



AGE AT WORK

Over-50s Survey Responses and Recommendations

June 2020



INDEX

| | |
|---|----------------|
| Background to the Survey | Page 2 |
| Survey key findings | Page 3 |
| Introduction to Age at Work | Page 5 |
| Survey findings | Page 7 |
| Recommendations and considerations | Page 17 |
| Appendix Survey questions | Page 19 |

BACKGROUND TO THE SURVEY

The data and recommendations in this report were gathered from a survey carried out in June 2020 following the onset of the COVID-19 pandemic.

As a result of the pandemic, lockdowns and a move to remote working have affected the ability to deliver on aspects of the Age at Work programme. The government furlough scheme, meaning some employees temporarily stopped work, and an increase in redundancies being made due to the economic effect of the pandemic means there is an increase in the number of individuals over 50 years old, both employed and unemployed, who may be considering their future career options.

The Age at Work team, based in Northern Ireland (NI), Scotland and Wales, carried out an online survey across the three nations, to identify what health and wellbeing and employability topics are important to older workers, and identify the best online method to support individuals and businesses to address these topics over the following six months.

SURVEY KEY FINDINGS

Nearly 300 individuals from Northern Ireland, Scotland, Wales responded to the Age at Work Over-50s Survey, with the majority (65%) aged 50-59.

- 68% of all respondents wanted some kind of change regarding their current employment situation, either changing roles, companies or sector.
- This desire for a change in role, companies or sector is noteworthy as the majority of respondents (72%) are currently employed, with 14% unemployed and 14% economically inactive.
- 70% of respondents across the three nations said they wanted the Age at Work team to stay in touch, expressing continued interest in Health and Wellbeing and Employability topics.
- 96% of respondents identified Health and Wellbeing as very important over the next six months.
- Employability skills are a priority with 46% of respondents stating that skills assessment, and 45% stating that Interview Skills/Techniques, are very important topics to cover over the next six months.
- Nearly half of all respondents across the three nations said a Mid-Career Review was very important to them, with another 33% saying it was slightly important.

These responses demonstrate a continued interest in learning and development from individuals 50+ and highlights the opportunity that businesses have to:

- **Support the health and wellbeing of individuals 50+**
- **Discuss work and career options for and with people 50+**
- **Extend focus and energy to ensuring those older people with experience and skills remain in the workplace, instead of focusing this solely on those entering the workplace for the first time**





INTRODUCTION TO AGE AT WORK

The Age at Work programme is a collaborative project between Age Cymru, Age NI, Age Scotland, Business in the Community Cymru, Business in the Community Northern Ireland, and Business in the Community Scotland and is funded for five years by the National Lottery Community Fund (2019-2024).

The programme supports individuals aged 50+ to remain in or return to work in order to help them have enough income, stay connected and enjoy a fuller working life. It aims to:

- **Raise awareness of the impact of an ageing workforce and the need for an age-inclusive agenda in government, business and wider society**
- **Encourage and support businesses to be more age-inclusive in retaining, retraining and recruiting older workers**
- **Support more older workers to remain or return to work**

A consultation report produced by the Age at Work project in October 2019¹ identified that the four main concerns of workers aged 50+ in Northern Ireland were:

- Health & Wellbeing
- Financial Wellbeing
- Work-Life Balance
- Workplace Practice

The results of this Age at Work survey highlight that these concerns remain. However, their relative importance and method of delivery should take the impact of COVID-19 into consideration. This report adds to the consultation in 2019, with responses from an online Age at Work Over-50s Survey conducted in Northern Ireland, Scotland and Wales in June 2020.

SURVEY AIMS AND METHOD

The aim of the Age at Work survey was two-fold:

- To identify what Health & Wellbeing and Employability topics are important to older workers over the next six months
- To identify the best online method to support individuals and businesses to address these topics

The following perspectives were considered when collating the recommendations and considerations for a way forward:

- Businesses in Northern Ireland, Scotland and Wales
- Partner organisations and stakeholders
- Individuals over 50

More detail, along with existing Age at Work resources and support, can be found on pages 17 and 18:

Data collection was conducted using a customised online survey where individuals could respond to a total of 15 questions. As this survey was conducted online, it is assumed respondents had a fair level of IT literacy and access to technology. Therefore, the survey did not test the needs of those individuals without access to technology.

Please note that for the purposes of this survey individuals who are 'employed' includes those workers that are full-time, part-time, self-employed, furloughed, or employed under zero-hour contracts.

¹ Age at Work. Mid-Career Review Toolkit Consultation Report. Executive Summary. October 2019



SURVEY FINDINGS

AGE DEMOGRAPHICS

Across the three nations, the majority of individuals who responded were aged 50-59 (65%), with 35% aged 60-69 and 2% aged 70-79.



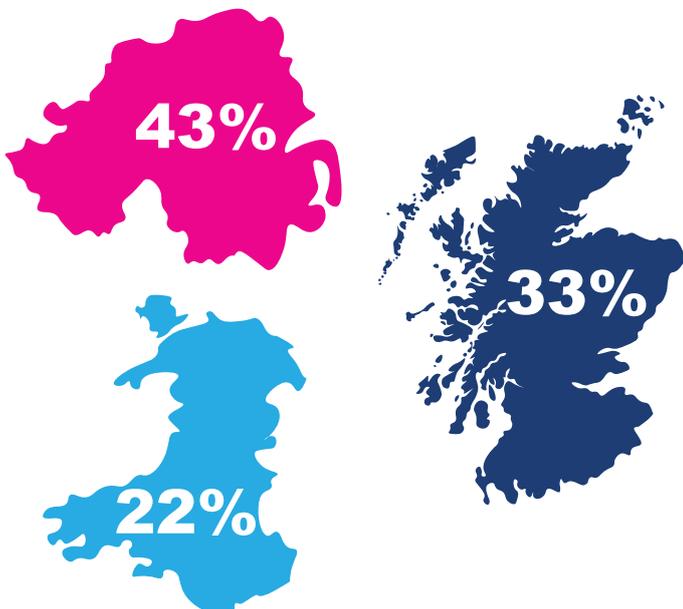
However, employment status within this category differed across the nations. In Wales, 72% of respondents in the 50-59 age group were employed, whereas in Scotland 77% of respondents in the same age category were unemployed.

Observation: Those aged 50-59 have between 8 and 17 years before the current state pensionable age of 67. This is enough time to learn a new skill or two and work for two or more employers.

LOCATION

Overall the survey received the most responses from those living in Northern Ireland at 43% with 33% residing in Scotland and 22% in Wales.

Observation: In Northern Ireland, more individuals 50+ may be online and engaged in activities associated with life over 50+. We must consider if this will translate into greater uptake of age-related activities in Northern Ireland than in Wales and Scotland.



EMPLOYMENT STATUS

The majority of respondents (72%) indicated they were employed, either full/part time, self-employed, furloughed or on zero-hour contracts, versus 14% unemployed and 14% economically inactive. Of note was the higher percentage of respondents who were employed in NI (82%) and Wales (76%), whereas Scotland's respondents were more evenly split with 56% employed and a total of 44% either unemployed or economically inactive. When viewed from an age perspective, the majority of individuals aged 50-59 (75%) and 60-69 (66%) were employed.

Observation: Traditionally, support is provided for individuals not in work. The majority of our survey responses are from those in work. To assist the majority who are employed will require engagement and commitment from businesses.

This means there is the potential for new or more age-inclusive initiatives in the workplace, focusing on employment and the need to support employees with their professional development and considerations around career and work opportunities. Equal emphasis will be required in Scotland to meet the needs of those not in employment.

PERCEPTION OF EMPLOYMENT STATUS

Overall, 32% of respondents are happy with their employment status and would not change a thing, which means **68% of respondents do want change**.

When we consider the data within each category of employment then those that are currently employed wanted marginally less change, with 41% happy to stay as is, and 57% wanting change.

Not surprisingly, more change is desired from those currently unemployed and economically inactive. The results of the survey showed that these individuals want to go back into similar roles or sectors as they had been in previously, or in many instances try a new sector or role, 97% and 89% respectively.

Illustrating the interest in change for those currently employed, the data showed:

- 41% of respondents are very happy with their current status and wouldn't change a thing
- 15% want to stay in the same company but would like a change of role
- 16% want to move company or sector
- 14% want to return to work in the same sector or role
- 14% want to change sector or role altogether

When we overlay age with desire for change across all three nations, we can see that those in age brackets 50-59 and 60-69 favour no change (31%-33% respectively) and 69%-67% are interested in change.

However, in Wales nearly half (47%) of respondents aged 60+ were happy with their employment status and didn't want any change, compared to 37% of those aged 50-59.

Observation: Regardless of whether you are employed, unemployed, aged 50+ or 60+, the majority are interested in a change in role, company or sector. This reinforces the need to support people aged 50+.

Support from employers could be in the form of:

- Active listening
- An appreciation of this cohort within the workplace and society
- Development of age-inclusive policies and practices
- Being responsive to the level of experience the over 50s have and open to explore different opportunities with them
- Offering upskilling opportunities, knowledge transfer, or a change in role through training, job rotation, projects, shadowing or mentoring

In parallel, there is the opportunity to work with wider organisations, government and academia to emphasise the need for opportunities and funding for life-long learning and growth, allowing those 50+ to career pivot or work across a portfolio of roles.



THE IMPORTANCE OF HEALTH AND WELLBEING, AND REMAINING IN AND RETURNING TO WORK

Overall, 96% of all respondents stated Health and Wellbeing was very important over the next six months. This percentage figure remained high, between 92% and 97%, regardless of employment status or age. Being able to remain in or return to work was of most importance to 77% of respondents. It varied in importance over the next six months, ranging from 43% for those currently economically inactive to 85% for those in employment.

Observation: These findings indicate that health and wellbeing is very important to people who are employed, unemployed and economically inactive, and that remaining in work is very important to those currently employed. An opportunity exists to offer employability, and health and wellbeing support to individuals in employment, and to add health and wellbeing content to the traditional employment support offer to those who are unemployed and economically inactive.

Therefore, to help people to remain or return to work, we should have a dual approach that covers both health and wellbeing, and employability topics.



An opportunity exists to offer employability, and health and wellbeing support to individuals in employment, and to add health and wellbeing content to the traditional employment support

offer to those who are unemployed and economically inactive.

HEALTH & WELLBEING

Of the four Health and Wellbeing topics listed in the survey (Physical Health, Mental Health, Financial Health and Social Health), Physical Health (89%) and Mental Health (87%) were of most relevance to respondents. This was consistent across age and most employment statuses except for those unemployed who were most interested in Mental Health (87%) and Financial Health (87%).

In Northern Ireland, 88% of unemployed respondents identified Social Health as very important, compared to 64% average across the three nations. In Wales, Financial Health was identified as the most important aspect of wellbeing with 90% of respondents aged 60+ selecting this option.

Observation: The findings indicate that there needs to be a holistic approach to wellbeing when supporting people aged 50+ to remain or return to work. This should incorporate Physical, Mental,

Financial and Social Wellbeing. Businesses may wish to consider a strategic approach to their health and wellbeing strategy. Organisations supporting people to return to employment could consider incorporating health and wellbeing topics into their delivery of support.

In Northern Ireland, social inclusion was identified as one of the main reasons for engagement in the Still Ready for Work programme and these findings reinforce that view.

In Wales, 90% of respondents aged 60+ indicated Financial Health as very important. This may indicate that as we get older and closer to retirement finances become more important to us. Therefore, it is important to factor financial health into the Mid-Career Review service in Wales.



The findings indicate that there needs to be a holistic approach to wellbeing when supporting people aged 50+ to remain or return to work

PHYSICAL HEALTH

Respondents were asked how interested they would be in gaining more knowledge on Menopause, Musculoskeletal Health and Fatigue.

Overall the survey results show that individuals want to gain more knowledge on Fatigue (48%), with marginally higher interest shown for Musculoskeletal Health by those unemployed and economically inactive.

In Scotland and Northern Ireland, Musculoskeletal Health was identified as the most important topic in the aged 60+ category.

Observation: It is very important that employers explore options to help improve employees' musculoskeletal health and fatigue. These two issues affect staff that are both in active labour and more sedentary roles. Simple changes to workplace practices can help support staff in this regard and will help maintain an individual's working life and ability to do their job. This can include training, advice, guidance and changes to the working environment.

Although Menopause was ranked as the least important health and wellbeing topic, the survey data does not differentiate between male and female respondents. Therefore, the importance of Menopause may be much higher among female respondents, but we are unable to determine this with the current data.

MENTAL HEALTH

Respondents were asked how interested they would be in gaining more knowledge on Managing Stress, Coping with Bereavement, and Building Resilience.

Overall, under the subject of Mental Health, individuals want to gain more knowledge on Managing Stress and Building Resilience with 52% selecting this response for both areas. Higher importance is given to Building Resilience (59%) by those currently economically inactive.

In Scotland building resilience was identified as the most important topic and was also the most important topic for unemployed respondents in Wales.

Observation: Managing Stress and Building Resilience go hand in hand. It's important that those supporting people to remain or return to work include some kind of support or guidance that will help people manage and cope with stress, while equipping them with the knowledge or information that will help them build resilience.

Stress can have implications for those in work and those seeking work. Supporting those seeking employment with building their resilience is particularly important, especially as research shows that this age group will find it most difficult to get back into employment.

FINANCIAL HEALTH

Respondents were asked how interested they would be in gaining more knowledge on Budgeting, Financial Planning and Bereavement Considerations.

Financial Health was an important topic for respondents with 78% saying it was very important.

Overall, under the topic of Financial Health, individuals are most interested in gaining knowledge on Financial Planning (42%) with most interest shown by those unemployed (53%) and least interest from those economically inactive (31%). Budgeting was of most interest to those unemployed at 43%. In Wales, budgeting and financial planning were equally of top importance for those unemployed (63%).

Observation: Financial health is important for an individual's overall health and wellbeing. Employers can support staff prepare financially for the future. Support should focus on pensions and savings as well as budgeting, to enable individuals to plan for retirement or make the decision to remain in work.



Employers should support their staff to plan financially for the future to ensure they have enough income. There should be a focus on pensions and savings as well as budgeting.

SOCIAL HEALTH

Overall, under the topic of Social Health, individuals are most interested in building Social Connections (33%) and taking advantage of Voluntary Opportunities (32%). Most interest was shown for Voluntary Opportunities by those that are economically inactive. Those who are unemployed have most interest in building social connections, as do those aged 60-69.

Observation: Prior to COVID-19, research highlighted the need for social inclusion for people over 50, which shaped the format of the Age at Work programme. Interestingly, Social Health was identified as the least important health and wellbeing survey topic across the three nations, however when broken down, building social connections is the most important topic in Wales and in Northern Ireland, particularly among the economically inactive. Building social connections through volunteering was of most interest to people aged 60-69 in Scotland who are economically inactive.

REMAINING IN AND RETURNING TO WORK

Consistently, Skills Assessment and Interview Skills/Techniques are identified as the most important employability topics across all ages and employment groups, being selected as very important by 46% and 45% of respondents respectively. This was followed by Job Search in the Digital Age (35%), CV Creation/Applications (33%) and Creating Effective Social Media Profiles (27%).

Greater interest in Skills Assessment and Interview Skills/Techniques was expressed by those unemployed, 58% and 56% respectively, and those economically inactive, 52% for both. There was more interest from those aged 50-59 (50%, 50%) versus those 60-69 (39%, 35%). Overall, the 60-69 age group expressed the least interest in the five employability topics.

In Northern Ireland, most employability topics (excluding Skills Assessment) are identified as significantly more important to unemployed NI respondents as compared to the three nations (by a rate of between 10-22%). The highest differences in interest were noted for Interview Skills/Techniques. 75% viewed this as important compared to 56% across the three nations, and 50% identify effective LinkedIn profiles as important as compared to 32% across the three nations.

Overall Interview Skills/Techniques was of most importance to respondents in Scotland, except for those unemployed where Assessment of Skills (67%) was of highest interest.

Observation: There is a desire from the majority of respondents, across all ages and employment statuses, for support in having the right information and confidence in the various five employability topics. This links with the high percentage (68%) mentioned earlier for respondents wanting change. They want to be prepared to make the change. Assessment of skills and gaining current information about interview techniques and job search will help build the confidence respondents feel they need to make the change they want. Assessing skills is particularly important for those wanting to change into new roles or sector. Although creating an effective LinkedIn profile was of least interest to respondents in the three nations, most employers use social media when recruiting staff. It may be that the respondents don't realise the importance of LinkedIn for recruitment, or they already have good profiles.



Respondents want to be prepared to make the change. Assessment of skills and gaining current information about interview techniques and job search will help build the confidence respondents feel they need to make the change they want.

MID-CAREER REVIEW

When asked how important it was for respondents to participate in a Mid-Career Review, 48% of all respondents said it was very important. Within the 50-59 bracket, 53% said it was very important. In the 60-69 age bracket, 41% were very interested, the lowest percentage of respondents when analysed by age bracket.

In NI, a very high rate of 75% of unemployed respondents identified a Mid-Career Review as very important as compared to 52% across the three nations. In Scotland the highest interest rate was from the economically inactive at 58%.

Observation: As nearly 50% of respondents said they were very interested in a Mid-Career Review, this indicates that respondents are interested in reviewing where they are now in the inter-related areas of their life (career, wellbeing, finance and work-life balance) and planning for their future. A number of the specific topics mentioned earlier in the report (Managing Stress, Budgeting, Skills Assessment, Interview Techniques and Financial Planning) are included broadly in a Mid-Career Review. It could be beneficial to consider whether any other specific topics should be included, such as Musculoskeletal Health and Building Resilience.



A Mid-Career Review helps participants plan for later life and provides an overview to get people thinking about what actions they can take to have the later life they would like.



METHOD OF DELIVERY

For each of the topics, we asked about preferred learning formats and provided four options:



WEBINAR: Information presented online in a live stream with the opportunity for questions at the end. These are scheduled for specific dates and times and those interested need to register and join during that time to participate. Webinars can be accessed via mobile phone, computer or tablet using Wi-Fi or mobile data.



WORKSHOP: Information presented online in a live stream but with more interaction and contributions from participants. These are smaller groups than the webinars and include tasks to complete individually or with other participants, in a virtual learning environment. Participation is via mobile phone, computer or tablet and using Wi-Fi or mobile data.



E-LEARNING: A series of educational modules completed at the participants own pace and at a time of their choosing. This is individual learning with no live responses, but includes online exercises to complete that reinforce learning. Participation is via mobile phone, computer or tablet and using Wi-Fi or mobile data.



INDIVIDUAL CALLS: One-to-one calls by phone or online connection such as Skype or Zoom to discuss a topic. It was proposed that these would be offered as slots for individuals to book via an online system.

Consistently E-Learning is identified as the first choice for delivery, followed by Webinar, Workshop and lastly Individual Calls, except for under the employability topics of Assessing Skills, Interview Techniques and Creating LinkedIn Profiles, where Workshops were the second most preferred method of delivery.

In Scotland, for those unemployed and economically inactive, there was a greater preference for all topics associated with employment to be delivered by Webinar and some specific health and wellbeing topics to be received by webinar (Building Resilience and Volunteering).

In Wales, a Workshop method was the second highest interest from the participants for Assessing Skills, Interview Techniques and Creating LinkedIn Profiles.

Observation: It would have been interesting to understand why the respondents preferred certain methods of delivery. It could be that, e-learning is more flexible and can be done at a time and pace that suits the participant, whereas webinars and workshops are less flexible, taking place on a set date and time. It would be interesting to know if there is an expectation of an accreditation or certificate for successfully completing e-learning modules, which would be of use to those who are currently unemployed or economically inactive. Also, some of the topics suggested are more about information sharing, eg. Health and Wellbeing, and don't necessarily require as much interaction. It was surprising to see that e-learning was the preferred method for the remain in or return to work topics where interaction is more beneficial. Based on experience, most employability topics are better delivered on a one-to-one basis or in small groups where more bespoke support can be provided. Small groups also allow sharing and learning amongst participants.

THEMES FROM FREE-FLOWING COMMENTS

The survey received over 90 comments, grouped in themes below. Those individuals currently employed supplied 70% of the comments with approximately 18% from those unemployed and 12% economically inactive. Individuals currently employed provided most comments on the theme of Health and Wellbeing, followed closely by Employment, and then Policy, Practice and Legal Obligations. 50% of comments from individuals who are unemployed were on the subject of employment, with an even split between the other categories. 90% of comments from those that are economically inactive were focused on employment. Overall, 66% of the comments came from those aged 50-59 years of age.

Respondents raised concerns around:

Policy, practice and legal obligations

- Age discrimination during the recruitment process and in the workplace
- Understanding flexible working practices, and the implications of a reduction in hours or a change in working patterns
- Support with contract law for those that are self-employed
- Returning safely to work during and after COVID-19
- Understanding how workplace policy around COVID-19 relates to leave and sickness policies
- Line manager training to better understand and accommodate needs of female employees over 50s, particularly those experiencing the menopause
- Government and employer support people who are neurodiverse
- Access to opportunities for people with chronic conditions

Health and Wellbeing

- Coping mentally with transitions, change and social isolation
- Ways to work from home and balance personal life effectively
- Coping with the challenges of caring and work
- Pensions and planning for retirement
- Dealing with debt and financial insecurity

Employment

- Options for retraining and changing careers
- Funding available to individuals for re-training and business start-ups
- Career advice, and how to find information on and employment in different sectors
- Identifying employers who actively seek older workers
- Digital skills required to seek and carry out work

Observation: Some comments highlighted personal circumstances, for example, changes to pensions or attitudes they felt at work, including ageism. Others reiterated the need for resilience and coping mechanisms. From a work perspective, individuals would appreciate more knowledge of the options and support available to them, with digital skills coming the fore to find work and to complete work.

STAYING IN TOUCH

Over 70% of the respondents said they were happy to stay in touch and be contacted by email about the Age at Work programme. In Wales, there was a higher interest in staying in touch at 80% and in Scotland those unemployed are most interested in staying in contact at 73%.

Observation: The responses show that the majority of respondents were keen to engage more and find out how they can gain the support they need to remain in or return to work. The responses also indicate that older individuals may not be aware of what support is available and where to get it.



RECOMMENDATIONS & CONSIDERATIONS

The recommendations below, for businesses, stakeholders and individuals, recognise that individuals 50+ either employed or unemployed are receptive to change, interested in other roles and sectors, and appreciate receiving support for their health and wellbeing in addition to support for their working life.

People aged 50 have 17 years before state pension age. The following are recommendations for organisations when considering action to ensure those later years are as enjoyable and enriching as those in earlier life.

- Support life-long learning
 - Provide options and **clear career pathways** for staff in relation to upskilling or changing roles
 - Conduct **Mid-Career Reviews** with staff
 - Provide **employment support** for those in and seeking work
 - Adopt more **inclusive workplace and recruitment practices**
 - **Enable access to e-learning and webinars** in addition to the more traditional means such as one-to-one and workshops
 - Ensure a **holistic approach to health and wellbeing** to support people aged 50+ to remain or return to work
 - Incorporate mental, physical, financial, and social health topics into **employment support services**
 - When supporting the physical wellbeing of staff, have a **focus on musculoskeletal health and fatigue**
 - When supporting the mental wellbeing of staff, have a focus on **managing stress and building resilience**
 - When supporting the financial wellbeing of staff, consider how to support people aged 50+ to **plan financially for the future**, including budgeting, pensions and savings
- We recommend that businesses in Northern Ireland, Scotland and Wales:**
- **Take a pro-active interest in older workers and their development**, recognising their skills, expertise and a pathway of possible next steps
 - **Re-train older workers** who either come from another sector or want to change roles
 - Provide a **Mid-Career Review** workshop for those 50+
 - **Offer age discrimination awareness training** to all staff, especially those in hiring roles, to increase knowledge of the benefits of an age-diverse workforce and appropriate approach
 - **Communicate positive stories** about older workers and the value they bring to the business, both internally and externally
 - **Provide insight** for individuals over 50 considering their sector for the first time. This might mean providing explanations of roles within the company, outlining expectations, and providing opportunities for people aged 50+
 - **Provide work experience** options aimed at older people
 - Share best practice with colleagues and peers, to improve the overall environment for those 50+ Support staff with **health and wellbeing programmes**
 - **Listen to staff** aged 50+, to learn more about what is important to them and the support they want

Resources available to businesses

- **Age Inclusive Business Audit** to assess gaps in relation to supporting older workers and receive a bespoke report of recommendations*
- **Age Inclusive Employer Toolkit***
- **Age Inclusive Matrix** an assisted self-assessment matrix
- Access to a peer network in each nation to learn and share best practice
- **Age at Work Health & Wellbeing E-Learning** modules for staff aged 50+ **
- **Active engagement and development** of your staff who can volunteer to support individuals 50+ on their employment or health and wellbeing journey

Recommendations for Individuals over 50

- Attend one of **BITC Still Ready for Work** online workshops ***
- Register for a **Health & Wellbeing E-Learning** course *
- Attend a **Mid-Career Review** session to reflect on career to date and identify changes that can be made for better wellbeing and to improve career and financial prospects *
- **Carry out a skills assessment** to understand where your strengths are
- Ensure that any **LinkedIn profile effectively** highlights skills and experience
- Understand where employers look for new staff and what skills are most important
- Schedule time to research resources that can help you in the various aspects of life: career, finance, health, and wellbeing
- Ensure your **CV is up-to-date and in a relevant format**
- Identify where you need to make changes regarding your health and wellbeing, and **create an action plan** with simple steps to make improvements
- Create a network of buddies or peers who can support your journey
- Seek financial or in-kind support to have access to an IT device for learning and job search

Recommendations for partners and stakeholders

- Work to complement state provision of support to over 50s with Age at Work programmes
- **Encourage apprenticeships** and work placements for older workers
- Actively promote services to support people aged 50+ to get into employment
- **Work collaboratively with BITC** to raise awareness of the benefits of an age diverse workforce
- **Signpost businesses and individuals aged 50+ to BITC for the Age at Work programme**
- Share positive stories about older individuals in work including the positive contribution they make and the benefits to the individual
- Consider the method of delivery for any employment or health and wellbeing programmes you offer. Consider e-learning modules where appropriate.

* Available in Northern Ireland and Wales

** Available in Northern Ireland only

*** Available Northern Ireland and Scotland only

APPENDIX – SURVEY QUESTIONS

Q1. This survey is being administered by Business in the Community. The data collected here will be used to improve our products and services and help us ensure we are meeting and hopefully exceeding your expectations, especially as we adapt due to COVID-19. Results from this survey will be shared with all Age at Work Partners in Business in the Community and Age charities.

View our privacy policy to learn more about how we treat personal data and comply with General Data Protection Regulations.

- I am happy to complete this survey sent to me by Business in the Community
- I do not want to complete this survey

Q2. How young/old are you?

- 49 or younger
- 50-59
- 60-69
- 70-79
- 80+

Q3. Where do you live?

- Northern Ireland
- Wales
- Scotland

Q4. What is your current employment status?

- Employed – Full/part time, Self-employed, furloughed, zero-hour contracts
- Unemployed – no income from an employer or customer, income from job seeker benefits
- Economically Inactive – income from pensions, care responsibilities and/or capability benefit

Q5. How happy are you with your employment status?

- I am very happy – wouldn't change a thing
- I want to stay at the same company, but I am looking for a new role
- I want to move to a different company/sector
- I want to go back into work in the same sector/role I was previously
- I want to go back into work but in a new role/sector

Q6. Please let us know how important these topics are to you over the next 6 months:

- Health & wellbeing
- Remain in and/or return to work

Q7. Health and wellbeing covers many aspects. How relevant is each aspect to you?

- Physical health
- Mental health
- Financial health
- Social health

Q8. Within the aspect of Physical health, how interested would you be in gaining more knowledge on the following topics:

- Menopause
- Musculoskeletal health
- Fatigue

Q8a. How Important is the topic to you?

- Very
- Slightly
- Not at all

Q8b. Which formats would you prefer?

- Webinar
- Workshop
- E-learning
- Individual Call

Q9. Within the aspect of Physical health, how interested would you be in gaining more knowledge on the following:

- Menopause
- Musculoskeletal Health
- Fatigue

Which formats would you prefer?

- Webinar
- Workshop
- E-learning
- Individual Call

Q10. (a) Within the aspect of Mental health, how interested would you be in gaining more knowledge on the following:

- Managing stress
- Coping with bereavement
- Building resilience

How Important is the topic to you?

- Very
- Slightly
- Not at all

Q10. (b) Within the aspect of Mental health, how interested would you be in gaining more knowledge on the following:

- Managing stress
- Coping with bereavement
- Building resilience

Which formats would you prefer?

- Webinar
- Workshop
- E-learning
- Individual call

Q11. (a) Within the aspect of Financial health, how interested would you be in gaining more knowledge on the following:

- Budgeting
- Financial planning
- Bereavement considerations

How Important is the topic to you?

- Very
- Slightly
- Not at all

Q11. (b) Within the aspect of Financial health, how interested would you be in gaining more knowledge on the following:

- Budgeting
- Financial planning
- Bereavement considerations

Which formats would you prefer?

- Webinar
- Workshop
- E-learning

Q12. (a) Within the aspect of Social health, how interested would you be in gaining more knowledge on the following:

- Virtual coffee catch up
- Building new social connections
- Voluntary opportunities

How Important is the topic to you?

- Very
- Slightly
- Not at all

Q12. (b) Within the aspect of Social health, how interested would you be in gaining more knowledge on the following:

- Virtual coffee catch up
- Building new social connections
- Voluntary opportunities

Which formats would you prefer?

- Webinar
- Workshop
- E-learning
- Individual call

Q13. (a) What aspects of remaining or returning to work are most important to you?

- Assess skills
- Job search in the digital age
- Create effective LinkedIn profiles
- CV creation, application responses
- Interview skills/techniques

How Important is the topic to you?

- Very
- Slightly
- Not at all

Q13. (b) Which formats would you prefer?

- Webinar
- Workshop
- E-learning
- Individual call

Q14. A separate opportunity exists to participate in our Mid-Career Review, please indicate how important is this to you?

- Very
- Slightly
- Not at all

Which format would you prefer?

- Webinar
- Workshop
- E-learning
- Individual call

Q15 Please let us know if there are any other topics that you would like to see covered by the Age at Work programme.

We would like to stay in touch with you and update you on the Age at Work programme and the resources we develop. Can we contact you in the future via email?

Please provide your email address so we can stay in touch.

Thank you



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