

The ageing workforce – tools and resources for employers

There are lots of resources available to employers to support them in becoming age-inclusive and taking advantage of the benefits of a multi-generational workforce.

Acknowledging that it can be difficult to know where or how to start, this leaflet provides a short introduction to some of the most relevant topics together with useful links to relevant support, advice, and guidance.

Becoming an age-friendly employer – how to get started?

Nearly one in three workers in the UK are aged 50 and over, and with the average employee in the UK in their 40s, this is set to grow over the next decade. With many more people working into their 60s and beyond, people aged 50 may have another 20 years of working life ahead of them.

This guide sets out five simple actions that employers can take now to improve the way they recruit, support and retain older workers:

[Becoming an Age-friendly Employer](#)



And this toolkit supports Senior and HR Managers to initiate action on age diversity in the workplace:

[Getting Started on Age: Look, Listen, Act.](#)

Finally, this guide from REC is designed to help organisations recognise the issues that age discrimination causes in the recruitment process and provide practical ways for employers to become more age inclusive:

[Good Recruitment for Older Workers GROW Guide](#)

Flexible working

One in three workers is over the age of 50 and flexible working is the number one workplace practice that would support people to work for longer. Flexible working is about getting the balance right to boost staff



loyalty, engagement and help people do their jobs. It can be one of the biggest factors in retaining the knowledge, skills and know-how of our most experienced workers, and will be an essential tool to address the challenges that many businesses now face.

This **practical toolkit** provides insights into how employers can make flexible working work better for them and their teams: [Flexible working for over 50s – A toolkit for employers | Centre for Ageing Better \(ageing-better.org.uk\)](#)

This **resource from the Chartered Institute of Personnel and Development** explores the benefits of flexible working, the types of arrangements commonly used and gives practical tips on implementing flexible working practices: [CIPD: Flexible Working Practices](#)

Support for carers

The ability to support and retain informal carers in the workplace is increasingly important for UK business and the returns in terms of loyalty and productivity, once workplace support is provided, are considerable. This toolkit from Business in the Community provides the knowledge and practical advice your business needs to support informal carers: [Supporting Carers in the Workplace: A Practical Guide for Employers](#)



The Mid-life MOT



The midlife MOT is free online support to encourage people in their 40s, 50s and 60s to make more active planning in the key areas of work, wellbeing and money. It is aimed at both employees and employers and can help you to make choices that will ensure the future retirement you want: [Take the mid-life MOT - Your Pension](#)

You can realise the benefits of an older workforce by supporting a midlife MOT in the workplace. Toolkits are available

for [larger](#) and [smaller](#) employers alongside [an employer guidance pack](#)

If you're considering recruiting new employees, you can take a look at what [government support is on offer](#)

The Menopause and the Workplace

The menopause is a natural stage of life and yet it remains a taboo subject in many workplaces. People experiencing menopausal symptoms require the same support and understanding from their employer as anyone experiencing any ongoing health condition.

Employers need to break the stigma and taboo surrounding the menopause at work and create an inclusive working environment where employees and managers feel confident to discuss any practical adjustments that may be needed. This pack from CIPD provides resources and guidance for both HR and line managers: [Let's talk menopause | CIPD Guidance](#)



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