

The Challenge of Scotland's Changing and Ageing Workforce

Three years on from the introduction of the Age Regulations, few employers would argue that age doesn't matter any more. In fact, as surveys bear out, age discrimination still continues, though that is only part of the story.

The other side to the coin is that the population is getting older and many informed observers believe the real issues are not just about age discrimination. Rather, they would say, we need to understand the more holistic concept of age management. How can organisations recruit and retain older workers? 'How we did it' examples can be a starting point. Age management demands a strategy and it requires proactive interventions to achieve positive results. It is a classic case where a strong partnership relationship can achieve a 'win-win' for organisations and employees.

The Senior Studies Institute of the University of Strathclyde and TAEN are collaborating to bring you this seminar, starting with an overview of how changing demographics are affecting the local employment landscape, followed by an examination of the legal developments since the introduction of the Age Regulations and then going on beyond compliance with the law to analyse an age management response to the risks that demographic changes pose to unwary organisations. .

8 October 2009

09:45 – 14:00

**Hosted by Highland Employer Coalition
at Cowan House, Inverness Business & Retail Park,
Inverness IV2 7GF**

HIGHLAND
Employer
Coalition
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How to book

This event is free to attend. To reserve your place please:

Email corinna.stowell@taen.org.uk with your name, job title, organisation, email address and a contact telephone number. OR visit the TAEN website at www.taen.org.uk and navigate to events. Joining instructions will be sent a week before the event.

*The University of Strathclyde is a charitable body, registered in Scotland, with registration number SC015263.
TAEN is the operating name of Third Age Challenge Trust, registered charity no 1002770 and company limited by guarantee, registered in England no 2602523.*

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Programme

- 0945 - 1000** *Registration & coffee*
- 1000 - 1015** **Welcome and introduction by the Chair**
David Stewart, Director, Highland Employer Coalition
- 1015 - 1035** **Demographics and the implications for Highland employers**
Graham Smith, Project Co-ordinator – Employability, Senior Studies Institute, University of Strathclyde
- 1035 - 11:05** **Legal overview**
Three years on from the legislation, what are the recent developments employers need to be aware of and what can we look forward to?
Kirk Tudhope, Partner, Ledingham Chalmers LLP
- 1105 - 1120** **Legal Q&A**
- 1120 - 1140** *Break*
- 1140 - 1230** **Beyond Compliance: The business case for age diversity and how to achieve it**
- Case studies**
Chris Ball, Chief Executive, TAEN - The Age and Employment Network
Graham Smith, Project Co-ordinator – Employability, Senior Studies Institute, University of Strathclyde
- 1230 - 1300** Discussion
- 1300** *Buffet Lunch and Networking*