

Midlife - the employment of older workers and the panic surrounding early labour market exit in the post-pandemic period

Educational Gerontology SIG

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Introduction

- Older people's learning and employment - trends
- Changes during and after the Covid-19 pandemic
- The picture in 2023 - some slightly better news on participation in learning but not for older people - some less good news on older people's employment

Who is doing what?

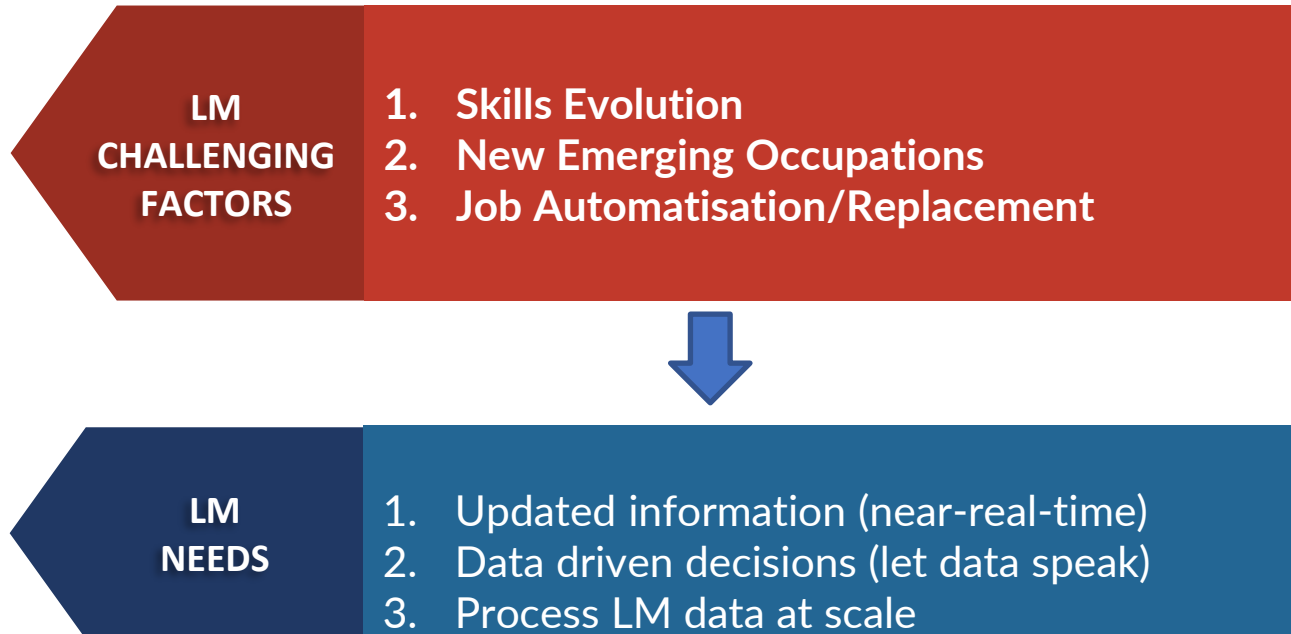
Career/employment implications

- Proliferation of **care work** (formal and informal)
- Growing **inequalities** across generations and ages
- Employment categories - more job change
- **Gender** factors

Introduction

- Longer working lives - **new ideas about the life course**
- Implications for career advice/guidance and adult education providers

Labour Market Challenging Factors - pre- (and post-)pandemic thinking



Labour Market Intelligence (LMI): Design, define and implement machine-based frameworks and algorithms to extract knowledge from labour market information

Mid-life review projects

- Mid-life Career Review - UK - holistic (completed 2015)
- Mid-life Skills Reviews - Erasmus Plus (2019)
- European Mid-life Skills Reviews - Erasmus Plus (2022)
(Partners in UK, Finland, Italy, Romania, Spain)
- Value My Skills - online tool

Value My Skills tool

- The MLSR project produced innovative outputs available online for all the users:
 - Online training modules
 - Skills assessment tools
 - Materials for recognizing and validating learning
 - Modifications to the existing TUC hosting platform
- The second project, the E-MLSR project, enriched the tool with new digital solutions:
 - Function to link the users' skills with those requested by the LM
 - A career board with a list of occupations users could be interested in
 - Action Plan to cover skills gap

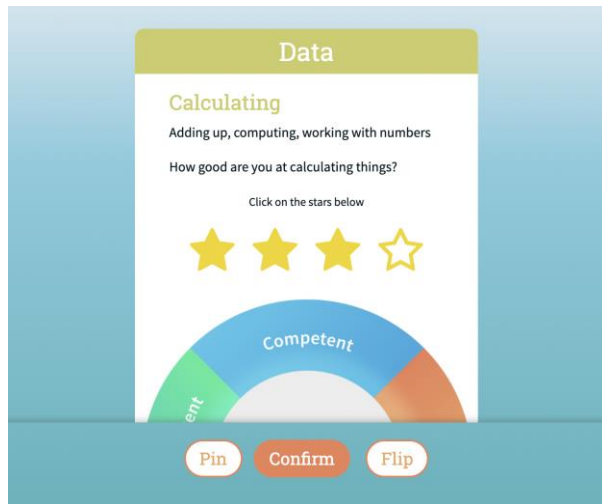
Value My Skills tool could be seen as an LMI System, information system for the analysis, monitoring, and classification of labour market information

From Cards to Careers (1)

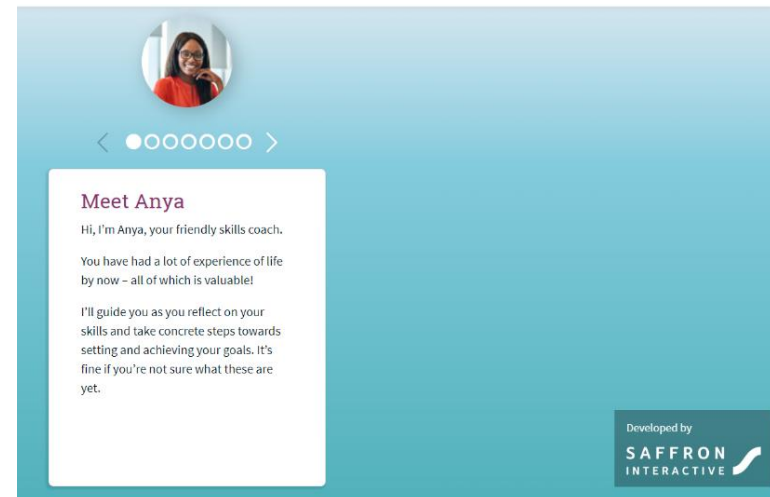
The VMS tool guides users through a journey that involves:

- 1) Assessing their skills and their competence level
- 2) Interactions with digital and human mentors and coaches

Card-based skills assessment



Digital mentors



From Cards to Careers (2)

- 3) To reflect on existing transferable skill-set
- 4) To automatic recommend jobs based on the skills



From Cards to Careers (3)

5) Personalized career and training recommendations

6) Action Plan, an interactive “to-do” list

Personalized career and training results

Your career matches

Here you'll find the careers which your current skillset makes you most suited for. Pin any roles you're interested in and they'll appear at the top of the screen.

- #9 **Information and communications technology user support technicians**
Information and communications technicians
- #39 **Computer network and systems technicians**
Information and communications technicians
- #70 **Telecommunications engineering technicians**
Information and communications technicians
- #107 **Web technicians**
Information and communications technicians

Action Plan

My Skills Action Plan

- Computer network and systems technicians
- Web technicians

[Add Action](#) [Finish](#)

Value My Skills

- VMS is an interface to deliver **personalised services**:
 - personalised services for career change and orientation
 - personalised match between the user's actual skills and those required in the LM
 - personalised action plan to achieve the intended goals for a change in career or progression
- VMS is a good **model** for similar tools at the international level to be suitable for other LMs
- It can also be used to encourage learners into **education and training courses** delivered by providers who can benefit by adopting it, for example, universities and colleges

Reflections

- Demography
- Career change - advice and support
- Role of online tools
- The need for decent work
- Living well
- Poverty in later life
- Career and adult education