Allyship in the Workplace

Creating an age-inclusive workplace

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Age-friendly Employer Pledge

Being an Ally. Busting those myths

Younger and older workers are united in facing stereotypes and assumptions about their attitudes and aptitudes.

Activities to develop the pipeline and skills of younger workers do not conflict with age-friendly employment policies – they are complimentary.

Multigenerational teams are the best for innovation, and older and younger workers can support each other the thrive in the workforce. They also both face different challenges in the workplace, which need specific measures to address.

Ultimately, most age-friendly employment practices - good flexible working, adaptations when we experience health issues, inclusive recruitment - are good for workers of all ages.

£6.6bn

The skills and labour shortage is costing UK businesses up to £6.6 billion annually

Allyship: The Case for Support

Demographics

Over the next 20 years, the balance of over and under 50s in the workforce is set to stay roughly the same and over the longer term, falling birthrates are set to shrink the younger population further.

Productivity

Multigenerational workforces have proven productivity benefits and their needs to be a focus on both ends of the age range. Older workers provide great support to younger workers. (and vice versa)

Allyship. The Case for Support

Skills- Retention (and transfer)

According to latest skills projections, the UK will need an extra 2.5 million employees between 2020 and 2035, a large majority required in professional and technical occupations, requiring a higher level of skills

UK Economy

Our Uk economy depends on a thriving and inclusive labour market, with decent work., Our measure of decent work needs to include support for workers as they age.

Changing perception of what retirement looks like

Being an Ally: Knowing where ageism shows up in your workplace.

Recruitment

Learning and development

Accessing health and work benefits

Your Culture

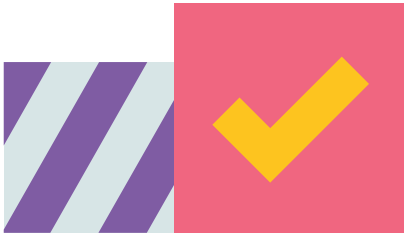
In ourselves

Recruitment

We know that 36% of 50-70 year olds feel at a disadvantage applying for jobs due to their age.

How it shows up:

- Job adverts not being very inclusive
- People do not know what to expect at a job interview
- Flexible working options not spelled out specifically
- Hiring managers **simply don't want to hire someone older** because of biases about older people in general, assumptions about an individual's capacity, or because they are worried about managing someone with more experience.



Learning and Development

Workers aged over 50 are less likely than any other age group to receive on-the-job training

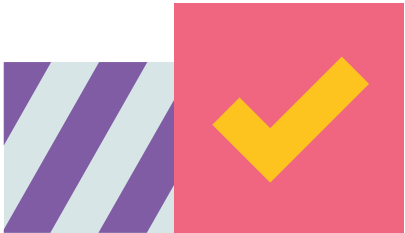
How it shows up:

People managers not proactively talking to workers in their 50s and 60s about learning opportunities

Workers over 50 not taking part in learning and development initiatives

One size fits all' training programmes assume a lack of prior knowledge/experience

Lack of opportunity for learning by doing or job shadowing



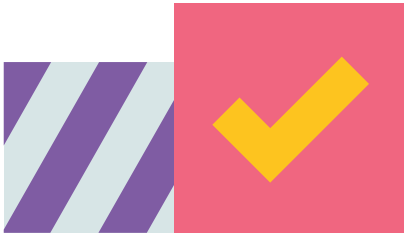
Accessing health and work benefits

How it shows up:

People in their 50s and 60s are afraid to ask for support or adjustments from their line managers, because they think they will use it as an excuse to push them out

Line managers don't know how to make adjustments/redesign jobs around people's capabilities

People in their 50s and 60s leave the workplace early because their needs are not being met



Culture

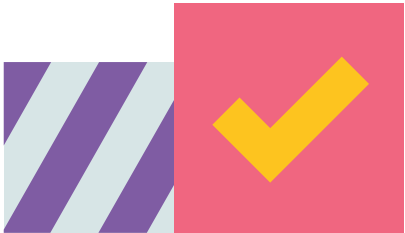
How it shows up:

Internal 'success stories' always feature younger workers

Language perpetuates 'everyday ageism'

Workplace social gatherings always happen informally amongst people of similar ages/Older workers are excluded from social events, on the assumption that they won't want to go

Ageist 'banter' - birthday cards that emphasise aging stereotypes

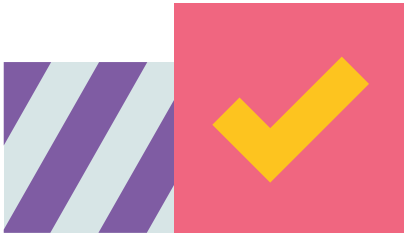


In ourselves

How it shows up:

Internalised ageism that limit our own beliefs

Our prejudice directed toward a person because of their age



Being an ally: Policies

Flexible working

Carers leave

Menopause policy

Age-friendly Employer Pledge

The Age-friendly Employer Pledge is a commitment made by employers to celebrate the value of older workers. It is free to sign-up and is open to employers across the UK.

www.ageing-better.org.uk/employer-pledge

Centre for Ageing Better

Age-friendly Employer Pledge

Get it right for older workers, you get it right for everyone.

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