

Tackling Ageism in the Workplace

Central London (Zone 1) | Wednesday 7 November 2018

10.15 **Registration & Morning Refreshments**

11.00 **Chairs Introduction**

11.05 **Keynote Session– Fuller Working Lives– a framework for action**

11.30 **Recruiting older workers: creating an age neutral recruitment process**

- The effects of age discrimination within recruitment processes and encouraging age neutral selection methods
- Tackling unconscious bias in the workplace and removing negative stereotypes concerning older workers
- Ensuring that older candidates are prepared for a modern job search
- Educating managers on the value and experience of older workers
- Benefits of positive action with regards to recruiting older workers

12.30 **Retraining older workers: keeping employees productive and their skills current**

- Effectively analysing employee's existing skills and providing re-skilling advice relevant to their current job role as well as wider development training
- Actively transferring knowledge between generations and encourage mentoring & reverse mentoring
- The benefits and effective utilisation of a Mid-Life Career Review
- Exploring the benefits of apprenticeships for older workers

13.30 **Networking Lunch**

14.30 **Retaining older workers: supporting and engaging your older workers**

- Investigating the business case for employee retention
 - The importance of maintaining older employee self esteem
 - Managing the challenges faced by older workers by creating a more flexible and adaptable workplace
 - Setting up an attractive pension scheme that benefits older workers
- ⇒ **Alistair McQueen**, *Head of Savings & Retirement, Aviva UK*
- ⇒ **Patrick Thomson**, *Senior Programme Manager and Lead on age-friendly employers programme, Centre for Aging Better*

15.45 **Event Close**

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