ILC Friday three - 3 February 2023

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International Longevity Centre UK

Latest news

ILC Friday three

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Solution of the week - blind recruitment to encourage age-diversity



There has been much written in recent weeks about the importance of encouraging older workers to return to work and the barriers faced. Recent research by the Chartered Management Institute (CMI) found that employers are much less open to hiring older workers than they are to bringing in younger people. The CMI surveyed more than 1,000 managers working in UK businesses and public services. It found that just 42% were open "to a large extent" to hiring people aged between 50 and 64.

As we all live longer, employers simply can't afford to maintain such short-sighted attitudes. We must fundamentally rethink the way we work, learn and live and adapt to the reality of our complex, longer and changing working lives. Successful workplaces of the future need to attract and foster the skills of workers of all ages. One significant step to reducing bias would be to try out a blind recruitment process.

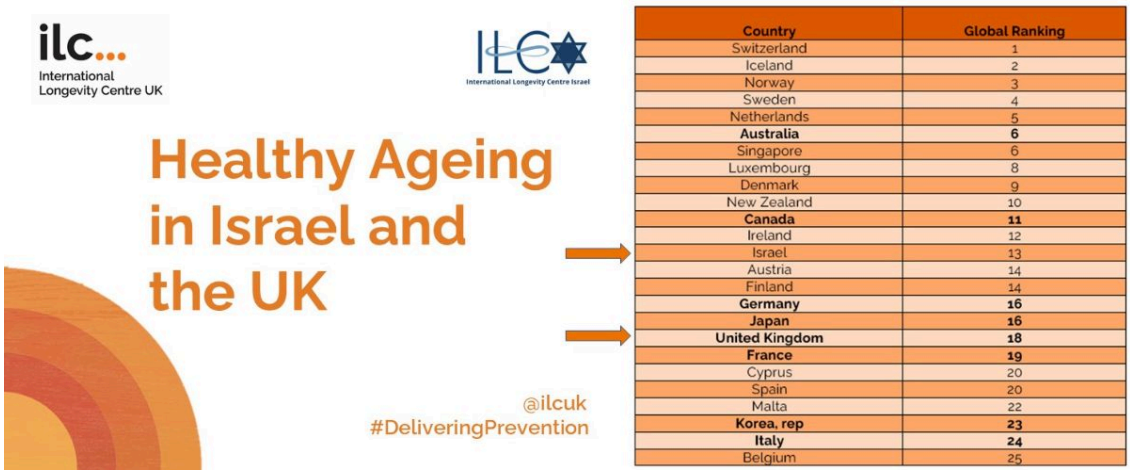
educated or their age or background. We have found that this has meant fewer but higher quality applications as candidates can no longer simply submit their CV or manipulate experience against a job description and must answer a series of questions that require careful consideration and focus. We think this process is key to helping us get a more diverse group of employees and encouraging older workers who may not think their skills are relevant to apply. Read more here.

Of course, better work goes much wider than simply better recruitment and many employers must do more to support and retain people in work for longer. Following our Work for Tomorrow programme we produced practical advice for employers who want to respond to an ageing workforce but don't know where to start.

What do you think? Over the next few months, we want to highlight examples of policy and practice which could help us adapt to increased longevity. We will collate ideas into a plan for the next Government and launch it at our Future of Ageing Conference on 7 December 2023. So, what do you think of this solution? Do you have different or better ideas? Let us know via events@ilcuk.org.uk

READ MORE

Healthy ageing - what can Israel and the UK learn from each other?



Country	Global Ranking
Switzerland	1
Iceland	2
Norway	3
Sweden	4
Netherlands	5
Australia	**6**
Singapore	6
Luxembourg	8
Denmark	9
New Zealand	10
Canada	**11**
Ireland	12
Israel	13
Austria	14
Finland	14
Germany	**16**
Japan	**16**
United Kingdom	**18**
France	**19**
Cyprus	20
Spain	20
Malta	22
Korea, rep	**23**
Italy	**24**
Belgium	25

This week, ILC Israel hosted a roundtable discussion looking at challenges and opportunities for healthier ageing in the respective countries. ILC UK's David Sinclair, Lily Parsey, and Arun Himawan travelled to Ben-Gurion University for a hybrid event to present the key findings from our Healthy Ageing and Prevention Index. Speakers from Israel included Adam Rose from the Braun School of Public Health and Gilad Hadas from the American Jewish Joint Distribution Committee (JDC). Stephen Burke from the Hallmark Foundation, also presented on the importance of connected communities and purposeful relationships to healthy ageing.

Delegates from both ILCs gave valuable insight into the policy interventions,

systems will have to make radical changes to adapt to changing demographics and complex needs of older people. For example, the JDC mapped the Indicators for Optimal Ageing in Israel to help measure what healthy ageing really looks like in practice.

The session was a reminder that sharing information and drawing lessons from other places is key to developing robust and clear ideas. We thank ILC Israel for hosting and sharing their knowledge with us - and the Hallmark Foundation, Pfizer, GSK, Sanofi, MSD, and Amgen who make the Prevention programme, and these events, possible.

To watch a recording of the session please click here and the slides from the session are also available here.

WATCH HERE

Save the date - ILC events update



Here are some more events we've planned in February and March. Watch out for further details but in the meantime make a note of these dates:

Thursday 9 February 2023 9.00am – 10.30am (GMT)
Getting to grips with ageing: Can Japan and the UK learn from each other? Speakers include Professor Yoko Matsuoka, Tokyo Kasei University. For more information and registration click here.

Tuesday 28 February 2023 1.00pm – 2.30pm (GMT)
A joint webinar with UKRI on *Demographic dividends – grasping the retail opportunities of healthy ageing.* Speakers include Andrew Goodacre, CEO, British Independent Retailers Association. For more information and registration click here.

Will we die, survive, or thrive next time? Speakers include: Dr Kit Yates, Centre for Mathematical Biology at Bath University and author of The Maths of Life and Death. For more information and registration click here.

To keep up-to-date with ILC events throughout the year, please continue to check our website on a regular basis.

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