

The mature-aged and skill
development activities: A
systematic review of research –
An update
Support document

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This document was produced by the authors based on their research for the report *The mature-aged and skill development activities: A systematic review of research – An update*, and is an added resource for further information. The report is available on NCVER's website:
<<http://www.ncver.edu.au>>

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List of studies found in the update search, September 2005

The aim of this literature search was to repeat the search strategy undertaken in 2004. The search for relevant literature used the following web-based resources:

VOCED database
Ageline database
ERIC online
CEDEFOP's VET-Bib database
Google search engine

The search was limited to references produced since January 2004 up to and including September 2005.

Note that all the freely accessible bibliographic resources were utilised during this updated search however the pay per use databases were not.

37 studies were found in this search.

Examples of references as a result of web searching

A1.

Authors: Margaret Patrickson & Rob Ranzijn

Title: Workforce ageing: the challenges for 21st century management

IN: *International Journal of Organisational Behaviour*, vol.10 (4) July-December 2005 p.729-739

<http://www.usq.edu.au/resources/patricksonranzijinvol104.pdf>

Abstract

Population ageing has given rise to a host of issues, including the pressures placed on workforce management. At the same time as the proportion of younger workers entering the workforce is declining in all developed societies, the largest age cohort, the baby boomers, is fast approaching retirement age. Governments are urging older workers to delay retirement, yet the rapidly changing nature of work and the explosion of knowledge and systems for its storage, manipulation and distribution mean that both employers and employees are faced with continual requirements for skill maintenance and development. This paper considers the dilemmas facing employers as they strive to resolve competing demands from government to keep people working, challenges emanating from new skill demands in consequence of technological advances and resolution of the strengthening demand of many workers to exit when they choose. The paper brings together two streams of research—retirement decisions on the one hand and the pressures placed on employers by changing global and community expectations on the other—to argue that balancing these competing demands is possible, but will require changes in the conditions under which employment for older workers is both offered and maintained.

Key words: mature aged; employment; employment policy; human resource management

A2.

Author: Alan Walker

Title: The emergence of age management in Europe

IN: *International Journal of Organisational Behaviour*, vol.10 (1) July-December 2005 p.685-697

<http://www.usq.edu.au/resources/walkervol101.pdf>

Abstract

This article examines the recent rise in Europe of an interest in age management at both organisational and national policy levels. It discusses the main reasons for this new focus: workforce ageing, the age/employment paradox, the public policy imperatives, the organisational pressures and the goal of equal opportunities or age diversity. Some illustrations are provided of age management organisational strategies. The final part of the article proposes a way forward from the current mainly passive approach to age management towards genuine age diversity in organisations.

Key words: ageing population European Union, mature workers, human resource management, age diversity

A3.

Authors: Chris Kossen & Roger Wilkinson

Title: 'Gold collar' workers: golden or impoverished futures?

IN: *International Journal of Organisational Behaviour*, vol.10 (2) July-December 2005 p.698-712

<http://www.usq.edu.au/resources/kossewilkinsonvol102.pdf>

Abstract

Long neglected in policy and public consciousness, mature aged-workers have come to prominence in many advanced capitalist countries as governments and researchers identify the 'ageing of the population' as a key social problem for the future. One immediate response has been to construct the problem as one of the systematic discrimination of mature-aged workers in the labour market. Government policy now aims to address the expected shortfall of workers in national labour markets by encouraging mature-aged workers to stay in the labour market. However, with a Senate majority as of 1 July 2005, the government is clearly much more interested in radical deregulation of the labour market. This further deregulation of the labour market is likely to increase financial hardship among the population, one in which mature-aged workers are particularly vulnerable. This paper focuses on this emergent debate, especially in the Australian context, and criticises the government's renewed and vigorous pursuit of labour market deregulation. Finally the paper outlines a number of measured regulatory approaches in particular 'risk pooling' which includes the provision of portability of entitlements for workers.

References as result of bibliographic database searching

A4.

Document no.: TD/TNC 80.628

Authors: Fuller, Alison; Unwin, Lorna

Title: Older and wiser?: workplace learning from the perspective of experienced employees.

IN: International journal of lifelong education, vol. 24, (1), January-February 2005. p. 21-29

London: Taylor & Francis, 2005.

This paper explores the (changing) role of older, experienced employees in the workplace in terms of their own needs and opportunities for learning and in the context of changing organizational expectations. It draws on Lave and Wenger's (1991) theory of situated learning and the notion of 'learning as participation' as starting points for examining the types of learning opportunities experienced by older workers. The discussion relates the nature of such opportunities to the changing workplace contexts in which employees are located. The article presents illustrative data from a recent research project that focused on how older experienced workers learn at work in two contrasting organizations. A brief review of literature is provided, which discusses the changing nature of work and the implications for learning. The paper then describes and contrasts the sites from which the data presented in this paper were collected, and the data collection methods that have been utilised. An analysis of the research data is presented and the authors discuss what the evidence reveals about the types of learning opportunities older employees are experiencing and how they make sense of them. The analysis suggests that from the perspective of experienced employees, factors such as organizational culture and history, the way jobs are designed and work is organized, and the way people are managed and their performance is judged, help explain the lived realities of workplace learning and provide messages for enhancing workforce development. The paper argues that contrasting forms of work organization and approaches to managing employees are likely to generate different learning environments and opportunities for workplace learning. It concludes by calling for more empirical research to explore the relationship between work organization and learning and to increase understanding of the implications for what and how different groups of employees learn at work.

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Descriptors Article; Workplace learning; Employee; Research project; Older worker; Workforce development; Learning motivation; Work environment; Learning process

A5.

Document no: TD/TNC 81.401

Authors: Keese, Mark; Whiteford, Peter; Yagi, Kimiyo

Publisher: Organisation for Economic Co-operation and Development \ (OECD)

Title: Ageing and employment policies = Vieillesse et politiques de l'emploi: USA.

Paris: Organisation for Economic Co-operation and Development, 2005. 193 p.

In 2001, the OECD launched a review of policies to improve labour market prospects for older workers. The aim of this review is to examine both supply-side and demand-side aspects of this topic. Older workers have been defined as those aged 50 years and over. The review argues that many policy measures and workplace practices create significant barriers to older workers continuing to work and that current reforms will not be sufficient to encourage later retirement and to lessen the risk of future labour shortages. As a result of rapid population ageing in the US, there is the potential for slower economic growth, serious labour shortages and rising tax rates over the next few decades. The review surveys the main barriers to employment for older workers, assesses the adequacy and effectiveness of existing measures to address these issues, and proposes policy recommendations for further action by government and social partners. The review concludes that the US is in a better position to cope with population ageing than most other OECD countries, but this position could be strengthened by encouraging higher labour force participation among its older population and reversing the long-term trend to earlier retirement. To do so will need action on both the supply-side and demand-side.

This document may be browsed on the OECD web site at:

<<http://213.253.134.29/oecd/pdfs/browseit/8105101E.PDF>> (accessed May 2005)

Descriptors Report; OECD pub; OECD country; Ageing population; Employment policy; Government policy; Employment; Older worker; Employability; Evaluation; Supply and demand; Labour market; Retirement; Retirement age; Welfare; Older people; Pension scheme

A6.

Document no: TD/TNC 80.594

Authors: Tuckett, Alan; McAulay, Alex; McNair, Stephen; Schuller, Tom; Soulsby, Jim; Summers, Judith

Publisher: National Institute of Adult Continuing Education (England and Wales) \ (NIACE)

Title: Demography and older learners: approaches to a new policy challenge.

Leicester, U.K. NIACE, 2005. iv, 86 p. (NIACE policy discussion paper)

Britain like other European countries is ageing rapidly, and just one in three of the new and replacement jobs to be filled over the next decade can be filled by young people starting work. Much of the responsibility for our social and civic life and for care in the community is taken by older people. Yet the gap between wealth and poverty, choice and the absence of choice, and a learning-rich and learning-poor life for older people is stark and growing sharper. This collection from leading figures in the field reviews the implications of demographic change for policy-makers, educational providers and for the workplace as it affects the engagement, retention and enrichment of older adults.

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The papers are: Demographic challenges: family structures and ageing / Tom Schuller (p. 5-26); The age of choice: a new agenda for learning and work / Stephen McNair (p. 27-38); Fit for purposes: do policies and planning work for older learners? / Judith Summers (p. 39-62); Older & bolder: the NIACE campaign / Jim Soulsby (p. 63-79); Older learners: a modest proposal / Alan Tuckett (p. 80-86).

Descriptors Demography; Discussion paper; Ageing population; Older people; Older worker; Educational policy; Educational needs; Workplace; Policy formation

A7.

Document no: TD/TNC 81.221

Author: Conlon, Gavan

Title: The incidence and outcomes associated with the late attainment of qualifications in the United Kingdom.

IN: Education economics, vol. 13, (1), March 2005. p. 27-45

London: Routledge Journals, Taylor & Francis, 2005.

Although there are some estimates of the incidence of late learning and the economic rewards achieved by those in possession of formally recognised qualifications, little is known about the personal or family characteristics associated with those engaged in late learning, the associated costs and benefits, or even whether the type of qualification or the method by which the qualification is undertaken is important. This paper illustrates that approximately one in three of the hours of education and training received by working-age individuals in the United Kingdom are attributable to late learners. The implication of these findings is that even though there is no earnings payoff from undertaking late learning, there may be benefits in the form of improved labour market outcomes and that lifelong learning appears crucial in counteracting the obsolescence of existing education and training. The paper also illustrates that 'learning leads to learning'.

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Descriptors Article; Lifelong learning; Research study; Statistical table; Education; Training; Qualifications; Income; Academic education; Vocational education; Older worker

A8.

Document no: TD/TNC 81.565

Author: Cameron, Roslyn

Title: The mature aged in transition: innovative practice for re-engagement.

Australian Vocational Education and Training Research Association Conference (8th : 2005 : Brisbane)

[Nowra, N.S.W.] AVETRA, 2005. 18 p.

There are mounting imperatives for the VET [vocational education and training] sector to be more responsive to the training needs of older learners and workers. There has been a steady growth in people over 45 years of age undertaking training through the VET system, as well as, labour market trends which show that the incidence of long term unemployment for people over 45 years of age is higher than for those who are younger and that reemployment for this group is more difficult. This coupled with the pressures of an aging population and workplace changes brought about by the new knowledge economy requires a re-thinking and reframing of VET sector practice, which will ensure greater engagement of this group. This paper is based on doctoral research, which involved a Learning Survey of job seekers (n=247) of whom 56% were over 45 years of age and Adult Learning Australia (ALA) funded research into mature age jobseekers and their use or non use of recognition of prior learning (RPL). The ALA research complimented the doctoral research and the synergy between the two has contributed greatly to the development of a model for fostering re-engagement and lifelong learning. The model draws upon multiple disciplines including different adult learning theories and approaches, sociology, psychology and cognitive psychology and the New Literacies Studies. The model contains four integrated components and views the learner holistically. One of the main areas of focus within the model relates to issues of identity, transition and what has been referred to as the 'narrative turn' in pedagogy. A theoretical perspective on education and training, which relates to the use of biographicity or what Alheit (1992) refers to as biographical competency will be explored within the broader frame of 'self-reflexivity' in modernity.

Published abstract.

Available papers from the 8th Australian Vocational Education and Training Research Association (AVETRA) Conference, 'Emerging futures: recent, responsive & relevant research', are indexed from TD/TNC 81.564 to TD/TNC 81.610.

This document may be found on the AVETRA web site at:

<<http://www.avetra.org.au/publications/documents/PA050Cameron.pdf>> (accessed May 2005)

Descriptors Conference paper; Older worker; Older people; Training needs; Recognition of prior learning; Model; Adult learning; Reentry student; Educational innovation; Survey

A9.

Document No: TD/TNC 81.45

Publisher: Dusseldorp Skills Forum \ (DSF); Access Economics; Business Council of Australia \ (BCA)

Title: The economic benefit of increased participation in education and training.

Glebe, N.S.W. Dusseldorp Skills Forum, 2005. iv, 29 p.

'A note on educational attainment and labour force participation in Australia' may be found on the Treasury web site at: <<http://www.treasury.gov.au/documents/744/PDF/Education%20and%20participation.pdf>> (accessed June 2005)

In 2002, an Access Economics report (indexed at TD/TNC 72.508), commissioned by the Dusseldorp Skills Forum (DSF) and the Business Council of Australia (BCA), identified the extent of the problem of students dropping out of education and training, and undertook a cost-benefit analysis of reducing the number of dropouts. This report, jointly commissioned by BCA and DSF, builds on this existing analysis by introducing 'the stock of education into the production function of the economy in a simple intergenerational model', and by modelling 'the impact of increasing retention in education and training for young Australians'. It tests the benefits of the economic case for greater policy emphasis on the participation of young Australians in education, training and employment in relation to the Treasury's working paper 'A note on educational attainment and labour force participation in Australia' and 'Intergenerational report 2002-03' (indexed at TD/TNC 69.85). The report found that the effect of increasing school and training retention rates among 15-24 year-olds from the current 80 per cent mark to 90 per cent would: have the same positive impact on the economy as increasing Australia's total migrant intake by 180,000 over the period to 2040; have a similar economic impact as increasing the workforce participation rates of older workers by 6.6 percentage points; and would boost annual GDP by 1.1 per cent by 2040. The contents are: Executive summary; The terms of reference for this report; Introduction; Building on past work in this area; Key challenges in light of the intergenerational report; The '3Ps' - a recipe for future growth; The links between education and work; Modelling increased retention in education and training; These economic benefits in context - a comparison with other policies. The model is included as an appendix to this report.

A joint response to this report by BCA and DSF is indexed at TD/TNC 81.44.

This document may be found on the DSF web site at:

<http://www.dsf.org.au/papers/173/DSFdoc_Apr05FINALrev_0.pdf> and on the BCA web site at: <<http://www.bca.com.au/content.asp?newsID=98219>> (accessed June 2005)

Descriptors Report; Youth; Student retention; Model; Labour force participation; Dropout; Cost benefit analysis; Economic implication; Productivity; Older worker; Migration; Economic growth

A10.

Article Title: Update on the older worker: 2004

Author(s): Rix, Sara E.

Document Type: Journal Article

Audience(s): Research Journal: *PPI Data Digest* No. 114 (Apr 2005)

Pages: 1-4 (4 pp.)

Abstract: Provides data on older workers in the United States for 2004. Data reveal that the majority of older workers (70%) continued to work full time in 2004, and those who worked part time did so overwhelmingly by choice. Older workers were more likely than their younger counterparts to be self-employed, but the self-employed were still a minority of older workers--13.5% in 2004. Both younger and older persons were less likely to be unemployed in 2004 than in 2003. The Bureau of Labor Statistics reports that nearly 1.7 million workers aged 55 and older were displaced from their jobs between January 2001 and December 2003; however, by January 2004, 52% of these displaced workers had found other jobs. Although this was a higher percentage than had found work after previous periods of displacement, it was substantially below that for the displaced worker population aged 25-54 (69%). Employee tenure stood at 4 years in January 2004 for all workers, up from 3.7 years in January 2002. Job tenure tended to increase with age; more than 25% of older workers had been with their current employers for 20 or more years. (AR) (Ageline Database, copyright 2005 AARP, all rights reserved)

Availability: Full text available at: http://assets.aarp.org/rgcenter/econ/dd114_worker.pdf

AARP, Public Policy Institute, 601 E Street, NW, Washington, DC 20049, Telephone: 202-434-3840.

Organization's URL: www.aarp.org/ppi

Publication No: DD114

Descriptors: United States ; Older Adults ; AARP Publications ; AARP Public Policy Institute Publications ; Public Policy Institute Publications ; PPI Publications ; 55+ ; Older Workers ; Middle Aged ; Statistical Data ; Labor Force ; Participation Rates ; Unemployment ; Reemployment ; Job Tenure ; Age Differences ; Age Discrimination ; Employment Discrimination ; AARP Research

A11.

Article Title: Old. Smart. Productive.

Author(s): Coy, Peter; Trent, Brad (Photog.)

Journal: *Business Week* No. 3939 (Jun 27, 2005)

Pages: 78-84+ (8 pp.) ISSN: 0007-7135

Document Type: Journal Article

Audience(s): General/Consumer; Research; Professional/Provider

Abstract: Discusses the good news inherent in the aging of the American workforce. New research suggests that baby boomers will have the ability and desire to work productively and innovatively well beyond today's normal retirement age. If society taps their talent, employers will benefit, living standards will be higher, and the financing problems of Social Security and Medicare will be easier to solve. Many highly educated and well-paid workers--lawyers, physicians, architects--already work to advanced ages because their skills are valued. Boomers, with more education than any generation in history, are likely to follow that pattern. An analysis by this magazine concluded that increased productivity of older Americans and higher labor-force participation could add 9% to gross domestic product by 2045, on top of what it otherwise would have been. This 9% increase would add more than \$3 trillion a year in today's dollar to economic output. Work does not feel like a burden to today's fit, older Americans. The Baby Boom Generation is even fitter for its age and determined to stay active. Introducing more flexibility into pay and retirement systems and creating more options as workers age can help tap the productivity potential of older workers. (SW) (Ageline Database, copyright 2005 AARP, all rights reserved)

Availability: Business Week. Organization's URL: www.businessweek.com

Descriptors: United States ; Older Adults ; Older Workers ; Baby Boom Generation ; Productive Aging ; Successful Aging ; Retirement ; Retirement Age ; Population Aging ; Labor Force

A12.

Article Title: Bridging the workforce gap for our aging society: how to increase and improve knowledge and training. Report of an expert panel

Author(s): LaMascus, Alice Mankin; Bernard, Marie A.; Barry, Patricia; Salerno, Judith; Weiss, Joan

Journal: *Journal of the American Geriatrics Society* Vol. 53 No. 2 (Feb 2005)

Pages: 343-347 (5 pp.)

ISSN: 0002-8614

Document Type: Journal Article

Audience(s): Public Policy; Professional/Provider

Availability: American Geriatrics Society. For reprints contact author: Marie A. Bernard, Reynolds Department of Geriatrics, University of Oklahoma College of Medicine and ACOS, Geriatrics and Extended Care, Oklahoma City VAMC, 921 NE 13th (11G), Oklahoma City, OK 73104, E-mail: marie-bernard@ouhsc.edu. Organization's URL: www.blackwellpublishing.com/journals/JGS/

Funding Source: Merck Institute on Aging and Health

Descriptors: United States ; Older Adults ; Geriatrics ; Labor Force ; Population Aging ; Teachers ; Geriatric Education ; Medical Research ; Nurses ; Physicians ; Health Personnel; Labor Shortage

Abstract: Summarizes the April 2003 conference "Bridging the Workforce Gap for Our Aging Society," held in Washington, D.C., to discuss and recommend solutions for the growing shortage of an appropriately trained workforce for geriatric research, education, and patient care. Notes that only 5% of social workers identify their primary practice area as geriatrics, and only 720 of the nation's 200,000 pharmacists have geriatric certification, despite the higher than average use of prescription drugs by older adults. Reports that the geriatrics workforce itself is aging, with the average age of nurses at 45 (with only 10% under age 30), and the average age of nursing faculty at 50. Includes recommendations that focus on translating research into practice, maintaining research activity despite competing academic demands, attracting and retaining new academic researchers, mentoring and supporting new researchers, increasing the number of formally trained clinical practitioners in geriatrics, developing academic leaders, integrating aging content into health professional training, and enhancing the skills of health care practitioners. (MM) (Ageline Database, copyright 2005 AARP, all rights reserved)

A13.

Document_no TD/TNC 82.352

English_Title Transitions and portability of skills: soft skills and task specific skills / Ed Carson and Lorraine Kerr.

Author Carson, Ed

Kerr, Lorraine

Conference International Social Policy Conference (2005 : Melbourne)

Imprint_Place Melbourne

Imprint_Publisher University of Melbourne, Centre for Public Policy

Imprint_Date 2005

Collation 20 p.

Abstract One of the many initiatives nominated by proponents of transitional labour markets to support a gradual transition from employment to retirement is the development of sophisticated further training systems to maintain employability in later life. Yet demand side factors are a relatively minor element in the debates to date, including employer's recruitment practices, the skill sets they are likely to seek in their employees and the implications of these factors for maintenance and portability of employment. At the same time as the acknowledgement of the ageing workforce in Australia, there is considerable discussion in the literature about the prevalence of 'new workplaces' in which downsizing and devolved accountability lead to an emphasis on multiskilling among employees, including the possession of key 'soft skill' competencies. But the implications of this trend for older workers and jobseekers have not been specified. This paper reports on a study of recruitment and training practices in a number of industries and their implications for older jobseekers. In a survey of employers in three industry sectors - manufacturing, higher education, and health/human services - responses suggested that recruitment practices emphasised the 'soft skills' of new employees at least as much as the possession of task-specific skills. But in detailed interviews greater weight was usually placed on the 'hard' skills so the recruit could start as soon as possible, with a minimum of training. In other words, employers talk soft skills but hire on the basis of task specific skills. The paper reflects on the implications of these issues for older jobseekers and, in particular, the prospects for maintenance of employability through the portability of qualifications and the recognition of tacit skills among older workers.

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The conference web site is indexed at TD/TNC 82.161; selected available papers are indexed from TD/TNC 82.351 to TD/TNC 82.371.

URL This document may be found on the University of Melbourne web site at:
<<http://www.public-policy.unimelb.edu.au/conference2005/Car1.pdf>> (accessed April 2005)

Descriptors Conference paper, Older worker, Ageing population, Recruitment, Training, Manufacturing, Higher education, Health care industry, Employability, Job skill, Generic skill, Research study

Identifiers Transitional labour market

Notes Refereed paper

A14.

Document_no TD/TNC 82.116

English_Title Ageing and employment policies = Vieillissement et politiques de l'emploi: Australia.

Author Andersson, Patrik

Corp_Author Organisation for Economic Co-operation and Development \ (OECD)

Imprint_Place Paris

Imprint_Publisher OECD

Imprint_Date 2005

Collation 164 p.

Abstract In 2001, the OECD launched a review of policies to improve labour market prospects for older workers. The aim of this review is to examine both supply-side and demand-side aspects of this topic. Older workers have been defined as those aged 50 years and over. The review argues that many policy measures and workplace practices create significant barriers to older workers continuing to work and that current reforms will not be sufficient to encourage later retirement and to lessen the risk of future labour shortages. This report on Australia is part of a series of OECD country reports that investigates what countries are doing or should be doing to promote better employment opportunities for older people. It contains a survey of the main barriers to employment for older workers, an assessment of the adequacy and effectiveness of existing measures to overcome these barriers and a set of policy recommendations for further action by the government, employers, trade unions and older workers themselves. The chapters are: The challenge ahead; The labour market situation of older workers; Striking the right balance: income support and work incentives for older people; Encouraging employers to retain and hire older people; Helping older workers to carry on working; Ensuring policies are comprehensive and coherent. The report acknowledges that Australia has been active in addressing the barriers to employment faced by older workers. However, the OECD argues that there is still a lot that can be done to improve employment opportunities for older Australians. Recommendations for further reforms include: facilitating later retirement while removing incentives to early retirement; taking further steps to prevent disability benefits from being used as a pathway to early retirement; enhancing the effectiveness of age discrimination legislation; and strengthening the employability of older workers.

URL This document may be browsed on the OECD web site at:

<http://213.253.134.29/oecd/pdfs/browseit/8105111E.PDF> (accessed August 2005)

Descriptors Older worker, Government role, Employment opportunity, Employability, Policy formation, Government policy, OECD country, Country study, OECD pub, Recommendation

ISBN 926400971X

A15.

Document_no TD/TNC 82.125

English_Title Ageing and employment policies = Vieillissement et politiques de l'emploi: Korea.

Corp_Author Organisation for Economic Co-operation and Development \
(OECD)

Language ENG

Imprint_Place Paris

Imprint_Publisher OECD

Imprint_Date 2004

Collation 148 p.

Abstract In 2001, the OECD launched a review of policies to improve labour market prospects for older workers. The aim of this review is to examine both supply-side and demand-side aspects of this topic. Older workers have been defined as those aged 50 years and over. The review argues that many policy measures and workplace practices create significant barriers to older workers continuing to work and that current reforms will not be sufficient to encourage later retirement and to lessen the risk of future labour shortages. This report on Korea is part of a series of OECD country reports that investigates what countries are doing or should be doing to promote better employment opportunities for older people. It contains a survey of the main barriers to employment for older workers, an assessment of the adequacy and effectiveness of existing measures to overcome these barriers and a set of policy recommendations for further action by the government, employers, trade unions and older workers themselves. The report concludes that, although considerable effort has been made to improve labour market prospects for older workers, more needs to be done in the areas of income support arrangements, changing employment practices and improving the employability of older workers.

URL This document may be browsed on the OECD web site at:
<<http://213.253.134.29/oecd/pdfs/browseit/8104151E.PDF>> (accessed June 2005)

Descriptors OECD pub, Country paper, OECD country, Older people,
Older worker, Government policy, Employment opportunity,
Employment policy, Employability, Ageing population,
Recommendation

ISBN 9264017372

A16.

Document_no TD/TNC 82.122

Input_Centre_Code AUS-ADL

English_Title Ageing and employment policies = Vieillesse et politiques de l'emploi: United Kingdom.

Corp_Author Organisation for Economic Co-operation and Development \ (OECD)

Language ENG

Imprint_Place Paris

Imprint_Publisher OECD

Imprint_Date 2004

Collation 152 p.

Abstract In 2001, the OECD launched a review of policies to improve labour market prospects for older workers. The aim of this review is to examine both supply-side and demand-side aspects of this topic. Older workers have been defined as those aged 50 years and over. The review argues that many policy measures and workplace practices create significant barriers to older workers continuing to work and that current reforms will not be sufficient to encourage later retirement and to lessen the risk of future labour shortages. This report on the UK is part of a series of OECD country reports that investigates what countries are doing or should be doing to promote better employment opportunities for older people. It contains a survey of the main barriers to employment for older workers, an assessment of the adequacy and effectiveness of existing measures to overcome these barriers and a set of policy recommendations for further action by the government, employers, trade unions and older workers themselves. The report concludes that, although the UK has already implemented important measures to encourage greater labour market participation by older people, work is needed to strengthen incentives for older people to remain active, to encourage retention and recruitment of older workers and to improve their employability. A comprehensive strategy is recommended to encompass measures to enhance both supply and demand sides.

URL This document may be browsed on the OECD web site at:

<<http://213.253.134.29/oecd/pdfs/browseit/8104181E.PDF>> (accessed June 2005)

Descriptors OECD pub, Country paper, OECD country, Older people, Older worker, Government policy, Employment opportunity, Employment policy, Employability, Ageing population, Recommendation

ISBN 926401621X

A17.

Document_no TD/TNC 82.126

English_Title Ageing and employment policies = Vieillissement et politiques de l'emploi:
Czech Republic.

Corp_Author Organisation for Economic Co-operation and Development \
(OECD)

Language ENG

Imprint_Place Paris

Imprint_Publisher OECD

Imprint_Date 2004

Collation 116 p.

Abstract In 2001, the OECD launched a review of policies to improve labour market prospects for older workers. The aim of this review is to examine both supply-side and demand-side aspects of this topic. Older workers have been defined as those aged 50 years and over. The review argues that many policy measures and workplace practices create significant barriers to older workers continuing to work and that current reforms will not be sufficient to encourage later retirement and to lessen the risk of future labour shortages. This report on the Czech Republic is part of a series of OECD country reports that investigates what countries are doing or should be doing to promote better employment opportunities for older people. It contains a survey of the main barriers to employment for older workers, an assessment of the adequacy and effectiveness of existing measures to overcome these barriers and a set of policy recommendations for further action by the government, employers, trade unions and older workers themselves. The report concludes that the Czech government has implemented important measures to improve the employment prospects of older workers in recent years. A comprehensive strategy is recommended that will encompass enhancements to both supply and demand sides.

URL This document may be browsed on the OECD web site at:

<<http://213.253.134.29/oecd/pdfs/browseit/8104131E.PDF>> (accessed June 2005)

Descriptors OECD pub, Country paper, OECD country, Older people, Older worker, Government policy, Employment opportunity, Employment policy, Employability, Ageing population, Recommendation

ISBN 9264016619

A18.

Document_no TD/TNC 82.281

English_Title The return to a sub-baccalaureate education: the effects of schooling, credentials and program of study on economic outcomes / Thomas Bailey, Gregory Kienzl, Dave E. Marcotte.

Author Bailey, Thomas

Kienzl, Gregory

Marcotte, Dave E.

Corp_Author United States \ Dept of Education \ National Assessment of Vocational Education \ (NAVE)

Imprint_Place Washington, D.C.

Imprint_Publisher US Dept of Education

Imprint_Date 2004

Collation 85 p.

Abstract This report estimates the economic returns to a sub-baccalaureate education. The analyses emphasize the effect of a student's program of study (occupational or academic), the amount of schooling accumulated with and without attaining a degree, and the type of credential earned. The report also examines the economic gains of occupational education for students who concentrated on vocational education in high school and for special subpopulations such as older students, racial-ethnic minorities, and academically or economically disadvantaged students.

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URL This document may be found on the US Dept of Education web site at:
<<http://www.ed.gov/rschstat/eval/sectech/nave/subbac-ed.pdf>> (accessed July 2005)

Descriptors Outcome of education, Vocational education, Postsecondary education, Secondary education, Economics of education, Older person, Ethnic group, Educationally disadvantaged, Low income group, Data analysis

Identifiers USA

Return on investment

Notes On cover: Prepared for the National Assessment of Vocational Education, US Department of Education

A19.

Document_no TD/TNC 82.362

English_Title The role of training in preventing the labour market exclusion of older workers / Megan O'Connell.

Variant_Title Training to prevent the exclusion of older workers.

Author O'Connell, Megan

Conference International Social Policy Conference (2005 : Melbourne)

Imprint_Place Melbourne

Imprint_Publisher University of Melbourne, Centre for Public Policy

Imprint_Date 2005

Collation 27 p.

Abstract This paper seeks to explore the role of training interventions in preventing the labour market exclusion of older workers. Current public policy debates, which are motivated by ageing population issues, focus on punitive measures to keep people in the workforce or compel them to re-engage. These debates fail to address the issue that many older workers retire involuntarily, either through industry restructuring or through developing a disability. Recent research highlights the role that training can play in keeping mature age workers in the workforce longer through an early intervention approach. Early intervention training may enable older people to move between industries and employers as economic changes or health reasons necessitate. However, a lack of information exists around what types of training interventions should be employed, including how these interventions should be funded. In this paper, I will be examining the Finnish work-ability project, Swedish individual learning accounts and British skills shortages strategy, to highlight the various types of interventions that could help reduce the labour market exclusion of older workers in Australia.

Published abstract reprinted by permission of the copyright owner.

The conference web site is indexed at TD/TNC 82.161; selected available papers are indexed from TD/TNC 82.351 to TD/TNC 82.371.

URL This document may be found on the University of Melbourne web site at: <<http://www.public-policy.unimelb.edu.au/conference2005/Oco1.pdf>> (accessed July 2005)

Descriptors Conference paper, Older worker, Training, Employability, Labour force participation, Government role, Lifelong learning, Training policy

Identifiers Europe

Australia

Transitional labour market

Notes Refereed paper

A20.

Document_no TD/TNC 82.370

English_Title Workforce development strategies and older workers in Australia.

Author Windsor, Lise; Spoehr, John; Wright, Patrick

Conference International Social Policy Conference (2005 : Melbourne)

Language ENG

Imprint_Place Melbourne

Imprint_Publisher University of Melbourne, Centre for Public Policy

Imprint_Date 2005

Collation 22 p.

Abstract We know that Australia's workforce is going to look very different in 10 or 20 years time. During the entire decade 2020 to 2030, only 125 000 new entrants will join the workforce, compared with a current rate of 170 000 new entrants annually. Over the next decade, one third of the current workforce will approach retirement, with the potential loss to the nation of a significant pool of knowledge and experience. At the same time, low fertility rates are reducing the supply of younger workers joining the workforce. Like many other western countries, Australia faces the challenge of effectively responding to demographic change and the ageing of the workforce. The preparation of workforce development strategies is being pursued by an increasing number of governments around the world. This is particularly the case in the European, British and North American contexts, where a significant body of workforce development and planning research has been undertaken, and strategies to retain older workers have been developed. By comparison, such studies are sporadic in Australia, despite the identification of pressing workforce challenges facing the nation. Failure to address these challenges now will result in a poorly performing workforce in the future, with a shrinking pool of available workers, systemic skill shortages, poaching and wage spiralling as employers compete for workers, and potential conflict in the workplace. As a result, productivity and economic growth will be severely constrained and social tensions will emerge. This paper will examine the implications of demographic change and ageing for workforce development and planning in Australia, and discuss progress to date in South Australia in developing a conceptual framework and model to inform workforce development and planning in both the public and private sectors.

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The conference web site is indexed at TD/TNC 82.161; selected available papers are indexed from TD/TNC 82.351 to TD/TNC 82.371.

URL This document may be found on the University of Melbourne web site at:
<<http://www.public-policy.unimelb.edu.au/conference2005/Win2.pdf>> (accessed July 2005)

Descriptors Conference paper, Workforce development, Older worker, Strategic planning, Demography, International, Comparative analysis, Trend, Ageing population

Notes Refereed paper

A21.

Document_no TD/TNC 82.414

English_Title The drivers for and imperative of lifelong learning.

Author Rolland, Louise

Series CEDA growth ; no. 56, June 2005

Imprint_Place Melbourne

Imprint_Publisher CEDA

Imprint_Date 2005

Pages_of_Chapter p. 8-13

Abstract To enable workers to continue working throughout their lifetime is a challenge for Australia. This article is part of a collection that examines current lifelong learning policy settings and practices and identifies changes and responses required within governments, the education sector, business and individuals to ensure more effective lifelong learning. It outlines how the age profile of the Australian workforce will change significantly as the population ages. It is argued that employers won't be able to rely on young people to replenish the skills and knowledge of their workforce. Strategies to increase workforce participation by older workers will be required to reduce labour shortages and increase productivity. The major challenge is the low level of formal training provided to people aged over 45 years. The author suggests that all partners, including government, business, the education sector and individuals will need to play a role in ensuring that lifelong learning is engaged in more effectively. A redefinition of the current model of life stages to better combine learning, work and leisure across the adult life span is suggested as a strategy for addressing these challenges.

The volume of articles is indexed at TD/TNC 82.413. Individual articles are indexed from TD/TNC 82.414 to TD/TNC 82.420.

Descriptors Lifelong learning

Workforce development

Ageing population

Older worker

Skill development

Training needs

Educational needs

Future

ISBN 0858012669

ISSN 0085-1280

Mono_Vol_Title Lifelong learning / CEDA.

Mono_Vol_Corp Committee for Economic Development of Australia \ (CEDA)

A22.

Document_no TD/TNC 82.416

English_Title One size does not fit all: training and re-training mature-age.

Author Byrne, Paul

Series CEDA growth ; no. 56, June 2005

Imprint_Place Melbourne

Imprint_Publisher CEDA

Imprint_Date 2005

Pages_of_Chapter p. 22-27

Abstract To enable workers to continue working throughout their lifetime is a challenge for Australia. This article is part of a collection that examines current lifelong learning policy settings and practices and identifies changes and responses required within governments, the education sector, business and individuals to ensure more effective lifelong learning. The author argues that the continuing employment and training of mature-age workers is not yet widely accepted as a worthwhile investment but is regarded as an unnecessary expense. The Australian vocational education and training (VET) sector is responding to the ageing population and its implications for Australia's productivity. The article provides an overview of what the VET sector is already doing to meet the needs of mature-age workers and examines future policy and implementation challenges for the sector in the training and retraining of mature-age workers.

The volume of articles is indexed at TD/TNC 82.413. Individual articles are indexed from TD/TNC 82.414 to TD/TNC 82.420.

Descriptors Lifelong learning

Older worker

Retraining

Skill development

Employability

Professional development

Training

Training needs

Vocational education

Institutional role

ISBN 0858012669

ISSN 0085-1280

Mono_Vol_Title Lifelong learning / CEDA.

Mono_Vol_Corp Committee for Economic Development of Australia \ (CEDA)

A23.

Document_no TD/TNC 82.420

English_Title Ageing and learning in the European.

Author Taylor, Philip

Series CEDA growth ; no. 56, June 2005

Imprint_Place Melbourne

Imprint_Publisher CEDA

Imprint_Date 2005

Pages_of_Chapter p. 72-77

Abstract To enable workers to continue working throughout their lifetime is a challenge for Australia. This essay is part of a collection that examines current lifelong learning policy settings and practices and identifies changes and responses required within governments, the education sector, business and individuals to ensure more effective lifelong learning. A severe labour shortage resulting from the ageing of the population is predicted to impact sooner in Western Europe than in Australia. Policymakers in Western European countries are now focusing on the development of active labour market policies for older workers and widening participation of older people in learning. The author considers the nature and impact of these developments. The article begins with a discussion of current debate and policy at the European Union (EU) level and then examines recent policy developments in approaches to learning and training for older adults in France, Germany and the UK. It is concluded that these three countries are now taking action to meet the learning and training needs of older workers.

The volume of articles is indexed at TD/TNC 82.413. Individual articles are indexed from TD/TNC 82.414 to TD/TNC 82.420.

Descriptors Lifelong learning

Educational policy

Older worker

Learning

Training

Government policy

Ageing population

ISBN 0858012669

ISSN 0085-1280

Mono_Vol_Title Lifelong learning / CEDA.

Mono_Vol_Corp Committee for Economic Development of Australia \ (CEDA)

A24.

Document no: TD/TNC 78.376

Author: Ranzijn, Rob

Title: Role ambiguity: older workers in the demographic transition.

2004. Unpublished. [35] p. (2004 in press)

This paper presents recent empirical evidence to support the argument that policies designed to increase workforce participation of older workers have been unsuccessful because they have not recognised the contradictory attitudes towards older workers of employers, government, and older workers themselves. Qualitative and quantitative research with Australian employers, employees, and older job-seekers were used to test two hypotheses, about the low success rate of mature-aged job-seekers and about the worth of older workers with regards to the work-related attributes required in the new world of work. It was concluded that currently employed older workers are valued for their task- and organisation-specific skills which, however, count for little when competing for a new job. The paper concludes by suggesting that a radical change in attitudes towards the training and trainability of older workers is required of all parties. A strong emphasis on training should be a cornerstone of policies aimed at increasing mature-aged workforce participation, which will be increasingly essential in coming decades.

Author's abstract reprinted with permission.

Descriptors Older worker; Training; Labour force participation; Job searching; Employment; Policy formation; Employer attitude; Government role

Identifiers Mature aged worker

A25.

Document no: TD/TNC 79.33

Author: Cully, Mark

Title: Older workers.

Adelaide: National Centre for Vocational Education Research, 2004.

IN: Equity in vocational education and training: research readings / edited by Kaye Bowman. p. 206-224

The complete volume from which this chapter was indexed may be found on the National Centre for Vocational Education Research (NCVER) web site at:

<<http://www.ncver.edu.au/research/proj/nr2201.pdf>> (accessed September 2004).

This book of readings was developed as a contribution to the Australian National Training Authority (ANTA) document 'Shaping our future: Australia's national strategy for vocational education and training 2004-2010' (indexed at TD/ANTA 73.11). It reviews the achievements realised for the equity groups identified in 'Bridge to the future: Australia's national strategy for vocational education and training 1998 - 2003' (indexed at TD/ANTA 54.39), and reveals the issues these groups are currently facing and how they might be addressed. It also considers whether there are other groups who experience disadvantage and the role that vocational education and training (VET) could play to improve their opportunities. Finally, it discusses approaches and frameworks which need to be developed to bring about further improvements in equity in VET.

This chapter reviews the labour market circumstances and VET participation of older workers. Examined as a whole, older workers (those aged 45 years or more) can be said to be disadvantaged relative to prime age workers (25 to 44 years) in the labour market. However, older workers are far from a homogenous group. The segment of the older worker population who are genuinely 'at risk' are those who find themselves displaced from work. Their chances of regaining work are low compared with younger workers. Training can be seen as a form of employment protection insurance for existing older workers, while for displaced older workers it is a potential means of restoring skill differentials against younger workers. Evidence on participation rates in both the formal VET system and employer-provided training shows that older workers saw substantial gains between 1997 and 2001. Access to training has clearly improved for older workers, but what remains in doubt is whether such training helps to redress the problems of the at-risk group identified above. The evidence suggests training, on its own, has limited returns. Identifying older workers as an equity group which should be targeted in the provision of VET would not do much to improve the circumstances of those older workers who are genuinely at risk in the labour market. Active labour market assistance to the more narrowly defined group of displaced older workers, for whom re-training would be an important element, would yield greater returns. A number of the state government programs already in place provide potential good practice models.

The complete volume is indexed at TD/TNC 78.04

Descriptors Vocational education; Training; Equity; Equal opportunity; Older worker; Retraining; Ageing population; Labour market; Unemployment; Participation; Research

A26.

Document no: TD/TNC 78.635

Author: King, Malcolm

Title: The effects of generational cohort change on training and education for 2010 and 2020.

National Vocational Education and Training Research Conference (13th : 2004 : Tweed Heads, Australia)

Adelaide: NCVER, 2004. 14 p.

This paper proposes some likely scenarios for future education and training needs from 2010-2020 as demographic cohort changes move through the workforce. It examines the baby boomers demographic as it is expected that older workers will stay in employment longer and will therefore require either new training or retraining. Much depends on the vocational education and training (VET) and higher education sectors anticipating the demand of industry based programs as a function of changing demographics. This paper also takes into account variables such as superannuation and possible future educational policy settings.

Published abstract.

The collected proceedings are indexed at TD/TNC 78.626;

Descriptors Conference paper; Future; Training needs; Educational policy; Demography; Ageing population; Older worker; Retraining

A27.

Document no: TD/TNC 78.368

Authors: Jorgenson, Bradley / Hudson (firm)

Title: The ageing population: implications for the Australian.

[Canberra] Hudson, 2004. 39 p.

On cover: 20:20 Australia Series: a Hudson initiative to help Australian businesses compete and succeed in the future

A recent report found that less than one third of organisations proactively seek to attract and retain mature aged workers. The ageing workforce is now a critical issue. This white paper was commissioned to provide insight into the opportunities and challenges that Australian employers face with respect to the maturing population and its implications for workforce culture. The paper recommends that organisations focus on three key areas as they seek to deal with the ageing population issue: addressing ageism in the workplace; restructuring work practices to accommodate emerging population trends; and providing training to enhance organisational skill sets. It is suggested that a reform agenda that embraces a multiplicity of approaches offers the best long-term remedy.

This document may be found on the Hudson (Global Resources & Human Capital Solutions) web site at: <http://apps.au.hudson.com/brochures/2020/Ageing_WhitepaperFINAL.pdf> (accessed August 2004)

Descriptors Ageing population; Older people; Older worker; Employer attitude; Organisational change

Identifiers Mature aged worker; Ageing workforce

A28.

Document no: TD/AG 80.04

Authors: Jones, Emily; Rolland, Louise; Brooke, Libby; Biggs, Natasha; Hartley, Robyn; Humphries, Susan; McCarthy, Jim; Topple, Cheree

Corporate author: Swinburne University of Technology \ Business, Work and Ageing \ (BWA);

Publisher: Australia \ Dept of Education, Science and Training \ Research Analysis and Evaluation Group \ (RAEG)

Title: Furthering success: education, training and employment transitions for disadvantaged older workers.

Canberra: DEST, 2004. 99 p.

The 'Furthering success' project identifies and analyses good practice in the provision of services and support to assist in increasing the employability of people aged 45 and over who are disadvantaged in the labour market. The report estimates that there are approximately 700,000 people in this category. The aim of the report is to describe the effectiveness of current employment pathways taken by this group and the role of the system, including participation in vocational and related education and training in supporting these pathways. The 'Furthering success' study was commissioned by the Dept of Education, Science and Training (DEST) and conducted by staff from Business, Work and Ageing, Swinburne University of Technology. The report builds on an earlier report entitled 'Securing success: good practice in training people aged 45 and over who are disadvantaged in the labour market' (indexed at TD/TNC 74.443). Elements of good practice are found in the case studies as are elements required to build pathways from adult learning to secure and sustainable employment. Building an understanding of what is required to support local-level responsiveness to the needs of this group is an important theme in this paper as is the need to increase the policy priority placed on older disadvantaged workers and coordinate whole-of-government approaches to maximise the use of resources. The report does this by drawing on case studies of locations across Australia, tracking interviews, a national survey of older workers and the survey of agencies in the case study sites, as well as the wider literature. It discusses how the system is currently working or not working for older disadvantaged workers within their local area, and the shifts in policy and interventions required to improve their pathways to employment.

This document may be found on the DEST web site at:

<<http://www.dest.gov.au/NR/rdonlyres/3D7CB34C-7769-4ED7-9A69-4A0B7D6C79CA/4271/report.pdf>> (accessed August 2005)

Descriptors Older worker; Employment; Best practice; Project report; Disadvantaged; Labour market; Case study; Government policy

A29.

Document no: TD/TNC 80.440

Authors: Cameron, Roslyn ; Adult Learning Australia \ (ALA)

Title: RPL and mature age job seekers: final report.

Publisher: Canberra: Adult Learning Australia, 2004. 129 p.

On cover: Stage one: a survey of providers of training & labour market programs to mature age job seekers;
Stage two: case studies

This study investigated issues relating to current recognition of prior learning (RPL) practice and the potential for innovative RPL models and practice for mature age job seekers. Recent Australian research suggests that the dominant outcomes-based, 'credentialing' model of RPL does not meet the needs of this group. The research used quantitative and qualitative methods to document current RPL practice within community-based organisations providing labour market programs (LMPs) to mature age job seekers in Queensland. It addressed the following research questions: What are the current forms of practice for RPL within these organisations? What do the organisations perceive to be the key issues for mature age job seekers and for employers in employing mature age job seekers? What types of innovative recognition practice would be most likely to be taken up by these organisations? The findings suggest that the current process of RPL application is difficult and requires applicants to gather print-based evidence that may cover long periods of time and past employers, organisations and situations. Other requirements include high levels of self-confidence and recent documentation to show competence. These requirements are a challenge for many mature age job seekers and are further complicated by a lack of recent experience in formal education and training and extended periods of not being in the paid workforce. The study makes recommendations for improving RPL practice so that it meets the needs of mature age job seekers. These include: (1) exploring innovative approaches to, and alternative models of, RPL for mature age job seekers; (2) informing government departments that fund LMPs for this group of these alternative approaches and models of RPL in order to broaden the perspective on what constitutes RPL and what forms of RPL best suit the current needs of mature age job seekers; and (3) implementing an awareness campaign aimed at employers which promotes the value of an age-diverse workforce.

This document may be found on the Adult Learning Australia web site at:

<http://www.ala.asn.au/research/2004-11-CameronFullReport.pdf> (accessed December 2004)

Descriptors Older worker; Job searching; Final report; Recognition of prior learning; Case study; Model; Literature survey; Employer; Attitude; Training; Employability; Community organisation

A30.

Document no: TD/TNC 79.299

Corporate author: Organisation for Economic Co-operation and Development \ (OECD)

Title: Ageing and employment policies = Vieillesse et politiques de l'emploi: Italy.

Paris: OECD, 2004. 129 p.

In 2001, the OECD launched a review of policies to improve labour market prospects for older workers. The aim of this review is to examine both supply-side and demand-side aspects of this topic. Older workers have been defined as those aged 50 years and over. Italy currently has the highest old-age dependency ratio among OECD countries after Sweden, with the country's pension system resulting in early retirement and low employment rates among older workers. This trend is likely to result in slower long-term economic growth and put further strain on already high public expenditures. This document, after examining the current situation and the key problems faced by older workers, attempts to address these challenges. Of particular importance is the need to increase female participation rates, change existing employer attitudes towards older workers, and improve older workers' skills, employability and working conditions.

This document may be browsed on the OECD web site at: <<http://www1.oecd.org/publications/e-book/8104141E.PDF>> (accessed October 2004)

Descriptors Older worker; Pension scheme; Welfare; Employment; Employer attitude; Retirement; Retirement age; Skill; Employability; Labour market; Ageing population

A31.

Document no: TD/TNC 77.613

Author; Giskes, Renee; Queensland \ Parliamentary Library

Title: An ageless Australian workforce.

Brisbane: Queensland Parliamentary Library, 2004. 42 p.

Queensland Parliamentary Library research brief ; no. 2004/01

This research brief presents statistical evidence of the growing proportion of older Australians over the next 30 years, and examines business attitudes towards employing older workers and government initiatives to facilitate an 'ageless workforce'. The report suggests that, compared to other countries, there are low levels of workforce participation among mature Australians and that a culture of early retirement, voluntary or otherwise, has been evident over the past few decades. This culture is supported by community attitudes towards the ongoing participation of mature workers and, in some cases, financial incentives which encourage an early exit from the workforce. The brief examines the financial, social and health benefits associated with longer workforce participation and the need to balance increased workforce participation with recognition of the valuable contributions mature Australians make through voluntary work and caring responsibilities. It looks at reasons why employers do not hire older workers along with perceived benefits of retaining older workers. The brief also examines anti-discrimination legislation of the States, Territories and Commonwealth and suggests that it is not sufficient protection by itself for mature workers and does not appear to influence employers significantly in the recruitment process. The brief also looks at Commonwealth initiatives to understand and address mature age workforce participation, including reports from Access Economics on 'Population ageing and the economy' (indexed at TD/TNC 73.528), a National Strategy for an Ageing Australia (see background paper indexed at TD/TNC 71.166) and a number of House of Representative Standing Committees (see report indexed at TD/TNC 75.124). The brief also highlights a number of Queensland government initiatives and the work of the Business Council of Australia, Australia Post and Westpac in addressing the issues associated with mature workforce participation. The brief concludes by suggesting that increasing the workforce participation of mature Australians requires participation by all levels of government along with the business sector, greater awareness among workers and a better understanding of the issues in the wider community.

This document may be found on the Queensland Parliamentary Library web site at:

<<http://www.parliament.qld.gov.au/view/publications/documents/research/ResearchBriefs/2004/200401.pdf>> (accessed May 2004)

For documents related to this report, see the House of Representatives Standing Committee on Ageing web site at: <<http://www.aph.gov.au/house/committee/ageing/strategies/background.htm>> (accessed May 2004)

Descriptors Ageing population; Older worker; Labour force participation; Attitude; Employer;
Government role; Future; Community; Government policy; Discrimination

A32.

Article Title: Update on the older worker: 2003

Author(s): Rix, Sara E.

Pages: 1-4 (4 pp.)

Document Type: Journal Article

Audience(s): Research Journal: *PPI Data Digest* No. 97 (Jun 2004)

Abstract: Examines the employment picture for older adults in 2003. In 2003, 35.7% of adults aged 55 and older were in the labor force, an increase from 34.5% in 2002. The number of employed older men and women rose by 1.7 million, or by 8.9%. Older labor force participants also experienced rising unemployment in 2003, although the increase was not as steep as it had been the year before. The number of unemployed older workers rose by 15% between 2002 and 2003, well above the 5.2% increase for the younger workforce but substantially below the 35% rise for the older workforce between 2001 and 2002. The 2003 participation rates for persons aged 65-69 and persons aged 70-74 were both 1.3 percentage points higher than in 2002. Seven out of 10 older workers continued to work full time in 2003, and those who worked part time did so overwhelmingly by choice. Average duration of unemployment in 2003 was 25.5 weeks for older jobseekers and 18.4 weeks for younger jobseekers. The duration of unemployment was higher in 2003 than in 2002 for both the young and old. The Bureau of Labor Statistics projects that the participation rate for the 55-plus population will increase, reaching 39.7% in 2012. Although this figure would be above the current rate and would continue the trend that began in the mid-1980s, it would still fall short of what it was in 1950. If, however, employers experience the labor shortages that many analysts are predicting, participation rates in the older population could exceed those projections. (AR) (Ageline Database, copyright 2004 AARP, all rights reserved)

Availability: Full text available at: www.aarp.org/research/work/employment/aresearch-import-347.html
AARP, Public Policy Institute, 601 E Street, NW, Washington, DC 20049, Telephone: 202-434-3840.
Organization's URL: www.aarp.org/ppi

Publication No: DD97

Descriptors: United States ; Older Adults ; Workers ; Older Workers ; 55+ ; Age Differences ; Employment ; Labor Force ; Participation Rates ; Unemployment ; Projection ; Age Discrimination ; AARP Publications ; PPI Publications ; Public Policy Institute Publications ; AARP Public Policy Institute Publications ; AARP Research

Accession Number: 104590

Record Number: 98421

A33.

Article Title: Work at older ages in Japan: variation by gender and employment status

Author(s): Raymo, James M.; Liang, Jersey; Sugisawa, Hidehiro; Kobayashi, Erika; Sugihara, Yoko

Journal: *Journals of Gerontology: Series B: Psychological Sciences and Social Sciences* Vol. 59B No. 3 (May 2004)

Pages: S154-S163 (10 pp.)

ISSN: 1079-5014

Audience(s): Research

Document Type: Journal Article

Availability: Gerontological Society of America. Reprints may be available at GSA web site. Or contact author: James M. Raymo, Department of Sociology, University of Wisconsin, 1180 Observatory Drive, Madison, WI 53706, E-mail: jraymo@ssc.wisc.edu.

Organization's URL: psychsoc.gerontologyjournals.org

Funding Source: National Institute on Aging

Descriptors: Older Adults ; Japan ; Outside United States ; 60+ ; Young Old ; Old Old ; Sex Differences ; Employment ; Older Workers ; Labor Force ; Family Relationships ; Demographic Characteristics ; Employment History

Abstract: Examined differences by gender and employment status of men and women aged 60-85 in Japan. The sample consisted of 2,267 men and 3,009 women (mean ages 70.88 and 71.52, respectively) from 4 waves of a national sample of older Japanese. Variables were labor force participation, work history, socioeconomic characteristics, age and health, and family structure. Multinomial logistic regression models were estimated for 3 measures of labor force participation (current labor force status, labor force exit, and labor force re-entry) as a function of individual and family characteristics measured 3 years earlier. Labor force participation was significantly associated with socioeconomic status, longest occupation, and family structure. The strength and nature of these relationships differed markedly for men and women and for wage employment and self-employment. (SW) (Ageline Database, copyright 2004 AARP, all rights reserved) Accession Number: 103171

A34.

Document no.: TD/TNC 78.599

Author: Borland, Jeff

Title: Mature age employment in Australia: what is happening and what can policy do? / Jeff Borland.

2003. Unpublished. iii, 58 p. + appendices.

This report reviews the evidence on mature age employment outcomes in Australia. It has two main purposes, focusing on the role of attitudinal, financial and structural factors: (1) to review data on trends in labour force participation and employment of mature age workers; and (2) to review theory and empirical evidence on the main determinants of employment outcomes for mature age workers. A range of policy options for increasing employment rates of mature age workers are proposed and evaluated. Mature age employment is defined as employment of workers aged over 45 years.

Descriptors Older worker; Employment; Policy formation; Labour force participation; Data analysis; Trend; Theory; Research; Supply and demand

Identifiers Australia; Mature age worker

A35.

Document no.: TD/TNC 81.309

Authors: Ford, Geoff; Watkins, Barbara; Bosley, Sara; Hawthorn, Ruth; McGowan, Barbara; Grattan, Patrick

Publisher: Third Age Employment Network (U.K.) \ (TAEN); University of Derby \ Centre for Guidance Studies \ (CeGS); National Institute for Careers Education and Counselling (U.K.) \ (NICEC); Great Britain \ Dept for Education and Skills \ (DfES)

Title: Challenging age: information, advice and guidance for older age

[London] Third Age Employment Network, [2003] 118 p.

This report is concerned with older people aged 50 or over and the existing barriers which prevent their full participation in employment, learning, training and career development programs. In the UK, 33% of the working age population are over 50, and studies show that many of these are highly skilled and experienced, and would be willing to work if opportunities were available. The main aim of the 'Challenging Age' project was to gather responses from older adults concerning what has or has not worked for them, so that improvements can be made to the information, advice and guidance (IAG) which organisations provide. Focus groups and one-on-one interviews with 142 older people and 74 staff from IAG agencies and organisations were employed to gather the information, and the main issues identified were concerned with: barriers; the desire to contribute; learning and workforce development; information, advice and guidance; and guidance and national policy. The document concludes with a ten-point action plan for how changes can be implemented in this field.

This document may be found on the TAEN web site at:

<<http://www.taen.org.uk/Publications/Challenging%20age.pdf>> (accessed April 2005)

Descriptors Older people; Older worker; Employment; Training; Vocational guidance; Career development; Career information; Workplace learning; Government policy; Skill development

Examples from CEDEFOP's VET-Bib database

A36. Title	Ageing and labour market participation / Helen Russell and Tony Fahey.
Author	Russell, Helen
Author	Fahey, Tony
Corporate Source	Economic and Social Research Institute - ESRI Equality Authority - EA
Imprint	Dublin : Equality Authority, 2004
Phys. Desc.	64 p.
Series	Equality Research Series
Document Type	report
Availability	http://www.esf.ie/publications/2004/Ageing%20&%20Labour%20Markets.PDF
Abstract	<p>The proportion of people aged 50-69 years in employment rose during the 1990s, thus reversing a long-term downward trend. The purpose of this study was to examine the components of this upward movement, in the context especially of an interest in the role of public policy in shaping the labour market behaviour of older people. The report made the following findings: the rise in older people's employment rate was driven less by a delay in retirement than by an increase in the movement of the formerly non-employed into jobs, mainly women entering jobs from home duties. Only the self-employed, especially farmers, tended to work beyond age 65. Ill-health played an important role as a cause of non-employment among older people. The key problematic aspects of labour market patterns occur in connection with unemployment and being unable to work due to sickness and disability rather than with retirement and being in home duties. To improve the circumstances of older people, therefore, it is necessary for policy to pay particular attention to the problems of older unemployed workers and those who are ill/disabled. In order to encourage older people to take up employment, the report recommends promoting flexible pension arrangements, options for phased retirement, enhanced employer practices and arrangements and an emphasis on work-life balance.</p>
Main Descriptor	older worker
Descriptor	employment experience employment policy return to work self employed worker health conditions of employment

A37. Title	Ageing and work in Europe / EFILWC.
Corporate Source	European Foundation for the Improvement of Living and Working Conditions - EFILWC
Imprint	Dublin: EFILWC, 2004
Phys. Desc.	19 p.
Document Type	report
Note	last visit to page: 08/2004 available in electronic format only
Abstract	"With the objective of raising employment rates of older people the EU is promoting policies aimed at abolishing early retirement schemes, setting up more flexible working hours, improving health and safety, and developing access to lifelong learning. This report examines the measures taken by seven countries to target these objectives. It identifies successful elements in terms of quality of work and employment."
Main Descriptor	older worker
Descriptor	early retirement working conditions
Geographical Term	EU countries
Electronic Access	http://www.eurofound.eu.int/publications/files/EF0483EN.pdf
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Summary

The following table lists the study titles generated by the update search for *The mature-aged and skill development activities: A systematic review of research*¹. It also includes the assessment of the abstracts according to the selection criteria and relevance to the review question in the original framework². The specific review question was:

What evidence is there that skill development activities for the mature-aged (45 years and over) lead to:

- i. improved attachment to the labour market?*
- ii. improved productivity*

One study [A28], report titled *Furthering success: education, training and employment transitions for disadvantaged older workers*, met relevance criteria and was appraised for quality of the research and inclusion in the update report. This study builds on *Securing Success* (No. 4) appraised but not included for the findings in the original report. The summary of No. 4 referred to the narrow focus (of both population and intervention) and ‘weak evidence’ of the effect of training on employment opportunities. The abstract for the more recent study suggested that, although the population remains narrow (disadvantaged older workers), skills development is more the focus of the intervention and more work has been done to substantiate the causality between skill development and employment and productivity outcomes.

Another study [A19], report titled *The role of training in preventing the labour market exclusion of older workers*, was also worthy of consideration for inclusion as the desired population, intervention and outcome were addressed and it attempted to answer the ‘which’ question sparsely represented in the other studies used for the original report.

One other study [22] was considered from the abstract but the study titled *One size does not fit all: training and re-training mature age* addressed the required population and intervention but did not address the employment or productivity outcomes.



The six OECD studies listed survey the main barriers to employment for older workers and propose policy recommendations. They do not focus on skills development or productivity. A related study dealing with Finland (No. 88) was included in the original systematic review. This study identified barriers and facilitators to skills development and productivity, but did not contain any evidence that skill development activities lead to improved attachment to the labour market or productivity. The six OECD studies were expected to be similar to the Finland study and so were not included in this update review.

¹ The NCVER publication by Thomson, P, Dawe, S, Anlezark, A & Bowman, K 2005, *The mature-aged and skill development activities: A systematic review of research*, is available from NCVER’s website at <http://www.ncver.edu.au/publications/1574.html>

^{2 2} Further details of the review process may be found in the NCVER publication by Anlezark, A, Dawe, S & Hayman, S 2005, *An aid to systematic reviews in vocational education and training in Australia*, which is available from NCVER website at <http://www.ncver.edu.au/publications/1575.html>

Table 1: Assessment of 37 studies found in the update search

ID	Author(s)	Focus	Population	Intervention	Outcome(s)	Comments	Result
A1	Patrickson & Ranijn	Aus	“baby boomers” (45-59?)	Skill maintenance and development in consequence of technological advances	Retirement decisions, pressures on employers	Concerned with a narrow (but important) set of skills and outcomes. Assumes requirement for skills development, but provides no evidence that the skills will have employment benefits.	Exclude
A2	Walker	Aus	---	Age management	Age diversity	Not specifically concerned with skills development, improved attachment to the labour market or productivity.	Exclude
A3	Kossen & Wilkinson	Aus	Mature-aged workers	Regulation inc. “risk pooling”	Economic benefits of workers	Concerned with “systematic discrimination of mature-aged workers”. Is a political argument against the “radical deregulation of the labour market”. Not concerned with skills development.	Exclude
A4	Fuller & Unwin	UK	Older, experienced employees	learning	How workers learn at work	Focuses on learning, not skills development or productivity per se. Deals only with a narrow population of workers	Exclude
A5	OECD, USA (Keese, Whiteford & Kimiyo)	USA	Older workers (50+)	policies	Improved labour market prospects	Surveys the main barriers to employment for older workers and proposes policy recommendations – greater labour force participation and reversing the trend to early retirement. Does not focus on skills development or productivity.**	Exclude
A6	Tuckett et al	UK	Older adults	policy	Engagement, retention and enrichment.	A policy discussion. Not specifically concerned with skills development, improved attachment to the labour market or productivity.	Exclude
A7	Conlon	UK	Late learners	Late learnings	Improved labour market outcomes	Admits that little is known about family characteristics of those involved in late learning. The abstract does little to suggest that the paper advances this knowledge.	Exclude
A8	Cameron	Aus	Older learners and workers (45+)	Training needs	Adult learning theories and approaches	Concerned with the theory of learning, not specifically with improved attachment to labour market or productivity.	Exclude
A9	Dusseldorp/BCA	Aus.	Participants in education and training	Education and training	Drop out rates	Concerned broadly with economic benefits of participation in education and training. Not concerned with the mature aged, skills development, improved attachment to the labour market or productivity.	Exclude
A10	Rix	USA	Older workers	---	---	Discussion on employment in the USA. Not relevant to Review.	Exclude

ID	Author(s)	Focus	Population	Intervention	Outcome(s)	Comments	Result
A11	Coy et al	USA	Baby boomers	---	productivity	Discussion on economic value of baby boomers in the labour market. Not relevant to Review.	Exclude
A12	LaMascus et al	USA	---	---	---	Supports need for workers to support "the ageing society". Not relevant to the Review.	Exclude
A13	Carson & Kerr	Aus	Older job seekers	Sophisticated further training systems	Maintain employability – portability of qualifications	Concerned mainly with the effects of employer attitudes on the employment of older job seekers, rather than causal links between skills development and labour market outcomes or productivity.	Exclude
A14	OECD, Australia (Andersson)	Aus	Older workers (50+)	policies	Improved labour market prospects	Surveys the main barriers to employment for older workers and proposes policy recommendations – concludes that a lot needs to be done to improve employment opportunities. Recommendations include facilitation of later retirement and removal of incentives for early retirement. Also, prevention of disability benefits as a pathway to early of retirement and enhancement of age discrimination legislation. Does not focus on skills development or productivity.**	Exclude
A15	OECD, Korea	Korea	Older workers (50+)	policies	Improved labour market prospects	Surveys the main barriers to employment for older workers and proposes policy recommendations – greater income support arrangements and changed employment practices. Does not focus on skills development or productivity.**	Exclude
A16	OECD, UK	UK	Older workers (50+)	policies	Improved labour market prospects	Surveys the main barriers to employment for older workers and proposes policy recommendations – strengthen incentives to remain active and encourage retention and recruitment. Does not focus on skills development or productivity.**	Exclude
A17	OECD, Czech Rep	Czech Rep	Older workers (50+)	policies	Improved labour market prospects	Surveys the main barriers to employment for older workers and concludes that the country has implemented important measures in recent years. Does not focus on skills development or productivity.**	Exclude
A18	Bailey et al	USA	---	---	---	Discussion of the economic benefits of education. Not relevant to this Review.	Exclude
A19	O'Connell	Sweden Finland UK	Older (mature age) workers	 training	 In the workforce longer	This conference paper uses secondary data from Finland, Sweden and the UK. It looks at which type of training interventions should be employed to prevent labour market exclusion of older workers in Australia.	Include
A20	Windsor, Spoehr & Wright	Aus	All workers	Workforce development strategies	Productivity and economic growth	Deals with the need for workforce development strategies to address the	Exclude

ID	Author(s)	Focus	Population	Intervention	Outcome(s)	Comments	Result
A21	Rolland	Aus	Older worker (45+)	Lifelong learning policies (Training for 45+ a challenge)	Increased workforce participation	ageing society. Not confined to mature age nor with role of skills development or individual productivity. Concerned with policy. Not specifically concerned with skills development, or productivity.	Exclude
A22	Byrne	Aus	Mature age workers	Training and retraining	Future policy and implementation challenges.	Is a description of where VET sector is and assumes that training is necessary in the future. No evidence of how training (skills development) will effect outcomes.	Exclude
A23	Taylor	EU	Older workers (indirectly)	Lifelong learning policies	Labour market policies	Policy discussion. Not specifically concerned with skills development, improved attachment to the labour market or productivity.	Exclude
A24	Ranzijn	Aus	Older (mature age) workers	Attitudes to training	Workforce participation	Concerned with attitudes to training not skill development per se.	Exclude
A25	Cully	Aus	Older workers (45+)	Access to training	Form of employment protection	Review of circumstances of older workers. Narrowly focused on access to training not the benefits of training itself. Not relevant to the Review.	Exclude
A26	King	Aus	Baby boomers	Training Policies – superannuation, educational	Stay in employment longer	Policy discussion. Does not deal specifically with effects of training on retention or employment security.	Exclude
A27	Jorgenson	Aus	Mature aged workers	policy	retention	Policy discussion. Not specifically concerned with skills development, or productivity.	Exclude
A28	Jones et al. report by Business, Work and Ageing, Swinburne University of Technology, for Department of Education, Science and Training, Canberra.	Aus	Disadvantaged (in the labour market) older workers (45 and over)	“the system” inc. vocational and relate education and training	Secure and sustainable employment	Deals with a significant subset of the population and focuses on skills development (voc ed) as a means of achieving employment outcomes. Identifies required shifts in policy and interventions. <i>Builds on “Securing Success” DEST report (No. 4) reviewed as part of the first review but one of the 22 not included in the report. Note that summary of that study refers to its narrow focus (of both population and intervention) and ‘weak evidence’ of effect of training ion employment</i>	Include
A29	Cameron	Aus	Mature aged job seekers	RPL practice	RPL model	Concerned with viability of RPL model for sub-population. Not relevant to the Review	Exclude
A30	OECD, Italy	Italy	Older workers (50+)	policies	Improved labour market prospects	Surveys the main barriers to employment for older workers and proposes policy recommendations – increase female participation rates, change employer	Exclude

ID	Author(s)	Focus	Population	Intervention	Outcome(s)	Comments	Result
A31	Giskes	Aus	Older workers	Government initiatives for "ageless workforce"	Longer workforce participation	attitudes and improve skills. However, it does not focus specifically on skills development or productivity.** Discussion about using government policy to effect longer workforce participation. Not concerned with skill development, nor how training could effect outcomes.	Exclude
A32	Rix	USA	Older workers	---	---	Discussion on employment in the USA. Not relevant to review.	Exclude
A33	Raymo et al.	Japan	Men and women 60-85	---	---	Discussion of different employment rates for men and women. Not relevant to Review.	Exclude
A34	Borland	Aus	Mature aged employed (45+)	policy	---	Review of employment outcomes. Not relevant to Review.	Exclude
A35	Ford et al	UK	Older people (50+)	---	Work opportunities	Survey of older workers to ascertain willingness to work. Not specifically concerned with skills development. Not relevant to review.	Exclude
A36	Russell & Fahey	Ireland	Older people (50-69)	Public policy	---	Survey of condition of the target population. Not concerned with skills development.	Exclude
A37	European Foundation for the Improvement of Living and Working Conditions - EFILWC	EU	Older people	Policies (inc. lifelong learning)	Quality of work and employment	Examination of six countries of policies to abolish early retirement, setting up more flexible working hours, improving health and safety and access to lifelong learning. no specific treatment of causation between skills development and jobs or productivity.	Exclude

**A related study dealing with Finland (No. 88) was included in the first systematic review of research. This study identified barriers and facilitators to skills development and productivity, but no evidence that skill development activities lead to improved attachment to the labour market. This study is expected to be similar to the Finland study and so was not included in the Update review.

Bolding indicates that criteria is satisfied.



Indicates presumed link between satisfied criteria.