

EUCEN 2012 Conference
Universities' Engagement in and with Society
Workshop Presentation

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50+ Employability Projects

- 50+ Challenge: 1997-2004
- Advancing Women's Employment: 2004-2007
- Older Workers Learning: 2008-2011
- Realising Your Potential: 2008-2011
- SILVER: 2011-2013
- Talk Talk: 2012- 2015
- Managing Life Transitions: 2012-

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50+ Challenge

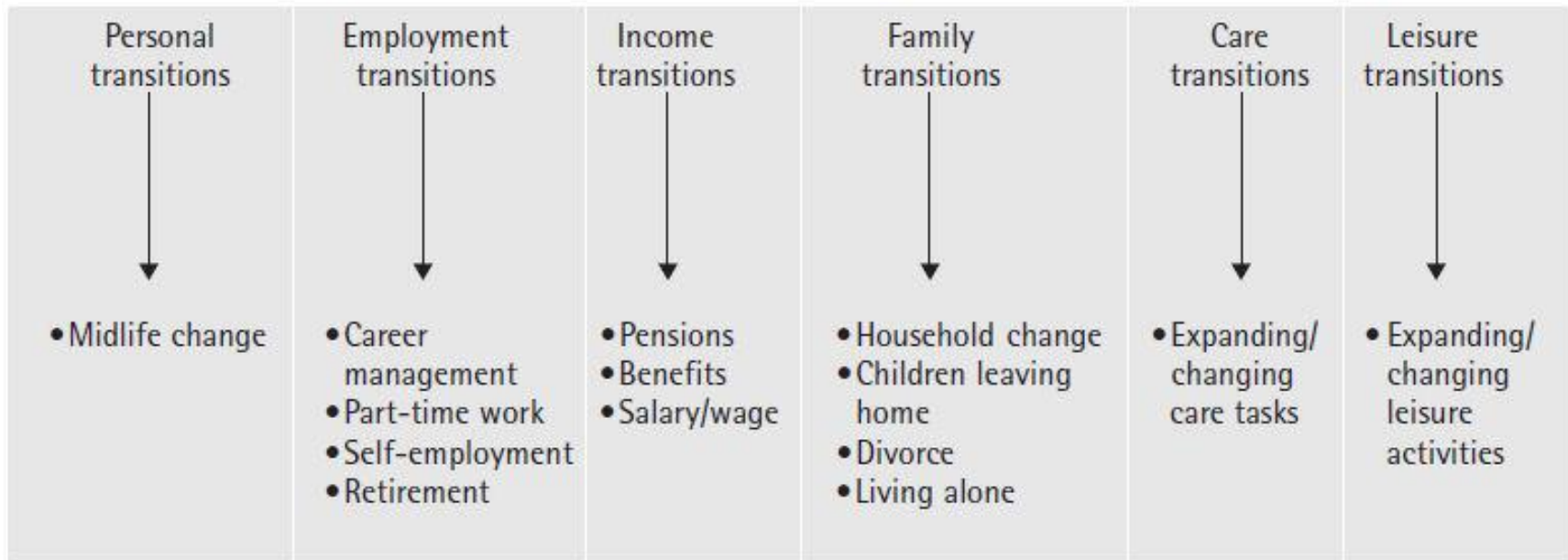
- Lack of Awareness of Changing Job Market
- Low IT Skills
- Poor CV Writing Skills
- Lack of Job Interview Experience
- Discrimination/Prejudice/Disinterest Amongst Employers

Realising Your Potential

- Reconnect with Learning
- Update Existing Skills and Develop New Skills
- Assess Work Options and Potential
- Enhance Future Employability
- Consider Working Longer and/or Postpone Retirement

Understanding and responding to transitions in later life

- For many individuals, working in later life is the 'dot on the horizon'
- Capacity to deal with change and uncertainty varies significantly from person to person and is amplified by age



Findings: Future uncertainty

- 61% of participants likely or extremely likely to work beyond Statutory Retirement Age
- A further 30% unsure whether they will work beyond SRA
- Only 9% indicated they were unlikely to work beyond SRA



Observation: Organisational response

East London
Advertiser

Council quicker to make over-50s redundant according to campaign group figures

✉ Alistair Kleebauer, Reporter
Wednesday, January 12, 2011
3.00 PM

COUNCIL workers aged over 50 are being made redundant at five times the rate of their younger counterparts, according to a campaign group.

The Wise Owls group, who provide employment support for older workers, made a series of Freedom of Information requests to Tower Hamlets council which reveal the shock figures.



heraldscotland
Monday 24 May 2010 **The Herald | sundayherald**

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Over-50's targeted in council job cuts

Exclusive, Gerry Braiden
10 Nov 2009

All staff over 50 at Scotland's largest local authority are to be offered redundancy deals as the council looks to reduce costs and cut up to 4000 jobs.

The first stage in Glasgow City Council's trawl for redundancy volunteers will see letters sent to all 3500 employees aged 50-plus by the end of the month. Accompanying briefings will outline the terms of any packages, which will include optimum pension entitlements and a severance deal.



LATEST NEWS

UK businesses unprepared for coping with ageing workforce
Laura Chamberlain 16 September 2010 14:15

Companies are not prepared for coping with an ageing workforce, despite the upcoming abolition of the default retirement age (DRA).

A survey by the Chartered Management Institute (CMI) and the Chartered Institute of Personnel and Development (CIPD) reported that 86% of managers and HR managers do not consider their organisation to be well prepared to deal with the issues surrounding an ageing workforce.

Nearly half (43%) of managers surveyed were not well-informed about their own organisation's retirement policies and 34% claimed that there was no boardroom recognition of issues surrounding the ageing workforce.

Observation: Impact on individuals

- Increasing uncertainty
- Once out of the labour market, older adults less likely to re-enter labour market than younger people (TAEN, 2009)



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Wednesday 13 April 2011 The Herald | sundayherald

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One in three Scots forced to delay retirement plans

JASPER HAMILL
13 Apr 2011

ALMOST one in three Scots who hoped to retire this year are putting their plans on hold as many find they cannot afford to stop working, according to a new study.

A survey of 1055 people by the insurer Prudential found 38% of people who had previously planned to retire have rethought their decision, with 22% unable to afford the move.

The number of people who feel too financially insecure to stop working has shot up from 15% over the past 12 months.

Most people now think they will retire at 68, rather than 62.

Some people have failed to save enough money to maintain a decent lifestyle during retirement, while others have not paid into a pension for long enough or have lost value on their savings during the recession.

Campaigners also singled out Britain's low-paying state pension system as a factor.

Some 40% of those putting off retirement for financial reasons think they will have to keep working until they are 70

Later Life Learning Background and Context

- Origins of University of Strathclyde
- Importance of motto- *A Place of Useful Learning*
- Strategic Focus of Centre for Lifelong Learning
- Diversity of Learning Programmes

The Learning in Later Life Programme

- Established in 1987- Daytime programme aimed at the 50+ age group
- 200 students - 2,500 students
- Most popular subjects - Creative Arts, Languages, IT, Health and Fitness
- Credit and non - credit classes
- Some 50+ students choose/prefer to study in the 'all age' weekend/evening/summer programme and/or in undergraduate classes. Some students on 3L Programme are aged under 50

Reasons for Success and Sustainability

- Support of Senior University Management
- Integration into University life
- Evolving and responsive learning programmes
- Good practice provision
- Contribution of volunteers
- Integrated social dimension

The Learning in Later Life Students' Association

- Optional to join. Separate management structure
- Approximately 1,000 members
- All year round programme of social/educational activities
- Student led Clubs - French, German, Italian, Spanish, French Book, Drama , Debating, Art, Architecture and Design, Bridge, Traditional Music, Current Affairs, Computing, Urban Walking, Genealogy etc

3L Students as Volunteers

- Helping with initial development of 3L programme of classes
- Help with ongoing development of 3L programme eg marketing of classes, assistance at student recruitment events, 'meet and greet' service at beginning of each term
- Management of 3L student association and 3L clubs
- Tuesday Club
- Computer Buddies
- Heritage Guides
- 50+ Challenge

3L Students' Role in Research

- Research projects in Academic Departments in Strathclyde University
- CLL Collaborative research projects with eg Glasgow School of Art, Other UK Universities, Scottish Consumer Council
- Newly established staff/student Research and Project Development Group
- *Completed activity*- Guidelines for University departments wishing to involve 3L students in their research
- *Current activity*- Researching and writing up of 25 years history of 3L Programme
- *Future ideas* – Writing and producing a marketing video re later life learning for putting up on U tube, developing and evaluating a pilot peer learning project, collecting and collating data on 3L students preferred learning styles.



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Strathclyde
Glasgow