



**In Wales, 1 in 3 workers are over 50 and by 2030 half of all adults in the UK will be over 50.**



The Responsible Business Network Cymru



Creu Cymru oed gyfeillgar  
Creating an age friendly Wales



It is essential for business and the economy that employers take action now to ensure older workers are supported to stay in the workplace. The **Age at Work** programme — delivered by Business in the Community (BITC) and Age Cymru — can help your organisation get ahead of the changing demographics and take advantage of an effective, **multigenerational workforce**.

## Age at Work

The **Age at Work** programme offers **free** tools and support to help employers to recruit, retain and retrain colleagues over 50, and supports workers aged 50+ to remain in work, develop skills, continue to earn, stay connected, and have a fuller working life.

Through Age at Work, we can help your business address key issues including: **menopause; physical and mental health; pensions and savings; retirement planning; and more.**

## Take action on age inclusion in the workplace

### Complete the Age-Inclusive Employer Review

This simple, online, self-assessment tool helps to identify gaps and highlight strengths in your organisation's approach to supporting mature workers and age inclusion in the workplace.

### Join the Age-Inclusive Learning Network

Collaborate and connect with small group of HR, inclusion, and wellbeing professionals to learn, discuss challenges, and share best practice as you work on developing an age-inclusive action plan for your organisation.

## Access the Age-Inclusive Toolkit

An employer's go-to guide to supporting staff on four key areas: Health and Wellbeing; Financial Wellbeing; Workplace Practices; and Work-life Balance, with employer case studies. A Welsh language version is available.

## Utilise support and guidance

From BITC, who can work one-to-one with you to understand your current and future needs, and support your priorities in developing an age action plan.

## Access and share best practice examples

Learn from others and platform your organisation as an age-inclusive employer.

## Offer support opportunities to staff

We deliver Mid-Career Review Webinars to your staff over 50, an opportunity to reflect and take a forward look at career, health, wellbeing and finances and plan for a positive future.

To get involved visit [www.bitcni.org.uk/agewales](http://www.bitcni.org.uk/agewales), email [jill.salter@bitc.org.uk](mailto:jill.salter@bitc.org.uk) or call 07793 443893.