

Skilled unemployed older individual's experiences of the jobsearch process in the UK

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The European Context

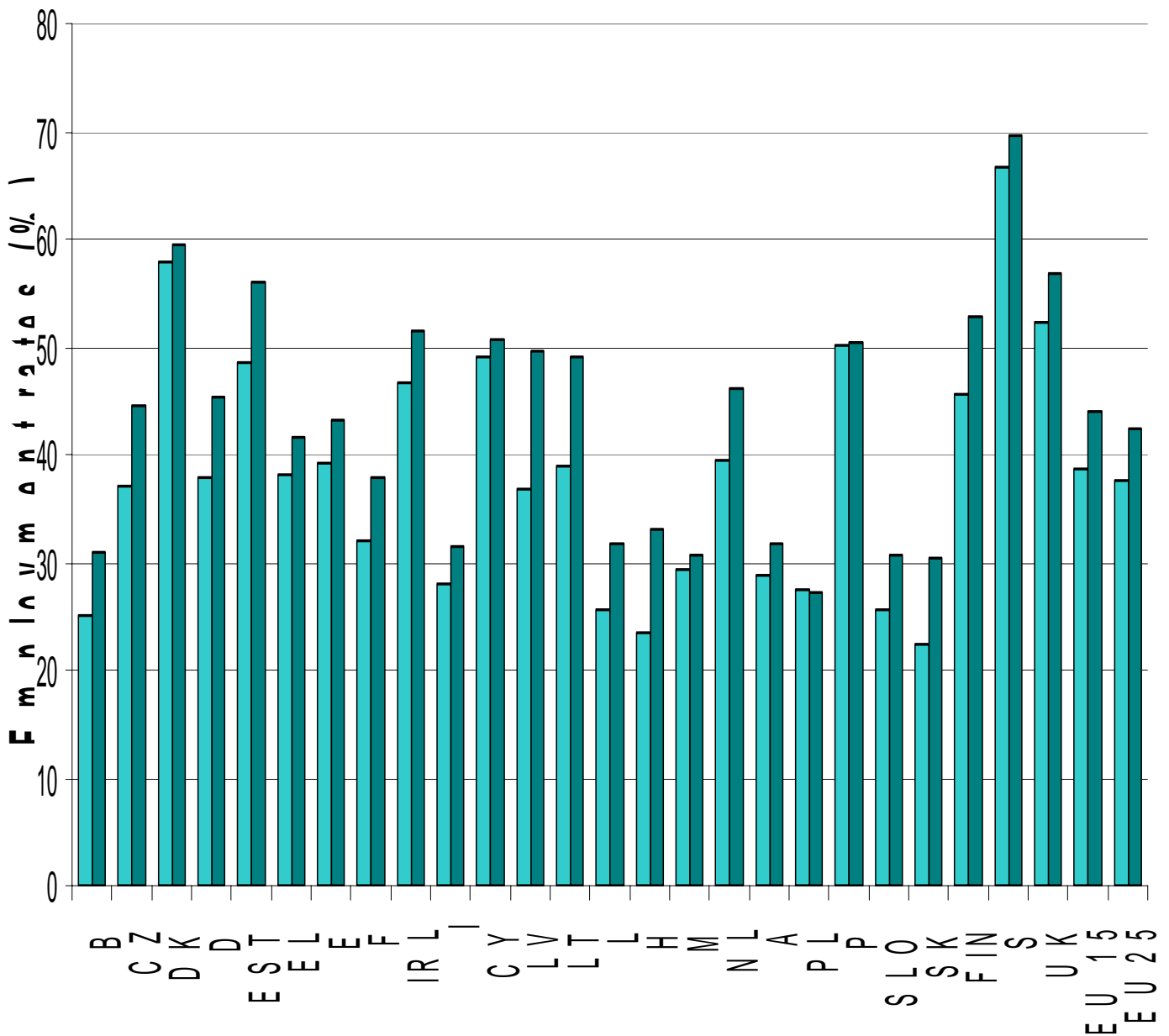
- Projections- demographic ageing.
- Stockholm Council (2001)- 50% employment rates for the 50+ (2001).
- Barcelona Council (2002)- target to extend average retirement age by five years.
- Active ageing- refers to the reduction of early retirement incentives and increase in opportunities for older workers (e.g. legalising partial retirement).
- Also improve the 'negative' conditions that lead to early exit- health and safety and promote training.



The European Context

Employment Rates for Older Workers

2001 2005



(Eurostat, 2005).



The UK- New Deal for the 50+

- An individual must be
 - over-fifty;
 - receiving Income Support, Jobseeker's Allowance, Incapacity Benefit, Severe Disablement Allowance or Pension Credit for six months or more (those receiving National Insurance Credits, Invalid Care Allowance or Bereavement Allowance may also be eligible);
- Includes:
 - Personal adviser;
 - 50+ element to the WTC for those earning >£15,000;
 - Training Grant of up to £1,500.
- EC Council Directive (2000/78/EC)- anti-ageism strategy by 2006. The UK is the last nation to do so. October 2006-legislation introduced: "*one should not discriminate more than necessary*" (DTI, 2005: 34).



Methodology

- MRes thesis;
- In-depth interviews;
 - Personal Advisors for the ND50+;
 - 50+ skilled unemployed individuals;
- Aim: to examine the experience of unemployment and jobsearch for skilled third age individuals.
- Contrast the views of professionals who deal with this group and the 'reality' for the third age individuals themselves.

Findings

The 50+ respondents

- Motivation for jobsearch;
- Ageism;
- Interactions with Job Centre Plus;
- Rights and responsibilities vis-à-vis the state.



"Would suit a school leaver... I am a school leaver, I left school in 1968!"



The Personal Advisers

- Typology of clients:
 - 'The desperate'- low skilled, financial motivation;
 - 'The downsizers'- skilled, 'want to keep busy', not financially motivated;
 - 'The unrealistic'- skilled, well-paid skilled employment.

The Skilled Fifty Plus

*'The Unrealistic'
Saneled*

*'The Downsized'
Vindown*



'Out of date'

'Overqualified'

Unemployert

*Employert
Low Silled*

Self-Employert

Voluntay Employert



Conclusions

Areas of divergence:

- PAs and 50+ views on employment;
- Level of service and level of need;
- Rights and responsibilities;

Implications:

- Ageism/employers' attitudes are still a big barrier;
- 50+ jobseekers not a homogenous group;
- Skills do not negate the need for assistance.