the Mid-life Career Review project?

- Ageing society
- Extending working lives
- Impact of the removal of statutory retirement age
- Impact of increasing age for receipt of state pension
- Focus on transitions – at all life stages
- Learning through life
- Informed by the ReGrow project in the South East and the Older learners survey results

# Key features

- **18 partners involved** (including all NCS prime contractors plus unionlearn, an adult education college and the voluntary sector)
- **2,500+ clients**
- **Piloting different models** eg one to one, group work, phone, on-line
- **Development of materials to support clients and advisers**
- **Research and evaluation**
- **Recommendations to government and NCS**

# What are we trying to find out?

- What do we already know about mid-life clients?
- What do we offer already to clients in mid-life? Is it any different to general offer?
- What are the barriers to participation and barriers to provision
- Suggestions for overcoming barriers

# Key questions

- Is there demand or need for a mid life career review?
- What approaches are most effective at stimulating such demand, and for what kinds of people?
- How far do needs differ between different groups of older people?
- How far do needs differ by local labour market conditions?
- How well prepared are providers to respond to the needs of this age group?

# Key questions

- What support do they need to meet these needs effectively?
- How can training help older people to make better career/retirement choices?
- What are employers' attitudes towards career reviews and guidance for older workers?
- How could services and Government support provision most effectively and economically?



# Key questions for individuals

- **Can I negotiate changes at work?**
- **What impact might flexible working have on my income – now and later?**
- **What training/re-training can I get?**
- **When might I retire?**
- **Can I afford to retire?**
- **What are my pension options? / Will I be able to get benefits?**
- **Is my health good enough to carry on working?**
- **I'm a carer – what will work for me?**