

## The mature-aged and skill development activities: A systematic review – Support document

SUSAN DAWE

LEA-ANN HARRIS

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

The views and opinions expressed in this document are those of the author(s) and do not necessarily reflect the views of ANTA. Any errors and omissions are the responsibility of the author(s).

© Australian National Training Authority, 2005

This work has been produced by the National Centre for Vocational Education Research (NCVER) with the assistance of funding provided by the Australian National Training Authority (ANTA). It is published by NCVER under licence from ANTA. Apart from any use permitted under the Copyright Act 1968, no part of this publication may be reported by any process without the written permission of NCVER Ltd. Requests should be made in writing to NCVER Ltd.

**LIST B: 57 STUDIES EXCLUDED FROM THE SYSTEMATIC REVIEW OF RESEARCH: THE MATURE AGED AND SKILL DEVELOPMENT ACTIVITIES May-June 2004. Reason for exclusion is listed.**

**SYSTEMID 3**

**Document\_no** TD/TNC 69.450

**Date\_Key** 2001

**English\_Title** The human resource costs and benefits of maintaining an age-balanced workforce / Australian Employers Convention.

**Author** Brooke, Libby

**Corp\_Author** Australian Employers Convention

**Language** eng

**Abstract** The Australian Employers Convention (AEC) was established in 1999 to promote the benefits of an age balanced workforce to businesses around Australia. The AEC undertakes Australian-based research and consults international literature to develop information products and resources for the Australian business community. The aim is to inform business of the current trends resulting in the de-skilling and displacement of workers as they age and the challenges for business of the ageing demographic of the population and the associated labour market. This document reports the outcomes of a project which investigated the human resource costs and benefits to business of employing an age-balanced workforce. The United Nations and the World Health Organisation have commonly defined older workers as those over the age of 45 and the Australian Bureau of Statistics considers those over this age to be 'older jobseekers'. The research compared the costs and benefits of workers aged 45 with those under this age in order to reach a dollar estimate of net costs and benefits. The research also reviewed assumptions and age-related stereotypes of the human resource costs of workers aged 45 and over to employers. The research counters the assumption that older workers are not a good investment and it is suggested that within an age balanced workforce, the attributes of both workers aged 45 and over and those aged 44 and under can add value to business.

**Descriptors** Australia;Ageing population;Human resources;Cost;Older worker;Cost benefit analysis;Investment;Career pattern;Work performance;Training cost;Labour mobility.

**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: lea-ann.harris@ncver.edu.au> Document delivery service in accordance with Australian copyright laws and regulations.

**ISBN** 187660557X

**Imprint\_Place** [Mitcham, Vic.]

**Imprint\_Publisher** Australian Employers Convention

**Imprint\_Date** [2001]

**Collation** 19 p.

**Country\_Publication** AUS

**Tag** VOCED

**IncludedorExcluded** excluded

**reason for exclusion** does not deal with intervention; may address barriers/facilitators

**source** Database search

**source name** VOCED <http://www.voced.edu.au>

**SYSTEMID 5****Document\_no** TD/TNC 76.306**Date\_Key** 1994**English\_Title** The ageing workforce: employers' attitudes towards older people / Philip E. Taylor and Alan Walker.**Author** Taylor, Philip  
Walker, Alan**Language** eng**Abstract** This article reports the results of a national postal survey of employers' attitudes and policies towards older workers supported by the ESRC [Economic and Social Research Council]. The survey's key findings are discussed in the context of the declining labour force participation of older people over the last 20 years and the recent turnaround in official and some employer attitudes towards this group. Findings of particular importance are those relating to the sectoral differences in employers' orientations towards older workers, such as the larger proportion of those in the production and construction than in the service sectors who were using early retirement schemes and the differences in strategic responses to the ageing workforce, with the service sector leading production, construction and manufacturing; the impact of employers' perceptions of older workers' lack of appropriate skills which, when coupled with figures illustrating the lack of access of older people to both official and employer training programs, suggests a self-fulfilling prophecy; and the surprising support given by employers for anti-age discrimination legislation. Data from the survey were also used to test the model put forward by Atkinson (1989) suggesting that employers' policies develop incrementally. The article concludes by arguing that the educative approach favoured by the government is not likely to have a significant impact on the employment prospects of older workers. Therefore this group is likely to be increasingly confined to a choice between low-skill/low-wage jobs in the service sector or non-employment.  
Published abstract reprinted by permission of Sage Publications.**Descriptors** Article;UK;Older worker;Employment opportunity;Employer;Attitude;Survey;Employment practice;Labour force participation;Government policy;Industry;Training opportunity;Access to education.**Availability** Subscription (February 2004): Sage Publications, 6 Bonhill Street, London EC2A 4PU, UK. Ph: +44 171 3740645; Fax: +44 171 3748741; <Email: [subscriptions@sagepub.co.uk](mailto:subscriptions@sagepub.co.uk)>; Internet: <<http://www.sagepub.co.uk/JournalSubscribe.aspx?pid=105810>> (accessed February 2004)**ISSN** 0950-0170**Imprint\_Place** Durham, U.K.**Imprint\_Publisher** British Sociological Association**Imprint\_Date** 1994**Country\_Publication** GBR**Serial\_Title** Work, employment and society**Volume** 8**No** 4**Date** December 1994**Pages\_of\_Article** p. 569-591**Tag** VOCED**IncludedorExcluded** excluded**reason for exclusion** reports on barriers; does not address outcomes of skill development activities**source** Database search**source name** VOCED <http://www.voced.edu.au>

**SYSTEMID 7****Date\_Key** 2003**English\_Title** Older workers: policies of other nations to increase labor force participation: report to the Ranking Minority Member, Special Committee on Aging, U.S. Senate**Corp\_Author** United States \ General Accounting Office  
United States Congress \. Senate Special Committee on Aging**Language** eng**Abstract** Examined the policies of other industrialized nations to increase labor force participation of older adults. Analyses were conducted on demographic and labor force data obtained from the Organization for Economic Cooperation and Development, the United Nations Population Division, and the International Labor Organization for the United States, Canada, France, Germany, Italy, Japan, Sweden, and the United Kingdom. The pension systems and labor market policies of Japan, Sweden, and the United Kingdom were examined in detail through interviews, literature reviews, and site visits. Results suggest that pension reforms in these 3 countries that increase eligibility ages, reduce pension benefits, and increase benefits when claimed at a later age may encourage or require older workers to remain in the labor force longer. Each of the countries has begun to study or enact policies to reduce the barriers to employment at older ages, with reforms such as loosening or eliminating mandatory retirement age standards, encouraging the elimination of age discrimination in employment, improving older worker training, providing employment earnings incentives, and exploring quality-of-work life issues. The experiences of these countries suggest that the nature of the reforms, public availability and transparency of information, and the strength of the national economy play key roles in extending the labor force participation of older workers. Appendixes detail the study methodology and provide descriptions of the pension and labor market policies of Japan, Sweden, and the United Kingdom. (AY) (Ageline Database, copyright 2003 AARP, all rights reserved)**URL** <http://www.doleta.gov/performance/guidance/gaoreports/d03307.pdf>**Imprint\_Place** Washington, DC**Imprint\_Publisher** U.S. General Accounting Office**Imprint\_Date** February 2003**Collation** 56 pp.**Country\_Publication** USA**Tag** Ageline**IncludedorExcluded** excluded**reason for exclusion** examination of other country's policies**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search terms: training AND Labor force (limited by date range 1994-2004 and research/policy documents)**Non VOCED descriptor** older adults  
United States  
Outside United States

**SYSTEMID 8****Date\_Key** 2002**English\_Title** Workforce and older Texans**Corp\_Author** Texas \ Dept. on Aging \ Office of Aging Policy and Information**Language** eng**Abstract** Outlines common policy issues related to the workforce and older adults in Texas and presents policy recommendations for addressing these issues. Issues related to older workers include labor force needs, the aging of the workforce, pensions, health insurance availability, caregiving and worker productivity, and education and training. Specific policy recommendations focus on expanding the Texas Medicaid Buy-In (TMBI) pilot program to older adults with disabilities; educating caregivers and employers about affordable eldercare options and the benefits of flextime and telecommuting; educating employers about the benefits of hiring, training, and retaining older workers; providing special training to adult education providers on how to address the unique learning styles of older adults; setting aside a portion of Workforce Investment Act discretionary funds to provide services to older adults; ensuring that policymakers plan for the special needs of older workers; and offering job-specific training and lifelong learning opportunities to older adults through the formal education system at low or no cost. References are included. (MM) (Ageline Database, copyright 2002 AARP, all rights reserved)**URL** [www.tdoa.state.tx.us/Publications/PolicyPapers/WorkforcePolicy.pdf](http://www.tdoa.state.tx.us/Publications/PolicyPapers/WorkforcePolicy.pdf)**Series** OAPI policy paper. Aging matters**Imprint\_Place** Austin, Texas**Imprint\_Publisher** Texas Department on Aging, Office of Aging Policy and Information**Imprint\_Date** 2002**Collation** 15 pp**Country\_Publication** USA**Tag** Ageline**IncludedorExcluded** excluded**reason for exclusion** reports on policy issues related to the workforce and older adults**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search terms: training AND Labor force (limited by date range 1994-2004 and research/policy documents)**Non VOCED descriptor** older adults  
United States  
Labor Force

**SYSTEMID 9****Date\_Key** 2001**English\_Title** Employment and aging**Author** McIntosh, Barbara (Comp.)  
Caro, Francis G. (Comp.)**Corp\_Author** Association for Gerontology in Higher Education**Language** eng**Abstract** Provides a 69-item annotated bibliography on employment and aging, highlighting works suitable for use in gerontology courses. Entries include general employment reviews, as well as books, monographs, and web sites on human resource management issues, training, leadership and succession planning, employment alternatives, legal issues, labor market perspectives, race and gender, and resources for older workers. (AR) (Ageline Database, copyright 2003 AARP, all rights reserved)**Imprint\_Place** Washington, DC**Imprint\_Publisher** Association for Gerontology in Higher Education**Imprint\_Date** 2001**Collation** 17 pp**Tag** Ageline**IncludedorExcluded** excluded**reason for exclusion** annotated bibliography**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search terms: training AND Labor force (limited by date range 1994-2004 and research/policy documents)**Non VOCED descriptor** older adults  
United States  
Employment

**SYSTEMID 11****Date\_Key** 1999**English\_Title** New opportunities for older workers**Corp\_Author** Committee for Economic Development \ Research and Policy Committee**Language** eng**Abstract** Examines the role that older workers should play in the future workforce, when the retirement of the baby boom generation and population aging will make for a tight labor market. Encouraging older adults to work longer and facilitating longer work lives will alleviate the economic burden brought about by increasing old-age dependency ratios and increasing costs of old-age entitlement programs. Older adults currently face several barriers to work, including financial disincentives, workplace discrimination, and inadequate training. Employers' willingness to hire and retain older workers depends, in part, on the availability of labor and workers' productivity and cost. A "pro-work" agenda for employers, policymakers, and older workers includes detailed recommendations in six areas: putting in place financial incentives to encourage older workers to stay in the labor force, replacing stereotypes about older workers, training, rethinking the organization of work (such as phased retirement), getting older workers into new jobs, and maintaining a strong and flexible safety net. References; memoranda of comment, reservation, and dissent by Committee for Economic Development (CED) members; and information on the objectives and organization of the CED are included. (MM) (Ageline Database, copyright 2000 AARP, all rights reserved)**URL** [http://www.ced.org/docs/report/report\\_older.pdf](http://www.ced.org/docs/report/report_older.pdf)**ISBN** 0871861356**Imprint\_Place** New York, NY**Imprint\_Publisher** Committee for Economic Development**Imprint\_Date** 1999**Collation** 67 pp.**Country\_Publication** USA**Tag** Ageline**IncludedorExcluded** excluded**reason for exclusion** barriers and facilitators for older workers discussed**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search terms: training AND Labor force (limited by date range 1994-2004 and research/policy documents)**Non VOCED descriptor** United States  
older adults  
Public policy

**SYSTEMID 12****Date\_Key** 2000**English\_Title** Influence of training and experience on skill acquisition and maintenance in older adults**Author** Fisk, Arthur D  
Rogers, Wendy A**Language** eng**Abstract** Reviews the literature to explore the influence of training and experience on skill acquisition and maintenance in older adults. Examines a variety of areas in which the maintenance of skills into old age has been measured: typing, skilled visual search, decision making when driving, and expert pilot performance. Reports that well-learned skills do seem to be maintained well into old age. Examines research on the acquisition of new skills, simple and complex, in older adults. Concludes that older adults can acquire new skills; however, in comparison with younger adults, older adults' acquisition rates and final performance levels are generally lower, and the mode of training has more impact than for younger adults. (KM) (Ageline Database, copyright 2000 AARP, all rights reserved)**ISSN** 1063-8652**Serial\_Title** Journal of Aging and Physical Activity**Volume** 8**No** 4 (Oct)**Date** 2000**Pages\_of\_Article** 373-378**Tag** Ageline**IncludedorExcluded** excluded**reason for exclusion** review of literature**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search term: skill acquisition [subject] (limited by date range 1994-2004 and research/policy documents)**Non VOCEd descriptor** Skill acquisition  
United States  
older adults

**SYSTEMID 13****Date\_Key** 1993**English\_Title** Older workforce: recruitment and retention: a survey**Corp\_Author** American Association of Retired Persons  
Work Force Programs Dept; Society for Human Resource Management (U.S.)**Language** eng**Abstract** Surveyed a random sample of 5,000 members of the Society for Human Resource Management concerning their recruitment and retention practices for older workers. Twenty percent of the study sample, which included employers in manufacturing, health care, finance, professional service, and other industries, responded to the mailed questionnaire. Seventy-seven percent of respondents were for-profit organizations, and 55 percent had from one to 499 employees. The majority of respondents (85 percent) had no special recruitment practices for older workers. Most (72 percent) had no specific practices in place to encourage retention of workers over age 50; those who actively attempted to retain older workers did so through informal practices (58 percent) or flexible work arrangements (54 percent). Few companies attempted to retain older workers by routinely retraining them (23 percent) or through formal retraining programs (3 percent). Respondents cited older workers' workplace skills, flexibility in scheduling, low absenteeism, high motivation, and mentoring abilities as advantages to retaining older workers. Nevertheless, 66 percent saw no need to encourage older workers to remain on the job, and 67 percent cited no need to actively recruit older workers. In light of predicted shortages of skilled workers, it is suggested that human resource professionals should consider new approaches to retaining and recruiting skilled older workers. (PH) (Ageline Database, copyright 1995 AARP, all rights reserved)**Imprint\_Place** Washington, DC**Imprint\_Publisher** American Association of Retired Persons  
Work Force Programs Department**Imprint\_Date** 1993**Collation** 5 pp.**Country\_Publication** USA**Tag** Ageline**IncludedorExcluded** excluded**reason for exclusion** reports on barriers only**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search term: skilled workers [subject] (limited by date range 1994-2004 and research/policy documents)**Non VOCED descriptor** United States  
older adults  
Older Workers

**SYSTEMID 15****Date\_Key** 2000**English\_Title** Older learners in higher education: their motivations, barriers, and expectations**Author** Silverstein, Nina M  
Choi, Lona H  
Bulot, Jay**Language** eng**Abstract** Examined the motivations for pursuing higher education and barriers faced by students aged 50 and older in order to develop recommendations for colleges and universities to heighten their awareness of the needs and expectations of older learners. A total of 504 older students aged 52-87 (mean age 59) at the University of Massachusetts Boston completed telephone interviews or mail questionnaires. Almost half (48%) of the respondents were enrolled in undergraduate programs, 33% percent were enrolled in master's programs, 8% were in doctoral programs, and 9% were in certificate programs. As to why they enrolled in higher education, the 3 overall motivational factors mentioned most often were "gaining self-confidence," "meeting new people," and "keeping from being bored." However, for learners aged 50-59, instrumental reasons such as "career advancement," "new directions," and "looking for another job" were significantly related to their younger age. Respondents reported that they encountered 3 major obstacles while attending classes: family obligations, times of course offerings, and the demands of homework. Age-specific obstacles encountered by the respondents included difficulty of scheduling appointments with professors (for those aged 50-59) and caring for children or grandchildren (for those aged 60 and older). It is recommended that higher education institutions establish standing committees of older learners to make their campuses more "older-learner-friendly," heighten the awareness of faculty and administrators to the needs and expectations of older learners, increase older learners' awareness of senior tuition and fee waiver programs, and inform older learners about placement services. References are included. (MM) (Ageline Database, copyright 2001 AARP, all rights reserved)**Imprint\_Place** Boston, MA**Imprint\_Publisher** University of Massachusetts, Boston / College of Public and Community Service / Gerontology Institute and Center**Imprint\_Date** 2000**Collation** 38 pp.**Country\_Publication** USA**Tag** Ageline**IncludedorExcluded** excluded**reason for exclusion** reports on barriers  
focus is on higher education**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search term: older students [subject] (limited by date range 1994-2004 and research/policy documents)

**SYSTEMID 16****Date\_Key** 2001**English\_Title** Towards active ageing in the 21st century: final report for Germany**Author** Naegele, Gerhard**Corp\_Author** Japan Institute of Labor**Language** eng**Abstract** Reviews the labor force participation of older adults in Germany in an effort to develop ways to promote active aging and prolonged work lives. Over recent decades older adults have experienced a decline in labor force participation rates, a high risk of long-term unemployment, and diverse forms of open and covert discrimination in employment. Efforts to move away from early retirement have been influenced by pressure on public sector funding, foreseeable labor and skill shortages, and structural changes in the working life, and have taken the form of raising the legal retirement age, introducing partial retirement schemes, and providing wage subsidies for the long-term unemployed. Selected "good practice" employer programs that promote the hiring and retention of older workers are reviewed, along with the attitudes of trade unions, employer associations, and older workers themselves toward longer work lives and continued employment. Suggested new approaches to promoting the participation of older adults are examined. References are included. (MM) (Ageline Database, copyright 2004 AARP, all rights reserved)**URL** [www.jil.go.jp/jil/seika/ge2.pdf](http://www.jil.go.jp/jil/seika/ge2.pdf)**Imprint\_Place** Tokyo**Imprint\_Publisher** Japan Institute of Labour**Imprint\_Date** 2001**Collation** 40 pp.**Country\_Publication** Japan**Tag** Ageline**IncludedorExcluded** excluded**reason for exclusion** may address barriers/facilitators; does not examine skill development outcomes**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search** Search terms: older workers AND participation rates [subjects] (limited by date range 1994-2004 and**strategy** research/policy documents)**Non VOCED descriptor** Active aging  
older adults  
Outside United States

**SYSTEMID 19**

**English\_Title** Evidence-based programs for the prevention of early exit from work

**Author** Kilbom, Asa

**Language** eng

**Abstract** Reviews research on efforts to prevent early exit from the workforce in developed nations. Explains that since population aging and lowered average age of retirement imply greatly increased public costs for pensions and health care for older adults, many nations are moving to reduce early retirement benefits, increase the normal retirement age, introduce voluntary delayed retirement, and enact anti-age-discrimination employment policies. Maintains that a prolongation of work-force participation must be accomplished without threatening the well-being of older adults, and therefore working life changes that accommodate the capacity and demands of an aging workforce are needed. Reports that no scientific intervention studies have as yet demonstrated that early exits from working life can be prevented while work ability, health, productivity, and a high quality of life are maintained. Notes, however, that several studies on return-to-work after prolonged sick leave, reentry to work after layoffs, risk factors for early retirement, risk/health factors for maintained work ability, and case studies provide indirect support for the feasibility of preventing early exits. (MM) (Ageline Database, copyright 1999 AARP, all rights reserved)

**ISSN** 0361-073X

**Serial\_Title** Experimental aging research

**Volume** 25

**No** 4 (Oct-Dec)

**Date** 1999

**Pages\_of\_Article** 291-299

**Tag** Ageline

**IncludedorExcluded** excluded

**reason for exclusion** does not address skill development activities; may include barriers/facilitators

**source** Database search

**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )

**search strategy** Search terms: older workers AND participation rates [subjects] (limited by date range 1994-2004 and research/policy documents)

**Non VOCED descriptor** older adults  
Developed nations  
International

**SYSTEMID 21****Date\_Key** 1992**English\_Title** Older workers in intergenerational child-care**Author** Newman, S  
Riess, J**Language** eng**Abstract** Thirty-four older workers in one of five intergenerational child care settings participated in a study exploring the effects of their participation in intergenerational child care programs. The purpose of the study was (1) to identify and describe a sample of older child care workers and (2) to identify characteristics of the older child care workers or the work experience which significantly impact on their lives. The older workers completed a written questionnaire, standardized life satisfaction scale, and interviews. The results suggest that participation in intergenerational child care programs supports the notion of generativity and enhances productive aging. Older workers reported increases in feeling needed, valued, and a sense of self-worth, and increased social contact. Over 90% of the older workers reported that their job expectations were met and that they felt the children had benefitted from their work. Positive changes in attitude about children's growth was positively related to the older workers' personal growth. Older workers also reported greater personal growth when they worked in excellent child care centers as compared to good or fair quality centers. Younger teachers reported positive changes in the classroom environment with the presence of older workers. These findings have implications for training older adults as child care workers and for social policy issues concerning older citizens' roles in our society.**Serial\_Title** Journal of gerontological social work**Volume** 19**No** 2**Date** 1992**Pages\_of\_Article** 45-66**Tag** Social SciSearch**IncludedorExcluded** excluded**reason for exclusion** does not address skill development activities; may not address outcomes. May include facilitators.**source** Database search**source name** Social SciSearch database via Dialog**search strategy** Contained within the SYSREV Search log

**SYSTEMID 22**

**English\_Title** Career-relevant learning and development, worker age, and beliefs about self-efficacy for development.

**Author** Maurer, T J

**Language** eng

**Abstract** While employee continuous learning is increasing in importance and labor markets are tightening, the average age of workers is also increasing. But older workers may not participate in learning and development activities as much as younger workers. This paper explores an important and under-recognized factor that may contribute to this age effect: a decline in self-confidence (or self-efficacy) for career-relevant learning and skill development with age. The review explores various factors in an organizational setting which might lead to reduced self-confidence for learning, and subsequently, lower participation in learning/development activities. Suggestions for managing older workers and for research on this topic are offered. (C) 2001 Elsevier Science Inc. All rights reserved.

**Serial\_Title** Journal of management

**Volume** 27

**No** 2

**Date** 2001

**Pages\_of\_Article** 123-140

**Tag** Social SciSearch

**IncludedorExcluded** excluded

**reason for exclusion** reports on barrier – a decline in self-confidence or self-efficacy

**source** Database search

**source name** Social SciSearch database via Dialog

**search strategy** Contained within the SYSREV Search log

**SYSTEMID 23****Date\_Key** 2004**English\_Title** Beliefs about older workers' learning and development behavior in relation to beliefs about malleability of skills, age-related decline, and control**Author** Wrenn, K A  
Maurer, T J**Language** eng**Abstract** This study investigated beliefs about older workers' ability and inclination to develop career-relevant skills, concepts that have not been empirically examined previously in any depth. Two sets of distinct but conceptually related variables were examined in relation to these beliefs. First, participants' implicit theory of abilities (whether they are fixed or changeable) was investigated, and was not found to predict beliefs about older workers' ability or inclination to develop. Second, their beliefs about the age-related decline of learning-relevant abilities and the controllability of such decline were examined. Beliefs about the decline of such abilities significantly predicted beliefs about older workers' ability to develop and beliefs about their inclination to develop. A significant relationship was also found between beliefs about controllability of decline and beliefs about older workers' teaming goal orientation. Implicit theories significantly predicted beliefs about controllability of decline. These results empirically link research on beliefs about age-related decline of abilities with the older worker stereotype literature. The results also link literature on beliefs about controllability of decline with literature on implicit theories of skill malleability.**Serial\_Title** Journal of applied social psychology**Volume** 34**No** 2**Date** 2004**Pages\_of\_Article** 223-242**Tag** Social SciSearch**IncludedorExcluded** excluded**reason for exclusion** reports on barriers but not labour market outcomes**source** Database search**source name** Social SciSearch database via Dialog**search strategy** Contained within the SYSREV Search log

**SYSTEMID 24****Date\_Key** 1999**English\_Title** Applicant age as a subjective employability factor: A study of workers over and under age fifty**Author** Forte, C S  
Hansvick, C L**Language** eng**Abstract** Three hundred employers in a suburban area of the Pacific Northwest were surveyed by mail. Ninety-eight (i.e., 33%) responded with their perceptions of older (ages 50 and over) and younger (aged 49 and under) workers on 12 attributes. In contrast to previous research, this study found more favorable ratings for older workers overall, including such categories as attendance and salary expectations. Younger workers were rated more favorably on the attributes computer skills, energy levels, flexibility, and learning ability. An ingroup bias was found for ratings of older workers by older employers.**Serial\_Title** Journal of employment counseling**Volume** 36**No** 1**Date** 1999**Pages\_of\_Article** 24-34**Tag** Social SciSearch**IncludedorExcluded** excluded**reason for exclusion** barriers and facilitators – employers perceptions**source** Database search**source name** Social SciSearch database via Dialog**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\OP320\databases\Search log\Mature aged 1 - Social SciSearch.doc

**SYSTEMID 25****Date\_Key** 1995**English\_Title** The new career contract - developing the whole person at midlife and beyond.**Author** Hall, D T  
Mirvis, P H**Language** eng**Abstract** This is an examination of the current status and future potential of older workers in organizational settings. This analysis will necessarily require a reexamination of traditional models of career stages, particularly in relation to issues of aging in the career context. The paper starts with an examination of the "career contract," the set of mutual expectations between employer and employee and on the ways that contract has changed over the last decade. Our summary view of the new contract is that it reflects a move from an organizationally based career to a protean or self-based career. This change has particularly strong implications, positive and negative, for older workers, and these are explored in depth. We argue that the contemporary high-speed work environment demands two key competencies (which we call "meta-skills," since they are skills for learning how to learn): identity development and heightened adaptability. The development of these meta-skills occurs through a process of midcareer "routine-busting." In our view, this suggests a new view of career stages, in which the focus is on many cycles of learning stages (continuous learning), rather than a single lifelong career stage cycle. The paper concludes with the implication of these new career concepts for the development of older workers, questioning the currently popular model of retraining and calling instead for continuous learning as a means of providing lifelong development for workers of all ages. (C) 1995 Academic Press, Inc.**Serial\_Title** Journal of vocational behavior**Volume** 47**No** 3**Date** 1995**Pages\_of\_Article** 269-289**Tag** Social SciSearch**IncludedorExcluded** excluded**reason for exclusion** discussion of career contracts**source** Database search**source name** Social SciSearch database via Dialog**search strategy** Contained within the SYSREV Search log

**SYSTEMID 26****Date\_Key** 2003**English\_Title** Older workers : employment assistance focuses on subsidized jobs and job search, but revised performance measures could improve access to other services.**Corp\_Author** United States / General Accounting Office.  
United States / Congress / House / Committee on Education and the Workforce / Subcommittee on Employer-Employee Relations**Language** eng**Abstract** Examined the extent to which adults aged 55 and older are enrolled in federal employment and training programs, how employment and training services are provided to older workers, and how performance measures may have affected services for older workers. Analysis is based on surveys of officials involved in the Workforce Investment Act (WIA), Senior Community Service Employment Program (SCSEP), and the Trade Adjustment Act programs in all 50 states. It was found that about 12% of the 1.3 million older adults who are not working and wanted a job were enrolled in federal employment and training programs between July 2000 and June 2001. Employment and training providers were less likely now than in the past to establish separate programs for older workers, but older workers still have access to some services designed specifically for them. Employment and training providers report that WIA performance measures have limited older workers' access to more intensive services and training because older workers have employment characteristics that may adversely affect program measures, particularly those related to changes in earnings. It is recommended that the Secretary of Labor assess the WIA performance measures and make adjustments as necessary to eliminate disincentives to enrolling older workers in the program. Appendixes provide information on the study methodology, WIA and SCSEP funding and performance measures, and comments from the Department of Labor. (MM) (Ageline Database, copyright 2003 AARP, all rights reserved)**URL** <http://www.gao.gov/new.items/d03350.pdf>**Imprint\_Place** Washington, DC**Imprint\_Publisher** U.S. General Accounting Office**Imprint\_Date** 2003**Collation** 45 pp.**Country\_Publication** USA**Tag** Ageline**IncludedorExcluded** excluded**reason for exclusion** reports on barriers**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search terms: older workers OR older adults OR older students AND job training [subjects] (limited by date range 1994-2004 and research/policy documents)**Non VOCED descriptor** older adults  
United States  
Older Workers

**SYSTEMID 27****Date\_Key** 2002**English\_Title** Perceived job insecurity and entry into work-related education and training among adult workers**Author** Elman, Cheryl  
O'Rand, Angela M**Language** eng**Abstract** Examined the structural conditions under which adult workers perceive their jobs to be insecure and whether concerns about job loss motivate these workers to participate in further education and training. Data were analyzed from the 1995 Adult Education Data File of the National Household Education Survey for 9,684 workers aged 35-61 (mean age 46). Overall, 14% of respondents believed that they were likely or very likely to be laid off or to lose their jobs in the next 12 months, and about 9% were involved in work-related educational activities. Logistic regression models revealed that persons with less education or nonprofessional skills were more likely to perceive insecurity. As expected, ethnic minorities, union members, workers without employee benefits, and workers in restructuring sectors were more concerned about job insecurity. On the other hand, workers in once-advantaged stratification categories demarcated by higher education, more job experience, male gender, and seniority did not perceive significantly less job insecurity than other workers and thus were no more protected from these concerns. Adult work-related educational participation reflected perceived insecurity and industrial restructuring more than prior human capital or competing life course roles. (AR) (Ageline Database, copyright 2002 AARP, all rights reserved)**ISSN** 0049-089X**Country\_Publication** USA**Serial\_Title** Social Science Research**Volume** 31**No** 1**Date** 2002**Pages\_of\_Article** 49-76**Tag** Ageline**IncludedorExcluded** excluded**reason for exclusion** reports on barriers**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search** Search terms: older workers OR older adults OR older students AND job training [subjects] (limited by date range**strategy** 1994-2004 and research/policy documents)**Non VOCEd descriptor** United States  
older adults  
35+

**SYSTEMID 28****Date\_Key** 2002**English\_Title** Ageing, community adult education, and training**Author** Bowman, Helen & Burden, Tom**Language** eng

**Abstract** Examined the experiences and perceptions of older people in relation to community education in the United Kingdom. In-depth interviews were conducted with 9 individuals aged 50 or older as part of a larger study of 88 persons living in a disadvantaged area in the north of England. Participants discussed their experiences of education and training, conceptions of work, and the relationship between work and learning. They were also asked for their reaction to statements taken from government policy documents describing the government's view of the role of adult education. It was found that the government's emphasis on vocational relevance, its conception of lifelong learning, and the stress on individual responsibility were out of tune with the needs and perceptions of these older respondents. What came through very strongly from the interviewees was a sense of intrinsic enjoyment in learning for its own sake. It is noted that the reasons for which older people may undertake education may be much more related to their own interests, since the investment value of these educational qualifications is inevitably reduced because of the restricted time period in which the return on them can be received. For many respondents, education seemed to be an alternative to the world of work and was all the more attractive because of its separation from it. (AY) (Ageline Database, copyright 2004 AARP, all rights reserved)

**URL** [www.triangle.co.uk/eda/](http://www.triangle.co.uk/eda/)**ISSN** 1352-8580**Serial\_Title** Education and ageing**Volume** 17**No** 2-3**Date** 2002**Pages\_of\_Article** 147-167**Tag** Ageline**IncludedorExcluded** excluded**reason for exclusion** looks at attitudes to policy statements rather than labour market outcomes**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search** Search terms: older workers OR older adults OR older students AND job training [subjects] (limited by date range**strategy** 1994-2004 and research/policy documents)**Non VOCED descriptor** older adults  
United Kingdom  
Outside United States

**SYSTEMID 31****Date\_Key** 1996**English\_Title** Going back to school: participation motives and experiences of older adults in an undergraduate classroom**Author** Scala, Marisa A**Language** eng

**Abstract** Examined participation motives and experiences of older adults returning to college classrooms. Data came from a telephone survey during 1991-1992 of 191 students aged 60 and older currently enrolled, or enrolled at any time between 1983-1992 at Worcester State College in Worcester, Massachusetts. The study had five dependent variables: reasons the respondents had stopped taking courses, the most positive aspects of returning to school, difficulties faced in returning to school, and campus involvement. The independent variables were gender, educational attainment, employment status, and degree-seeking behavior. The majority (68.6 percent) of the sample were female, 37 percent had completed college or had gone on to graduate work, and an additional 38.1 percent had some college. Seventy percent of respondents were currently retired, and over 30 percent were currently enrolled at the college. The most often cited reason for returning to school was "enrichment/love of learning"; the joy of learning was also the most important positive aspect of attending college. Gender and employment status proved to be important sources of difference in respondents' participation motives as well as their experiences in the classroom. Women were more likely to state they returned to school because they never had the chance when they were younger, while men were more likely to indicate job training, interest in a specific course, or mental stimulation as reasons for returning to school. Women were more likely to report difficulties with time or family pressures than were men. (SW) (Ageline Database, copyright 1997 AARP, all rights reserved)

**ISSN** 0360-1277**Country\_Publication** USA**Serial\_Title** Educational gerontology**Volume** 22**No** 8**Date** 1996**Pages\_of\_Article** 747-773**Tag** Ageline**geographical** International**population** 60+**IncludedorExcluded** excluded**reason for exclusion** does not address labour market outcome**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search terms: older adults AND reasons AND training [subjects] (limited by date range 1994-2004 and research/policy documents)**Non VOCED descriptor** United States  
older adults  
Students

**SYSTEMID 32****Date\_Key** 2004**English\_Title** Older workers: can they succeed in the job market?**Author** Encel, Sol  
Studencki, Helen**Abstract** Objectives:  
To identify and track the progress of mature age workers who have overcome barriers associated with their age. To identify factors contributing to successful employment outcomes for older workers. To evaluate the success rate of service providers in facilitating access to the labour market for older workers.**Methods:**

Three job network providers were approached: Mission Employment, Salvation Army Employment Plus and Work Ventures Inc. All three agreed to provide addresses of clients aged 45 years and over to be reached through a mail questionnaire. A total of 700 questionnaires were dispatched anonymously with the cooperation of these three organisations. A small number of follow-up interviews were also conducted with survey respondents who indicated their willingness to be interviewed, and had signed a consent form for this purpose. Several interviews were also conducted with staff at the three cooperating agencies.

**Results:**

Of the 700 questionnaires dispatched, 163 were returned, giving a response rate of 23%. Among the respondents, 82 were employed at the time and 81 were unemployed. There were approximately equal responses from men and women. Of the 82 employed persons, 48 had obtained jobs either through answering advertisements or through personal contacts. Only 19 had obtained employment through a job network agency. The most important barrier to employment was identified as age, followed by lack of specialised skills.

**Conclusions:**

Early intervention is essential. The chances of re-employment decline steadily with the duration of unemployment. Age discrimination stands out as the major obstacle to re-employment for older workers. Personal connections and specialised skills are more important than the activities of job network agencies. Job seekers are also handicapped by inflexibility in relation to training, travel to new locations, and acceptance of a different kind of job.

**ISSN** 1440-6381**Serial\_Title** Australasian journal on ageing**Volume** 23**No** 1**Date** 2004**Pages\_of\_Article** 33-37**geographical** Australian**IncludedorExcluded** excluded**reason for exclusion** does not address intervention; may be useful for barriers/facilitators**source** Journal web page**source name** Blackwell Publishing - Journal online webpage <http://www.blackwellpublishing.com/journal.asp?ref=1440-6381&site=1>**search strategy** search term: older workers

**SYSTEMID 34****Document\_no** TD/TNC 75.139**Date\_Key** 2003**English\_Title** OECD employment outlook: towards more and better jobs.**Corp\_Author** Organisation for Economic Co-operation and Development \ (OECD)**Language** eng

**Abstract** This volume begins with the premise that unemployment is growing in a number of member countries with the likelihood that the deterioration in the labour market will disproportionately impact groups such as elder workers, women, single parents, people with disabilities immigrants and disadvantaged youth. Chapter one examines the employment challenge facing OECD policy makers and reports some encouraging signs of structural improvement in OECD labour markets. Chapter two suggests that there is considerable scope for improving the employment position of under-represented groups. A strategy for addressing these problems is offered in chapter three with a view to reducing barriers to employment, offering financial incentives and services and flexible working arrangements to improve access to jobs. Chapter four addresses the improving of employability with the receipt of benefits linked to active job searching and the improvement of skills. Chapter five - upgrading skills is an essential component of any comprehensive lifelong learning strategy; it is particularly important to improve the employment prospects of under-represented groups. Yet, in all OECD countries, these groups receive much less training than those who are already highly skilled or have a good job. What explains the relatively low training incidence among the less educated, older workers, women, immigrants, part-timers and temporary workers? How can training policies effectively reduce these inequalities and what is the role of co-financing arrangements in such a strategy? career prospects but under-represented groups receive relatively little training so that policy should improve the incentives to invest in lifelong learning on the part of employers and individuals.

**URL** This publication may be browsed on the OECD web site at: <<http://www1.oecd.org/publications/e-book/8103091E.PDF>> (accessed October 2003)

**Descriptors** OECD;OECD pub;Employment;Employment opportunity;Employment policy;Unemployment;Working conditions;Equal opportunity;Labour market;Lifelong learning;Employability.

**Identifiers** Equity group.

**Availability** National Vocational Education and Training Clearinghouse, National Centre for Vocational Education Research, PO Box 8288 Station Arcade, SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: lea-ann.harris@ncver.edu.au>  
Document delivery service in accordance with Australian copyright laws and regulations.

**ISBN** 926410061X

**Imprint\_Place** Paris

**Imprint\_Publisher** OECD

**Imprint\_Date** 2003

**Collation** 343 p.

**Country\_Publication** FRA

**Tag** VOCED

**geographical** International

**IncludedorExcluded** excluded

**reason for exclusion** mostly policy; may look at barriers/facilitators

**source** Database search

**source name** VOCED <http://www.voced.edu.au>

**search strategy** search terms: oecd AND employment AND participation

**SYSTEMID 35**

**English\_Title** Labour participation rates of the over 55s in Ireland - a study for the Expert Group on Future Skills Needs and the National Competitive Council. Final Report December 2001

**Corp\_Author** Public and Corporate Economic Consultants / PACEC

**Language** eng

**Abstract** The aim of this report is to recommend, to the Irish government and its social partners, ways of increasing the participation of older workers in the workforce without compromising other social and economic objectives. To do this it charts the participation rates of this group in the context of changes in overall participation rates, including changes in participation rates in other EU and OECD countries. It also examines the factors affecting participation of older workers with a view to specifying how each of these might be influenced by government in the direction of increasing their participation. The tasks included desk studies of statistics and reports and other literature on the subject, interviews with major companies in Ireland, interviews with several government departments and social partners with remits which include this issue and a face-to-face questionnaire survey in April-May 2001 of over 250 people in Ireland aged 55-69 who were not in full-time employment. Recommendations relating to the education and training of older people include: There should be a rigorous evaluation of the effectiveness and efficiency of organisational structures and pilot programmes put in place by Irish government departments to address the problems involved in assisting older workers to adjust to the workplace by training and job seeking; Serious thought should be given about how to mainstream the pilot programmes for training and older worker adjustment which are seen to be effective and transferable; Ireland might take on board an apparently successful experiment in the UK in which on-the-job learning is encouraged and facilitated by the unions, with shop stewards trained as workplace learning advisors.

**URL** [http://www.skillsireland.ie/press/reports/pdf/egfsn0112\\_over\\_55s\\_labour\\_participation\\_rates.pdf](http://www.skillsireland.ie/press/reports/pdf/egfsn0112_over_55s_labour_participation_rates.pdf)

**Imprint\_Place** Dublin

**Imprint\_Publisher** Expert Group on Future Skill Needs / Forfas

**Imprint\_Date** 2001

**Collation** 104 p.

**Country\_Publication** IRE

**Tag** Google

**geographical** International

**IncludedorExcluded** excluded

**reason for exclusion** reports on policy only

**source** Organisation website

**source name** Public & Corporate Economic Consultants

**search strategy** Google phrase search = public and corporate economic consultants

**SYSTEMID 37****Date\_Key** 2000**English\_Title** Semi-skilled, mature men in adult education: motivation and barriers. A research project summary**Author** Hansen, Leif**Conference** Working Knowledge: Productive Learning at Work, University of Technology, Sydney, 10-13 December 2000**Language** eng**Abstract** Researchers examined the learning motivation of middle-aged, semiskilled, male Danish workers and barriers preventing them from participating in training. Data were collected through a literature review, a survey of 2,400 individuals from 3 unions, interviews with 11 of the respondents, and visits to adult education institutions. Nearly three-fourths of the respondents had left school after grade 9. Of every 10 respondents, 3 were interested in adult education and had already participated, 3 were interested but had not yet participated, and 4 had no interest in participating. The respondents' preferred forms of training mentioned were labor market training courses, company-arranged inservice training, and union-run programs. The cited barriers to participation included being too old, working at a company with no educational policy, and being too busy. Respondents stated that they would be more likely to participate in training if courses were more directly relevant for their jobs, participating in training did not mean losing money, and courses would lead to higher salaries. Education providers were advised to take the following actions: respect the immediate victims of global postindustrialism; let learning processes be based on social experiments in companies; and have educational institutions go to the people, rather than forcing people to come to them.**URL** [http://www.oval.uts.edu.au/working\\_papers/wkpapers/worknow76.pdf](http://www.oval.uts.edu.au/working_papers/wkpapers/worknow76.pdf)**Descriptors** Australia;Conference paper;Denmark;Adult education;Men;Motivation;Access to education;Educational institution;Participation;Questionnaire;Literature survey.**Notes** Have searched for Research Report but it is most likely not in English**ISBN** 192075475X**Imprint\_Place** Broadway, N.S.W.**Imprint\_Publisher** Research into Adult and Vocational Learning**Imprint\_Date** 2001**Collation** 9 p.**Country\_Publication** AUS**Tag** ERIC via Dialog**geographical** International**IncludedorExcluded** excluded**reason for exclusion** does not have any intervention - includes barriers**source** Database search**source name** ERIC via Dialog**search** Contained within the SYSREV Search**strategy**

**SYSTEMID 39****Date\_Key** 2000**English\_Title** The new meaning of retirement**Author** Stein, David**Language** eng

**Abstract** The 21st century may become known as the era of lifelong learning and lifelong working. Retirement, the end stage of a linear working life, may be replaced with a learning, working, leisure, working, learning life cycle. Forced retirements and early retirement incentives have contributed to the decline of expertise in the workplace. Inflation, increasing health care costs, and inadequate pensions are propelling older adults to remain in or reenter the workforce past the traditional retirement age. Retirement as permanent separation from the workplace is being replaced with the idea of bridge employment. (Bridging is a form of partial retirement in which an older worker alternates periods of disengagement from the workplace with periods of temporary, part-time, occasional, or self-employed work; the key aspect of bridging is that it is work in other than a career job.) With declining birthrates and an anticipated shortage of new entrants to the workforce, early retirement will become an issue for organizations to explore. Organizations will need to assess the consequences to profits and productivity of encouraging talented and wise elders to exit the workforce. Organizations need to rethink allocating opportunities to older workers as well as changing the attitudes and expectations of managers and younger employees toward an increasing number of older workers. For the adult education sector, the older worker will be viewed as an active agent negotiating various roles within the workplace. An investigation of the meaning of work in the lives of older workers is fertile ground for adult education research and provision. (Contains 28 references.)

**URL** <http://www.cete.org/acve/docs/dig217.pdf>**Notes** Only 2 pages in length but reference list may have something of interest?**Series** ERIC Digest No.217**Imprint\_Place** Washington, DC**Imprint\_Publisher** Office of Educational Research and Improvement**Imprint\_Date** 2000**Collation** 2 p.**Country\_Publication** USA**Tag** ERIC via Dialog**geographical** International**IncludedorExcluded** excluded**reason for exclusion** does not address intervention**source** Database search**source name** ERIC via Dialog**search** Contained within the SYSREV Search log**strategy**

**SYSTEMID 40****Date\_Key** 2000**English\_Title** Special Features of the Finnish Labour Market and Challenges for Education**Author** Rouhelo, Anne  
Rouholinna, Tarita**Conference** European Conference of Educational Research (ECER) in Edinburgh, 20-23 September 2000**Language** eng**Abstract** Research synthesized from three studies of the Finnish labor market indicates that a rapidly changing working life in Finland (and the rest of Europe) sets many different challenges for the workforce. In Finland, the population is even more aged than in the other European Union (EU) member states, and the transition of older workers to retirement is also happening, on average, faster than in other EU countries. Demand in the Finnish labor market is directed to the younger, and usually more educated group, while the supply comes increasingly from the aging group. Current developments in demographic structure and the eagerness of employees to take early retirement have stimulated the debate over ways of maintaining working capacity. Education and training is considered essential for older workers (aged 45 and over). A large proportion of these workers should be retrained or given supplementary training to avoid their early retirement. On the other hand, the situation of younger and more highly educated workers is not easy either. Many younger workers find themselves over-educated and under-employed, since a high level of education does not guarantee sufficient occupational know-how. Employment qualifications favored by employers are work experience, personality, and academic credentials. The challenge to education and labor policy in Finland and the EU will be to determine how to balance the work experience of older workers and the academic knowledge of younger workers.**URL** <http://www.b.shuttle.de/wifo/abstract/rouan01.htm>**Imprint\_Place** Berlin**Imprint\_Publisher** Wissenschaftsforum Bildung und Gesellschaft e.V.**Imprint\_Date** 2000**Country\_Publication** Germany**Mono\_Vol\_Title** VETNET ECER 2000 proceedings: Current research in European vocational education and human resource development.**Mono\_Vol\_Auth** Manning, Sabine  
Raffe, David (eds)**Pages\_of\_Chapter** 14**Tag** ERIC via Dialog**geographical** International**IncludedorExcluded** excluded**reason for exclusion** does not directly research outcome as a result of intervention**source** Database search**source name** ERIC via Dialog**search strategy** Contained within the SYSREV Search log

**SYSTEMID 41****Date\_Key** 2002**English\_Title** Competence and learning in late career. European perspectives on the management of motivation**Author** Lahn, Leif Chr**Language** eng**Abstract** My presentation is based on a 4th Framework project called "Working life changes and the training of older workers" (WORKTOW) with partners in the UK, Finland and Norway – and associated activities in the Netherlands, Germany, Switzerland, Sweden and Italy. We challenged the wide-spread belief in late career as a period of decline in work performance and learning capacity. Also the need for a differentiated policy of HRD was highlighted since individual and contextual variations are growing with increasing age. A third challenge was located at the macro-political level where a change in strategy took place in many European countries – from keeping the older workers out of burdening pension and social security budgets to one that promotes the productive potential of this group in labour markets where expertise is a scarce resource. In short - from a policy of detainment to one of competence development.**URL** Conference paper may be found here <http://www2.trainingvillage.gr/download/ero/LahLe01.doc>  
Conference details and links to other papers may be found here <http://www.b.shuttle.de/wifo/vet/ecer02.htm>**Imprint\_Place** Berlin**Imprint\_Publisher** Wissenschaftsforum Bildung und Gesellschaft e.V.**Imprint\_Date** 2002**Country\_Publication** Germany**Mono\_Vol\_Title** VETNET ECER 2002 proceedings: Current research in European vocational education and human resource development.**Mono\_Vol\_Auth** Manning, Sabine  
Griffiths, Toni  
Oliveira, Teresa (eds)**Tag** ERIC via Dialog**geographical** International**IncludedorExcluded** excluded**reason for exclusion** Intervention and outcome not clearly stated; looks at motivation**source** Database search**source name** ERIC via Dialog**search strategy** Contained within the SYSREV Search log

**SYSTEMID 42****Date\_Key** 2002**English\_Title** Educational motivation among adult students over 40**Author** Stenstrom, Marja-Leena**Conference** European Conference of Educational Research (ECER) in Lisbon, 11-14 September 2002**Language**3333 eng

33

**Abstract** Over the nineties, adult education has emerged, in Finland, as an increasingly important component of national educational policy and planning. As a result of structural change in trade and industry and on the labour market, lifelong learning has become an important principle underpinning educational policy. In addition to features of the postmodern society, adult education is being challenged also by an increasingly elderly age structure. The purpose of the presentation is to describe, drawing on the results of a questionnaire survey, educational aspirations and motivation among Finnish mature students. Subjects are adults over 40 (n=389) who attended adult education centres and apprenticeship centres in spring 2001. The results made it possible to distinguish between three groups with distinct levels of educational aspiration: subjects with high, moderate and low educational aspirations. There were differences among the three groups concerning gender, family situation, educational background, age, the degree of own initiative behind the decision to return to education, level of degree orientation, and appreciation of IT skills. The study confirms the fact that it is those most in need of education and training who are least motivated to go back to education, while those least in need of education and training are active students. In order to boost adult people's educational motivation we need knowledge that will help us to foster adult learning and develop teaching adjusted to the requirements of adult learners. However, education for the aging is not only about pedagogical solutions: upgrading outdated education and obsolete occupational skills is a social policy issue.

**URL** Conference paper may be viewed here <http://www2.trainingvillage.gr/download/ero/SteMa03.doc>  
Conference details and links to other papers may be found here <http://www.b.shuttle.de/wifo/vet/ecer02.htm>

**Imprint\_Place** Berlin**Imprint\_Publisher** Wissenschaftsforum Bildung und Gesellschaft e.V.**Imprint\_Date** 2002**Mono\_Vol\_Title** VETNET ECER 2002 proceedings: Current research in European vocational education and human resource development.**Mono\_Vol\_Auth** Manning, Sabine  
Griffiths, Toni  
Oliveira, Teresa (eds)**Pages\_of\_Chapter** 16**Tag** ERIC via Dialog**geographical** International**IncludedorExcluded** excluded**reason for exclusion** reports on barriers and aspirations**source** Database search**source name** ERIC via Dialog**search strategy** Contained within the SYSREV Search log

**SYSTEMID** 46**Document\_no** TD/TNC 69.341**Date\_Key** 1995**English\_Title** Changing hearts & minds: training programmes for 'mid-career' workers in Singapore / Huam Chak Khoon & Nick Jewson.**Author** Huam, Chak Khoon & Jewson, Nick**Corp\_Author** University of Leicester \ Centre for Labour Market Studies \ (CLMS)**Language** eng**Abstract** This paper develops a distinctive perspective on the training of older employees who have few qualifications and little experience of formal education. It argues that a learning centred approach - rather than a training centred approach - is the key to securing high levels of participation and involvement by this group. Whilst such an approach does not disparage the acquisition of skills, it conceives the first and most important task to be that of challenging and revising entrenched attitudes, values and beliefs among 'mid-career workers'; in short, changing hearts and minds. This view is supported by an analysis of the provision of training programs for cab drivers in a large taxi co-operative in Singapore. The impact and achievements of learning centred training programs in this organisation are documented utilising documentary sources and survey research. In addition, a general model of the development of learning centred training for mid-career workers is presented, based on the experience of this organisation.

Published abstract reprinted by permission of the copyright owner.

**URL** This document may be found on the Centre for Labour Market Studies web site at:  
<<http://www.clms.le.ac.uk/publications/publications.html>> (accessed February 2003)**Descriptors** Working paper;Singapore;Training program;Older worker;Teaching method;Learning process;Model;Case study;Driver;Staff development;Adult student;Adult education;Participation;Skill upgrading;Educationally disadvantaged.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: [lea-ann.harris@ncver.edu.au](mailto:lea-ann.harris@ncver.edu.au)>  
Document delivery service in accordance with Australian copyright laws and regulations.**Series** CLMS working paper ; no. 7**Imprint\_Place** Leicester, U.K.**Imprint\_Publisher** Centre for Labour Market Studies**Imprint\_Date** 1995**Collation** 32 p.**Country\_Publication** GBR**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion** could be increased participation in training rather than the workforce**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID** 47**Document\_no** TD/INT 58.497**Date\_Key** 1996**English\_Title** Experience, skill and competitiveness: the implications of an ageing population for the workplace.**Author** Pearson, Maggie**Language** eng**Abstract** This report is based on a conference organised by the European Foundation for the Improvement of Living and Working Conditions in Dublin in December 1993, which considered the effects of the ageing of the European population on productive employment and on prospects for the ageing workforce. The report is structured as follows: a brief summary of the demographic and economic background to the ageing of the population and its implications for the workforce; a discussion of the central issue of age discrimination and its implications for the ageing population; a discussion of future challenges and specific recommendations in relation to the promotion of the health of older workers, training opportunities and supportive work environments, and the workplace needs of family caregivers; and, in conclusion, recommendations for action by governments and social partners to optimise opportunities for ageing workers to contribute to the European economy. A list of references is included.**Descriptors** Report;Europe;Demography;Workplace;Working conditions;Work environment;Older worker;Age;Employment;Equal opportunity;Discrimination;Training.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia.**ISBN** 9282760332**Imprint\_Place** Dublin**Imprint\_Publisher** European Foundation for the Improvement of Living and Working Conditions**Imprint\_Date** 1996**Collation** vii, 66 p.**Country\_Publication** IRL**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion**no outcomes reported**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 48****Document\_no** TD/TNC 65.158**Date\_Key** 1997**English\_Title** The aging baby boom: implications for employment and training programs / Stacy Poulos, Demetra Smith Nightingale.**Author** Poulos, Stacy  
Nightingale, Demetra Smith**Language** eng**Abstract** The post-World War II baby boom generation has had a significant effect on public policy and society at large. At each stage of the life cycle, this generation has changed the demand for public services. The social and policy phenomena associated with the baby boom result from a complex interaction of (a) the sheer numbers of people in this generation, and (b) the coincident occurrence of important events and developments in society and the economy as a whole. As the baby boom generation turns fifty, it is important to reconsider the implications for employment and training programs in the United States of America (USA). This paper presents background information about the baby boom generation, its characteristics, how it compares to other generations, and factors affecting this cohort.  
The copyright on this document is held by The Urban Institute.**URL** The full text of this document may be found at: <<http://www.urban.org/url.cfm?ID=407145>> (accessed May 2004)**Descriptors** Ageing population; Training program; Employment; Training; Training needs; Population; Trend; Labour force participation; Older worker; Training policy.**Identifiers** USA.**Availability** The Urban Institute, 2100 M Street, N.W. Washington, D.C. 20037, USA.**Imprint\_Place** Washington, D.C.**Imprint\_Publisher** Urban Institute**Imprint\_Date** 1997**Collation** [36] p.**Country\_Publication** USA**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion** no outcomes reported**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 50****Document\_no** TD/TNC 63.431**Date\_Key** 2000**English\_Title** Adult retraining and reskilling in Australia.**Author** Ball, Katrina  
Phan, Oanh**Conference** A Korea-Australia Joint-Seminar on Vocational Education and Training ( : 10 November 2000 : Seoul, Republic of Korea)**Language** eng**Abstract** This paper suggests that there has been a transformation in the age profile of the training environment over the past decade. It is anticipated that the proportion of older people in the vocational education and training (VET) system will continue to increase because of the effect of demographic changes in the Australian population and changes in the nature of work that will require people to upgrade their skills and learn new skills throughout their working life. The paper gives an overview of this topic, looking at the impact of demographic change, the economic and labour market contexts, the labour market for older people, adult education, reasons for participation in training and who participates, and the types of vocational education and training.  
The volume of collected papers from this seminar may be found at TD/TNC 63.426.**Descriptors** Vocational education; Training; Seminar; Korea R; Australia; Skill analysis; Skill upgrading; Adult education; Labour market; Participation; Older worker; Retraining.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia.  
Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: lea-ann.harris@ncver.edu.au>  
Document delivery service in accordance with Australian copyright laws and regulations.**Imprint\_Place** Seoul**Imprint\_Publisher** Korea Research Institute for Vocational Education and Training**Imprint\_Date** 2000**Country\_Publication** KOR**Mono\_Vol\_Title** A Korea-Australia joint-seminar on vocational education and training, Seoul, Republic of Korea, 10 November 2000.**Mono\_Vol\_Corp** Korea Research Institute for Vocational Education and Training \ (KRIVET)**Pages\_of\_Chapter** 19 p**Tag** VOCED**geographical** Australian**IncludedorExcluded** excluded**reason for exclusion** conference paper referring to other research**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 51****Document\_no** TD/TNC 63.432**Date\_Key** 2000**English\_Title** Adult retraining and reskilling in Korea.**Author** Lee, Young-Hyun**Conference** A Korea-Australia Joint-Seminar on Vocational Education and Training ( : 10 November 2000 : Seoul, Republic of Korea)**Language** eng**Abstract** This paper offers an overview of adult retraining and reskilling in Korea, beginning by briefly looking at the economic and labour market context, including the structural change in the Korean economy, changes in occupation, unemployment, and current skill levels. The impact of demographic change is discussed. The vocational training system, vocational training programs and the funding system are described and characteristics of participants analysed.  
The volume of collected papers from this seminar may be found at TD/TNC 63.426.**Descriptors** Vocational education; Training; Seminar; Korea R; Australia; Skill; Adult education; Employment; Labour market; Retraining; Older worker.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: lea-ann.harris@ncver.edu.au>  
Document delivery service in accordance with Australian copyright laws and regulations.**Imprint\_Place** Seoul**Imprint\_Publisher** Korea Research Institute for Vocational Education and Training**Imprint\_Date** 2000**Country\_Publication** KOR**Mono\_Vol\_Title** A Korea-Australia joint-seminar on vocational education and training, Seoul, Republic of Korea, 10 November 2000.**Mono\_Vol\_Corp** Korea Research Institute for Vocational Education and Training \ (KRIVET)**Pages\_of\_Chapter** 45 p**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion** conference paper, overview only**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 52****Document\_no** TD/TNC 64.227**Date\_Key** 2000**English\_Title** Opening doors for the displaced worker / Martha Norris Moore.**Author** Moore, Martha Norris**Language** eng

**Abstract** With the economic shifts that have caused the loss of jobs in manufacturing, adults who have spent many years in the workforce are now returning to the open doors of the community colleges for retraining. These adult workers, now students, are changing the face of the community college campuses. Many workers laid-off from the textile and apparel industries in Virginia, USA, are able to attend college for the first time because of benefits available to them through the North American Free Trade Agreement's Transitional Adjustment Allowance (TAA), designed to offset American job losses due to trade agreements with Canada and Mexico. The TAA includes 26 weeks of unemployment compensation followed by 52 weeks of additional compensation, as well as free books, materials, and a travel allowance for those living a distance from the school. There is no payback in the event that the student does not finish the program. Often their academic skills need further development or reinforcement because they may be unpractised. Average grades tend to be well above average for other students. This article cites research into the questions of the effectiveness of such programs as TAA, how the colleges know what to train workers in, and the relationship between college education for the older displaced worker and the replacement of lost earnings.

**Descriptors** Layoff;Older worker;Textile industry;Manufacturing;Unemployed;Adult;Community college;Retraining;Unemployment insurance;Student allowance;Skill development;Achievement;Training program;Program effectiveness;Income;Canada;Mexico.

**Identifiers** North American Free Trade Agreement;Transitional Adjustment Allowance;TAA;USA.

**Availability** Subscription (January 2001): AACC Publications, PO Box 75263, Baltimore MD 21275, USA. Ph: +1 202/7280200.

**ISSN** 1067-1803

**Imprint\_Place** Washington, D.C.

**Imprint\_Publisher** American Association of Community Colleges

**Imprint\_Date** 2000

**Country\_Publication** USA

**Serial\_Title** Community college journal

**Volume** 71

**No** 1

**Date** August/September 2000

**Pages\_of\_Article** 44-46

**Tag** VOCED

**geographical** International

**IncludedorExcluded** excluded

**reason for exclusion**not enough substance (3 page journal article, US context)

**source** Database search

**source name** VOCED <http://www.voced.edu.au>

**search strategy** Contained within the SYSREV Search log

**SYSTEMID 53****Document\_no** TD/TNC 64.484**Date\_Key** 2000**English\_Title** The training needs of older workers / Katrina Ball, Josie Misko and Andrew Smith.**Author** Ball, Katrina  
Misko, Josie  
Smith, Andrew**Conference** Australian Vocational Education and Training Research Association Conference (3rd : 2000 : Canberra)**Language** eng**Abstract** The nature of work has been the subject of significant change in recent years. More people are experiencing multiple changes in career as the security of employment once offered by large enterprises and the public sector has disappeared in the wake of downsizing. At the same time as the expectations of people regarding their working lives are changing, people are living longer and healthier lives. The old assumptions about people retiring from work completely at the age of sixty or younger, and living lives unconnected to the world of work are giving way to a situation in which an increasing number of older people prolong their working lives well past the conventional age of retirement. Changes in career and the desire of many to remain active in the workforce longer are two of the most important forces reshaping the training and learning experiences of older Australians. These workforce demographics have great significance for the training and learning of older people. As older workers remain in the workforce longer and are increasingly subject to career change, access to training and learning opportunities will become more important to them. As older workers remain at work and as the population ages, the necessity for reorienting the Australian training system towards reskilling of older, adult workers will become increasingly important. The study examines the labour market situation and training opportunities facing older Australians to assess if older Australians have equitable opportunities and access to training compared with younger members of the labour market. The study explains the role training and learning has played in the participation of older workers in the workforce and identifies specific training issues facing older Australians.  
Volumes of collected papers are indexed from TD/TNC 64.481 to TD/TNC 64.483. Individual papers are indexed from TD/TNC 62.625 to TD/TNC 62.632 and from TD/TNC 64.484 to TD/TNC 64.541.**Descriptors** Conference paper;Australia;Older worker;Training needs;Learning experience;Training opportunity;Labour market;Demography;Labour force participation;Training participation rate.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: lea-ann.harris@ncver.edu.au>  
Document delivery service in accordance with Australian copyright laws and regulations.**ISBN** 0958618836**Imprint\_Place** Alexandria, N.S.W.**Imprint\_Publisher** Australian Vocational Education and Training Research Association**Imprint\_Date** 2000**Country\_Publication** AUS**Mono\_Vol\_Title** Future research, research futures: proceedings of the third national conference of the Australian Vocational Education and Training Research Association (AVETRA)**Mono\_Vol\_Corp** Australian Vocational Education and Training Research Association \ (AVETRA)**Pages\_of\_Chapter** p. 5-10**Tag** VOCED**geographical** Australian**IncludedorExcluded** excluded**reason for exclusion** conference paper referring to other research**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 54****Document\_no** TD/NSW 68.17**Date\_Key** 2000**English\_Title** Older workers and education and training / Keys Young.**Corp\_Author** Keys Young (firm)**Language** eng**Abstract** Mature age workers, as well as young people, are increasingly being affected by changes in the organisation of work and in the skills required in the workplace. Labour market changes could, however, have an even more significant and lasting effect on mature age workers. Employers can be sceptical of the feasibility or value to their enterprise of retraining workers late in their working lives and these workers themselves may not be seeking to gain or upgrade vocational qualifications in their own time. 'The vocational education and training needs of mature age workers' project has assessed the problem of redundancy amongst mature age workers, developed a best practice model for those at risk of redundancy, and identified effective strategies to meet the education and training needs of mature age workers. The project's final report includes an analysis of the distribution of redundancy across regions, industries and occupations, and identifies international best practice in meeting the education and training needs of older workers at risk of redundancy.

Final report of the New South Wales (NSW) Board of Vocational Education and Training (BVET) research project 'The vocational education and training needs of mature age workers'. Companion report to 'Older workers and education and training: quantitative data on unemployment, redundancy and education and training participation' (TD/NSW 68.18).

Published abstract reprinted by permission of the copyright owner.

**URL** This document may be found on the NSW Board of Vocational Education and Training web site at:  
<<http://pandora.nla.gov.au/pan/25045/20020521/www.bvet.nsw.gov.au/tenders/olderworkers.pdf>> (accessed January 2004).**Descriptors** Final report;Australia;Knowledge economy;Information technology;Telecommunication;Job requirements;Training needs;Skill;Skilled worker;Employment;Training system;Vocational training;Skill development;Labour market;Research project;Older worker;Occupational change;Workplace change;Retraining;Model;Redundancy;Best practice.**Availability** NSW TAFE Clearinghouse, Education and Training Information Service, OTEN-DE, 51 Wentworth Road, Strathfield NSW 2135, Australia. Ph: +61 2 9715 8294; Fax: +61 2 9715 8292. Available to libraries only.**ISBN** 0731077717**Imprint\_Place** Sydney**Imprint\_Publisher** NSW Board of Vocational Education and Training**Imprint\_Date** 2000**Collation** 50 p.**Country\_Publication** AUS**Tag** VOCED**geographical** Australian**IncludedorExcluded** excluded**reason for exclusion** outcome not clearly stated; identifies at risk groups most in need of training**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 55****Document\_no** TD/NSW 68.18**Date\_Key** 2000**English\_Title** Older workers and education and training: quantitative data on unemployment, redundancy and education and training participation / Keys Young.**Corp\_Author** Keys Young (firm)**Language** eng

**Abstract** Mature age workers, as well as young people, are increasingly being affected by changes in the organisation of work and in the skills required in the workplace. Labour market changes could, however, have an even more significant and lasting effect on mature age workers. Employers can be sceptical of the feasibility or value to their enterprise of retraining workers late in their working lives and these workers themselves may not be seeking to gain or upgrade vocational qualifications in their own time. 'The vocational education and training (VET) needs of mature age workers' project has assessed the problem of redundancy amongst mature age workers, developed a best practice model for those at risk of redundancy, and identified effective strategies to meet the education and training needs of mature age workers. One of the central aims of the project is to analyse quantitative data pertaining to mature age adults in New South Wales (NSW) with a view to understanding the number and nature of older adults who are unemployed, have experienced redundancy, or who have/are participating in education and training. To do this, three sets of unpublished quantitative data were obtained from the Australian Bureau of Statistics (ABS) and the National Centre for Vocational Education Research (NCVER) and synthesised for the purposes of profiling labour force and training participation data in NSW on the basis of age. This companion report to the final report includes quantitative data on unemployment, redundancy and education and training participation. Quantitative report of the New South Wales (NSW) Board of Vocational Education and Training (BVET research project 'The vocational education and training needs of mature age workers'. Companion report to the final report 'Older workers and education and training' (TD/NSW 68.17).  
Published abstract reprinted by permission of the copyright owner.

**URL** This document may be found on the National Library of Australia's Pandora web site at:  
<<http://pandora.nla.gov.au/pan/25045/20020521/www.bvet.nsw.gov.au/tenders/olderworkers.pdf>> (accessed January 2004).

**Descriptors** Australia;Knowledge economy;Information technology;Telecommunication;Job requirements;Training needs;Skill;Skilled worker;Employment;Training system;Vocational training;Skill development;Labour market;Research project;Older worker;Occupational change;Workplace change;Retraining;Model;Redundancy;Best practice;Data analysis;Statistics;Unemployment;Participation.

**Availability** NSW TAFE Clearinghouse, Education and Training Information Service, OTEN-DE, 51 Wentworth Road, Strathfield NSW 2135, Australia. Ph: +61 2 9715 8294; Fax: +61 2 9715 8292. Available to libraries only.

**ISBN** 0731077830**Imprint\_Place** Sydney**Imprint\_Publisher** NSW Board of Vocational Education and Training**Imprint\_Date** 2000**Collation** 25 p.**Country\_Publication** AUS**Tag** VOCED**geographical** Australian**IncludedorExcluded** excluded**reason for exclusion** profiles labour force and training participation**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 56****Document\_no** TD/TNC 66.415**Date\_Key** 2001**English\_Title** On the complementarity between education and training in Europe / Giorgio Brunello.**Author** Brunello, Giorgio**Corp\_Author** University of Bonn \ Institute for the Study of Labour \ (IZA)**Language** eng

**Abstract** This paper is an empirical investigation of the complementarity between education and training in 13 European countries, based on the European Community Household Panel (ECHP). After confirming the standard result that training incidence is higher among individuals with more education, I find that the relationship between educational attainment and training incidence varies significantly across countries and birth cohorts. I show that individuals have a higher training incidence in countries with a more educated labour force, a less stratified schooling system, a higher union density and a lower value of the Kaitz index. I also find evidence that individuals with more education and limited labour market experience enjoy higher private returns from recent training than individuals with the same experience and less education. More experienced individuals with higher education, however, have lower returns from recent training than less educated workers with the same experience. Published abstract reprinted by permission of the copyright owner.

**URL** This document may be found at: <<ftp://ftp.iza.org/dps/dp309.pdf>> (accessed January 2004).**Descriptors** Discussion paper;Europe;Education;Training;Learning;Manpower;Labour market;Economic implication;Human capital;Outcome of education;Wage;Employment experience;Older worker;Young worker.**Identifiers** Training investment.

**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: [lea-ann.harris@ncver.edu.au](mailto:lea-ann.harris@ncver.edu.au)>  
Document delivery service in accordance with Australian copyright laws and regulations.

**Series** IZA discussion paper ; no. 309**Imprint\_Place** Bonn**Imprint\_Publisher** IZA**Imprint\_Date** 2001**Collation** 31 p.**Country\_Publication** DEU**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion** does not address population**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 58****Document\_no** TD/VIC 69.05**Date\_Key** 2001**English\_Title** Mature aged and older people in vocational education and training: an analysis of participation in VET by age in Victoria / Jenny Howes.**Author** Howes, Jenny**Language** eng**Abstract** This report updates a previous investigation of the training activity of mature aged and older students and builds on this by further analysing enrolment data for Victorian regions. It includes an examination of regional employment to provide some insight into the broader context for training participation.**Descriptors** Australia;Older worker;Ageing population;Vocational education;Training;Adult learning;Continuing education;Training opportunity;Training needs;Social change.**Identifiers** Victoria.**Availability** Access Training and Employment Centre, 60 Cambridge Street, Collingwood VIC 3066, Australia. Ph: +61 3 9417 5355; <Email: atec@vicnet.net.au>**Imprint\_Place** Collingwood, Vic.**Imprint\_Publisher** Access Training and Employment Centre**Imprint\_Date** 2001**Collation** vi, 83 leaves**Country\_Publication** AUS**Tag** VOCED**geographical** Australian**IncludedorExcluded** excluded**reason for exclusion** participation in VET; does not address outcome**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 59****Document\_no** TD/TNC 71.588**Date\_Key** 2001**English\_Title** Age limits: age-related discrimination in employment affecting workers over 45 / The Victorian, South Australian and Western Australian Equal Opportunity Commissions and the Australian Employers Convention.**Corp\_Author** Victoria \ Equal Opportunity Commission  
South Australia \ Equal Opportunity Commission  
Western Australia \ Equal Opportunity Commission**Language** eng**Abstract** This report presents the findings of a project established by the Equal Opportunity Commissions of Victoria, South Australia and Western Australia to examine the nature and extent of age discrimination in Australian workplaces. The specific aims of the project were to: (1) identify perceptions held of and by older workers underlying age discrimination in Australian workplaces; (2) identify forms of age discrimination in the workplace; (3) examine the extent and trend of utilisation of age discrimination legislation in Australia and overseas and barriers leading to its underutilisation; and (4) make recommendations to protect the rights to employment of older workers. The report contains directions and recommendations based on the outcomes of the research and details findings in relation to age discrimination in recruitment, training and exit policies. Appendices contain summaries of age discrimination provisions in Victoria, South Australia and Western Australia.**URL** This document may be found on the Jobs East web site at: <<http://www.jobseast.asn.au/>> (accessed November 2002)**Descriptors** Australia;Age;Discrimination;Employment opportunity;Employment practice;Older worker;Recruitment;Training;Retirement age;Management attitude;Redundancy;Employment;Unemployment;SA;Employees attitude;Trend;Affirmative action.**Identifiers** Victoria;Western Australia;WA;South Australia.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: [lea-ann.harris@ncver.edu.au](mailto:lea-ann.harris@ncver.edu.au)>  
Document delivery service in accordance with Australian copyright laws and regulations.**ISBN** 1876605561**Imprint\_Place** [Melbourne]**Imprint\_Publisher** [Victorian Equal Opportunity Commission]**Imprint\_Date** 2001**Collation** 32 p.**Country\_Publication** AUS**Tag** VOCED**geographical** Australian**IncludedorExcluded** excluded**reason for exclusion** barriers to outcomes**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 60****Document\_no** TD/TNC 73.528**Date\_Key** 2001**English\_Title** Population ageing and the economy / research by Access Economics Pty Ltd.**Corp\_Author** Access Economics**Language** eng

**Abstract** Australia is expected to experience significant demographic changes over the next few decades. By 2051, over 25% of its population will be aged over 65. A well managed economy over the long term is essential if it is to meet the emerging challenges of an ageing population. This report looks at current research to examine views associated with mature workers and the impact of their early retirement on individual organisations. It describes the micro and macro issues surrounding the projected increase in the supply of mature age workers and the implications of the baby boomer cohort for the market place for goods and services in the coming decades. The first chapter suggests that organisations need to change their attitudes towards mature workers as they are too valuable to lose. Chapter two focuses on how to change the potential negative aspects from demographic effects over coming decades into a more positive national attitude towards mature age participation in work. The final chapter focuses on the fact that almost half of the expected increase in retail spending in the next decade will be attributable to the over 55s and that Australian organisations need to target these growth markets.

**URL** This document may be found on the Office for an Ageing Australia web site at:  
<<http://www.health.gov.au/acc/foa/documents/pdf/popageing.pdf>> (accessed May 2003)

**Descriptors** Report;Australia;Ageing population;Older worker;Retirement;Labour force participation;Skill;Cost benefit analysis;Economic growth;Training;Recruitment;Employment;Economic implication.

**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: [lea-ann.harris@ncver.edu.au](mailto:lea-ann.harris@ncver.edu.au)>  
Document delivery service in accordance with Australian copyright laws and regulations.

**ISBN** 0642735166

**Imprint\_Place** Canberra

**Imprint\_Publisher** Dept of Health and Aged Care

**Imprint\_Date** 2001

**Collation** xxi, 83 p.

**Country\_Publication** AUS

**Tag** VOCED

**geographical** Australian

**IncludedorExcluded** excluded

**reason for exclusion** does not provide research into outcome as a result of intervention

**source** Database search

**source name** VOCED <http://www.voced.edu.au>

**search strategy** Contained within the SYSREV Search log

**SYSTEMID 61****Document\_no** TD/TNC 70.108**Date\_Key** 2002**English\_Title** The PIMOS project: an example of the benefits from a transnational project / Philip Taylor ... [et al.].**Author** Taylor, Philip  
Lloyd, Nigel  
Tillsley, Christine**Language** eng**Abstract** The Preventative Initiative to Maintain Occupational Skills (PIMOS) project aimed to identify the learning needs of older professionals as a strategy to maintain employability and to investigate barriers to maintaining employability. The project was coordinated from Dresden Technical University and involved partners in Belgium and the United Kingdom (UK). In this chapter, the authors describe the process and outcomes of the project and provide three case studies to illustrate the benefits for the partners. Factors leading to the success of the project are also highlighted. The volume from which this chapter is taken is indexed at TD/TNC 70.103. Selected chapters are indexed from TD/TNC 70.104 to TD/TNC 70.112.**Descriptors** Europe;International cooperation;Joint project;Project design;Lifelong learning;Employability;Skill development;Older worker;Professional worker;UK;Belgium;Case study;Training needs analysis.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: lea-ann.harris@ncver.edu.au>  
Document delivery service in accordance with Australian copyright laws and regulations.**ISBN** 186201048X**Imprint\_Place** Leicester, U.K.**Imprint\_Publisher** NIACE**Imprint\_Date** 2002**Country\_Publication** GBR**Mono\_Vol\_Title** Promoting European dimensions in lifelong learning / edited by John Field**Mono\_Vol\_Auth** Field, John**Mono\_Vol\_Corp** National Institute of Adult Continuing Education (England and Wales) \ (NIACE)**Pages\_of\_Chapter** p. 113-120**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion** investigates barriers**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 62****Document\_no** TD/TNC 71.602**Date\_Key** 2002**English\_Title** Understanding changing conceptions of work: implications for development of training initiatives / Hitendra Pillay, Gillian Boulton-Lewis and Colin Lankshear.**Author** Pillay, Hitendra  
Boulton-Lewis, Gillian  
Lankshear, Colin**Language** eng**Abstract** Considering the enormous changes in work practices and associated training required to address the needs of new practices, there has been very little research undertaken that attempts to describe how workers perceive these changes. This paper reports on the findings of 40 participants aged over 40 years of age, who were interviewed and observed to obtain data concerning their conceptions of work with regard to the changes occurring around them. The participants were from a medical service and an engineering organisation. The data were analysed qualitatively to investigate workers' conceptions of work. Results indicate four hierarchical conceptions of work, with the distribution of the participants' conceptions more towards the lower levels. The conceptions provide baseline data to understand workers' behaviour in light of current changes in work practices. The issue is indexed at TD/TNC 71.10 and individual articles are indexed from TD/TNC 71.601 to TD/TNC 71.606.**Descriptors** Australia;New Zealand;Article;Vocational education;Training;Research;Workplace change;Workplace learning;Older worker.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: lea-ann.harris@ncver.edu.au> Document delivery service in accordance with Australian copyright laws and regulations.**ISSN** 1039-4001**Imprint\_Place** Adelaide**Imprint\_Publisher** National Centre for Vocational Education Research**Imprint\_Date** 2002**Serial\_Title** Australian and New Zealand journal of vocational education research**Volume** 10**No** 2**Date** 2002**Pages\_of\_Article** p. 27-43**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion** workers' perceptions - does not address intervention and outcome**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 63****Document\_no** TD/TNC 75.324**Date\_Key** 2003**English\_Title** Major research program for older workers: stage 1: the conceptual framework / Clive Chappell ... [et al.].**Author** Chappell, Clive  
Hawke, Geof  
Rhodes, Carl**Corp\_Author** University of Technology, Sydney \ Australian Centre for Organisational, Vocational and Adult Learning \ (OVAL Research)**Language** eng**Abstract** This report, commissioned by the Australian National Training Authority (ANTA), develops a conceptual framework for understanding the education and training needs of older workers to inform future education and training policy formation. The report has three main purposes: (1) to better understand the issues surrounding older workers and their participation in vocational education and training (VET); (2) to inform the development of ANTA policy relating to older workers; and (3) to identify future research directions that would be of greatest benefit to the ongoing needs of policy makers, VET practitioners and the community. The report reviews both national and international literature and research pertinent to these issues. Results suggest that VET must look to adapt all aspects of its provision in order to produce policies and practices that acknowledge, support and value older workers' participation in education and training. The first section of the report presents the key themes and concepts surrounding the issue of older workers including the impact of the ageing of Australia's population on the future availability of labour, examples of policy responses, and the need to coordinate and integrate policy responses across traditional policy portfolios. It also details the demand, barriers and opportunities for the training of older workers, and the different sub-groups of older workers and their varying training needs. Research needs are also identified. The second section of the report details the background and context in which the issue of older workers has become a major focus for governments in advanced economies. Section three examines the major issues for VET in an environment where older workers are being encouraged to remain active and productive members of society. A more detailed picture of the relationships between older workers and VET emerges. The final section examines the issue of older workers within business and organisational contexts to assist VET policy makers to develop strategies to enhance the experience of older workers in VET provision.**URL** This document may be found on the OVAL Research web site at:  
<<http://www.oval.uts.edu.au/papersdl/olderworkers.pdf>> (accessed October 2003)**Descriptors** Report;Australia;Training needs;Educational needs;Older worker;Participation;Research needs;Policy formation;Education;Training;Developed country.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: [lea-ann.harris@ncver.edu.au](mailto:lea-ann.harris@ncver.edu.au)>  
Document delivery service in accordance with Australian copyright laws and regulations.**Imprint\_Place** Sydney**Imprint\_Publisher** OVAL Research**Imprint\_Date** 2003**Collation** 72 p.**Country\_Publication** AUS**Tag** VOCED**geographical** Australia (National)**IncludedorExcluded** excluded**reason for exclusion** outcomes not clearly stated; conceptual framework; contains barriers and references; may contain valuable references**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 64****Document\_no** TD/ANTA 75.32**Date\_Key** 2003**English\_Title** Increasing the vocational education and training participation and achievement of mature workers: ideas for action.**Corp\_Author** Australian National Training Authority \ (ANTA)**Language** eng

**Abstract** A new national strategy for vocational education and training (VET) for 2004/2010 (indexed at TD/ANTA 73.11) was agreed in principle by Ministers in June 2003 and the Australian National Training Authority (ANTA) is working with its partners to develop an action plan for implementing the Strategy. The first of 12 strategies in the Strategy is 'Increase participation and achievement, particularly by existing workers'. Mature age workers are seen as a priority group amongst this cohort. On 15 September 2003, a roundtable discussion involving a range of interested parties was held to consider the issues involved in increasing VET participation and achievement for mature age workers and to suggest a way forward. This 'ideas for action' paper builds on those discussions. It invites comments from all interested people, groups and organisations on any aspect of this paper. Submitted comments and ideas will be used to refine one or more national actions to form a part of the first of a series of rolling Action Plans for the National Strategy for VET: 2004-2010.

This paper is also one of the 'think pieces' that formed part of phase 2 of the high level review of training packages. The reports from phases 1 and 2 are indexed at TD/ANTA 74.04 and TD/ANTA 75.19. The ANTA-commissioned 'think pieces' are indexed from TD/ANTA 75.20 to TD/ANTA 75.23 and from TD/ANTA 75.29 to TD/ANTA 75.31.

**URL** This publication may be found on the Australian National Training Authority (ANTA) web site at: <<http://www.anta.gov.au/publication.asp?qsID=575>> (accessed November 2003).

**Descriptors** Australia; Vocational education; Vocational training; Older worker; Participation; Strategic planning.

**Availability** ANTA Publications Officer, GPO Box 3120, Brisbane QLD 4001, Australia. Ph: +61 7 3246 2300; Fax: +61 7 3246 2490. Also available on interlibrary loan.

**Imprint\_Place** Brisbane

**Imprint\_Publisher** ANTA

**Imprint\_Date** 2003

**Collation** 9 p.

**Country\_Publication** AUS

**Tag** VOCED

**geographical** Australia (National)

**IncludedorExcluded** excluded

**reason for exclusion** policy and strategy only

**source** Database search

**source name** VOCED <http://www.voced.edu.au>

**search strategy** Contained within the SYSREV Search log

**SYSTEMID 65****Document\_no** TD/TNC 76.195**Date\_Key** 2003**English\_Title** Human resource development and older workers: stereotypes in New Zealand / Lance Gray and Judy McGregor.**Author** Gray, Lance  
McGregor, Judy**Language** eng**Abstract** This article compares two New Zealand surveys conducted in 2000: one of workers aged 55 years and over, and one of employers. The issue of older workers captured respondents' attention, with both studies receiving response rates of around 50%. The congruence of attitudes among older workers and employers regarding the efficacy of negative HRD stereotypes is a feature of the study. Older workers were in some agreement that they were difficult to train, less willing to learn and afraid of new technology. Older workers saw provision of training as a concern, with 11.6% reporting discrimination with regard to training. Significantly, skilled older workers saw the provision of training as a signal by employers that they were to be taken as serious contributors.  
Published abstract reprinted by permission of the copyright holder.**Descriptors** Article;New Zealand;Survey;Older worker;On the job training;Training;Human resource development;Workplace learning;Employer;Employer attitude.**Availability** Subscription (January 2004): Sage Publications, 6 Bonhill Street, London EC2A 4PU, UK. Ph: +44 20 7374 0645; Fax: +44 20 7374 8741; <Email: [subscription@sagepub.co.uk](mailto:subscription@sagepub.co.uk)>; Internet: <<http://www.sagepub.com/journal.aspx?pid=349>> (accessed January 2004)**ISSN** 1038-4111**Imprint\_Place** London**Imprint\_Publisher** Sage Publications for Australian Human Resources Institute**Imprint\_Date** 2003**Country\_Publication** GBR**Serial\_Title** Asia Pacific journal of human resources**Volume** 41**No** 3**Date** December 2003**Pages\_of\_Article** p. 338-353**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion** reports on barriers**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 67****Document\_no** TD/NSW 42.40**Date\_Key** 1995**English\_Title** Issues concerning the training needs of mature age women in the Western Sydney region.**Author** Warner-Smith, Penny**Corp\_Author** South Western Sydney Institute of TAFE \ Women's Education and Training Co-ordination Unit**Language** eng

**Abstract** There were two concerns which provided the impetus for this study. One was the multiple nature of the disadvantage experienced by mature age women in the greater Western Sydney region. The other was the increasing call for vocational education and training providers to become responsive to local industry and the community.

The investigation encompassed the training needs and wants of mature age women, the training needs of enterprise in the area, the kinds of jobs women were looking for, and current TAFE provision in the region. Given that women are not a homogeneous group, it is not surprising that a diversity of issues were identified. See also "VET information and women: trial of strategies for mature-age women in the Western Sydney region" (TD/NSW 48.12) & "Issues in providing information on VET to mature-age women in the Western Sydney region" (TD/NSW 48.13).

**Descriptors** TAFE;Women;Training needs;Educational needs;Older people;Recognition of prior learning;Curriculum.**Identifiers** New South Wales;RPL.**Availability** NSW TAFE Clearinghouse, Education and Training Information Service, OTEN-DE, 51 Wentworth Road, Strathfield NSW 2135, Australia. Ph: +61 2 9715 8294; Fax: +61 2 9715 8292. Available to libraries only.**Imprint\_Place** [Sydney]**Imprint\_Publisher** Women's Education and Training Co-ordination Unit, South Western Sydney Institute of TAFE**Imprint\_Date** 1995**Collation** 63 p. including 4 p. bibliography.**Country\_Publication** AUS**Tag** VOCED**geographical** Australia (Local)**IncludedorExcluded** excluded**reason for exclusion** looks at needs and wants rather than outcomes**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 69****Document\_no** TD/TNC 73.91**Date\_Key** 2003**English\_Title** Opportunity or outrage?: redundancy and educational involvement in mid-life / Judith A. Davey.**Author** Davey, Judith A.**Language** eng**Abstract** Studies of older adults entering higher education say little about redundancy as a trigger factor or of the outcomes of education in such circumstances. Ideas on the importance of previous workplace and educational experience, motivational factors and the influence of gender are explored using information from a study of 21 adults aged 40-59 at Victoria University in Wellington, New Zealand. This focuses on the circumstances of redundancy, its immediate effects and how it led to university study. Longer-term outcomes relate to study, work and personal issues. Looking back, most of the interviewees saw that their experience of redundancy had been an opportunity for change and their study experiences had been beneficial, but not always in terms of workforce advancement. Published abstract reprinted by permission of the copyright owner.**Descriptors** Article;Redundancy;Older people;Reentry student;Higher education;Learning motivation;Outcome of education;Participation;Adult student;Employment experience;Gender;Educational background;New Zealand;Research study;Follow up study.**Availability** Subscription (March 2003): Carfax Publishing, Taylor & Francis Ltd, Customer Services Department, Rankine Road, Basingstoke, Hants RG24 8PR, UK. Ph: +44 1256 813 002; Fax: +44 1256 330 245; <Email: enquiry@tandf.co.uk>; Internet: <<http://www.tandf.co.uk/journals>> (accessed March 2003).**ISSN** 1363-9080  
1469-9435 (online)**Imprint\_Place** Abingdon, U.K.**Imprint\_Publisher** Carfax Publishing, Taylor & Francis**Imprint\_Date** 2003**Country\_Publication** GBR**Serial\_Title** Journal of education and work**Volume** 16**No** 1**Date** March 2003**Pages\_of\_Article** p. 87-102**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion** focus is on higher education**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 71****Document\_no** TD/WA 73.16**Date\_Key** 2002**English\_Title** Self employment programs and outcomes for disadvantaged jobseekers / Ross Kelly, Philip E. T. Lewis, Charles Mulvey.**Author** Kelly, Ross  
Lewis, Philip E. T.  
Mulvey, Charles**Corp\_Author** Centre for Labour Market Research \ (CLMR)**Conference** Australian Annual Conference of Economists (31st : 2002 : Adelaide)**Language** eng**Abstract** People considered at a disadvantage in the labour market, such as the long-term unemployed, mature-aged jobseekers and people from a non-English speaking background pose a significant challenge for policy makers. Policy interventions, such as job search training and other forms of intensive assistance for these groups can be undone by the potential for discrimination that they face in the labour market. Self-employment provides the means to circumvent these issues. The New Enterprise Employment Scheme (NEIS), operated under the Job Network, has in the past been very successful in placing people into various forms of employment, although the persistence of these outcomes remains largely unknown due to the timing of post-programme monitoring. In this paper the outcomes of a cohort of NEIS participants who had been off the financial assistance provided under the scheme for around 24 months are examined. The feasibility and likely impacts of expanding the scheme for disadvantaged groups are discussed.  
Published abstract reprinted by permission of the copyright owner.**URL** This document may be found on the CLMR web site at: <[http://www.clmr.ecel.uwa.edu.au/wp/02\\_3.pdf](http://www.clmr.ecel.uwa.edu.au/wp/02_3.pdf)> (accessed May 2003)**Descriptors** Discussion paper;Unemployed;Long term;Disadvantaged;Discrimination;Self employment;Program;Job applicant;Job searching;Labour market;Research;Research centre;Periodical;Western Australia;WA;Australia.**Notes** This paper was presented at the 31st Australian Annual Conference of Economists, 30 September-3 October 2002, Adelaide**Availability** WA VET Clearinghouse, Library & Information Service, WA Dept of Education and Training, 151 Royal Street, East Perth WA 6004, Australia. Ph: +61 8 9264 4952; Fax: +61 8 9264 4954; <Email: [Library@ZINFOSERV](mailto:Library@ZINFOSERV)>**ISSN** 1329-2676**Series** CLMR discussion paper series ; no. 02/3**Imprint\_Place** Crawley, W.A.**Imprint\_Publisher** Centre for Labour Market Research**Imprint\_Date** 2002**Collation** 21 p.**Country\_Publication** AUS**Tag** VOCED**geographical** Australia (National)**IncludedorExcluded** excluded**reason for exclusion** does not address skill development intervention**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID** 72

**Document\_no** TD/TNC 75.124

**Date\_Key** 2000

**English\_Title** Age counts: an inquiry into issues specific to mature-age workers / House of Representatives Standing Committee on Employment, Education and Workplace Relations.

**Corp\_Author** Australia \ Parliament \ House of Representatives Standing Committee on Employment, Education and Workplace Relations

**Abstract** This document reports on the inquiry undertaken in 1999 by the House of Representatives Standing Committee on Employment, Education and Workplace Relations into the social, economic and industrial issues specific to workers over 45 years of age seeking employment, or establishing a business, following unemployment. A key conclusion of the report is the need to challenge and change societal and employer attitudes to ageing. In combating employer prejudice, two major recommendations were made: one for a sustained national strategy and education campaign targeting employers; and the other for establishing an employers' forum. Other recommendations were made for dealing with a number of issues including: retrenchments and redundancies; skills training; career guidance; computer skills; traineeships and apprenticeships; longitudinal studies to provide an accurate picture of the mature-age work force; opportunities for casual and part-time work; mentoring; the role of service providers for the unemployed; financial assistance; establishing a small business; and the New Enterprise Incentive Scheme (NEIS). Chapter one defines key terms, outlines some of the major issues, and examines the position of mature-age job seekers in the labour market. This includes the social and demographic trends that will affect the growth of the labour market in the future. Chapter two examines the impact of unemployment on mature-age people and its cost for the community and the overall economy. Chapter three examines the causes of mature-age unemployment and the particular barriers faced by mature-age job seekers. Chapter four describes the strategies that are currently in place for assisting mature-age workers to find employment and discusses what still needs to be done. The concluding chapter examines issues for unemployed mature-age people who choose to start their own business following retrenchment. Appendices contain: the conduct of the inquiry; lists of submissions, exhibits, hearings and witnesses; references; and the Australian age discrimination laws.

**URL** This document may be found on the National Library of Australia's Pandora web site at:  
<<http://pandora.nla.gov.au/pan/36663/20030811/www.aph.gov.au/house/committee/edt/Owk/report/index.htm>>  
(accessed September 2003)

**Descriptors** Report;Australia;Ageing population;Older worker;Unemployment;Small business;Government role;Employer;Society;Attitude;Job searching;Discrimination.

**Availability** This document is available online.

**ISBN** 0642451275

**Imprint\_Place** Canberra

**Imprint\_Publisher** Parliament of Australia

**Imprint\_Date** 2000

**Collation** xxxvi, 262 p.

**Country\_Publication** AUS

**Tag** VOCED

**geographical** Australia (National)

**IncludedorExcluded** excluded

**reason for exclusion** outcome not stated; includes barriers

**source** Database search

**source name** VOCED <http://www.voced.edu.au>

**search strategy** Contained within the SYSREV Search log

**SYSTEMID 75****Document\_no** TD/TNC 62.663**Date\_Key** 2000**English\_Title** Learning in later life: motivation and impact.**Author** Dench, Sally  
Regan, Jo**Language** eng**Abstract** This report was commissioned to explore the impact of participation in learning of a group of people aged 50 to 71, their reasons for participation or not, and the impact of learning on their health, family and social lives. A total of 336 face-to-face interviews were conducted and 30 respondents participated in an in-depth interview during which the impact of and motivation to learn were explored in greater detail. The authors examined patterns of learning, motivations to learn, reasons for not learning, future plans, wider aspects of learners and non-learners and the impact of learning on health and social involvement. A clear range of benefits are reported among learners, particularly in terms of self-confidence, self-esteem and general satisfaction with life.  
A summary of the National Adult Learning Survey (1997) for adults aged 16-59 is indexed at TD/TNC 62.661.**Descriptors** UK;Adult learning;Adult education;Continuing education;Learning process;Learning motivation;Lifelong learning;Learning society;Planning for change;Postcompulsory education;Experiential learning;Evaluation;Measurement;Informal education;Outcome of education;Older people.**Availability** DfEE Publications, PO Box 5050, Sherwood Park, Annesley, Nottingham NG15 0DJ, UK. Ph: +44 845 6022260; Fax: +44 845 6033360.**ISBN** 184185199X**Series** Research report ; no. RR183**Imprint\_Place** Annesley, U.K.**Imprint\_Publisher** Dept for Education and Employment**Imprint\_Date** 2000**Collation** 102 p.**Country\_Publication** GBR**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion** does not address labour market outcome**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 76****Document\_no** TD/TNC 73.268**Date\_Key** 2002**English\_Title** The role of inter-generational programs in promoting lifelong learning for all ages / Toshio Ohsako.**Author** Ohsako, Toshio**Conference** International Conference on Lifelong Learning ( : 2001 : Beijing)**Language** eng**Abstract** This paper examines the interface between inter-generational programs and lifelong learning to identify the roles of inter-generational learning in promoting a lifelong learning culture. The author makes the point that lifelong learning is an important strategy in coping with the issues of ageing in society and further suggests that gender issues are particularly serious for the elderly. While lifelong learning is important for young people it must be available for older people especially in developed countries. The paper briefly reviews the international research literature on current inter-generational programs. Inter-generational programs are defined as vehicles for the purposeful and ongoing exchange of resources and learning among older and younger generations for individual and social benefits. The paper gives an overview of the social and individual benefits of such programs and concludes that inter-generational learning supports lifelong learning by contributing to a culture of learning for all ages.

The volume of collected papers is indexed at TD/TNC 73.251; selected individual papers are indexed from TD/TNC 73.252 to TD/TNC 73.276.

**Descriptors** Conference paper;Lifelong learning;Educational policy;Government policy;Adult education;Continuing education;Demography;Youth;Older people;Learning culture;Womens education;Ageing population.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: lea-ann.harris@ncver.edu.au>  
Document delivery service in accordance with Australian copyright laws and regulations.**ISBN** 9282011151**Imprint\_Place** Hamburg, Germany**Imprint\_Publisher** Unesco Institute for Education**Imprint\_Date** 2002**Country\_Publication** DEU**Mono\_Vol\_Title** Integrating lifelong learning perspectives / Carolyn Medel-Anonuevo.**Mono\_Vol\_Auth** Medel-Anonuevo, Carolyn**Pages\_of\_Chapter** p. 186-207**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion** does not address labour market outcome**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 79****Document\_no** TD/TNC 77.596**Input\_Date** 25/05/04**Date\_Key** 2003**English\_Title** Ageing and employment policies = Vieillissement et politiques de l'emploi: Spain**Corp\_Author** Organisation for Economic Co-operation and Development \ (OECD)**Language** eng**Abstract** In 2001, the OECD launched a review of policies to improve labour market prospects for older workers. The review aims to examine both supply-side and demand-side aspects of this topic. Older workers have been defined as those aged 50 years and over. This report on Spain identifies the main barriers to employment for older people, assesses whether existing measures to address these barriers are adequate and effective, and proposes a number of recommendations for further action by the government bodies and social partners.**Descriptors** OECD pub;Report;Spain;Employment policy;Ageing population;Older worker;Government policy;Employment;Evaluation;Supply and demand.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia.**ISBN** 9264105743**Imprint\_Place** Paris**Imprint\_Publisher** OECD**Imprint\_Date** 2003**Collation** 119**Country\_Publication** FRA**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion** intervention not clearly stated; does address barriers**source** Database search**source name** VOCED <http://www.voced.edu.au>**search** Contained within the SYSREV Search log**strategy**

**SYSTEMID 80****Document\_no** TD/TNC 76.294**Date\_Key** 2003**English\_Title** Ageing and employment policies = Vieillesse et politiques de l'emploi: Sweden / OECD.**Corp\_Author** Organisation for Economic Co-operation and Development \ (OECD)**Language** eng**Abstract** In 2001, the OECD launched a review of policies to improve labour market prospects for older workers. The review aims to examine both supply-side and demand-side aspects of this topic. Older workers have been defined as those aged 50 years and over. This report on Sweden identifies the main barriers to employment for older people, assesses whether existing measures to address these barriers are adequate and effective, and proposes a number of recommendations for further action by the government bodies and social partners.**Descriptors** Report;OECD pub;Sweden;Ageing population;Employment policy;Government policy;Employment;Older worker;Recommendation;Evaluation;Supply and demand.**Notes** Notes: Includes the executive summary and recommendations in French**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: lea-ann.harris@ncver.edu.au> Document delivery service in accordance with Australian copyright laws and regulations.**ISBN** 9264199969**Imprint\_Place** Paris**Imprint\_Publisher** Organisation for Economic Co-operation and Development**Imprint\_Date** 2003**Collation** 115 p.**Country\_Publication** FRA**Tag** VOCED**geographical** International**IncludedorExcluded** excluded**reason for exclusion** intervention and outcomes not stated in abstract; does address barriers**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log

**SYSTEMID 82****Date\_Key** 2003**English\_Title** Age Discrimination in the Labour Market and Policy Responses: The Situation in the United Kingdom**Author** Taylor, Philip  
Walker, Alan**Language** eng**Abstract** This article discusses recent research into British employers' attitudes and behaviour towards older workers and puts this in the context of developments in public policies towards older workers over the last decade. Research points to discrimination against older workers in most aspects of firm behaviour, even though when asked, managers in various studies also highlight positive attributes of older workers. Despite a recent proliferation of U.K. research in this area, it is difficult to gauge the extent of direct and indirect discrimination amongst older workers. Moreover, methodological differences make comparisons between studies problematic and it is difficult to examine trends in attitudes and behaviour. Regarding public policy, until recently policymakers focused on awareness raising campaigns among employers. While there is some evidence of increasing awareness of the issue, there is little evidence that the actual practices of employers are changing. Significant change can only be a long-term goal and would require going beyond national awareness-raising campaigns to working directly with sector bodies, trade unions and individual firms. It will also require integrated policymaking, something that the U.K. government appears to be working towards.**URL** Copy of journal article may be purchased from Journal publisher's website  
<http://www.blackwellpublishing.com/journal.asp?ref=1018-5895>**ISSN** 1018-5895 (print); 1468-0440 (online)**Serial\_Title** Geneva Papers on risk and insurance: issues and practice**Volume** 28**No** 4**Date** 2003**Pages\_of\_Article** 612-624**Tag** EconLit via Dialog**geographical** International**IncludedorExcluded** excluded**reason for exclusion** barriers mainly**source** Database search**source name** EconLit via Dialog**search strategy** Contained within the SYSREV Search log

**SYSTEMID 84****Date\_Key** 1994**English\_Title** Education and older adults: a framework for evaluation**Language** eng

**Abstract** The report develops and describes a model by which to evaluate formal and informal learning by older adults in a variety of contexts. An empirical background against which the framework can be applied and tested is provided by three detailed case studies. The model focuses on the outcomes of provision, and adopts a longitudinal approach. It suggests that outcomes should be looked at in the light of the processes (the accessibility and responsiveness of the provision, and the appropriateness of the participants, user satisfaction and costs) by which they have been brought about. While it stresses the essentially unquantifiable nature of many outcomes involving older adults, particularly in informal contexts, the qualitative data is supported by quantitative data. The report focuses on application of the model to local community based initiatives and the case studies illustrate the model in action. The model can be applied in both internal and external evaluation.

**Series** University of Edinburgh Centre for Continuing Education: Occasional Papers Series**Imprint\_Place** Edinburgh**Imprint\_Publisher** University of Edinburgh, Centre for Continuing Education**Imprint\_Date** 1994**Collation** 27 p.**Country\_Publication** Scotland**Tag** BEI**geographical** International**IncludedorExcluded** excluded**reason for exclusion** describes model to evaluate learning**source** Database search**source name** British Education Index (cdrom)**search strategy** Contained within the SYSREV Search log**Non VOCED descriptor** BEIMiddle aged adults  
older adults

**INITIALLY INCLUDED BUT COPY WAS NOT ABLE TO BE OBTAINED**  
**SYSTEMID 30**

**Date\_Key** 1999

**English\_Title** Maintenance of the skills and employability of older workers: skills training and retraining

**Author** Rix, Sara E

**Language** eng

**Abstract** This conference paper, presented at "Active Strategies for an Ageing Workforce" in Turku, Finland, in August 1999, examines the role of skills training and retraining in the employability of older workers and the maintenance of their work skills. The global economy, with its growing competition, rapidly changing technology, organizational restructuring, high-performance workplaces, and need for skilled workers, underscores the importance of continuous worker training and retraining. Studies have shown that investments in education and training pay off in terms of increased productivity and retention. An aging workforce highlights the need to reexamine work-force policies and practices, especially those involving training, to ensure that performance peaks, if it must do that, at a sufficiently high level and is sustained at that level as long as possible. Employers, however, harbor reservations about older workers' technological competence and ability to learn that may serve to restrict the training opportunities of the very workers most in need of them. Research indicates that the ability to learn continues well into old age and that while employers are cognizant of the aging of the workforce, this knowledge does not seem to have translated into many programs or policies for keeping their older workers productive. Strategies for meeting the training needs of an aging workforce are discussed. References are included. (MM) (Ageline Database, copyright 2000 AARP, all rights reserved)

**Imprint\_Place** Washington, DC

**Imprint\_Publisher** AARP

**Imprint\_Date** 1999

**Collation** 21 pp.

**Country\_Publication** USA

**Tag** Ageline

**IncludedorExcluded** included but could not be obtained

**source** Database search

**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )

**search strategy** Search terms: older adults OR older students OR older workers AND retraining [subjects] (limited by date range 1994-2004 and research/policy documents)

**Non VOCED descriptor** United States  
older adults  
Public policy

## **LIST A: 33 STUDIES INCLUDED IN A SYSTEMATIC REVIEW OF RESEARCH: THE MATURE AGED AND SKILL DEVELOPMENT ACTIVITIES May-June 2004**

### **SYSTEMID 2**

**Document\_no** TD/TNC 66.370

**Date\_Key** 2001

**English\_Title** Barriers to training for older workers and possible policy solutions / Mark Wooden, Adriana VandenHeuvel, Mark Cully and Richard Curtain.

**Author** Wooden, Mark, VandenHeuvel, Adriana, Cully, Mark

**Corp\_Author** Australia \ Dept of Education, Training and Youth Affairs \ (DETYA)  
Flinders University of South Australia \ National Institute of Labour Studies \ (NILS)  
Curtain Consulting

**Language** eng

**Abstract** This report was commissioned by the Analysis and Equity Branch of the Commonwealth Dept of Education, Training and Youth Affairs (DETYA). Its objectives were to report on barriers facing older Australian workers (aged 45 years and over) in gaining access to, and benefit from, training, and innovative and achievable policies for addressing these barriers. Specifically, the study sought to: quantify the current level of participation in work-related training of older workers and compare it with that of younger workers; determine how participation in work-related training by older workers has changed over time; identify factors that may restrict participation in work-related training by older workers; and, propose policy options that may help in removing barriers to the successful participation of older workers in work-related training. The report comprises: a comprehensive summary of relevant literature focusing on differences in the incidence of work-related training across age groups, types of barriers faced by older workers, and the types of initiatives introduced both by governments and employers to enhance training opportunities and outcomes for older workers; the results from analyses of three major secondary data sets (labour force data collected by the Australian Bureau of Statistics (ABS), ABS surveys of education and training experience, and the Australian Workplace Industrial Relations Survey (AWIRS)); findings from a series of focus groups designed to gather in-depth information from older workers and human resource managers about their reactions to the main findings of the analysis and the proposed policy options; three enterprise case studies providing examples of organisations in which policies for addressing the barriers to training for older employees are already in place; a synthesis of results from the project as a whole; and an examination of possible policy options.

**URL** This document may be found at: <[http://www.detya.gov.au/train/train\\_pub.htm](http://www.detya.gov.au/train/train_pub.htm)> (accessed July 2001)

**Descriptors** Report;Australia;Older people;Older worker;Training;Training policy;Training opportunity;Participation;Comparative analysis;Labour force participation;Management attitude;Employees attitude;Research;Workplace learning;Discrimination;Age;Unemployed;Case study;Planning for change;Lifelong learning;Access to education.

**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: [lea-ann.harris@ncver.edu.au](mailto:lea-ann.harris@ncver.edu.au)>  
Document delivery service in accordance with Australian copyright laws and regulations.

**Imprint\_Place** Canberra

**Imprint\_Publisher** DETYA

**Imprint\_Date** 2001

**Collation** xi, 293 p. + appendices

**Country\_Publication** AUS

**Tag** VOCED

**IncludedorExcluded** included

**source** Database search

**source name** VOCED <http://www.voced.edu.au>

**SYSTEMID 4****Document\_no** TD/TNC 74.443**Date\_Key** 2003**English\_Title** Securing success: good practice in training people aged 45 and over who are disadvantaged in the labour market / prepared by Sue Gelade, Ralph Catts, Rod Gerber.**Author** Gelade, Sue, Catts, Ralph, Gerber, Rod**Corp\_Author** Australia \ Dept of Education, Science and Training \ (DEST)  
University of New England \ Workplace Education Research Consortium \ (WERC)**Language** eng**Abstract** This document reports on a project that looked at the conditions under which older unemployed Australians, with low prior education, can secure success through education and training. The objectives of the study were: to inform policy and programs designed to improve the labour market participation of people in the target group; and to identify features of existing education and training including best practice which if implemented in future programs will encourage people in the target group to undertake and persist with education and training. The investigation confirmed that securing success for mature unemployed adult learners who are disadvantaged in the labour market requires five key features. These are: an initial education experience in a safe environment; negotiation with learners in content, format and timing of educational experiences; the use of social cohesion and a focus on learner interests to motivate learners; a learner focused approach to learning; and innovation and flexibility in organisations. The study demonstrated that, given the implementation of the five key features, initial involvement in non-accredited community adult education programs can provide the pathway towards active learning for people in the target group.**URL** This document may be found on the Australian Dept of Education, Science and Training (DEST) at:  
<[http://www.dest.gov.au/research/publications/securing\\_success/report.pdf](http://www.dest.gov.au/research/publications/securing_success/report.pdf)> (accessed June 2004)**Descriptors** Australia;Adult education;Adult student;Community education;Unemployment;Older worker;Labour market;Policy formation;Training policy;Best practice;Education;Educational policy.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia.  
Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: [lea-ann.harris@ncver.edu.au](mailto:lea-ann.harris@ncver.edu.au)>  
Document delivery service in accordance with Australian copyright laws and regulations.**Imprint\_Place** Canberra**Imprint\_Publisher** Dept of Education, Science and Training**Imprint\_Date** [2003]**Collation** xi, 214 p.**Country\_Publication** AUS**Tag** VOCED**IncludedorExcluded** included**source** Database search**source name** VOCED <http://www.voced.edu.au>

**SYSTEMID 6****Document\_no** TD/TNC 76.548**Date\_Key** 2000**English\_Title** Older workers' adaptation to a changing workplace: employment issues for the 21st century / Dale E. Yeatts, W. Edward Folts, James Knapp.**Author** Yeatts, Dale E., Folts, W. Edward, Knapp, James**Language** eng**Abstract** The extent to which older workers leave their jobs rather than adapt to workplace changes has a significant effect on the organisations they work for, on government programs, especially Social Security, and on the workers themselves. Conceptualising the work adaptation process begins by recognising that older employees have needs, values, and interests that must be met by their jobs for them to choose to remain employed and adapt to workplace changes. Simultaneously, a job has knowledge, skill, and ability requirements that must be met by an older employee for the employer to choose to retain him or her. As a job changes, the individual job fit is also likely to change, often with the result that the employee is required to adapt. A review of the literature shows that there are a variety of factors at the individual, organisational, and environmental levels that affect an older worker's ability and choice to adjust to workplace changes. These factors include, for example, training throughout an individual's career, personnel policies affecting older workers, and age discrimination. This article reviews the literature describing the conceptual framework and major individual and organisational factors found to affect an older worker's ability and choice to adapt to workplace changes.

Published abstract reprinted by permission of the copyright owner.

**Descriptors** Article;Older worker;Workplace change;Flexibility;Literature survey;Employer;Employment practice;Decision making;Job satisfaction;Work attitude.**Availability** Subscription and/or individual articles may be purchased from Taylor & Francis Ltd, Customer Services Dept, Rankine Road, Basingstoke, Hampshire RG24 8PR, UK. Ph: +44 1256 813002; Fax: +44 1256 479438; <Email: enquiry@tandf.co.uk>; Internet: <<http://www.tandf.co.uk/journals/titles/03601277.asp>> (accessed February 2004)**ISSN** 0954-0253  
1360-0516 (online)**Imprint\_Place** London**Imprint\_Publisher** Carfax Publishing, Taylor & Francis**Imprint\_Date** 2000**Country\_Publication** GBR**Serial\_Title** Educational gerontology**Volume** 26**No** 6**Date** September 2000**Pages\_of\_Article** p. 565-582**Tag** VOCED**IncludedorExcluded** included**reason for exclusion** review of literature**source** Database search**source name** VOCED <http://www.voced.edu.au>

**SYSTEMID 10****Date\_Key** 2000**English\_Title** Older workers: an essential resource for Massachusetts**Corp\_Author** Massachusetts \ Blue Ribbon Commission on Older Workers**Language** eng

**Abstract** Analyzes the labor market for older workers in Massachusetts and recommends policies to improve the economic status of the older labor force. The growing importance of older workers to the economy and projected labor shortages in coming decades are examined. Options for closing the labor supply gap include paying higher wages, increasing reliance on immigrants, and providing training to unemployed and underemployed workers (especially older workers) who have been left behind in the information economy. Without substantial investments in upgrading their skills, older workers may be underutilized or even discouraged from remaining in the labor force, hindering economic growth. While Massachusetts has a diverse array of employment and training programs to address labor market mismatches and the employment and training needs of older workers (many operated under the Job Training Partnership Act), many are underfunded or underutilized. A new agenda for workforce development policy should focus on assessment and placement; building a system of lifelong training and education "ladders"; the role of employers, unions, and workplace training; supported work experience; strengthened state leadership in planning, coordination, and oversight; coordination and delivery of services at the regional level; improving program performance through accountability and learning; and resources and priorities. Three appendixes provide a list of related research reports, meetings and hearings held in preparation of the report, and policy recommendations. (MM) (Ageline Database, copyright 2000 AARP, all rights reserved)

**URL** <http://www.geront.umb.edu/documents/massrprt.pdf> (Full Report)  
<http://www.geront.umb.edu/documents/masssum.pdf> (Executive Summary)

**Imprint\_Place** Boston, MA**Imprint\_Publisher** Commonwealth of Massachusetts, Blue Ribbon Commission on Older Workers**Imprint\_Date** 2000**Collation** 66 pp.**Country\_Publication** USA**Tag** Ageline**geographical** International**IncludedorExcluded** included**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search terms: training AND Labor force (limited by date range 1994-2004 and research/policy documents)**Non VOCEd descriptor** older adults  
United States  
Public policy

**SYSTEMID 14****Date\_Key** 2002**English\_Title** Active ageing and education in mid and later life**Author** Davey, Judith A**Language** eng

**Abstract** Examined the characteristics and aspirations of older university students in New Zealand and how participation in education by people in mid- and later-life relates to individual pursuit of active aging. Nearly 1,000 students aged 40 and older at Victoria University replied to a mail questionnaire on socioeconomic status, motives and patterns of study, and barriers to study. It was found that 4 out of 5 of the students were engaged in some kind of paid work, with a large majority of those working in professional/technical (72%) or managerial/administrative occupations (16%). Overall, 94% of the women and 88% of the men had had some formal postsecondary education before entering the university. Students aged 60 and older were more likely than those aged 40-59 to have achieved undergraduate and postgraduate qualifications before their recent period of study. Students under age 60 were more likely to be studying for vocationally oriented qualifications, while the proportion of students pursuing doctorates increased with age. The top-ranked motivations for returning to school included the acquisition of knowledge and qualifications to improve job performance or prospects (52%), personal development (46%), and concern about lay-offs or changes at work (7%). The most significant barriers were time constraints from work and family commitments, especially for those under 60. The results suggest that there are mixed prospects for the use of education as part of an active aging approach. (MM) (Ageline Database, copyright 2002 AARP, all rights reserved)

**ISSN** 0144-686X**Serial\_Title** Ageing and Society**Volume** 22**No** 1 (Jan)**Date** 2002**Pages\_of\_Article** 95-113**Tag** Ageline**IncludedorExcluded** included**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search term: older students [subject] (limited by date range 1994-2004 and research/policy documents)**Non VOCED descriptor** Active aging  
New Zealand  
older adults

**SYSTEMID 17****Document\_no** TD/TNC 76.305**Date\_Key** 2004**English\_Title** The labour market impact of adult education and training: a cohort analysis**Author** Feinstein, Leon, Galindo-Rueda, Fernando & Vignoles, Anna**Corp\_Author** London School of Economics and Political Science / Centre for Economic Performance / CEP**Language** eng

**Abstract** Education boosts individuals' productivity and wages. A year of extra schooling increases earnings by around 5-10 per cent. Yet many individuals leave school with minimal skills and qualifications. These individuals go on to be disadvantaged in the labour market, in terms of earnings and employment prospects. Furthermore, having a larger proportion of unskilled workers than many other developed countries puts the UK at a disadvantage economically. It has long been argued that the way for these workers to 'catch up' is through lifelong learning. Certainly, a significant number of adults are undertaking some form of lifelong learning. However, recent research suggests that the impact of some types of lifelong learning on earnings at least is minimal. This paper focuses on another distinct type of lifelong learning, namely work related training. The literature has suggested a positive impact from training on both individuals' productivity levels and their wages. We too find that work related training has a large positive impact on earnings, but unlike previous studies, we find this to be true for only certain types of workers. Although on average work related training does give higher wages, this hides the fact that only some workers gain from training. Male workers who undertook work related training in mid career (age 33-42) experienced 4-5 per cent higher wage growth over the period 1991-2000, as compared to similar workers who did not undertake any training. However, workers who are selected to receive training are not representative of all workers. Rather, firms appear to 'cherry pick' workers, identifying those most likely to gain from training. When we took account of this, we found that workers who received training gained substantially (12 per cent higher wage growth over the period). However, those workers who did not receive training would not have gained higher wages from the training had they done so. To some extent 'firms know best'. Whilst formal qualifications taken in adulthood do not generate higher wages for workers, work related training, which is generally provided by or at least organised by firms, does give a clear wage gain. Firms appear able not only to pick those workers most likely to gain from training but also to provide training that has a positive impact on wages. From a policy perspective however, it would appear that work related training in adulthood is not necessarily a substitute for providing British workers with adequate skills during their initial education. Low productivity workers with few skills are unlikely to gain from a policy to encourage employers to provide training. Instead, firms are likely to train those workers who are more able in the first place, thereby leaving the poorly skilled worker even further behind.

Excerpts from published summary reprinted by permission of the copyright owner.

**URL** <http://cee.lse.ac.uk/cee%20dps/ceedp36.pdf>**Descriptors** Discussion paper;UK;Adult education;Vocational training;Outcome of education;Labour market;Disadvantaged;Wage differential;Employment practice;Staff development;Education work relationship.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; email: [lea-ann.harris@ncver.edu.au](mailto:lea-ann.harris@ncver.edu.au) Document delivery service in accordance with Australian copyright laws and regulations.**ISBN** 0753017296**Series** CEP discussion paper; no. CEEDP0036**Imprint\_Place** London**Imprint\_Publisher** Centre for Economic Performance**Imprint\_Date** 2004**Collation** 21 p.**Country\_Publication** UK**Tag** VOCED**IncludedorExcluded** included**source** Database search**source name** VOCED <http://www.voced.edu.au>**search** Search term: feinstein [author]**strategy**

**SYSTEMID 18****English\_Title** Recent developments in the employment and retirement of older workers in Germany**Author** Naegele, Gerhard  
Kramer, Katrin**Language** eng**Abstract** Reviews recent developments in the employment and retirement of midlife and older adults in Germany. Against a background of an aging population, rising social security costs, and foreseeable labor and skill shortages, there have been a number of public policy changes over the last several years affecting older workers. Labor market related initiatives aim at increasing labor force participation among this group. Enterprise-related, active age management strategies aim at improving occupational conditions of aging workers. The TransALT (Transfer of Integrated Strategies for Age-Management) in North Rhine-Westphalia is one such initiative, designed to combat age barriers to employment. Measures are being undertaken to study how to tap the unused potential of early retirees who left their jobs while in their 50s or early 60s. Active aging has become a social duty in recent years, with the intention that older adults contribute to society to avoid generational conflicts. In the future, active aging through productive activity will preserve the competitiveness of enterprises and of the entire economy despite an aging labor force. (MM) (Ageline Database, copyright 2002 AARP, all rights reserved)**ISSN** 0895-9420**Country\_Publication** USA**Serial\_Title** Journal of aging and social policy**Volume** 13**No** 1**Date** 2001**Pages\_of\_Article** 69-92**Tag** Ageline**IncludedorExcluded** included**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search terms: older workers AND participation rates [subjects] (limited by date range 1994-2004 and research/policy documents)**Non VOCED descriptor** Active aging  
Outside United States  
Germany

**SYSTEMID 20****Date\_Key** 2003**English\_Title** Human resource costs and benefits of maintaining a mature-age workforce**Author** Brooke, L**Language** eng

**Abstract** The global trend of an ageing workforce and government policy directions towards reversing early retirement trends raises the issue of the costs to employers of an older workforce. Data on older workers human resources costs are lacking generally in Australia and other countries. This analysis of human resource costs and benefits relies on aggregate Australia national human resources benchmarking data that are applied to older workers. The study is based on the ratio of duration of employment of older workers compared to younger workers and uses this ratio as a multiplier of human resource costs. The analysis considers recruitment, training, absenteeism and work injuries of older compared to younger workers. The analysis found that net benefits occurred through recruitment and training benefits over the costs of absenteeism and work injuries. Further non-quantified benefits of older workers identified in international case studies are also explained. These quantified and non-quantified benefits of older workers suggest that identified positive inducements to employers exist which support human resources investments in older workers.

**Serial\_Title** International journal of manpower**Volume** 24**No** 3**Date** 2003**Pages\_of\_Article** 260-283**Tag** Social SciSearch**IncludedorExcluded** included**source** Database search**source name** Social SciSearch database via Dialog**search** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic**strategy** Reviews\databases\Search log\Mature aged 1 - Social SciSearch.doc

**Non VOCED descriptor** Older employees  
Human resource management  
Costs

**SYSTEMID 29****Date\_Key** 1999**English\_Title** Good practice in the employment of older workers in Europe**Author** Walker, Alan  
Taylor, Philip**Language** eng**Abstract** Reports the results of two European projects that collected examples of good practice in the employment of older workers in European Union (EU) countries. The Combating Age Barriers in Job Recruitment and Training project, launched in 1994, was focused on initiatives in favor of retention, reintegration, and retraining of older workers. It uncovered a range of successful and transferable initiatives that may be seen as a starting point for a new workplace policy for age and employment in Europe. Its findings suggest that although it is possible to isolate specific examples of age barriers being combated effectively through recruitment and training and to recommend their widespread replication, an integrated approach is the most effective way to both prevent and overcome all forms of age discrimination in employment. The aim of the Eurowork Age project was to examine the labor market situation of older workers in the EU, identify examples of good practice in initiatives aimed at assisting older workers or employers, and to identify gaps in service provision for older workers. This project found that while numerous innovative local and national projects have emerged with the aim of combating age discrimination in employment, it was frequently hard to tell what impact these projects have had. Some projects had problems with clarity of vision, a sense of their place in the market, management skills, and understanding of the labor market situation of older workers. (KM) (Ageline Database, copyright 2000 AARP, all rights reserved)**ISSN** 0163-5158**Serial\_Title** Ageing international**Volume** 25**No** 3**Date** 1999**Pages\_of\_Article** 62-79**Tag** Ageline**IncludedorExcluded** included**source** Database search**source name** AgeLine database ( <http://research.aarp.org/ageline/home.html> )**search strategy** Search terms: older workers OR older adults OR older students AND job training [subjects] (limited by date range 1994-2004 and research/policy documents)**Non VOCED descriptor** Europe  
Outside United States  
International

**SYSTEMID 33****Date\_Key** 2003**English\_Title** Labour market issues for older workers - Forum report no.26**Corp\_Author** National Economic and Social Forum / Dublin

**Abstract** This Report examines labour market participation issues for older workers. As a group, these workers have been the subject of recent discussions in Ireland and at EU and international levels, both from a labour market as well as from an active ageing perspective. While the focus of recent research has been on the over 55s, there is value also in looking at in-work supports for workers from their mid-40s on as a means of ensuring that they do not become discouraged and marginalised later on in life. With this in mind, the Forum's Project Team concentrated on those in the age range 45-64. This Report centres on enhancing the participation by older workers in the labour market. Throughout the Report we use the terms 'older workers' and 'workers in midlife' to refer to the specific grouping that we are interested in, namely those aged 45-64 years. These are generally referred to as the 'older worker' in the EU and international literature. Some of the chapter headings are Labour market profile of older workers; employer attitudes to older workers; training in and for the workplace; work life balance issues.

**URL** [http://www.nesf.ie/nesf\\_pub26.pdf](http://www.nesf.ie/nesf_pub26.pdf)**ISBN** 1899276300**Imprint\_Place** Dublin**Imprint\_Publisher** The National Economic and Social Forum**Imprint\_Date** 2003**Collation** 129 p.**Country\_Publication** IRE**Tag** Google**geographical** International**IncludedorExcluded** included**source** Organisation website**source name** NESF [http://www.nesf.ie/nesf\\_pub26.pdf](http://www.nesf.ie/nesf_pub26.pdf)**search** Google search = allintitle:older workers**strategy**

**SYSTEMID 36****Date\_Key** 2002**English\_Title** Working life changes and training of older workers**Author** Tikkanen, Tarja  
Lahn, Leif Christian  
Withnall, Alexandra**Language** eng

**Abstract** WORKTOW was a multidisciplinary action research project, with its main focus on the learning of older workers (aged (45+) in working life. individual and organisational development. The aims were to investigate how to recognise, value and utilise job competence; aspects of learning at work; HRD practices involving older workers and the facilitation of lifelong learning; and how the diversity of the workforce can facilitate the development of learning organisations. In-depth case studies were carried out in all three countries involving a range of learning interventions. Results showed that age was not related to how stimulating workplaces were experienced as learning environments, nor to the subjective assessment of learning attitudes, skills, or motivation, except for memory and speed of learning. Stronger variation was found between sectors and companies. The job competence of older workers was generally highly valued although it was not systematically monitored or recorded. Changes in working life and in the organisation of the workplace tended to reduce opportunities for learning for all age groups. The introduction of IT was the greatest learning challenge to older employees but this was not universal. In some cases of small businesses older workers, especially those with higher levels of education and expertise, did not find their work as stimulating in terms of new learning as their less experienced colleagues did. Coupled with scarce career opportunities, this situation sometimes led to estimations of low value and meaningfulness attached to training related to one's current job. In terms of HRD, older employees participated less than younger colleagues in formal training within industry but there were no differences in participation in informal and non-formal training and in service and information sector. In some cases, the learning interventions were successful in helping managers to reframe the situation of older workers and learning in general but only where managers were receptive and could see the relevance for everyday practice. A number of conclusions were drawn from the study including the need to acknowledge workplaces as learning environments; the need to develop more systematic measures for broad-based job competence assessment; the need to encourage employers and older workers themselves to accept some responsibility for ensuring they have access to learning and training opportunities; the need to pay more attention to practical training outcomes and their implications for motivating highly experienced workers further in small businesses. It was also noted that strategies could be developed to enhance the strong sense of inter-generational solidarity observed in some workplaces and to capitalize on the complementary skills of workers of different ages. Overall, responding to the new learning imperative in working life and utilising the diversity of the workforce presents a challenge to the competence of management especially in older occupations and companies. One way forward would be to strengthen investment and effort in developing more local learning networks and to assist SMEs by providing a range of resources to enhance learning, training and development in them.

**URL** [http://improving-ser.sti.jrc.it/default/show.gx?Object.object\\_id=TSER----00000000000009CA&\\_app.page=show-TSR.html](http://improving-ser.sti.jrc.it/default/show.gx?Object.object_id=TSER----00000000000009CA&_app.page=show-TSR.html)**Availability** Printed hard copy available**ISBN** 8277240392**Imprint\_Place** Trondheim, Norway**Imprint\_Publisher** VOX and European Commission**Imprint\_Date** 2002**Collation** 129 p.**Country\_Publication** Norway**Tag** Google**geographical** International**IncludedorExcluded** included**source** Search engine**source name** Google www.google.com.au

**search** Google search = allintitle:worktow  
**strategy**

**Non VOCED descriptor** Knowledge  
SMEs  
Work

**SYSTEMID 38****Date\_Key** 2001**English\_Title** The older worker: myths and realities**Author** Stein, David  
Rocco, Tonette S**Language** eng**Abstract** Although workplaces are searching for ways to increase productivity, older workers asking for increased career development opportunities are neglected by most workplaces. Age alone may not be a defining characteristic of an older worker. Perhaps becoming an older worker is more situational than chronological. Retirement for future older workers is becoming an outdated notion. It may become a self-imposed status determined by the worker rather than an institutional norm. Rather than declining in productivity, older workers are becoming viewed as an asset that should not be neglected by organizations or by society. The trend is toward providing increasing career development opportunities for older workers. The continued skill development of older workers can provide workplaces with a pool of experienced, motivated, and engaged employees in an era in which older adults will comprise a greater proportion of the population. Helping older adults to consider second or even third careers, adjust to new technologies, and modify workplace ecology can become the new realities of the workplace. (Contains 39 references.)**URL** <http://www.cete.org/acve/docs/mr00033.pdf>**Notes** Even though 2 pages in length the 39 references may show something of interest?**Series** Myths and Realities No. 18**Imprint\_Place** Washington, DC.**Imprint\_Publisher** Office of Educational Research and Improvement**Imprint\_Date** 2001**Collation** 2 p.**Country\_Publication** USA**Tag** ERIC via Dialog**geographical** International**IncludedorExcluded** included**source** Database search**source name** ERIC via Dialog**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic Reviews\databases\Search log\Mature aged 6 - ERIC via Dialog.doc

**SYSTEMID 43****Date\_Key** 1999**English\_Title** The Future of Work in the Public Sector: Learning and Workplace Inequality.**Author** Rainbird, Helen  
Munro, Anne  
Holly, Lesley**Language** eng**Abstract** The patterns of manual and clerical workers' access to learning opportunities in the workplace in the United Kingdom were examined through case studies of three local authorities and three National Health Service trusts and a survey examining their employees' learning experiences. The workers occupying the lowest- grade jobs at the study organizations included younger workers, women returning to the labor market, and older workers who were either close to retirement or older than retirement age. A large percentage worked part-time. The case studies revealed evidence of upskilling and job enrichment, with individual workers' attitudes toward this upskilling and retraining depending on the social context in which they were occurring. Also identified were examples of work intensification and deskilling and of a number of people feeling trapped in routine and monotonous jobs. The following types of learning at work were identified: learning within the job and "doing the job better"; learning to understand the job; learning for job progression; learning around the job by extending knowledge of the section or department; learning for employability; learning for personal development; and learning for democratic participation in the 21st century. However, not all employees had such opportunities available to them, and some workers were not interested in job progression.**URL** Copy of the Working Paper available for viewing here  
[http://www.leeds.ac.uk/esrcfutureofwork/downloads/workingpaperdownloads/fow\\_paper\\_02.pdf](http://www.leeds.ac.uk/esrcfutureofwork/downloads/workingpaperdownloads/fow_paper_02.pdf)  
Future of Work Research Programme website may be viewed here <http://www.leeds.ac.uk/esrcfutureofwork/>**Availability** Programme Administrator (Glenda Smith), Western Campus,  
University of Leeds, Leeds LS2 9JT. Tel: 0113 343 4504; e-mail:  
[g.smith@leeds.ac.uk](mailto:g.smith@leeds.ac.uk).**ISSN** 1469-1531**Series** ESRC Working Paper 2**Imprint\_Place** Lancaster, England**Imprint\_Publisher** Economic and Social Research Council**Imprint\_Date** 1999**Collation** 72 p.**Country\_Publication** UK**Tag** ERIC via Dialog**geographical** International**IncludedorExcluded** included**source** Database search**source name** ERIC via Dialog**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic Reviews\databases\Search log\Mature aged 6 - ERIC via Dialog.doc

**SYSTEMID 44****Date\_Key** 2004**English\_Title** Age matters: a review of existing survey evidence.**Author** Urwin, Peter**Language** eng

**Abstract** Evidence suggests that those aged between 50 and State Pension Age (SPA) may be viewed less favourably by firms when recruiting, retaining and training staff. The introduction of age legislation will tackle any such practices that are seen to be discriminatory. However, it is also the case that older individuals exhibit a range of adverse labour market characteristics, when compared to their younger counterparts. Thus, the predominance of many older individuals amongst the long-term sick and disabled, their lower rates of educational attainment and possible skill obsolescence combine to make them particularly poorly placed in the jobs market. It is not clear that age legislation alone will improve the situation of these individuals. The main objectives of the present study are: firstly, to identify currently available datasets which provide appropriate information on the age dimension of various labour market indicators, from both the employer and employee perspectives; secondly, to carry out basic secondary analysis of the chosen datasets, providing a descriptive account of the labour market profiles of different age groups. The analysis of the labour market situation of people from different age groups considers occupation, industry sector, ownership of business, size and age of firm, as well as a range of other factors. Describing the labour market profiles of individuals of different ages provides baseline information to assess the impact of the forthcoming age legislation. Whilst this report aims to investigate the situation of individuals of all ages, debate over the existence of age discrimination has focused predominantly on the situation of those aged between 50 and retirement age. The Government recognises that, 'tackling issues of age discrimination presents a range of complex issues that are new to policy makers'. It could be argued that nowhere is this statement more pertinent than when one considers the aspects of education, training and the returns to on-the-job experience. Typically one would expect (all other things remaining equal) older individuals to have more years of experience and younger individuals to have a greater number of (relevant and up-to date) qualifications. Traditionally, therefore, job advertisements have specified a certain number of years of experience or relevant qualifications, or a combination of both – with younger or older workers opting to apply for posts which best match their education and labour market profiles. However, it is possible that changes to the working environment may have reduced the value employers have placed on older workers' experience. If, as seems likely, the restructuring of previous decades has led to a significant increase in the range of new skills required by employers, it cannot be assumed that experience will be rewarded in a similar way for older and younger individuals. Training and education would seem to be essential to the prospects of both older and younger workers. However, older workers are less likely to hold formal qualifications and also less likely to be studying towards a qualification whilst at work or to be undergoing or offered job-related education and training. This may be explained by the lesser incentive for investment in human capital for individuals and firms and Age Matters seems to recognise this. However, changes to the rules regarding the use of mandatory retirement dates might reduce the strength of this argument.

**URL** <http://www.dti.gov.uk/er/emar/errs24.pdf>**Series** Employment Relations Research Series No.24**Imprint\_Place** London**Imprint\_Publisher** Department of Trade and Industry / Employment Market Analysis and Research**Imprint\_Date** 2004**Collation** 143 p.**Country\_Publication** UK**Tag** Google**geographical** International**IncludedorExcluded** included**source** Search engine**source name** Google [www.google.com.au](http://www.google.com.au)**search strategy** Google phrase search = Age matters a review of existing survey evidence

**SYSTEMID 49****Date\_Key** 2001**English\_Title** Post-school-age training among women: training methods and labour market outcomes at older ages.**Author** Hill, Elizabeth T**Language** eng**Abstract** This study uses the NLS Mature Women's Cohort to examine labor market effects of education and training on women at pre-retirement ages, comparing training methods: formal education, on-the-job training, and other training. Results show that younger, more educated women tend to train more than other women and that some women appear in a 'training track'. While both education and on-the-job training are associated with higher wage levels, on-the-job training is most strongly associated with wage growth. Women who acquire training as adults tend to work at older ages.**Notes** Individual article may be purchased from Publisher website  
[http://www.elsevier.com/wps/find/journaldescription.cws\\_home/743/description#description](http://www.elsevier.com/wps/find/journaldescription.cws_home/743/description#description)**ISSN** 0272-7757**Serial\_Title** Economics of education review**Volume** 20**No** 2**Date** 2001**Pages\_of\_Article** 181-191**Tag** ERIC via Dialog**geographical** International**IncludedorExcluded** included**source** Database search**source name** ERIC via Dialog**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic Reviews\databases\Search log\Mature aged 7 - ERIC via Dialog.doc**Non VOCED descriptor** Human capital  
Salary wage differentials  
Economic impact

**SYSTEMID 49****Document\_no** TD/TNC 59.35**Date\_Key** 1999**English\_Title** Creating a future: training, learning and the older person / edited by Andrew Smith.**Author** Smith, Andy**Language** eng**Abstract** Changes in workforce demographics have great significance for the training and learning of older people. As older workers remain in the workforce longer and are increasingly subject to career change, access to training and learning opportunities will become more important to them. The aim of this book is to explain how training and learning have assisted the participation of older workers in the workforce. It also identifies the specific training issues facing older Australians to assist this sector of the workforce to achieve its potential. The individual chapters in this book are: The need for training and learning / Josie Misko; Older people in VET / Jane Schueler; Training and labour market issues / Katrina Ball; Case studies / Kate Barnett; Summary and discussion / Andrew Smith.**Descriptors** Lifelong learning;Older people;Older worker;Retirement;Retirement age;Employment;Employment security;Training.**Availability** Client Services, National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: orderit@nver.edu.au>**ISBN** 0873975642**Imprint\_Place** Adelaide**Imprint\_Publisher** National Centre for Vocational Education Research**Imprint\_Date** 1999**Collation** v, 118 p.**Country\_Publication** AUS**Tag** VOCED**geographical** Australian**IncludedorExcluded** included**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic Reviews\databases\Search log\Mature aged 9 - VOCED.rtf

**SYSTEMID 57****Document\_no** TD/TNC 69.276**Date\_Key** 2001**English\_Title** Age and participation in vocational education and training / Philip Taylor and Peter Urwin.**Author** Taylor, Philip  
Urwin, Peter**Language** eng**Abstract** Since the 1970s, the United Kingdom (UK) economy has undergone significant changes which have impacted on the structure of employment. This article discusses the issue of older workers' participation in vocational education and training (VET). The authors draw on data from the 1997 Labour Force Survey and their analysis looks at the educational attainment of older workers, the incidence of training among older workers, individual investment in human capital, and the gender distribution of training incidence. The findings indicate that older workers are much less likely to participate in employer provided training than younger workers and that one of the main reasons for this is employer decision making and not an individual preference not to undertake training.**Descriptors** Article;Vocational education;Vocational training;Participation;Older worker;UK;Data analysis;Human capital;Gender;Management attitude;Age.**Availability** Subscription (August 2002): Cambridge University Press, Journals Department, 40 West 20 Street, New York, NY 1011-4211, USA.**ISSN** 0950-0170**Imprint\_Place** New York**Imprint\_Publisher** Cambridge University Press**Imprint\_Date** 2002**Country\_Publication** USA**Serial\_Title** Work, employment and society**Volume** 15**No** 4**Date** December 2001**Pages\_of\_Article** p. 763-779**Tag** VOCED**geographical** International**IncludedorExcluded** included**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic Reviews\databases\Search log\Mature aged 9 - VOCED.rtf

**SYSTEMID 66****Document\_no** TD/TNC 76.373**Date\_Key** 2003**English\_Title** Engaging the untapped workforce: training solutions for the community services and health industry / edited by Di Lawson, Anne Grace, Natalie Collinson.**Author** Lawson, Di  
Grace, Anne  
Collinson, Natalie**Corp\_Author** Australia \ Dept of Education, Science and Training \ (DEST)**Language** eng**Abstract** Demographic changes coupled with workforce rationalisation in Australia have resulted in an increase in the number of mature-age workers who are unemployed or under-employed. The study reported here looks at this group, as well as people with a disability and those from culturally and linguistically diverse (CALD) backgrounds in terms of their access to training and retraining options that could positively affect their re-entry into the workforce. The industry focus of the study was the community services and health industry. The study intended to: (1) explore the current provision of avenues for people in the target groups to access training and employment; (2) identify the barriers to the take-up of training and to participation in the workforce for the target groups; (3) evaluate the available training and employment opportunities; and (4) offer findings and recommendations for future research or to inform future strategic directions. A qualitative research process was conducted among three respondent groups: individual members of the target groups; stakeholders; and employers. The study found that there are likely to be increased opportunities within the community services and health training sector for workers in the target audience categories. It is noted that much of the success of any strategy will be achieved over the midterm, although attention must be paid to instituting change now. It was found that employer attitudes remain central to workers in the target groups having the opportunity and support in the workplace, however it is also important that individuals within the target groups recognise the importance of training if they are to achieve employment. Finally, funding for training remains a key issue. The study recommends that: employers should be educated in terms of the benefits and the positive virtues that members of the three target audience groups can bring to workplaces; support should be given to other information/attitude change campaigns which aim to reduce discrimination and encourage acceptance of the target groups; funding should be allocated to boost access to training and ultimately to improve the employment outcomes for the relevant groups; and finally, linkages between relevant agencies (for example Centrelink, Job Network, New Apprenticeship Centres) need to be improved in respect of these clients so that they don't 'fall between the cracks' of the training and employment systems.**URL** This document may be found on the Community Services and Health Training Australia (CSHTA) web site at: <<http://www.cshta.com.au/docs/upload/Final%20Over%2045s-DEST%20Report-website.pdf>> (accessed January 2004)**Descriptors** Australia;Workforce development;Training;Older worker;Disability;Community service;Health service;Ageing population;Retraining;Training opportunity.**Identifiers** Culturally and linguistically diverse;CALD.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: lea-ann.harris@ncver.edu.au>  
Document delivery service in accordance with Australian copyright laws and regulations.**ISBN** 0642773971**Imprint\_Place** Sydney**Imprint\_Publisher** Community Services and Health Training Australia**Imprint\_Date** 2003**Collation** 36 p.**Country\_Publication** AUS**Tag** VOCED**geographical** Australia (National)**IncludedorExcluded** included**source** Database search

**source name** VOCED <http://www.voced.edu.au>

**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic Reviews\databases\Search log\Mature aged 9 - VOCED.rtf

**SYSTEMID 68****Document\_no** TD/TNC 70.290**Date\_Key** 2002**English\_Title** Investment in human capital through post-compulsory education and training: selected efficiency and equity aspects / by Sveinbjorn Blondal, Simon Field and Nathalie Girouard.**Author** Blondal, Sveinbjorn  
Field, Simon  
Girouard, Nathalie**Corp\_Author** Organisation for Economic Co-operation and Development \ (OECD)**Language** eng**Abstract** This paper looks at a number of efficiency and equity aspects related to skill acquisition of young people and older adults. The results of this analysis suggest that such human capital investment is associated with valuable labour market gains for people, such as higher wages and enhanced employability, and that these gains exceed the original investment costs, mainly foregone earnings and tuition fees, by a significant margin. The analysis also indicates that the net benefits are strongly influenced by policy-related factors, such as study length, tuition subsidies and student support. Overall, the estimates suggest that there are strong incentives for the average student to continue their education past the compulsory schooling age, and highlight the benefits of such investment in education for society in general. However, the net gains fall with age, mainly as a result of a shorter period in which to take advantage of the benefits of education. In conclusion, the author points out that students in higher education tend to come from more affluent socio-economic backgrounds and that they benefit from large public subsidies. Young people from disadvantaged backgrounds, on the other hand, are less likely to participate in tertiary education and thus derive the benefit from public subsidies.**URL** This document may be found on the OECD web site at: <[http://appl1.oecd.org/olis/2002doc.nsf/linkto/eco-wkp\(2002\)19/\\$FILE/JT00129531.PDF](http://appl1.oecd.org/olis/2002doc.nsf/linkto/eco-wkp(2002)19/$FILE/JT00129531.PDF)> (accessed October 2003)**Descriptors** Working paper;OECD pub;Human capital;Investment;Postcompulsory education;Age;Training;Training efficiency;Equity;Outcome of education;Cost benefit analysis;Youth;Older people;Cost;Wage;Socioeconomic background;Subsidy;Employability.**Identifiers** Training investment.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: [lea-ann.harris@ncver.edu.au](mailto:lea-ann.harris@ncver.edu.au)> Document delivery service in accordance with Australian copyright laws and regulations.**Series** OECD Economics Department working paper ; no. 333**Imprint\_Place** Paris**Imprint\_Publisher** OECD**Imprint\_Date** 2002**Collation** 60 p.**Country\_Publication** FRA**Tag** VOCED**geographical** International**IncludedorExcluded** included**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic Reviews\databases\Search log\Mature aged 10 - VOCED.rtf

**SYSTEMID 70****Document\_no** TD/TNC 65.199**Date\_Key** 2001**English\_Title** Mature graduates I: occupational attainment and the effects of labour market duration / Muriel Egerton.**Author** Egerton, Muriel**Language** eng

**Abstract** This paper examines occupational attainment among mature graduates as compared with early graduates using data from the General Household Survey (GHS) (1982-1993). These surveys yielded a sample of 1025 mature men and 654 mature women graduates; 5365 men and 3465 women graduates at the conventional age. Mature graduates now compose about one quarter of the undergraduate population and it is believed that the level of mature participation will remain high. It was found that although mature graduates are disadvantaged on entry to the labour market, after about 15 years they have similar attainment to early graduates. Mature graduates primarily work in the public and welfare services, while conventional age graduates increasingly work in the private sector, with rising percentages of both women and men in the financial and business services sector. The concentration of mature graduates in the public sector has consequences for pay, which is discussed in the light of the current student funding system.

Published abstract reprinted by permission of the copyright owner.

**Descriptors** Article;Higher education;Graduate;Older people;Employment;Comparative analysis;Labour force participation;Entry into working life;Employment pattern;Outcome of education;Wage.**Availability** Subscription (April 2001): Taylor & Francis, Customer Services Department, Rankine Road, Basingstoke, Hants. RG24 8PR, UK. Ph: +44 1256 813000; Fax: +44 1256 330245; <Email: enquiry@tandf.co.uk>**ISSN** 0305-4985**Imprint\_Place** London**Imprint\_Publisher** Carfax Publishing, Taylor & Francis**Imprint\_Date** 2001**Country\_Publication** GBR**Serial\_Title** Oxford review of education**Volume** 27**No** 1**Date** March 2001**Pages\_of\_Article** p. 135-150**Tag** VOCED**geographical** International**IncludedorExcluded** included**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic Reviews\databases\Search log\Mature aged 12 - VOCED.rtf

**SYSTEMID 73****Document\_no** TD/INT 59.381**Date\_Key** 1997**English\_Title** Combating age barriers in employment: research summary.**Corp\_Author** European Foundation for the Improvement of Living and Working Conditions**Language** eng**Abstract** This booklet summarises the main results and conclusions from a European Union-wide study of strategies to improve the employment prospects of an ageing workforce. The effect of population ageing on employment and the labour market is increasingly recognised as an area of concern for European societies. This summary describes the initiatives being taken to reverse trends for early retirement and exit from the labour market towards retention, reintegration and retraining of older workers. The recommendations from this research are relevant to governments, social partners and all in the ageing workforce.**URL** <http://www.eurofound.eu.int/publications/files/EF9718EN.pdf>**Descriptors** Pamphlet;Europe;Research;Age;Older worker;Disadvantaged;Equal opportunity;Employment;Best practice;Recruitment;Retraining;Work environment.**Identifiers** European Union;EU.**Availability** Available from: Office for Official Publications of the European Communities, L-2985, Luxembourg.**ISBN** 9282803139**Imprint\_Place** Luxembourg**Imprint\_Publisher** Office for Official Publications of the European Communities**Imprint\_Date** 1997**Collation** 40 p.**Country\_Publication** LUX**Tag** VOCED**geographical** International**IncludedorExcluded** included**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic Reviews\databases\Search log\Mature aged 14 - VOCED.rtf

**SYSTEMID 74****Document\_no** TD/TNC 71.696**Date\_Key** 1999**English\_Title** Active strategies for an ageing workforce: conference report / [prepared by Gerhard Naegele]**Author** Naegele, Gerhard**Corp\_Author** European Foundation for the Improvement of Living and Working Conditions**Conference** Turku Conference ( : August 1999 : Turku, Finland)**Language** eng**Abstract** The Turku conference, organised by the European Foundation for the Improvement of Living and Working Conditions together with the Ministry of Social Affairs and Health, Ministry of Labour, Ministry of Education, Social Insurance Institution and Central Pension Security Institute of Finland, examined the development, implementation and assessment of policies and practices for the participation in employment and productivity of the ageing workforce. This report, based on the presentations, plenary sessions and the working groups, is presented in eight chapters. They are: Introduction; The framework conditions: context and changes; 'Active' strategies to promote opportunities for an ageing workforce; What is meant by 'integrated policies?'; The Finnish Programme for Ageing Workers (1998-2002); Active strategies and their evaluation: presentations and conclusions of the working groups; Perspectives and priorities of the key actors; Final conclusions and recommendations. The conference program and list of participants are included as appendices.**URL** This document may be found on the European Foundation for the Improvement of Living and Working Conditions web site at: <<http://www.eurofound.ie/publications/files/EF9962EN.pdf>> (accessed November 2002)**Descriptors** Europe;Conference report;Ageing population;Labour market;Employability;Finland;Older worker;Labour policy;Participation;Employment;Employment policy.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: [lea-ann.harris@ncver.edu.au](mailto:lea-ann.harris@ncver.edu.au)> Document delivery service in accordance with Australian copyright laws and regulations.**ISBN** 9282881016**Imprint\_Place** Luxembourg**Imprint\_Publisher** Office for Official Publication of the European Communities**Imprint\_Date** 1999**Collation** viii, 61 p.**Country\_Publication** LUX**Tag** VOCED**geographical** International**IncludedorExcluded** included**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic Reviews\databases\Search log\Mature aged 14 - VOCED.rtf

**SYSTEMID 77****Date\_Key** 2002**English\_Title** Labour market and training experiences of mature aged and older people. Volume 1. Report.**Corp\_Author** Access Training and Employment Centre / ATEC**Language** eng

**Abstract** The rationale underlying this project is a growing recognition of mature aged and older people as groups which endure particularly difficulties in the contemporary Australian labour market, and which have been comparatively neglected in the formulation of key public policy. In addition, while some research has been conducted examining the labour market experiences of these groups, there is relatively little which has sought to investigate issues relating to their participation in further education and training, particularly within Victoria. The aims of the project are three fold. They are: To provide an overview of recent research relating to the employment, training and further education of people aged 45 and over; To undertake an analysis of participation data of this age group in the Victorian training system, and To identify trends and issues in employment and training for people aged 45 and over.

The report examines the labour market and training experiences of mature aged and older people. While previous analyses and commentary relating to these groups utilises several definitions of 'mature aged' and 'older,' this report defines age groups in the following ways. Younger are defined as those aged 15 to 44 years, mature aged are defined as those aged 45 to 64 years and older are defined as 65 years and older. In instances where reference is made to mature aged and older collectively, this refers to people aged 45 and over.

The project methodology involved the following stages of research. (1) A review and synthesis of relevant secondary data and information sources. This involved collating, reviewing, and summarising two distinctive research literatures – a body of studies examining the market status of mature aged and older people, and a more moderate body of work investigating mature aged and older training issues. (2) A quantitative analysis of mature aged and older participation in the Victorian state training system. This involved analysis of various aspects of mature aged and older participation in the Victorian training system from participation data provided by the Victorian Department of Post Compulsory Employment Training and Education. Data was provided for seven variables for each year from 1995 to 1999 - representation, gender, region, training providers, Australian Qualification Levels, Industry training. This was analysed using Microsoft Excel. (3) Consolidation of primary and secondary data findings. This involved interpreting the major findings of the data analysis in the context of the major themes identified from the previous research.

The Report is structured into four sections. Section 1 represents the introduction. Section 2 contains the literature review. The literature review itself has two parts. The first part provides an overview of the labour market status of mature aged and older people. The second part examines secondary literature dealing training and educational issues relating to mature aged and older people. Section three contains the analysis of participation data. This is also organised in two parts. The first part is a summary of major findings for each of the variables examined. The second part is the analysis itself. It should be noted that the Graphs referred to in the analysis are provided in a separate Data Book. The final section provides an overview of literature review theme and a summary profile of participation for three groups – those 45 years and over, mature aged and older age participants. It then makes some observations and conclusions.

**URL** [http://www.equityresearch.org.au/labour\\_market\\_and\\_training\\_older\\_people2000.pdf](http://www.equityresearch.org.au/labour_market_and_training_older_people2000.pdf)**Imprint\_Place** Melbourne**Imprint\_Publisher** Access Training and Employment Centre**Imprint\_Date** 2002**Collation** 67**Country\_Publication** AUS**Tag** Google**geographical** Australia (State)**IncludedorExcluded** included**source** Search engine

**source name** Google [www.google.com.au](http://www.google.com.au)

**search strategy** Google phrase search = Labour market and training experiences of mature aged and older people

**SYSTEMID 78****Document\_no** TD/TNC 77.120**Date\_Key** 2003**English\_Title** Ageing and employment policies = Vieillesse et politiques de l'emploi: Japan**Author** Keese, Mark  
Yagi, Kimiyo  
Yamada, Atsuhiko**Corp\_Author** Organisation for Economic Co-operation and Development \ (OECD)**Language** eng**Abstract** In 2001, the OECD launched a review of policies to improve labour market prospects for older workers. The review aims to examine both supply-side and demand-side aspects of this topic. Older workers have been defined as those aged 50 years and over. This report on Japan outlines the demographic challenges, examines the current labour market situation, discusses the impact of Japan's pension system and other welfare benefits on retirement decisions and work incentives, assesses the main factors that influence employers to hire and retain older workers, and analyses the different ways to provide better access to better jobs for older workers. Among the OECD countries, Japan has one of the oldest populations and Japan has already given priority to developing a range of labour market policy measures to cope with its ageing population. These include: the reform of the Law for the Stabilisation of Employment of Older Workers; reforms to improve the financial sustainability of the National Pension System; measures to improve training opportunities; a new provision in the Employment Measure Law to tackle age discrimination; and not introducing any early retirement programs. However, there is still scope for further action and the following areas are highlighted as requiring further reform: reforming pensions and income-support arrangements; changing employer attitudes and improving job retention; and improving the employability of older workers. Recommendations for reform are also included.**Descriptors** OECD pub;OECD country;Japan;Ageing population;Labour market;Recommendation;Employer attitude;Labour demand;Labour supply;Training;Older workers;Employability;Labour force participation.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia.**ISBN** 9264021094**Imprint\_Place** Paris**Imprint\_Publisher** OECD**Imprint\_Date** 2004**Collation** 144 p.**Country\_Publication** FRA**Tag** VOCED**geographical** International**IncludedorExcluded** included**source** Database search**source name** VOCED <http://www.voced.edu.au>**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic Reviews\databases\Search log\Mature aged 16 - VOCED.rtf

**SYSTEMID 81****Date\_Key** 1999**English\_Title** Training of adult workers in OECD countries: measurement and analysis**Corp\_Author** Organisation for Economic Co-operation and Development**Language** eng

**Abstract** Recent economic experience underlies the importance of a highly skilled workforce. While a good initial education provides an essential foundation, learning continues through the working years and national skill development systems should be assessed in terms of how effectively they support the goal of life-long learning, recently endorsed by OECD Member governments. Policies encouraging wide participation of the adult workforce in continuing training may be able to play an important role in assuring strong economic growth and broadly-based prosperity. International comparisons of continuing training, including an analysis of the causes and consequences of cross-country differences, would be very useful for assessing the potential scope for and choices among such policies, but little systematic information has been available concerning these issues. This chapter assembles some of the available evidence and discusses its implications for policy-making and data collection. The empirical analysis proceeds along two tracks. First, four “harmonised” surveys of training are used to assemble a set of “stylised” facts concerning international differences in the level and distribution of training for 24 OECD countries. The robustness of these comparisons across different surveys and training measures is assessed, as are their implications for understanding international differences in human capital investment and economic outcomes. Several of these issues are then examined in greater depth using independent – but broadly comparable – national surveys, which provide more detailed information on training. Multivariate statistical techniques are used to analyse both individual probabilities of training and the relationship between training and individual earnings.

Training patterns differ significantly across OECD countries. Although it is not possible to make precise comparisons, the evidence is robust that the level of formal continuing training is relatively low in southern European countries such as Greece, Italy, Portugal and Spain, and relatively high in the United Kingdom, France and most Nordic countries. Workers tend to receive more training in countries with higher educational attainment and achievement, as well as in countries devoting a larger share of GDP to research and development and achieving a strong trade performance in “high tech” industries. This suggests that educational reform and greater training are mutually reinforcing, due to the associated tendency for firms to specialise in economic activities requiring higher skills across a broad spectrum of the workforce. While improving initial education should increase training levels for future cohorts of workers, policies to improve the training received by the current workforce are also desirable. Since a key distinguishing feature of high-training economies is that participation in training is more evenly distributed, policies enhancing the incentives and resources for investing in the continuing training of workers typically receiving little training may be of particular importance. However, the analysis of the determinants and consequences of training is not yet sufficiently developed to provide policy makers with reliable estimates of the economic returns that would accrue to specific policy approaches. Further progress in the harmonisation of training statistics could make a useful contribution to filling that gap.

**URL** <http://www.oecd.org/dataoecd/9/5/2079990.pdf>**Descriptors** Europe; Training; Continuing education; Continuing vocational training; Comparative analysis; OECD country; Statistics; Labour market; Schooling.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia.**Imprint\_Place** Paris**Imprint\_Publisher** OECD**Imprint\_Date** 1999**Mono\_Vol\_Title** OECD Economic Outlook 1999**Pages\_of\_Chapter** 135-175**Tag** Google**geographical** International**IncludedorExcluded** included**source** Search engine**source name** Google [www.google.com.au](http://www.google.com.au)**search strategy** Google phrase search = Training adult workers in OECD countries measurement and analysis

**SYSTEMID 83****Date\_Key** 2003**English\_Title** Ageing, Work Performance and Managing Ageing Academics**Author** Koopman-Boyden, Peggy G  
Macdonald, Lesley**Language** eng**Abstract** The ageing of university academic staff raises issues for workforce planning and for older academics' continuing professional development, particularly in the context of changes in the laws governing retirement age. Given there is limited research on the work experience of older academics, this article reviews the literature on "successful ageing" and the performance of older workers in general. Findings suggest that stereotypes remain of age-related decline in work performance yet physical and cognitive changes associated with ageing are modifiable. In academia, appropriately designed professional training programmes, flexible working arrangements, formal performance management and employer recognition of the value to the institution of accumulated knowledge and experience are strategies to foster the continuing workforce participation of older academics.**URL** Copy of article may be purchased from the Journal publisher's website  
<http://www.tandf.co.uk/journals/titles/1360080X.asp>**ISSN** 1360-080x**Country\_Publication** UK**Serial\_Title** Journal of Higher Education Policy and Management**Volume** 25**No** 1**Date** 2003**Pages\_of\_Article** 29-40**Tag** EconLit via Dialog**geographical** International**IncludedorExcluded** included**source** Database search**source name** EconLit via Dialog**search strategy** Contained within the SYSREV Search log held here G:\Core\_research\projects\cp03-08D Systematic Reviews\databases\Search log\Mature aged 8 - EconLit via Dialog.doc**SYSTEMID 85****Date\_Key** 2003**English\_Title** Should we teach old dogs new tricks? The impact of community college retraining on older displaced workers**Author** Jacobson, Louis  
LaLonde Robert J  
Sullivan, Daniel**Corp\_Author** Federal Reserve Bank of Chicago**Language** eng**Abstract** This paper estimates the returns to retraining for older displaced workers—those 35 or older--by estimating the impact that community college schooling has on their subsequent earnings. Our analysis relies on longitudinal administrative data covering workers who were displaced from jobs in Washington State during the first half of the 1990s and who subsequently remained attached to the state's work force. Our database contains displaced workers' quarterly earnings records covering 14 years matched to the records of 25 of the state's community colleges. We find that older displaced workers participate in community college schooling at significantly lower rates than younger displaced workers. However, among those who participate in retraining, the per-period impact for older and younger displaced workers is similar. We estimate that one academic year of such schooling increases the long-term earnings by about 8 percent for older males and by about 10 percent for older females. These per-period impacts are in line with those reported in the schooling literature. These percentages do not necessarily imply that retraining older workers is a sound social investment. We find that the social internal rates of return from investments in older displaced workers' retraining are less than for younger displaced workers and likely less than

those reported for schooling of children. However, our internal rate of return estimates are very sensitive to how we measure the opportunity cost of retraining. If we assume that these opportunity costs are zero, the internal rate of return from retraining older displaced workers is about 11 percent. By contrast, if we rely on our estimates of the opportunity cost of retraining, the internal rate of return may be less than 2 percent for older men and as low as 4 percent for older women.

**URL** <http://www.chicagofed.org/publications/workingpapers/papers/wp2003-25.pdf>  
**Series** Working Paper 2003-25  
**Imprint\_Place** Chicago  
**Imprint\_Publisher** Federal Reserve Bank of Chicago  
**Imprint\_Date** 2003  
**Collation** 92 p.  
**Country\_Publication** USA  
**Tag** EconPapers  
**geographical** International  
**IncludedorExcluded** included  
**source** Database search  
**source name** EconPapers <http://econpapers.hhs.se/>  
**search strategy** search term: retraining

**SYSTEMID** 86

**Date\_Key** 2000

**English\_Title** Reforms for an ageing society

**Corp\_Author** Organisation for Economic Co-operation and Development

**Language** eng

**Abstract** For many decades, demographic and labour force participation trends have provided a favourable economic environment in OECD countries. The percentage of the population at work has been growing. This has happened despite a dramatic fall in the number of years that men spend in work over the course of their lives. Men have been retiring earlier and living longer once retired. This has, however, been more than offset by a trend towards more lifetime years spent in work by women and, especially, by population ageing. The babyboom generation has been of working age during recent decades. If existing patterns continue, the favourable trends could start to reverse in about 5 to 10 years time. The baby-boom generation will reach retirement age and the percentage of the population in the labour force could begin to fall. There would be relatively fewer people producing the goods and services needed to support a population that includes many more retired people. In 1998, in *Maintaining Prosperity in an Ageing Society*, the OECD pointed out the implications of these trends for fiscal, economic and social policy. The present report gives an updated picture of ageing pressures in individual OECD countries, with emphasis on the potential effects of changes in retirement ages and of the state of reform in response to these pressures. It is based on a survey of OECD countries which reveals many recent reforms, often major ones.

The first purpose of this publication is to provide an early report on progress in implementing age-related reforms in light of the seven principles for action set out in *Maintaining Prosperity in an Ageing Society*. These principles are the following:

1. Public pension systems, taxation systems and social transfer programmes should be reformed to remove financial incentives to early retirement, and financial disincentives to later retirement.
2. A variety of reforms will be needed to ensure that more job opportunities are available for older workers and that they are equipped with the necessary skill and competence to take them.
3. Fiscal consolidation should be pursued, and public debt burdens should be reduced. This could involve phased reductions in public pension benefits and anticipatory hikes in contribution rates.
4. Retirement income should be provided by a mix of tax-and-transfer systems, funded systems, private savings and earnings. The objective is risk diversification, a better balance of burden-sharing between generations, and to give individuals more flexibility over their retirement decision.
5. In health and long-term care, there should be a greater focus on cost-effectiveness. Medical expenditure and research should be increasingly directed to ways of reducing physical dependence, and explicit policies for providing care to frail older people should be developed.
6. The development of advance-funded pension systems should go hand-in-hand with that of a strengthening of the financial market infrastructure, including the establishment of a modern and effective regulatory framework.
7. Strategic frameworks should be put in place at the national level now in order to harmonise these ageing reforms over time, and to ensure adequate attention to implementation and the build-up of public understanding and support.

The second purpose is to provide statistical information from selected countries that sheds light on the key topics – the work-retirement transition and active ageing, including information on gradual retirement and on how people actually spend their time during their working years and after retirement.

The third purpose is to provide updated information on ageing trends in individual countries. Annex 2 of the paper is, in effect, a country-by-country chart book of basic data that explores the inter-action between demographic and labour trends.

A final purpose was to supplement this publication with a more detailed database that would help analysts learn from the practical experiences of other countries as they tackle age-related reforms. To help in this, the individual responses to the questionnaire can be accessed on the OECD web site ([www.oecd.org/subject/ageing](http://www.oecd.org/subject/ageing)) along with a description of the process that was followed in developing this report.

**Availability** PDF file has been saved on Network at NCV ER G:\Core\_research\Projects\Systematic Review\Saved fulltext documents

**ISBN** 9264276864

**Imprint\_Place** Paris  
**Imprint\_Publisher** OECD  
**Imprint\_Date** 2000  
**Collation** 220 p.  
**Country\_Publication** FRA  
**Tag** Website search - OECD  
**geographical** International  
**IncludedorExcluded** included  
**source** Organisation website  
**source name** OECD www.oecd.org  
**search strategy** Website search on title = reforms for an ageing society

**SYSTEMID 87****Date\_Key** 2002**English\_Title** 'On the scrap-heap at 45': Report of Mature Aged Unemployment Research 2000-2001**Author** Ranzijn, Rob  
Carson, Ed  
Winefield, Tony**Language** eng**Abstract** Background  
Mature aged unemployment and underemployment is a serious concern, especially in South Australia with almost zero population growth;  
Policies designed to increase mature aged workforce participation have been unsuccessful and some policies may be counterproductive;  
Demographers predict a severe shortage of workers from about 2010 as Baby Boomers retire in large numbers;  
Employers seem unaware of the implications of population ageing and very few have policies about mature aged workers.**The study**

This research was about mature aged job-seekers who need to find work, not mature-aged people for whom finding employment is not essential. The study was in two parts:

An exploratory study with six focus groups consisting of a total of 24 mature aged unemployed people;

A questionnaire survey of 143 mature aged job-seekers (aged 45 years or more) and 42 human resource managers from a range of sizes and types of organisation.s

**Main findings**

Barriers and constraints to mature age employment included:

age discrimination and stereotypes about older workers;

problems with the job-search system;

decay of skills leading to the 'peg-down phenomenon': mature workers being employed at successively lower levels, if at all.

Severe financial constraints were experienced by mature age job seekers, with serious implications for the ability to accrue superannuation in order to maintain a reasonable lifestyle for a possibly considerable length of time after the last financially rewarding job. Part time or casual work are not satisfactory for many job-seekers because they cannot provide security for long-term saving or pay enough for present financial commitments.

There are serious human impacts of un/underemployment on mature age job seekers including loss of confidence, physical and emotional health problems, reduced quality of life, narrowed horizons ("All your retirement plans go out the window"), frustration with being unable to contribute to adult children or society in general, and problems with marital and family relationships.

The reasons for seeking work rated by mature job-seekers as most important were long-term financial, short-term financial, making a contribution to society, and providing purpose in life

Mature job-seekers have a strong desire to contribute to society and want to be given a fair go to show that they are just as capable as younger workers, if not more so.

Job-seekers and managers agreed that the most important work-related attributes were personal qualities such as reliability, punctuality, neat appearance and politeness.

There were noticeable differences between job-seekers and managers on the following skills and attributes, which however were rated as of lesser importance by both groups: being willing to move for work, being young, having a network, having computer skills, knowing the company, having life experience, having previously done that work, being in good health, and having referees. All were rated as more important by job-seekers

**Conclusions and recommendations**

1. There is a substantial 'Lost Generation' of mature aged unemployed who need particular help, otherwise they may live for another 30 or 40 years without ever again finding satisfactory employment

2. Ongoing sustained education is crucial to turn around the negative image of older workers. This needs to occur both in the workplace, and for the public, through the mass media and through targeted publicity

3. Training programs for job-seekers are mainly in soft skills, whereas what employers look for is the ability of a potential worker to do a specific job with a minimum of training (preferably none). Australian companies need to develop a culture in which training, including 'off-the-job' training, is seen as essential

4. Intense efforts need to be maintained to develop export opportunities for South Australia, in order to grow the workforce and avoid intergenerational competition for jobs between young and mature-aged unemployed

The bottom line for companies will always be about profitability. Empirical evidence, to show that retaining and recruiting older employees can increase workplace productivity and maximise profits, is essential to demonstrate the advantages of older workers for employers.

**URL** <http://www.unisanet.unisa.edu.au/art/ranzijn/report%20-%20scrapheap.doc>

**Imprint\_Place** Adelaide, S.A.

**Imprint\_Publisher** Dept of Education, Arts and Social Sciences, University of South Australia

**Imprint\_Date** 2002

**Collation** 113

**Country\_Publication** AUS

**Tag** Recommendation

**geographical** Australia (National)

**IncludedorExcluded** included

**source** Recommendation

**source name** Jim Davidson

**SYSTEMID 88****Date\_Key** 2004**English\_Title** Ageing and employment policies = Vieillesse et politiques de l'emploi: Finland**Corp\_Author** Organisation for Economic Co-operation and Development \ (OECD)**Language** eng**Abstract** The proportion of the population aged 65 years or older will increase more rapidly in Finland over the next 25 years than in most other OECD countries. It is projected to increase from around 15% of the population in 2000 to 25% by 2025. The rapid ageing of Finland's population will not only generate increased pressures on public expenditures but as a result of a fall in the number of people in the working-age population will also lead to labour shortages and slower economic growth.

Mobilising labour resources will be the key to meeting these challenges. Although employment rates for older women are relatively high in Finland, they are far below the OECD average for men. Thus, older workers – especially men – should be given better incentives to continue working by reducing access to early retirement entitlements, giving better job-search assistance, providing suitable training opportunities and improving working conditions. It is of utmost importance that participation rates remain high for women and increase for men, especially among older workers. The main purpose of this report is to reflect on the different avenues for reform that will need to be pursued in order to meet this objective.

Chapter 1 sets out the challenges ahead. It highlights the importance of improving the employment prospects of older workers as the key to meeting the ageing challenge. Chapter 2 discusses the current labour market situation for older workers in terms of their employment and unemployment situation, but also in terms of absenteeism and people outside the regular labour market. Chapter 3 discusses the role of supply-side factor in influencing participation rates of older people and how incentives to work are affected by benefit levels and eligibility criteria in the welfare system. Chapter 4 examines those factors which negatively affect the attitudes of employers towards older workers. Chapter 5 looks at barriers that workers themselves face to gaining access to better jobs and how to remain in these jobs longer. Finally, Chapter 6 examines the possibilities to raise the overall employment rate in the future, emphasising the importance of introducing a broad range of reforms. It also examines the importance of co-operation between government bodies, social partners and individuals.

**ISBN** 9264020306**Imprint\_Place** Paris**Imprint\_Publisher** Organisation for Economic Co-operation and Development**Imprint\_Date** 2004**Collation** 126**Country\_Publication** FRA**Tag** Website search - OECD**geographical** International**IncludedorExcluded** included**source** Organisation website**source name** OECD [www.oecd.org](http://www.oecd.org)**search strategy** Website search on title = Ageing and employment policies

**SYSTEMID 89****Date\_Key** 1999**English\_Title** The effectiveness of labour market oriented training for the long-term unemployed**Author** Brandsma, Tijtske Feikje**Language** eng**Abstract** This research project concerning the effectiveness of labour market oriented training for the long-term unemployed, focusses on the question of what works and does not work in training for this target-group. More specifically, it focusses on the process variables -that is the organisational, curricular and instructional characteristics of training programmes- that might make one training programme more effective if compared with another training programme.

Among the trainees that have been 'interviewed' (during the case studies and the survey), there is a rather low percentage of dropouts. Also the number of trainees that found a (steady) job is rather high. With overall 'staying' on at the employers where the practical training took place, being the most important channel for getting a job. There are however, differences between countries in this respect, which seem to relate to the extent of formalisation of the labour market (especially the role of the employment service). Both in terms of output and outcome the training courses seem to be successful.

Concerning the impact of course characteristics on finding a job, once the training has been completed, some interesting patterns can be detected. On the one hand, it appears that providing counselling and guidance or not, does not make a difference. This probably is due to the fact that nearly all training organisations claim to provide some guidance and counselling. Concerning the type of guidance and counselling provided there is however, an impact on outcome. Providing guidance and counselling on personal (welfare) issues, providing guidance and counselling on further training and providing focussed guidance and counselling during the practical training/work placement period -that is: focussed on solving problems like conflicts or on technical advice on work related tasks and problems- do increase the chance to find a job. On the other hand, some of the factors influencing the output (that is the chance on dropping out), have impact on the outcome as well. Modularisation as such does not make a difference, but the extent to which the course has a fixed duration does. Gearing the duration of the course as much as possible towards the individual capacities does not increase the chance on finding a job, as might have been expected. On the contrary: a fixed duration of the course -similar for all participants- seems to contribute to the chance of finding a job. In addition to this, the relation of practical training and job search training with the outcome, is interesting. The closer practical training is to the reality of working life and the more job search training is situated at the end of the course, the bigger the chance on finding a job. This might look like rather cynical results, in the sense that these two process variables also influence dropout. However, there is a (high) probability that the dropouts that responded on the survey are those that left the course towards the end and not the early dropouts (which is more or less corroborated by the indications from the former trainees on the time spent in the training course). In this respect it concerns dropouts that leave the course during the transition stage. Whether or not this should lead to the conclusion that the training as such does not make a difference on dropping out or staying in, is however, questionable. Apart from the role of practical training and job search training, the influence of the amount of flexibility and the guidance and counselling remains. In this respect it would be quite interesting to gain more understanding of what might cause early dropout.

**URL** [http://improving-ser.sti.jrc.it/default/show.gx?Object.object\\_id=TSER---000000000000570&\\_app.page=show-TSR.html](http://improving-ser.sti.jrc.it/default/show.gx?Object.object_id=TSER---000000000000570&_app.page=show-TSR.html)**Imprint\_Publisher** The European Commission**Imprint\_Date** 1999**Collation** 127 p.**Tag** Google**geographical** International**IncludedorExcluded** included**source** Organisation website**source name** The European Commission. Key Action - Socio-economic research (<http://improving-ser.jrc.it/default/>)**search strategy** Google search on title

**Non VOCED descriptor** Education to work  
Human resources development  
Labour market

**SYSTEMID 90****Date\_Key** 2004**English\_Title** Lifelong learning and older workers - final working version**Author** Karmel, Tom  
Woods, Davinia**Language** eng**Abstract** Argument about the ageing of the population has focused on the importance of increasing labour force participation rates of older persons. One way of doing this would appear to be through education and training because we know that more educated persons tend to have a stronger attachment to the workforce. In addition, the lifelong learning agenda is partly premised on the idea that people who develop their skills over their lifetime will be more employable as they get older. This paper uses a number of the surveys of education and training to examine these issues. First, it looks at the relationship between educational qualifications and employment over the life cycle. It then examines the role that increasing educational levels has had in maintaining labour force participation and, rather speculatively, projects their impact on future participation rates. Finally, it looks at the relationship between education and training undertaken later in life and engagement with the labour market.**Availability** Electronic copy available on NCVET network at G:\executive\tom\shared\papers\older workers and lifelong learning\final working version.doc**Collation** 68 p.**Country\_Publication** AUS**Tag** Recommendation**geographical** Australia (National)**IncludedorExcluded** included**source** Recommendation**source name** Tom Karmel

**SYSTEMID** 91**Document\_no** TD/TNC 69.521**Date\_Key** 2002**English\_Title** The determinants and effects of lifelong learning / Andrew Jenkins ... [et al.].**Author** Jenkins, Andrew  
Vignoles, Anna  
Wolf, Alison**Corp\_Author** London School of Economics and Political Science \ Centre for the Economics of Education \ (CEE)**Language** eng**Abstract** Despite the policy importance of lifelong learning, there is very little hard evidence from the UK [United Kingdom] on: (a) the extent of lifelong learning; (b) who undertakes lifelong learning and why; and (c) the benefits of lifelong learning. This paper attempts to address all three of these questions. Specifically it identifies the factors that determine whether someone undertakes lifelong learning, defined very narrowly for the purposes of this research as learning between the ages of 33 and 42, that results in a qualification. It then models the effect of the different qualifications acquired via lifelong learning on individuals' economic outcomes, namely wages and the likelihood of being employed. The paper uses a rich longitudinal panel data set of individuals born in 1958, called the National Child Development Study [NCDS]. Our results provide strong evidence that there are employment effects associated with lifelong learning. Our research has highlighted some important research questions. Firstly, we need to improve our understanding of who is undertaking lifelong learning and why. Another point that needs to be borne in mind is that our study focuses on qualification-oriented learning and this is a very particular sub-set of all lifelong learning. Also, the possible differences between short-term and long-term effects of lifelong learning have not been explored in this paper. We intend to consider other potential, non-economic outcomes and to try to understand the motivation behind the extensive amount of lifelong learning that is evident in the NCDS data. Extract from executive summary reprinted by permission of the copyright owner.**URL** This document may be found on the Centre for the Economics of Education web site at:  
<<http://cee.lse.ac.uk/cee%20dps/CEEDP19.pdf>> (accessed September 2002)**Descriptors** UK;Discussion paper;Lifelong learning;Participation;Adult;Research results;Literature survey;International;Wage;Outcome of education;Research needs.**Availability** National Centre for Vocational Education Research, PO Box 8288 Station Arcade, Adelaide SA 5000, Australia. Ph: +61 8 8230 8400; Fax: +61 8 8212 3436; <Email: [lea-ann.harris@ncver.edu.au](mailto:lea-ann.harris@ncver.edu.au)>  
Document delivery service in accordance with Australian copyright laws and regulations.**ISBN** 0753014815**Series** [CEE discussion paper] ; [no. 19]**Imprint\_Place** London**Imprint\_Publisher** Centre for the Economics of Education**Imprint\_Date** 2002**Collation** 66 p.**Country\_Publication** GBR**Tag** VOCED**geographical** International**IncludedorExcluded** included**source** Database**source name** VOCED <http://www.voced.edu.au>