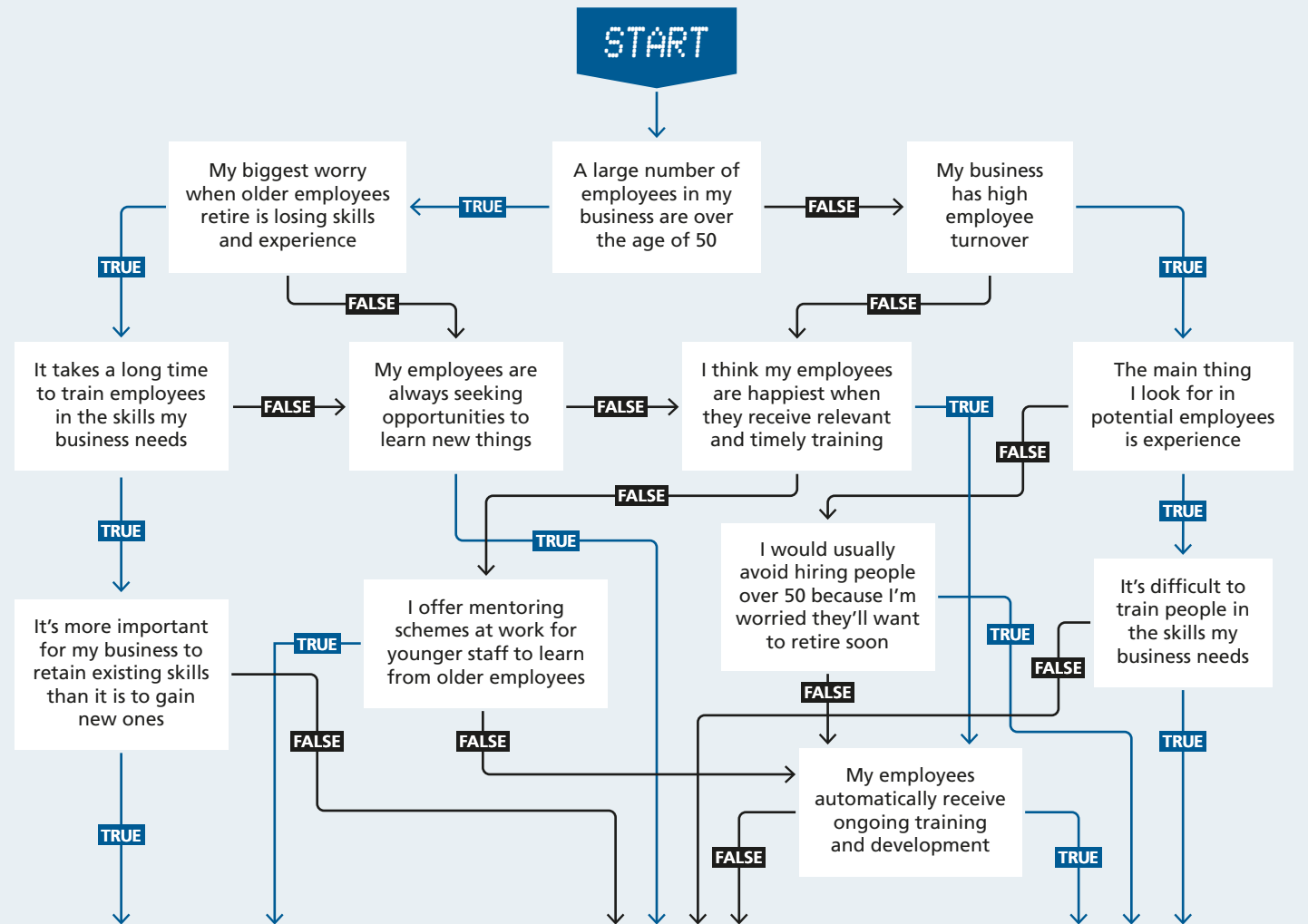


By 2022, one in three people of working age will be age 50 or over¹. Take this quiz to find out how your business can make the most of the opportunities which come with an all age workforce.



Llywodraeth Cymru
Welsh Government



RETAIN

Older workers are already key to your business, the most important thing for you is retaining them. Many people over the age of 50 now expect to carry on working until after the retirement age, so by offering training and development, flexible working and tailored support you can increase your chances of holding onto your older workers until they're ready for retirement and reduce your risk of skills gaps.

Take steps to retain your older workers:

- don't assume they'll want to retire
- discuss with them what their long term work plans to work out how you can support them
- introduce mentoring to give older staff opportunities to pass on their skills to others, as well as considering succession planning

RE-TRAIN

Ongoing staff development is crucial to ensuring a business remains up-to-date and competitive in the modern market. Older workers are just as capable of learning and developing new skills as their younger counterparts, and value the opportunity to update their experience. Re-training your older employees could be key to ensuring long-term business success.

Start re-training your older workers:

- ask them what they'd like to learn – something to help with their current role or a completely new skill
- look into available courses and financial support
- start a mentoring scheme where older and younger employees can work together to improve their skills

RECRUIT

There are skills gaps in your organisation you're hoping to fill, and older workers could be the answer. With experience acquired over a lifetime in work, older workers are often highly skilled and well-placed to offer mentoring and support to younger members of staff. Older workers make loyal employees, and many over 50s expect to be working into their 60s or 70s, making them a smart recruitment choice.

Start recruiting older workers:

- position your business as a multi-generational employer
- recruit for skills and experience
- offer flexible and part-time working to new employees

For employers looking for more information on how they can invest in the skills of their older workers, the Welsh Government's Skills Gateway for Business - businesswales.gov.wales/skillsgateway has a range of advice and guidance or you can call the Business Wales Helpline on 03000 6 03000.

BEST BEFORE:

PEOPLE DON'T HAVE A 'BEST BEFORE' DATE