

Flipchart Notes – Work and Financial Security

Need for flexible working to keep experience and reduce the costs of recruitment.

Work supports health and provides a sense of purpose and valued relationship

Barriers include perception of and prejudice against older workers, losing expertise, burnout, health and caring responsibilities, mental health, lack of IT skills, adaptability to change

HR and line managers should encourage a “midlife MOT” and provide incentives and opportunities to older staff to encourage them to perform better at work

State pension age for women, menopause and hidden problems, women seen as carers

Adult education in later life is a daunting process

Redundancy more difficult for those aged over 50 years – need training and apprenticeships for this age group

Digital exclusion faced in making job applications

Financial security lacking, state pension is taxable

Lack of confidence at getting back in to work

Nobody wants retirement