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# Supporting Mid-life Development Update

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## 3 ways to participate

- **Ask questions** and vote for your favourite – links below this presentation
- **Answer the polls** – link below this presentation
- **Comment and chat** – click on 'Say something nice' (bottom-right)

# Economy, society, and the workplace

- 11 million people aged 65+ in the UK
- Expected to rise to 19 million by 2050
- By 2022, 14.5 million more jobs will be created, but only 7 million younger workers will enter the workforce
- Over 50s will make-up almost one-third of the working age population and almost half of the adult population by 2020.

# Supporting Mid-life and Older Workers: A union agenda

- 5 generational workforce
- No jobs for life
- People are living and working longer
- Changes to pensions
- Continual change replaces permanence and security
- Work-life balance and quality of life are important

# Who is agenda for?

- Union members
- Work colleagues
- Community
- Learning Centres
- Unions
- ULF projects
- Employers

## Supporting Mid-life Development Reviews help to:

- Identify transferable skills
- Create an action plan
- Plan for future career changes
- Avoid redundancy
- Review flexible working and work-life balance
- Prepare for retirement

A man and a woman, both wearing high-visibility yellow safety jackets, are standing on a construction site. The man, on the left, is wearing a white shirt and a red tie under his jacket. The woman, on the right, is wearing a yellow top under her jacket and has a lanyard with an ID badge around her neck. They are both smiling and looking at a clipboard held by the woman. The background shows a building under construction with a steel frame.

# Three Stage Model

# Stage 1: Getting Started

- briefing and resources from unionlearn
- building the infrastructure in the workplace
- getting employers on board
- getting people in the workplace to come forward
- using pre-review questionnaires
- making a directory of contacts for information and referrals
- registering on the union learning Climbing Frame.



## Stage 2: One-to-one or group activities

- listening and exploring
- overcoming issues and barriers
- identifying transferable skills
- finding information
- getting specialist support
- action planning.

## Stage 3: Reviewing, follow-up and support

- individual support
- reviewing action plans
- celebrating achievement
- mentoring and coaching
- making the case to employers.

# Why are ULRs the best people to support Mid-life development?

- They understand the workplace
- They are trained to interview colleagues
- They can build up a relationship of trust
- They help to build confidence and motivation
- They have good networking skills and can signpost to other services
- They can involve and make a case to employers

# Mid-life Development Review: benefits for workers

- Identify transferable skills and knowledge
- Identify training or learning needs
- Identify new or flexible roles or promotion opportunities at work
- Think about a career change
- Consider ways of passing on skills and knowledge to younger workers
- Update skills and knowledge
- Create a personal and professional development plan

# Mid-life Development Review: benefits for the ULR

- Reach people who may never have had help in planning their career or their learning
- Help them and their families to plan for the future
- Help them to become more confident in making decisions about learning and work
- Help them to engage with their employer
- Work in partnership with providers, advisory services and other organisations

# Mid-life Development Review: benefits for employers

- Staff will be more motivated to stay and to take up training offers and new opportunities at work
- Staff develop new skills, knowledge and experience to benefit the organisation
- Staff provide mentoring and pass on skills and experience to other staff
- It may result in reduced staff turnover, recruitment and training costs
- The organisation can develop and grow its own talent and management

# What resources are there to support you?

- Unionlearn staff [jwarwick@tuc.org.uk](mailto:jwarwick@tuc.org.uk)
- Unionlearn website <https://www.unionlearn.org.uk/>
- The Climbing Frame website learning theme <https://climbingframe.unionlearn.org.uk/Home>
- TUC eNotes <https://www.tuceducation.org.uk/>

# What resources are there to support you?

- New 2017 SMD Survey Evaluation Report
- How to do a Supporting Mid-life Development Review
- Value My Skills cards
- Getting Active resource pack
- 4 Mini guides
  - Financial planning and pensions
  - Helping carers
  - Health and well-being
  - Mental health



# Erasmus+ European project

- Rainbow Years project November 2017 – December 2019
- Partners in Spain, Italy, Germany, France and Finland
- Promote initiatives to support older workers across Europe
- Project platform on the unionlearn website
- Develop new resources
- Pilot training courses and resources
- Dissemination events

The logo consists of the letters 'TUC' in a bold, sans-serif font. Each letter is rendered with a 3D effect, appearing to be made of a translucent material with a white-to-purple gradient. The letters are slightly offset from each other, creating a sense of depth and movement. The 'T' is on the left, 'U' is in the middle, and 'C' is on the right. The background is a solid, deep purple color.

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